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## CONTENTS

	Page		Page
<i>Special Articles :</i>		<i>Special Articles—continued :</i>	
Profit-Sharing and Co-Partnership Schemes .. .. .	165	National Insurance: Report on Review of Earnings Limits for National Insurance Benefits; Contribution Position of Research Students .. .. .	178
Summary of Monthly Statistics .. .. .	170	International Labour Organisation: 131st Session of Governing Body; Fifth Session of Building, Civil Engineering and Public Works Committee .. .. .	179
Notification of Vacancies (Revocation) Order, 1956 .. .. .	170	Labour Overseas: Canada, Employment Service and Unemployment Insurance in 1954-55 .. .. .	180
Baking Industry (Hours of Work) Act, 1954 .. .. .	170	EMPLOYMENT, UNEMPLOYMENT, ETC. .. .. .	182
Industrial Disputes in 1955 .. .. .	171	WAGES, DISPUTES, RETAIL PRICES .. .. .	193
Salaries of School Teachers in Scotland .. .. .	173	MISCELLANEOUS STATISTICS .. .. .	205
National Service: Call-up and Deferment of 1929-1937 Classes .. .. .	174	ARBITRATION AWARDS, NOTICES, ORDERS, ETC. .. .. .	207
Deferment of National Service of Students in 1956-57 .. .. .	175	STATUTORY INSTRUMENTS .. .. .	211
The Prevention of Industrial Accidents .. .. .	175	OFFICIAL PUBLICATIONS RECEIVED .. .. .	211
National Youth Employment Council .. .. .	176		
Digest of Scottish Statistics .. .. .	176		
Industry and Employment in Scotland in 1955 .. .. .	176		
Tenth Annual Report of National Coal Board .. .. .	177		

Where appropriate, lists of items under the headings shown in CAPITALS will be found on the pages indicated.

## Profit-Sharing and Co-Partnership Schemes

THE following article is based on an enquiry made by the Ministry of Labour and National Service into the extent of profit-sharing and co-partnership in industry and the nature of the arrangements in operation. The enquiry was made during the year 1955 and the information given in this article relates in general to schemes in operation at the end of 1954, although some information is given about certain schemes known to have been introduced since that date. Similar enquiries were made annually from 1919 to 1938, and statistics which analysed the position in the year under review and also traced the development of the movement by means of comparative figures for previous years were published in earlier issues of this GAZETTE (see for instance the issue for August, 1939, page 288). As there have been no enquiries of this kind over a period of some fifteen years, it is not possible to give complete figures for past periods in the present article, and detailed comparison with earlier years has been confined to information on the extent to which profit-sharing and co-partnership schemes that were known to have been in existence in 1938 have survived.

The statistics now available have been compiled from information supplied voluntarily in response to questionnaires addressed to some 1,800 undertakings. These undertakings included all those known to have been operating schemes before the war together with others believed to have introduced arrangements which might come within the scope of the enquiry. In compiling the register of undertakings to be approached, valuable assistance was given by the Industrial Co-partnership Association, and, in regard to co-operative societies, by the Co-operative Union Limited and the Registrar of Friendly Societies. Replies were received from over 93 per cent. of the undertakings approached, but a substantial proportion of these were found not to have any scheme in operation or to be operating arrangements which did not come within the terms of reference of the enquiry. An analysis of the information supplied by the remaining undertakings is given in this article.

### Definition of "Profit-Sharing"

When analysing the information supplied in response to the enquiry, it was necessary to arrive at a working definition of what constituted a scheme of profit-sharing or co-partner-

ship. In all the statistics on this subject published before the war, the definition of "profit-sharing" was broadly in line with definitions agreed upon at certain international conferences\* and was taken to refer to definite arrangements under which employees regularly receive, in addition to their wages or salaries, a share on some pre-determined basis in the profits of the undertaking, the sum allocated to employees varying with the level of the profits. In general, this definition of profit-sharing has been used for the purpose of this enquiry. Accordingly all types of piecework payment and all arrangements for the payment of bonuses varying according to output, sales, savings in production costs, etc., are excluded. Similarly, arrangements under which an employer decides entirely at his discretion whether to pay any bonus, and, if a bonus is paid, how much shall be paid, are normally excluded. In the course of the recent enquiry, however, a considerable number of arrangements were discovered in which, although no pre-determined basis was laid down, a bonus out of profits was regularly allocated to employees the amount of which fluctuated in practice broadly in accordance with the level of profits. Arrangements of this type were wholly excluded from the pre-war statistics, but there seems to be good reason for regarding these arrangements as operating in conformity with the spirit of profit-sharing and as having objectives not differing fundamentally from those of schemes in which the basis of allocation is specifically laid down in advance. There may be many such arrangements which have not come to the notice of the Department, but, in so far as they have been encountered, some particulars have been included in the general summary of profit-sharing arrangements in operation given below, although they have been excluded from the detailed analyses of specific schemes given later in the article.

One other departure from the pre-war definition of profit-sharing may be mentioned. In the international congresses to which reference is made above, considerable emphasis was given to the necessity for a "profit-sharing" scheme to be a scheme which extended to all, or the large majority of, the employees of the firm in question. Accordingly, this Ministry's pre-war statistics excluded not only arrangements

\*A definition of profit-sharing was formulated at an International Congress on Profit-Sharing held in Paris in 1889 and was subsequently endorsed by a similar Congress in 1900 and by International Co-operative Congresses held in 1896 and 1897.

for the sharing of profits with only a few special employees (e.g., managers) but also a number of schemes in which participation was not extended to the bulk of those employed in the undertaking, being confined to those classified as "staff" or to particular sections of the undertaking. In the recent enquiry a small number of similar schemes were encountered. In some of these undertakings the classes of employees who are excluded from participation are covered by other bonus arrangements such as output bonus systems. In all of the cases noted the employees who do participate represent a whole group or class and do not consist simply of a few specially selected employees. Accordingly these schemes have been treated as examples of profit-sharing within the limited field in which they operate and they are therefore included in the statistics given in this article.

#### Definition of "Co-partnership"

There is no generally agreed definition of the term "co-partnership" and so far as is known there has been no attempt to arrive at a definition by international agreement. By implication the term covers any arrangement in which a business is so organised and conducted that the employees feel that, by virtue of their services, they are genuinely partners with the employers in a joint undertaking although there may be no partnership in a legal sense. This is, broadly speaking, the objective of every firm with an enlightened industrial relations policy, but it is manifestly impossible to identify those particular undertakings which could be said to have achieved this objective and which are therefore examples of "co-partnership". Hence no attempt is made in this article to classify schemes according to whether or not they are examples of co-partnership. There is, however, a rather more rigid conception of a co-partnership system as being one which ensures that there shall be a sharing of profits with employees supplemented by arrangements for the employees to acquire some share in the control of the undertaking by owning share capital or in other ways. Some information is given in this article regarding a number of schemes which might come within this definition, but it cannot be assumed that any one particular group of schemes can be exclusively regarded as "co-partnership" schemes.

#### Summary of all Arrangements in Operation

On the basis of the definition of the term profit-sharing as already described, the enquiry established that at the end of 1954 there were in the United Kingdom 421 schemes being operated on a pre-arranged basis by 408 undertakings. The aggregate number of employees shown as entitled to participate in these 421 schemes was 389,433, but in so far as some employees may have participated in two schemes operated by the same firm the net number of participating employees may have been slightly below this figure. It is not possible to estimate the precise extent of such duplication, but it is known to be not more than one-half of one per cent. In addition to these specific schemes, 130 arrangements were brought to the notice of the Department in which profit-sharing appeared to be practised although there was no scheme providing for sharing profits on a pre-determined basis. Under these arrangements 132,672 workers were reported as participating.

On the basis of the slightly more rigid definition then in use, the number of specific schemes recorded in the 1938 statistics was 404, with approximately 261,000 workers participating in the 399 undertakings concerned (five undertakings each had two schemes). To these 404 schemes must be added 48 schemes (in 45 undertakings) which appear to have been in operation in 1938, but which the present enquiry has identified for the first time; the aggregate number participating in these schemes in 1938 is not known, but in 1954 it was 23,843.

The following Table summarises the total number of schemes of profit-sharing on a pre-determined basis operating at the end of 1954 in two categories, viz., (a) schemes applying, subject to certain qualifications, to employees of the undertaking in general, and (b) schemes of a similar character but in which profit-sharing is confined to "staff" or to a particular section or class. Figures are also given respecting the 130 other arrangements which may be regarded broadly as partaking of profit-sharing in practice although there is no specific pre-determined basis for automatically fixing the employees' share of profits:—

	Number of Schemes	Number of Persons Employed	Number of Participants
Schemes operating on a pre-arranged basis:—			
Applying to employees in general..	400	570,909	380,865
Applying only to "staff" or to a particular section .. .. .	21	42,979	8,568
Total .. .. .	421*	611,713†	389,433‡
Other arrangements broadly of a profit-sharing character .. .. .	130	163,331	132,672

\* There were 13 undertakings each having two separate schemes in operation; the number of undertakings with schemes in operation was therefore 408.

† The numbers employed by undertakings having two schemes in operation are counted only once in this total.

‡ The net total of participating employees may be slightly less than 389,433 because a small but unknown number of employees may have participated in two schemes operated by the undertaking in which they were employed.

Apart from limitation by status, as, for example, in schemes applying only to "staff", the extent to which the numbers participating fall short of the total numbers employed in the undertakings is due in part to limiting factors such as age and length of service qualifications, but to a much greater degree to the inclusion of a number of schemes which cover only employees able and willing to deposit savings or to purchase shares. Further reference is made to such schemes in later paragraphs.

The value of profit-sharing and co-partnership schemes cannot be assessed solely by reference to the amount of the financial benefit accruing to the participants, and, moreover, for some kinds of schemes this financial benefit cannot be identified for precise measurement. The financial benefits are, however, a matter of considerable interest to the employees working under these arrangements and since statistics are available for many of the specific schemes which operate on a pre-determined basis, these have been summarised in the Table below. Corresponding figures are also given for the 130 arrangements already referred to which were broadly of a profit-sharing nature although these were not specific schemes operating on a pre-arranged basis. The figures relate to benefits paid or credited in respect of profits earned during each firm's financial year ending in 1954:—

	Number of Schemes	Average Amount of Bonus per Participant	Average Percentage Addition to Earnings
Schemes operating on a pre-arranged basis:—		£ s. d.	Per cent.
Applying to employees in general..	349	28 5 4	5.8
Applying only to "staff" or to a particular section .. .. .	21	55 6 0	10.1
Total .. .. .	370	28 18 3	5.9
Other arrangements broadly of a profit-sharing character .. .. .	130	28 11 6	7.4

The summarised figures given in the preceding paragraphs of this article include a considerable number of schemes operating in co-operative societies. In these societies the systems of sharing profits with employees are, in some respects, different from those operating in other businesses and in the two sections which follow the arrangements in force in the two types of undertaking, in so far as they are specific schemes operating on pre-determined bases, are considered separately.

#### Schemes in Businesses other than Co-operative Societies

According to the Department's information, at the end of 1954 there were 297 undertakings operating profit-sharing schemes on a definite pre-arranged basis. Thirteen of these each had two schemes in operation, so that the total number of schemes was 310. The number of workers employed by these firms was 564,446 and of this total 344,792 were entitled to participate in the schemes. Of the 310 schemes, 21 were of the type in which participation is confined to employees classified as "staff" or to particular sections or classes of employees.

The 297 undertakings operating these schemes included 205 employing fewer than 1,000 persons and in 53 of these cases the number employed was fewer than 100. There were only 92 firms employing 1,000 or more workers. Measured by the numbers of participants in the schemes, there were 83 schemes with fewer than 100 participants, 206 schemes with fewer than 500 participants and 254 with fewer than 1,000 participants. In only 56 of the 310 schemes was the number of participating employees 1,000 or more.

#### Analysis by Industry

The following Table shows the distribution of these 310 schemes by broad industry groups:—

Industry Group	Number of Schemes	Number of Persons Employed	Number of Participants
Agriculture, Forestry, Fishing ..	4	191	180
Mining and Quarrying .. .. .	17	49,855	30,105
Treatment of Non-Metalliferous Mining Products other than Coal .. .. .	26	141,330	105,577
Chemicals and Allied Trades .. .. .	9	25,389	12,526
Metal Manufacture .. .. .	57	91,000	39,521
Engineering, Shipbuilding and Electrical Goods .. .. .	8	55,782	35,800
Goods .. .. .	6	3,178	2,164
Vehicles .. .. .	4	9,555	9,316
Metal Goods not elsewhere specified .. .. .	30	23,968	13,874
Precision Instruments, Jewellery, etc. ..	22	30,726	15,195
Textiles .. .. .	22	39,022	28,719
Leather, Leather Goods and Fur .. .. .	33	21,406	9,944
Food, Drink and Tobacco .. .. .	9	6,880	3,522
Manufacture of Wood and Cork .. .. .	7	3,124	982
Paper and Printing .. .. .	4	599	491
Other Manufacturing Industries .. .. .	29	28,717	21,047
Building and Contracting .. .. .	10	29,672	13,308
Gas, Electricity and Water Supply .. .. .	7	820	589
Transport and Communication .. .. .	6	3,232	1,932
Distributive Trades .. .. .	310	564,446	344,792
Insurance, Banking and Finance .. .. .			
Professional Services .. .. .			
Miscellaneous Services .. .. .			

It will be seen that the largest number of schemes was in the engineering, shipbuilding and electrical goods group. Measured by the number of participating employees, however, the most important group was that covering chemicals and allied trades, in which over 100,000 workers participated in schemes. In no other group did the number of participants reach 40,000.

#### Types of Schemes

For purposes of analysis it is convenient to divide these 310 schemes into two broad categories, viz., those that are primarily or wholly schemes for allocating profit bonuses to employees and those that are primarily designed to enable employees to acquire some financial stake in the undertaking, in the form of share capital or sums held on deposit by the firms. The first of these categories is by far the more common.

**Profit Bonus Schemes.**—The majority of schemes under this heading are based on an annual allotment of bonus out of profits for distribution to employees over and above their regular remuneration, the amount being determined, directly or indirectly, by the level of profits. In the more usual type of pre-arranged bonus scheme, the total amount to be allocated to employees is a fixed percentage of profits or of the profits remaining after meeting certain specified prior claims. In other cases a more detailed formula may vary the ratio of bonus to profits without departing from the essential principle of the amount of bonus depending upon the level of profits. A smaller number of schemes relate to the amount of bonus in a fixed, or sometimes progressive, ratio to the sum apportioned for payment of dividend on the ordinary share capital, or use the percentage rate of dividend declared as a basis of calculation. This indirect method of relating the level of bonus to the level of profits by linking the employees' benefits to those of the shareholders permits of many variations in application. In one such variation employees receive bonuses equivalent to the dividends on imaginary blocks of shares. A rather different type is that in which the total bonus consists of the dividend income on an actual block of shares held in trust for the benefit of employees collectively. In such cases the trust may have been established by a voluntary surrender of shares on the part of one or more shareholding members of the firm as an act of personal beneficence. In other cases the firm, as a corporate body, may have financed the purchase of shares by trustees. This permissible exception to the legal prohibition of provision of financial assistance by a company for purchase of, or subscription for, its own shares, is now contained in a proviso to Section 54(1) of the Companies Act, 1948, the corresponding proviso relating to the purchase of shares in the earlier Act of 1929 having been introduced to facilitate, *inter alia*, profit-sharing schemes of this type. Trust bonus schemes of this kind numbered nine in 1954.

A specified minimum period of service with the firm is usually a condition of eligibility to participate in profit bonus schemes; and employees below a certain age are sometimes excluded. The most usual method of dividing the total bonus among eligible employees is in proportion to individual earnings in the year to which the distribution relates, with weightings in some instances for length of service, status, and personal merit. Some schemes embody penalties, such as reduction, or even complete forfeiture, of the share otherwise accruing in cases of unsatisfactory conduct, waste or negligence, bad timekeeping, absence without good reason, etc.

The individual share having been determined, payment may be made in cash, or less frequently the amount is credited to a savings account from which sums may be withdrawn freely, or retained in a provident, superannuation or similar fund, or invested in shares of the undertaking, or paid in any combination of these ways. Where the bonus is retained, wholly or in part, for investment in shares of the undertaking, the participants thereby acquire a financial stake in the capital of the business and this accumulated capital in turn entitles the participants to a further share in the profits. These schemes are regarded, however, as primarily of the profit bonus type as distinct from the "share issue" type of scheme described in the next paragraph.

**Share Issue Schemes.**—The mere holding of shares in his own firm by an employee is not in itself regarded as an example of profit-sharing for the purpose of the Department's statistics, since the shares may have been purchased in the open market on the same terms as those for the ordinary investor, and in this case there would be no element of special advantage in purchase price or dividend income to the employee as such. Where, however, arrangements are in force which enable the employees to acquire shares in the undertaking on specially advantageous terms, such arrangements are regarded as constituting a method of sharing profits with employees, although of a rather special and limited kind. Ordinary shares, either a separate issue or purchased in the open market by trustees appointed by the firm, may be issued free to employees or offered for subscription by employees on favourable terms, *i.e.*, below market value. In certain cases ordinary shares held by employees entitle the holders to a supplementary rate of dividend over and above that received by the ordinary shareholder. Alternatively, a special class of "employee" share may be created for distribution free, or by purchase at nominal value, possibly with advantage in yield over ordinary shares of the same face value. This type of share was the basis of nearly one-half of the share issue schemes operating in 1954. In these schemes, and also in the majority of schemes involving ordinary shares, there may be provision in some instances for retention by retired employees, or transfer to dependants of deceased employees, but with these exceptions there are restrictions on sale or transfer to persons outside the business. For example, there may be provision for trustees to purchase shares from employees who leave and to issue such shares to other employees: this maintains circulation of shares among employees, thus establishing what may be termed a "continuing" scheme. This feature is of particular importance where there is an

isolated issue of shares, since, in the course of time, the essential element of employee-participation must otherwise disappear. Other schemes may be regarded as "continuing" schemes irrespective of restrictions on the disposal of shares by virtue of fresh issues of shares at intervals. Where a firm has, on one single occasion in the past, made an issue of shares to employees with no provision to ensure that these shares shall remain in the ownership of its employees and with no intention of making further issues, this has not been regarded as a scheme for the purpose of these statistics.

As would be expected, participation in a free issue of shares and the amount of the individual allocation of these is regulated by conditions and qualifications of some kind on the same lines as in profit bonus schemes; similarly, eligibility to subscribe for shares on preferential terms is often dependent on minimum age and length of service. Purchase schemes may stipulate a maximum individual holding, or scale of holdings according to length of service, salary level, etc., and subscription was controlled in this way in two out of every three purchase share issue schemes current in 1954.

**Deposit Schemes.**—A further limited form of profit-sharing occurs in schemes which offer to employees who are able and willing to deposit money with the firm a rate of interest which varies with the level of profits. The rate may be tied to the dividend rate paid on the company's ordinary shares, or may vary independently of this, and the most usual formula is a guaranteed minimum rate with a variable supplement. Some schemes lay down a fixed maximum rate of interest.

In the following Table the 310 schemes operating in ordinary businesses on definite pre-arranged bases are analysed according to the types of schemes:—

Type of Scheme	Number of Schemes	Number of Persons Employed	Number of Participants
<b>Schemes primarily profit bonus</b>			
Bonus paid in cash or credited to a savings account .. .. .	223	290,133	212,651
Bonus retained in a provident, superannuation, or other similar fund ..	7	6,792	4,794
Bonus paid partly in cash and partly retained in a provident, superannuation, or other similar fund ..	12	8,264	7,028
Bonus retained and invested in shares of the undertaking .. .. .	3	121,778	92,170
Bonus partly retained and invested in shares of the undertaking and partly paid in cash or retained in a provident, etc., fund .. .. .	9	2,247	1,818
Bonus paid in other ways; combinations of above systems .. .. .	5	3,627	2,603
Total, profit bonus schemes .. .. .	259	432,366*	321,064
<b>Schemes primarily capital holding</b>			
"Share issue" schemes, <i>i.e.</i> , schemes consisting in the issue to employees of share capital, either free, or on specially favourable terms .. .. .	37	84,969	17,428
"Deposit" schemes, <i>i.e.</i> , schemes under which interest, varying with the profits, is allowed on deposits made by employees .. .. .	14	54,129	6,300
Total, capital holding schemes .. .. .	51	139,098	23,728
Total, all schemes .. .. .	310	564,446*	344,792

**Types of Schemes with Co-partnership Features.**—As stated earlier in this article, there is no precise definition of the term "co-partnership" and it is not possible to classify schemes according to whether or not they constitute examples of co-partnership. Information has already been given regarding schemes which provide for allocating part of the profits to employees and at the same time extend to employees the opportunity to share, in some degree, in the ownership of the business in which they are employed. These schemes clearly aim at identifying the interests of the employees with those of directors, management and other shareholders. This aim is demonstrated particularly in those capital holding schemes which accord either full or partial voting rights to employee-shareholders and is further emphasised in those schemes which specifically provide for the representation of employee-shareholders on the Board of Directors. In 1954 three-quarters of the share issue schemes (*i.e.*, 28 out of 37) accorded voting rights to the employee-shareholders and in six of these schemes there was provision for employees to be represented on the Board of Directors. One kind of arrangement, perhaps a little removed from that promoted through shareholding, but clearly of value in emphasising and furthering, through joint consultation, the mutual interests of management and labour, is to be found where employees themselves take a formal part in the administration of profit bonus schemes, *e.g.*, through a joint committee; in some cases these committees are called "Co-partnership Committees". Such arrangements were a feature of 51 (or 20 per cent.) of the 259 profit bonus schemes analysed in the Table given above.

Full details of the amount of capital acquired by employees under these various schemes cannot be given. Where capital holding stems from a scheme which is primarily profit-sharing, *i.e.*, the profit bonus is wholly or partly paid in shares, the extent of the accumulated holding cannot be stated since the firms with such schemes were not asked for this information.† For schemes which are primarily capital holding, three firms were unable to state the

\* The numbers of persons employed by firms having two schemes of different types in operation appear twice in this column but have been counted only once in the total lines.

† A considerable amount of labour might have been involved in supplying such information, especially where share registers do not distinguish shares acquired by employees through profit bonuses.

total holdings of their employees acquired through the schemes. In 34 firms operating share issue schemes, however, it was reported that shares to the nominal value of £1,794,470 were held by 13,178 employees. In the 14 schemes providing for employees to deposit sums with the firm on which interest varying with the profits is paid, the total sum held by the firms on behalf of 6,300 depositors was £629,795.

#### Financial Benefits to Employees

For schemes which are primarily share issue and deposit types it is not possible to give figures showing the precise annual benefits to participants in terms of money or the addition to ordinary wages and salaries represented by these benefits. For the 259 schemes which are primarily profit bonus arrangements the following Table gives particulars of the bonuses paid or credited in respect of the profits of each firm's financial year ending in 1954. The aggregate sum paid or credited under these 259 schemes was £10,045,761.

Type of Scheme	Number of Schemes	Number of Persons Employed	Number of Participants	Average Amount per Participant	Average Percentage Addition to Earnings
				£ s. d.	Per cent.
Bonus paid in cash or credited to a savings account ..	223	290,133	212,651	31 12 1	6.9
Bonus retained in a provident, superannuation or other similar fund ..	7	6,792	4,794	20 12 9	3.8
Bonus paid partly in cash and partly retained in a provident, superannuation or other similar fund ..	12	8,264	7,028	40 14 11	9.0
Bonus retained and invested in shares of the undertaking ..	3	121,778	92,170	30 5 11	4.8
Bonus partly retained and invested in shares of the undertaking, and partly paid in cash or retained in a provident, etc., fund ..	9	2,247	1,818	39 1 0	8.2
Bonus paid in other ways; combinations of above systems ..	5	3,627	2,603	29 3 3	7.1
Total ..	259	432,366*	321,064	31 5 9	6.3

The preceding Table analysed these benefits according to the type of scheme. The following Table analyses the figures by broad industry groups:—

Industry Group	Number of Schemes	Number of Persons Employed	Number of Participants	Average Amount per Participant	Average Percentage Addition to Earnings
				£ s. d.	Per cent.
Agriculture, Forestry, Fishing, Mining and Quarrying ..	4	191	180	21 8 11	6.9
Treatment of Non-Metallic Minerals ..	13	46,730	28,561	28 16 1	5.6
Chemicals and Allied Trades ..	25	140,380	105,456	33 17 10	5.8
Metal Manufacture ..	5	12,700	11,686	16 16 4	3.3
Engineering, Shipbuilding and Electrical Goods ..	51	48,243	34,863	29 17 7	6.6
Vehicles ..	6	42,391	35,034	25 9 2	4.0
Metal Goods not elsewhere specified ..	6	3,178	2,164	36 11 11	6.8
Precision Instruments, Jewellery, etc. ..	4	9,555	9,316	60 11 5	13.5
Textiles ..	25	16,524	13,097	30 15 11	8.3
Leather, Leather Goods and Fur ..	17	13,146	11,743	18 14 6	6.6
Clothing ..	20	38,706	28,417	35 13 3	8.0
Food, Drink and Tobacco ..	26	15,753	8,479	42 12 0	10.1
Manufacture of Wood and Cork ..	7	6,536	3,431	14 9 8	3.6
Paper and Printing ..	5	3,031	812	82 18 8	15.7
Other Manufacturing Industries ..	4	599	491	20 5 5	4.4
Building and Contracting ..	23	22,566	19,108	18 7 11	5.6
Gas, Electricity and Water Supply ..	7	8,205	6,451	44 5 5	8.9
Transport and Communication ..	6	700	564	180 16 1	15.2
Distributive Trades ..	5	3,232	1,211	6 7 4	2.6
Insurance, Banking and Finance ..	6	700	564	180 16 1	15.2
Professional Services ..	5	3,232	1,211	6 7 4	2.6
Miscellaneous Services ..	27	9,097	6,665	490 059	673,939
Total ..	259	432,366	321,064	31 5 9	6.3

A third analysis of the financial benefits under these 259 schemes is given below, in which the schemes are grouped according to the percentage addition made by the bonuses to the ordinary wages and salaries of the participants.

Percentage Addition made by Bonus to Earnings	Number of Schemes	Number of Persons Employed	Number of Participants	Aggregate Amount of Bonus paid (or credited)
				£
Nil ..	5	3,309	1,550†	235,607
Under 2 per cent. ..	9	39,373	31,369	425,383
2 and under 4 per cent. ..	40	45,752	33,844	3,677,305
4 " " 6 " " ..	46	174,826	137,749	1,219,552
6 " " 8 " " ..	31	42,501	31,741	1,513,676
8 " " 10 " " ..	32	58,557	38,959	1,174,992
10 " " 12 " " ..	33	32,809	24,830	635,248
12 " " 16 " " ..	24	19,940	9,693	490,059
16 " " 20 " " ..	12	9,097	6,665	673,939
20 per cent. or over ..	27	9,097	6,665	673,939
Total ..	259	432,366*	321,064	10,045,761

\* See footnote \* on preceding page.

† i.e., the number entitled to participate had a bonus been earned.

#### Periods over which Existing Schemes have Operated

One profit-sharing scheme is known to have been started as far back as 1829 but this and a number of other schemes started very many years ago no longer exist. There are, however, a few schemes at the present time which are known to have been introduced before the beginning of the present century, the earliest example dating from 1884. Nearly one-half of the existing schemes, however, started after the second world war. The 310 schemes operating on a pre-determined basis—including capital holding as well as profit bonus schemes—are analysed below according to the period in which they were started:—

Date of commencement	Number of Schemes existing at end of 1954
Before 1900 ..	7
1900-1913 ..	19
1914-1918 ..	5
1919-1938 ..	104
1939-1945 ..	30
1946-1953 ..	126
1954 ..	9
Date not known ..	10
Total ..	310

#### Terminated Schemes

The profit-sharing movement has had a long history, in the course of which large numbers of schemes have been started but are no longer operating. In many cases the schemes were brought to an end by the winding up of the business concerned, by amalgamations with other undertakings or by other changes in the businesses. Some information is given below about the causes leading to the termination of schemes in the past. Complete statistics of the numbers of terminations are not available owing to the fact that no enquiries were made over the years 1939 to 1953. In the statistics published at annual intervals before the war in this GAZETTE, a cumulative analysis was given, by duration and by cause of discontinuance, of all schemes (in businesses other than co-operative societies) known to have been started and subsequently terminated. The last of these analyses published showed a total of 411 schemes which had been started and discontinued up to the end of 1938. Although complete figures cannot be given, particulars are now available in respect of a total of 605 discontinued schemes, and these are analysed by duration and by the cause of termination, the latter being in most cases the cause as reported by the firm concerned:—

Reported Cause of Termination	Number of Schemes which lasted—							Total
	Under 2 yrs.	2 and under 5 yrs.	5 and under 10 yrs.	10 and under 15 yrs.	15 and under 20 yrs.	20 yrs. and over	Period not known	
Apathy of employees or dissatisfaction of employers with results ..	9	28	24	13	7	8	4	93
Dissatisfaction of employees ..	2	4	3	3	2	2	—	16
Diminution of profits, losses or want of success ..	6	23	19	28	15	18	2	111
Enterprise abandoned; death of employer; liquidation or dissolution of business, etc. ..	9	12	4	9	8	9	3	54
Changes in, or transfer of, business ..	2	7	15	12	15	78	11	140
Substitution of increased wages, or shorter hours, or other benefits ..	1	14	17	9	6	22	6	75
Other causes; cause not stated or indefinite ..	6	8	14	7	9	39	33	116
Total ..	35	96	96	81	62	176	59	605

A few of these schemes were short lived, but over one-half appear to have operated for periods of 10 years or more, and a considerable number lasted 20 years or longer. As regards the circumstances leading to the termination of the schemes, these were in very many cases connected with changes in the organisation of the business and in such cases the ending of the schemes may not have been due to any lack of success attaching to the schemes themselves. In this connection special mention must be made of the situation brought about by the nationalisation of the electricity industry in 1948, and of the gas industry in 1949. Before the war a considerable proportion of the principal company-owned undertakings in these industries—especially those in the gas industry—were operating profit-sharing or co-partnership schemes. Following the nationalisation of the gas industry the schemes then in force were continued in a modified form until March, 1951, after which date an arrangement was made for the former "co-partners" to continue to receive, while they remained in the service of the Area Gas Board by whom they were employed at the time of the arrangement, an annual fixed payment for a specified maximum period equivalent to the bonus paid for the last completed year before 31st March, 1951. This arrangement cannot be regarded as constituting profit-sharing and accordingly these gas company schemes have been included as terminated schemes in the Table shown above; they account for 57 of the schemes classed as terminated because of "changes in, or transfer of, business". Schemes in electricity undertakings were also continued in modified form for three years after the nationalisation of the electricity industry and these account for a further seven schemes classed as terminated for these reasons. The Table also includes two schemes formerly operated by transport companies which were affected by nationalisation.

#### Schemes in Co-operative Societies

The number of co-operative societies known to the Department to have had profit-sharing schemes operating on a pre-determined basis at the end of 1954 was 111; the total number of employees participating in these schemes was 44,641. Many other societies are known to pay to their employees sums in addition to their ordinary remuneration, such as bonuses on output or commission on sales, but such arrangements are outside the scope of these statistics. There are no comprehensive records concerning schemes which were formerly operated by co-operative societies and which have been terminated. Similarly, full information is not available regarding the periods over which the existing schemes have been operating, but, of the 111 current schemes, 83 are known to have been operating before 1939, nine were started between 1939 and 1945 and 12 are of post-war origin; the age of the remaining seven schemes is not known. When the last analysis of schemes was given in this GAZETTE relating to 1938, 143 schemes were recorded as then in operation, with 42,200 participants.

The following Table gives particulars of the 111 schemes in operation at the end of 1954, showing separately the figures for the different types of society. All schemes were of the profit bonus type, and the total amount of bonus paid for 1954 was £523,735. In 13 of the 111 schemes the amount paid was nil because under the schemes no bonuses had been earned.

	Agricultural Societies	Industrial Productive Societies	Retail Distributive Societies	All Societies
Schemes in operation in 1954 ..	41	29	41	111
Number of persons employed ..	1,884	7,771	37,612	47,267
Number of participants ..	1,893	6,944	35,804	44,641
Average amount of bonus per participant ..	£32 16s. 2d.	£23 12s. 2d.	£8 6s. 3d.	£11 14s. 8d.
Average percentage addition to earnings ..	9.1	6.0	2.3	3.2

**Agricultural Societies.**—The 111 co-operative societies with schemes in operation in 1954 included 41 agricultural societies. Of these, 18 were of the type which set aside for distribution to employees a fixed percentage of profits, and in a further 15 cases there was a fixed minimum percentage with provision for a discretionary supplement. In six schemes the bonus was the whole of the disposable surplus of profits after deduction of primary charges and reserves, and in the other two schemes the employees' bonus was an amount calculated as a percentage of wages at a rate regulated by the rate of dividend declared on purchases. All bonuses under these schemes in 1954 were payable wholly in cash.

**Industrial Productive Societies.**—The principle of sharing profits with their employees has been a special feature in the long history of the industrial productive societies. At the end of 1954 there were 29 of these societies with such arrangements. Of these, 12 provided for a fixed percentage of profits to be distributed to employees, and another five schemes apportioned an amount set aside for trade dividend and employees' bonus in such a way as to provide a bonus on wages at a rate per £ double that declared as dividend per £ of purchases. A few schemes were based on proportionate distribution between share interest, trade dividend, and employees' bonus, or treated the first two items as primary charges, and allocated the surplus to the bonus fund. One society paid an individual bonus of a week's wages to every employee for each multiple of a specified amount of gross profits. For many years a large proportion of schemes in the productive societies have fostered the "co-partnership" idea by providing that employees' bonuses are to be wholly or partly retained for investment in the society's share capital, or to be so retained until the holding is of a specified value. Twenty of the 29 schemes in these societies in 1954 were in this category, and in only eight schemes were bonuses paid wholly in cash without initial capitalisation. In the remaining case the bonus was credited on an individual basis to a superannuation fund. Where, in addition to such bonus distributions in cash or shares, a society has made a further allocation of a fixed percentage of profits to a superannuation or pension fund, or to a provident or educational fund for the benefit of employees collectively, this supplementary allocation has been included as part of the employees' bonus for the purpose of the statistics given in this article; seven schemes in productive societies made supplementary allocations of this nature.

Fourteen of the 29 productive societies were engaged in textiles, clothing and footwear manufacture, and eight were in the paper and printing industries. Figures for these separate groups showing the numbers of participants and the bonuses paid are given below:—

Industry Group	Number of Schemes	Number of Persons Employed	Number of Participants	Bonus paid or credited in 1954	
				Average Amount per Participant	Average Percentage Addition to Earnings
				£ s. d.	Per cent.
Textiles, Clothing and Footwear ..	14	3,153	3,135	12 5 6	4.0
Paper and Printing ..	8	1,075	1,076	19 1 4	5.0
Other Industries ..	7	3,543	2,733	38 7 11	8.7
Total ..	29	7,771	6,944	23 12 2	6.0

**Retail Distributive Societies.**—The type of bonus payment most common among these societies, and which accounted for 20 of the 41 schemes in 1954, was an allocation, out of such profits as remained after meeting various specified charges, of "not less than

¼d. in the £ on gross sales, and ¼d. in the £ on net profits". It will be obvious that a part—usually by far the larger part—of the total amount so allocated is a collective commission on sales, and in such cases only that part of the bonus which is regulated by the amount of profits is treated as profit-sharing bonus for inclusion in these statistics. Eighteen of the remaining 21 schemes in the retail distributive group in 1954 paid a bonus on wages at a rate which varied with the rate of dividend declared on customers' purchases. Three schemes only were based on a fixed percentage of profits. In regard to methods of payment, one scheme diverted the whole bonus to a provident fund, another provided part payment in cash and part into a superannuation fund, and another, part payment in cash and part into a freely withdrawable savings account. All other schemes provided for payment wholly in cash, apart from one case where there was a cash bonus together with a separate percentage of the profits paid into an educational fund for the collective benefit of employees.

#### Arrangements Excluded from the Above Statistics

Earlier in this article reference was made to 130 undertakings regarded as effectively practising profit-sharing although they had no specific schemes providing for bonuses on a pre-arranged basis. In the course of the enquiry 71 other instances of bonus payments, including 10 in co-operative societies, have come to the notice of the Department, which may perhaps be held to constitute some rather loose form of sharing profits with employees. In these cases there is doubtless some rough relationship between the amount allocated to the employees and the general level of prosperity of the undertaking, but the payments to the employees are entirely discretionary, and in practice have no direct relationship to the level of profits. Many more such arrangements must exist which have not come to the notice of the Department. In any case they could not be regarded as constituting definite profit-sharing schemes.

#### Schemes Started Since End of 1954

For the purpose of the foregoing statistical Tables, the present survey has been concerned with profit-sharing and co-partnership schemes known to have been in existence at the end of 1954. In the course of enquiries, however, 31 schemes *prima facie* based on profit-sharing or co-partnership principles, or defined by their promoters as such, which have been introduced since that date have come to the notice of the Department. Of these 31 schemes, 24 appear to be of the profit bonus type and five appear to provide for the issue of shares to employees on specially favourable terms. A number of other firms are believed to have introduced schemes recently or to be planning such action, but no details of these are at present available.

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## SUMMARY OF THE MONTHLY STATISTICS

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 182 to 204.

### Employment

It is estimated that the number of persons in civil employment in Great Britain rose during March by 3,000 (+22,000 males and —19,000 females), the number at the end of the month being 22,954,000. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed an increase of 12,000, manufacturing industries a decrease of 35,000 and other industries and services an increase of 26,000. The total working population, including H.M. Forces, the unemployed, and men and women on release leave who have not taken up employment, is estimated to have decreased by 35,000 from 23,988,000 to 23,953,000.

### Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain fell from 238,077 to 227,528 between 12th March and 16th April, 1956, and the numbers registered as temporarily stopped fell from 27,445 to 23,987. In the two classes combined there was a fall of 14,384 among males and a rise of 377 among females.

### Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100), was 163 at the end of April. The corresponding figure for the end of March, when account is taken of certain changes having retrospective effect, was 162. The changes in the rates of wages reported to the Department during April resulted in an increase estimated at approximately £1,191,000 in the weekly full-time wages of about 2,856,000 workpeople and in a decrease of £3,000 for 31,000 workpeople. The principal increases affected workers employed in building and civil engineering contracting, in the retail furnishing trades and the cotton industry and female workers employed in engineering and allied industries.

### Retail Prices

At 17th April, 1956, the retail prices index was 103 (prices at 17th January, 1956 = 100), compared with 101 at 13th March. The rise in the index during the month was due mainly to increases in the prices of potatoes and other vegetables and fruit, together with some increases in rents and rates, these being partly offset by reductions in the average prices of eggs and butter.

### Industrial Disputes

The number of workers involved during April in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes) was about 55,000. The aggregate time lost during the month at the establishments where the stoppages occurred was about 143,000 working days. The number of stoppages which began in the month was 237, and, in addition, 19 stoppages which began before April were still in progress at the beginning of the month.

## NOTIFICATION OF VACANCIES (REVOCATION) ORDER, 1956

On 30th April the Minister of Labour and National Service made the Notification of Vacancies (Revocation) Order, 1956. The Order, which came into operation on 7th May, revokes the Notification of Vacancies Order, 1952, and the Notification of Vacancies (Amendment) Order, 1952 (see the issues of this GAZETTE for February and August, 1952, pages 50 and 272). Copies of the Order (S.I. 1956 No. 649) can be obtained from H.M. Stationery Office, price 2d. net (3½d. including postage).

In a statement made on 1st May in reply to a Parliamentary Question the Minister of Labour and National Service said he had come to the conclusion that the present usefulness of the Notification of Vacancies Orders was not sufficient to justify the restrictions which they placed on the engagement of workers and after consultation with the National Joint Advisory Council he had decided to revoke the Orders. The Minister added that the Employment Exchanges will remain freely at the service of employers and workers and he hoped that they will, for their own advantage, make the fullest use of this service.

## BAKING INDUSTRY (HOURS OF WORK) ACT, 1954

Under the Baking Industry (Hours of Work) Act, 1954, which places restrictions on night work in the baking industry (see the issue of this GAZETTE for August, 1954, page 267) it was provided that the Act could be brought into operation on 1st January, 1957, by an Order made by the Minister of Labour and National Service.

It has now been announced that the Minister has decided not to exercise his power; the Act will therefore come into force on the alternative date, 1st January, 1958. The Minister wishes to allow more time for such physical alterations in bakeries, reorganisation and training as may be needed. He also hopes that the longer period before the introduction of the Act will permit the conclusion of such agreements between employers' associations and trade unions as would justify the exercise of his powers (under Section 9) to exempt workers covered by voluntary agreements from the main provisions of the Act.

## INDUSTRIAL DISPUTES IN 1955

Some preliminary statistics of stoppages of work arising from industrial disputes in the United Kingdom during 1955 were given in the review of wages, retail prices, disputes, etc., in 1955, which appeared in the January, 1956, issue of this GAZETTE (page 5). More detailed statistics regarding these stoppages, revised in accordance with the latest information received, are now available and are given below.

The statistics on this subject compiled by the Ministry of Labour and National Service relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. Small stoppages involving fewer than 10 workers and those which lasted less than one day are excluded from the statistics, except any in which the aggregate number of working days lost exceeded 100. The figures also exclude any loss of time which may be caused at other establishments by shortages of material or other effects brought about by the stoppages which are included in the statistics.

The number of stoppages of work arising from industrial disputes in the United Kingdom, reported to the Department as having begun in 1955, was 2,419, compared with 1,989 in the previous year. Seven other stoppages which began in 1954 continued into 1955, so that the total number of stoppages in progress in 1955 was 2,426. The aggregate number of workers involved in 1955 in the stoppages which began in that year was nearly 659,000, and, in addition, 12,000 workers were involved in 1955 in stoppages which had started towards the end of the previous year. Some of these workers were only indirectly involved, i.e., they were thrown out of work at the establishments where the stoppages occurred, but were not themselves parties to the disputes. The classification of the workers concerned into those directly and those indirectly involved is necessarily approximate, but it is estimated that, of the total of nearly 671,000 reported as involved in all stoppages in progress in 1955, about 60,000 were indirectly involved. The total number of workers involved in all stoppages in progress in the previous year was about 450,000. Separate figures for the numbers of males and females involved are not available.

The total number of workers shown as involved in stoppages during any given year has been obtained by aggregating the numbers involved in the separate stoppages during that year. Some workers are involved in more than one stoppage during a year and have therefore been counted more than once in the year's total. Precise information regarding the extent to which individual workers became involved in two or more stoppages during any one year is not available, but it is estimated that, during 1955, the net number of individuals involved in stoppages in progress in that year was about 499,000. Of the workers believed to have been involved in more than one stoppage during 1955 the great majority were coal miners, but there was also an appreciable number in the transport industry.

No information is available as to the extent to which the same workers were involved in stoppages which occurred in different years.

The aggregate number of working days lost in 1955, through stoppages which began in that year, is estimated at about 3,741,000. In addition, about 40,000 days were lost at the beginning of 1955 through stoppages which began towards the end of the previous year, making a total of 3,781,000 working days lost in all stoppages in progress in 1955, compared with 2,457,000 lost in 1954. In the case of shift workers a shift is counted as a working day for the purpose of these figures.

The number of workers involved in all stoppages in progress during the year represented about 2 per cent. of the total number of employees in civil employment and the loss of time for each of the workers involved averaged about 8 working days during the year.

### Analysis by Causes of Stoppages

An analysis of the principal causes of industrial disputes which led to stoppages of work beginning in 1955, showing the numbers and proportions of stoppages and of workers directly involved therein, is given in the next Table. In some cases stoppages originated from more than one matter in dispute, e.g., a claim for an advance in wages accompanied by a claim for some other change in working conditions. For the purpose of these statistics such cases have been classified according to what appeared to be the principal cause of the stoppage.

Principal Cause of Disputes leading to a Stoppage of Work	Stoppages beginning in 1955		Workers directly involved in stoppages beginning in 1955	
	Number	Per cent. of total	Number	Per cent. of total
Wages:—				
Claims for increases	196	8.1	118,900	19.8
Other wage disputes	1,035	42.8	168,200	28.1
All wage disputes	1,231	50.9	287,100	47.9
Hours of labour	45	1.9	7,600	1.3
Employment of particular classes or persons*	253	10.4	109,700	18.3
Other working arrangements, rules and discipline	833	34.4	96,900	16.2
Trade union status†	33	1.4	7,900	1.3
Sympathetic action	24	1.0	89,400	15.0
Total	2,419	100.0	598,600	100.0

\* Employment of particular classes or persons includes, e.g., demarcation disputes; for reinstatement of discharged or suspended employee(s); disputes arising from employment of certain officials.

† Trade union status includes, e.g., refusal of trade union members to work with non-unionists.

### Analysis by Magnitude of Stoppages

In the Table below, the stoppages beginning in 1955 are classified according to the length of time they lasted, the loss of working time they caused and the total number of workers involved. In this analysis the figures include working days lost in 1956 in cases where the stoppages continued into that year.

	Number of Stoppages beginning in 1955	Number of Workers involved directly and indirectly in these Stoppages	Aggregate Number of Working Days lost in these Stoppages
Total	2,419	659,000	3,788,000

### Classified by Duration in Working Days

	Number of Stoppages	Number of Workers involved	Aggregate Number of Working Days lost
Not more than one day	942	103,000	93,000
Over 1 and not more than 2 days	660	106,000	153,000
" 2 " " " " 3 " "	360	115,000	256,000
" 3 " " " " 4 " "	158	45,000	118,000
" 4 " " " " 5 " "	87	30,000	105,000
" 5 " " " " 6 " "	31	11,000	55,000
" 6 " " " " 12 " "	94	111,000	673,000
" 12 " " " " 18 " "	38	79,000	973,000
" 18 " " " " 24 " "	14	3,000	58,000
" 24 " " " " 36 " "	20	43,000	824,000
" 36 " " " " 60 " "	8	10,000	340,000
" 60 days	7	3,000	140,000

### Classified by Aggregate Number of Working Days lost

	Number of Stoppages	Number of Workers involved	Aggregate Number of Working Days lost
Under 500 days	1,955	140,000	217,000
500 and under 1,000 days	192	67,000	139,000
1,000 " " 5,000 " "	226	169,000	460,000
5,000 " " 25,000 " "	34	64,000	327,000
25,000 " " 50,000 " "	5	22,000	175,000
50,000 days and upwards	7	197,000	2,470,000

### Classified by Total Numbers of Workers directly and indirectly involved

	Number of Stoppages	Number of Workers involved	Aggregate Number of Working Days lost
Under 100 workers	1,540	52,000	143,000
100 and under 250 workers	416	65,000	160,000
250 " " 500 " "	228	79,000	218,000
500 " " 1,000 " "	144	99,000	315,000
1,000 " " 2,500 " "	71	100,000	501,000
2,500 " " 5,000 " "	11	36,000	82,000
5,000 " " 10,000 " "	4	26,000	253,000
10,000 workers and upwards	5	202,000	2,116,000

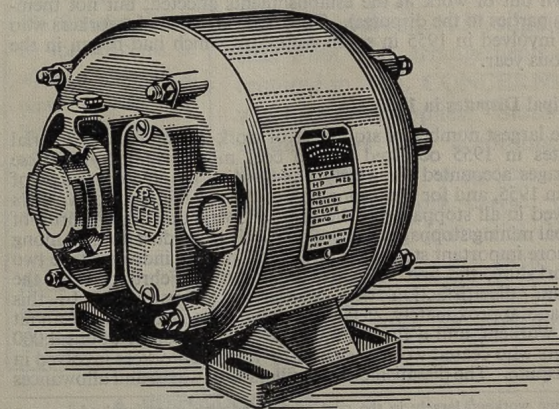
As in other recent years, most of the stoppages of work during



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1955 were of short duration; in both 1955 and 1954 only about 7 per cent. lasted more than 6 working days.

**Analysis by Industry**

The following Table analyses by industry groups the number of stoppages reported as *beginning* in 1955, together with the number of workers involved in, and the aggregate number of working days lost through, *all stoppages in progress* in that year, including stoppages which began in 1954:—

Industry Group	Number of Stoppages beginning in 1955	Number of Workers involved in all Stoppages in progress in 1955	Aggregate Number of Working Days lost in 1955 through all Stoppages in progress
1 Agriculture, Forestry, Fishing	2	2,200	37,000
2 Mining and Quarrying:—			
Coal Mining	1,783	353,600*	1,112,000
Other Mining and Quarrying	1	†	†
3 Non-Metalliferous Mining Products:—			
Bricks and Fireclay Goods	5	200	1,000
China and Earthenware	—	—	—
Glass	3	200	†
Cement, Cast Stone, Abrasives, etc.	6	1,100	47,000
4 Chemicals and Allied Trades:—			
Coke Ovens and By-Product Works	1	600	2,000
Chemicals and Dyes	5	1,700	9,000
Explosives and Fireworks	1	100	1,000
Pharmaceutical Preparations, Paints, Soaps, Matches, Oils, etc.	2	300	3,000
5 Metal Manufacture:—			
Iron and Steel (Blast Furnaces, Melting, Rolling, etc.)	18	4,800	12,000
Iron Foundries, Sheet, Tinplate, Tubes, etc.	20	3,200	9,000
Non-Ferrous Metals Smelting, Rolling, etc.	6	500	3,000
6 Engineering, Shipbuilding and Electrical Goods:—			
Shipbuilding and Ship Repairing	94	16,100	122,000
Engineering and Machinery (non-electrical)	59	13,600	51,000
Electrical Machinery, etc.	14	3,700	16,000
7 Vehicles:—			
Motor Vehicles, Aircraft, Cycles	63	57,300	419,000
Railway Locomotives, Carriages, Trams, etc.	14	5,400	20,000
Carts, Perambulators, etc.	—	—	—
8 Other Metal Industries	14	4,600	17,000
9 Textiles:—			
Cotton	5	1,600	11,000
Woolen and Worsted	—	—	—
Other Textiles	7	700	4,000
10 Leather, Leather Goods and Fur	4	100	†
11 Clothing:—			
Clothing other than Footwear	10	1,200	7,000
Boots, Shoes, etc. (incl. Repairs)	2	100	1,000
12 Food, Drink and Tobacco:—			
Grain Milling	—	—	—
Bread, Flour Confectionery, etc.	1	100	†
Other Food	4	200	1,000
Drink	6	400	1,000
Tobacco	—	—	—
13 Manufactures of Wood and Cork	21	1,300	17,000
14 Paper and Printing:—			
Paper, Board, Cartons, etc.	—	—	—
Printing, Publishing, etc.	1	17,900	73,000
15 Other Manufacturing Industries	8	3,700	7,000
Building and Contracting	96	13,500	71,000
16 Gas, Electricity and Water	2	100	†
17 Transport and Communication:—			
Railways	9	70,600	867,000
Road Passenger Transport	24	15,700	28,000
Goods Transport by Road	13	1,400	3,000
Water Transport and Docks	69	65,300	788,000
Other Transport and Communication	3	600	1,000
18 Distributive Trades	11	1,200	8,000
19 Insurance, Banking and Finance	—	—	—
20 Public Administration	10	1,500	6,000
21 Professional Services	2	4,100	2,000
22 Miscellaneous Services (Entertainment, Sport, Catering, etc.)	5	500	4,000
	2,419†	671,000	3,781,000

The numbers of workers shown above as involved in all stoppages in progress in 1955 in the various industries include workers who were directly involved and also those involved *indirectly* (i.e., thrown out of work at the establishments affected, but not themselves parties to the disputes). The totals also include workers who were involved in 1955 in seven stoppages which had begun in the previous year.

**Principal Disputes in 1955**

The largest number of stoppages of work arising from industrial disputes in 1955 occurred in the coal mining industry. These stoppages accounted for nearly one-third of the aggregate loss of time in 1955, and for about one-half of the total number of workers involved in all stoppages in the year, showing that the majority of the coal mining stoppages were of relatively short duration. Among the more important stoppages in the coal mining industry were two in Yorkshire, the first of which arose during February from the workers' dissatisfaction with wages and allowances. In this stoppage approximately 25,000 working days were lost by about 2,100 workers, and a further 9,000 days were lost by about 4,000 workers who ceased work in sympathy with the workers involved in this dispute. The dissatisfaction of fillers with wages and allowances

\* Some workers, largely in the coal mining industry, were involved in more than one stoppage and are counted more than once in the year's total. The net number of individuals in stoppages in progress during the year was approximately 499,000. For coal mining the total was approximately 228,000.

† Less than 50 workers or 500 working days.

‡ A sympathetic stoppage in September involved workers in more than one industry group, but was counted as only one stoppage in the total for all industries taken together.

led to another stoppage of work in Yorkshire, during April and May, in which approximately 29,000 days were lost by nearly 1,800 workers, and a further 467,000 days were lost by approximately 77,300 workers who ceased work in sympathy with the workers involved in this dispute.

Some 36,000 working days were lost in September by about 1,700 Aberdeen trawler fishermen who ceased work in an attempt to secure 100 per cent. trade union membership locally.

A protracted stoppage lasting from May to August which involved about 1,000 workers employed in stone cutting and dressing in various districts in Scotland arose from the rejection of the employers' proposal that a wage increase be conditional upon the employment of non-craftsmen on work previously performed by craftsmen. Approximately 46,000 working days were lost in this stoppage.

In the shipbuilding industry a stoppage of work which began at Birkenhead in the middle of September arose out of the employment of sheet metal workers on work claimed by joiners. This stoppage, which involved nearly 500 workers and resulted in the loss of about 14,000 working days, ended towards the end of October. About three weeks later another stoppage, directly involving nearly 500 workers, commenced as a result of the employer's termination of an understanding about demarcation. By the end of the year a further 400 workers had become indirectly involved. Following publication of the report of the Committee of Inquiry set up by the Minister of Labour and National Service, work was resumed towards the end of March of this year, by which time about 61,000 working days had been lost. A protracted stoppage by nearly 400 shipyard workers employed in various areas on the East Coast of Scotland lasted from September until towards the end of December. It arose out of the rejection of a demand that a wage agreement covering Clydeside riveters should be applied to East Coast shipyards. Approximately 24,000 working days were lost in this stoppage. A stoppage of work during November by some 1,100 engineering workers at Greenock, to support a demand for the re-engagement of a shop steward following prolonged sickness, resulted in the loss of approximately 10,000 working days.

There were several stoppages of appreciable size in the vehicle building industry and stoppages in this industry accounted for nearly one-eighth of the aggregate loss of time in 1955. During the latter part of August and the beginning of September about 16,000 working days were lost by nearly 2,700 workers employed on railway wagon building in County Durham who stopped work in support of their claim that redundancy be met by the discharge of skilled workers and not by the downgrading of dilutee fitters. Some 98,000 working days were lost between September and November by nearly 2,500 aircraft workers at Blackpool in a stoppage which arose out of the rejection of a demand for an extra bonus for night-shift workers. During October about 14,000 working days were lost by nearly 4,200 workers employed in motor body manufacture at Oxford in support of a claim for a wage increase. The rejection of a demand for the dismissal of a worker deprived of his trade union card for alleged failure to comply with a workshop decision led to a stoppage, between October and December, in the Glasgow area. Approximately 7,000 workers employed in aero-engine manufacture were involved and the stoppage resulted in the loss of about 233,000 working days.

In the printing industry a stoppage of work during March and April by about 600 maintenance electricians, which involved nearly 18,000 workers employed in newspaper production, was due to dissatisfaction with a wage increase offer and resulted in the loss of about 73,000 working days and the non-appearance of London daily papers. A Court of Inquiry was appointed by the Minister of Labour and National Service to inquire into the causes and circumstances of the dispute (see the issue of this GAZETTE for April, 1955, page 126).

Stoppages in the transport industry included several of appreciable size and accounted for nearly one-half of the aggregate loss of time in 1955. Alleged discrimination in the issue of new record books to dockers led to a stoppage, during March, of about 15,000 dock workers at Liverpool, Birkenhead, Garston and Manchester, and resulted in the loss of about 38,000 working days. The largest single stoppage of work during 1955 involved about 70,000 locomotive drivers, firemen, motormen and cleaners who ceased work to support a claim for an increase in wages. It resulted in the loss of about 865,000 working days. Arising out of this stoppage, which began towards the end of May and continued until the middle of June, an independent referee was appointed by the Minister of Labour and National Service to determine specified wages questions for locomotive drivers, motormen and firemen. Some 673,000 days were lost between the end of May and the beginning of July by about 21,300 stevedores and dockers, in various ports in England, who ceased work in support of a claim for representation of the National Amalgamated Stevedores and Dockers on port joint committees. A series of stoppages during May and June involved about 1,700 catering, engine-room, deck and other crews on ocean-going vessels at Liverpool and Southampton. The stoppage was in protest against the alleged undermanning of ships and resulted in a loss of about 25,000 working days. During August and September some 17,000 working days were lost by about 2,800 dock workers in Glasgow who alleged that cargo-handling squads were undermanned.

**Disputes in Years 1936-55**

The Table on the next page gives figures relating to stoppages of work through industrial disputes in each of the past 20 years. In the columns showing the number of stoppages in each year, those stoppages which began in one year and continued into the next year have been included only in the year in which they began. As regards the numbers of workers involved and the loss in working days, however, separate particulars are shown for stoppages which began in the year under review and for all stoppages in progress in the year, including those which began in the previous year.

Year	Number of Stoppages beginning in Year	Number of Workers* involved in Stoppages			Aggregate Number of Working Days lost in Year in Stoppages	
		Beginning in Year		In p progress in Year	Beginning in Year	In progress in Year
		Directly	Indirectly			
1936	818	000's 241	000's 75	000's 322	000's 1,726	000's 1,829
1937	1,129	388	209	610	3,132	3,413
1938	875	211	63	275	1,329	1,334
1939	940	246	91	337	1,352	1,356
1940	922	225	74	299	938	940
1941	1,251	297	63	361	1,076	1,079
1942	1,303	349	107	457	1,527	1,527
1943	1,785	454	103	559	1,805	1,808
1944	2,194	716	105	826	3,687	3,714
1945	2,293	447	84	532	2,827	2,835
1946	2,205	405	121	529	2,138	2,138
1947	1,721	489	131	623	2,389	2,433
1948	1,759	324	100	426	1,935	1,944
1949	1,426	313	120	434	1,805	1,807
1950	1,339	269	33	303	1,375	1,389
1951	1,719	336	43	379	1,687	1,694
1952	1,714	303	112	416	1,769	1,792
1953	1,746	1,329	41	1,374	2,157	2,184
1954	1,989	402	46	450	2,441	2,457
1955	2,419	599	60	671	3,741	3,781

The average yearly number of days lost during the period 1914 to 1918 was about 5,360,000. In the following three years the average was about 49,140,000. From 1922 to 1932 (omitting 1926, when 162,000,000 days were lost, mainly in the coal mining dispute and general strike), the yearly average was about 7,560,000. Since 1932 the annual totals have been considerably lower, and in the 20 years, 1936 to 1955, the yearly total of days lost ranged from 940,000 to 3,781,000, the average being about 2,074,000. The average during the six war years 1940-45 was about 1,980,000.

**SALARIES OF SCHOOL TEACHERS IN SCOTLAND**

The Secretary of State for Scotland has made three Regulations under Sections 71 and 79 of the Education (Scotland) Act, 1946, operative, in each case, from 1st April, 1956.

The Teachers' Salaries (Scotland) (Amendment No. 3) Regulations, 1956 (S.I. 1956 No. 360 (S. 13)), made under Section 79 of the Education (Scotland) Act, 1946, prescribe increases in the basic scales for certain honours graduates, and in the scales for certain teachers in further education. The basic scale for honours graduates is increased by graded amounts up to £100 at the maximum. Third class honours men graduates in secondary schools are to be paid on a new basic scale with increases graded up to £60 at the maximum. The highest basic salary scale for men assistant teachers, senior assistant teachers, and heads of departments employed in further education establishments are increased by amounts ranging up to £50 at the maximum. Women teachers receive corresponding increases in accordance with the principles laid down in the Teachers' Salaries (Scotland) (Amendment No. 2) Regulations, 1955 (the Equal Pay Regulations, see the issue of this GAZETTE for September, 1955, page 315). Qualified ordinary graduates teaching in secondary schools who at present receive an allowance of £25 are to receive instead a graded increase of £25 in the first year rising by £10 a year to £55 in their fourth and subsequent service years. Ordinary graduate teachers of technical subjects teaching in secondary schools are for the first time to receive this additional payment. Special assistants appointed in senior secondary schools under the Schools (Scotland) Code (Amendment No. 1) Regulations, 1956 (see below), are to be paid a responsibility element of salary of £55. Principal teachers in senior secondary schools who formerly received a responsibility element of salary of £40 are to receive a responsibility element of £60, and all other principal teachers in senior secondary schools are to receive an increase of £10 in the responsibility element of salary.

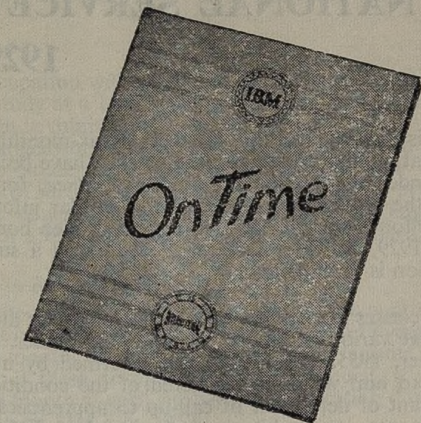
The Schools (Scotland) Code (Amendment No. 1) Regulations, 1956 (S.I. 1956 No. 359 (S. 12)), made under Section 71 of the Education (Scotland) Act, 1946, make provision for the creation of posts of special assistants in senior secondary schools. These posts are to be determined on an area basis, and one post is to be created for every 30 pupils in the 4th, 5th and 6th years of the senior secondary schools of the area.

The Teachers' Salaries (Scotland) (Amendment No. 4) Provisional Regulations, 1956 (S.I. 1956 No. 361 (S. 14)), made under Section 79 of the Education (Scotland) Act, 1946, provide for an interim increase of seven per cent. in the basic part of the salaries of teachers employed by Education Authorities. The consolidated scales for Principals and Depute Principals of Further Education Centres, which include both basic salaries and payments for special responsibility, are increased by the amount which the teachers concerned would have received had they, being certificated teachers, been paid on the maximum of the scale for heads of departments appropriate to their qualifications and the level of work for which they are responsible. The modified scales from 1st April, 1956, are set out in an appendix to Circular No. 326†, dated 22nd March, 1956, issued by the Scottish Education Department in conjunction with the three Regulations.

\* Workers involved in more than one stoppage in any year are counted more than once in the year's total. Workers involved in a stoppage beginning in one year and continuing into another are counted in both years in the column showing the number of workers involved in stoppages in progress.

† S.I. 1956 Nos. 359 (S. 12), 360 (S. 13), 361 (S. 14). H.M. Stationery Office; prices 4d., 2d., and 3d. net respectively (5½d., 3½d., and 4½d. including postage).

‡ Circular No. 326. H.M. Stationery Office; price 6d. net (7½d. including postage).



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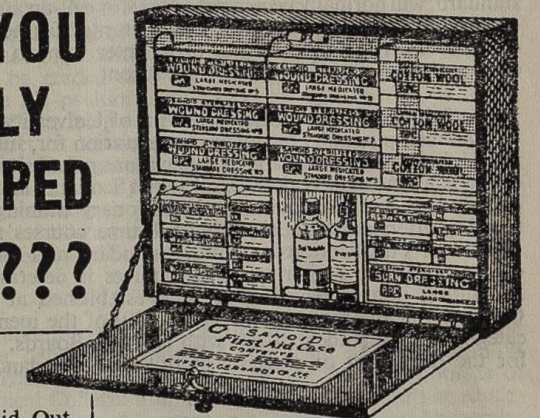
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## NATIONAL SERVICE: CALL-UP AND DEFERMENT OF 1929-1937 CLASSES

An article is published in this GAZETTE at six-monthly intervals giving information about the age-classes which have been required to register under the National Service Acts (see, for example, page 386 of the November, 1955, issue). Similar information is now available for 9th April, 1956, in respect of men born between 1st January, 1929, and 31st December, 1937, and a summary of that information is given below.

Men in the classes in question were registered under the National Service Acts at various dates between 7th December, 1946, and 19th November, 1955. Each man was informed by means of a leaflet issued to him when he registered of the conditions which govern the grant of deferment of call-up to apprentices, learners, artied pupils, etc., to enable them to complete their industrial training or their training for professional qualifications before call-up. He was also informed that there are arrangements under which deferment may be granted to enable a student to remain in full-time attendance at school to sit external examinations, such as the General Certificate of Education, or to undertake a University course of study. Arrangements for deferment of call-up on the ground of industrial need continued to operate in regard to men employed in coal mining and agriculture.

It should be noted that the men whose call-up for the Forces has been deferred have not yet been medically examined, and consequently it is not known how many of them are in fact unfit for service. The figures on the second line of the Table represent the "unfits" among those who have already been medically examined, and for all age-classes taken together they represent approximately 19 per cent. of the total number in that category.

In view of the shortage of labour in the coal mining industry, men employed in certain occupations in that industry will continue to have their call-up suspended. Men born in 1932 or earlier whose call-up has been suspended because of employment in agriculture are, in present circumstances, not normally regarded as available for call-up while they remain in that employment. Agricultural workers born after 1932 will be regarded as available for call-up except that deferment may be allowed in individual cases subject to the satisfaction of certain specific conditions. Details of the agricultural deferment arrangements can be obtained from any Local Office of the Ministry.

The men included in the Table below who are shown as having been granted deferment to 31st July, 1956, to take the General Certificate of Education or an examination of similar or higher standard, will normally become available for call-up after termination of their deferment on 31st July, unless granted further deferment to continue their full-time studies or to enter into an apprenticeship or to train for a professional qualification.

The figures relating to the deferment of University students, etc., include men pursuing, or under consideration for, full-time courses for University degrees and qualifications of a similar standard, courses at Teachers' Training Colleges in Scotland, and also medical, dental, etc., and theological and missionary training. The deferment position of students taking full-time courses for University degrees or qualifications of similar standard and medical, dental, etc., or full-time higher technical courses is determined by Joint Recruiting Boards which have been established at all University Centres, and the majority (about 43,000) of the men in the above categories were students dealt with by these Boards. Applications for the deferment of students in full-time attendance at technical

classes (other than those whose cases are considered by Joint Recruiting Boards) are dealt with by National Service Deferment Boards.

The statistics which were compiled on 9th April included an occupational analysis of the apprentices who had been granted deferment. About 55 per cent. of the total number of apprentices in the deferment class at 9th April were in engineering and metal-working occupations and about 25 per cent. were in building occupations. The following Table shows the numbers in the principal occupations:—

	1933 Class	1934 Class	1935 Class	1936 Class	1937 Class
<b>Building Occupations:</b>					
Carpenters .. .. .	7	89	2,339	6,315	6,713
Plumbers, Gas Fitters, etc. . . . .	3	33	1,567	3,615	3,765
Bricklayers .. .. .	4	50	1,157	3,052	3,543
Painters and Decorators .. . . .	1	23	848	2,225	2,396
Plasterers .. .. .	4	9	202	675	872
Other Building Craftsmen .. . . .	4	40	465	1,261	1,582
<b>Engineering, Shipbuilding, etc., Occupations:</b>					
Motor Mechanics, Fitters (not electrical), etc. . . . .	42	312	2,997	5,650	5,826
Toolmakers, Precision Fitters, etc. . . . .	63	699	5,582	10,927	12,364
Machine Tool Setters, Setter Operators, etc. . . . .	3	43	390	673	788
Electrical Engineering Fitters, Erectors, etc. . . . .	25	184	1,627	2,845	3,004
Electricians, Wiremen, etc. . . . .	12	175	2,375	4,396	5,031
Electrical Communications, etc., Mechanics .. . . .	17	61	155	560	1,144
Millwrights, Maintenance Fitters (not electrical) .. . . .	11	87	770	1,350	1,585
Turners .. .. .	5	74	816	1,598	1,828
Vehicle Body Builders .. . . .	—	16	340	683	719
Scientific Instrument Makers and Assemblers .. . . .	12	97	503	904	967
Sheet Metal Workers, Tinsmiths .. .. .	—	28	520	1,210	1,276
Shipwrights .. .. .	4	50	399	885	1,045
Patternmakers .. .. .	1	28	410	754	702
Platers .. .. .	2	34	498	1,063	1,475
Iron and Steel Founders and Moulders .. .. .	—	26	317	644	770
Welders, Burners, Cutters .. . . .	8	46	278	601	765
<b>Other Occupations:</b>					
Draughtsmen, etc. . . . .	372	1,065	2,564	3,253	3,628
Laboratory Technicians, Dispensers, etc. . . . .	466	767	1,217	1,818	2,274
Printers .. .. .	5	92	665	1,575	1,795

Deferment under the provisions regarding apprenticeship is granted initially for a period of 12 months. Renewal of deferment will then be conditional on a report of satisfactory progress, showing that the apprentice is gaining full experience of his trade. If progress is satisfactory, deferment may be renewed for a further twelve months or until the date on which the apprenticeship is due to end, whichever is the shorter period. Comparison with the figures for April, 1955 (given in the May, 1955, issue of this GAZETTE, page 164), shows a considerable reduction in the 1933 and 1934 classes in most of the occupations included in the Table. This was mainly due to the fact that many men had completed their apprenticeship and become available for service in the Forces. The reduction in the number of apprenticeship deferments is reflected in an increase in the numbers posted to the Forces, with a corresponding slight increase in the numbers found unfit for service.

Numbers of men registered under National Service Acts.

	1929* Class	1930* Class	1931 Class	1932 Class	1933 Class	1934 Class	1935 Class	1936 Class	1937 Class
Posted to H.M. Forces or entered as volunteers .. . . .	234,900	231,000	218,000	209,000	201,900	199,700	160,000	142,700	101,000
Found unfit for service in H.M. Forces .. . . .	38,200	41,200	49,800	57,500	48,600	44,700	41,500	40,900	33,300
Available for H.M. Forces or awaiting medical examination .. . . .	—	300	700	900	1,400	3,200	10,600	2,800	23,000
<b>Application for deferment of call-up under consideration:</b>									
Agricultural cases .. .. .	—	—	—	—	400	400	500	600	1,300
Others .. .. .	—	—	—	100	100	200	400	300	1,100
<b>Call-up deferred:—</b>									
Apprentices .. .. .	—	—	100	100	500	3,700	31,700	62,400	73,200
Post-apprenticeship deferments .. . . .	—	—	100	300	700	800	400	—	—
Artied pupils and others training for professional qualifications .. . . .	—	—	500	1,500	3,000	4,700	6,400	7,700	8,800
Agricultural workers .. .. .	13,300	14,400	14,300	14,400	4,100	4,900	5,800	6,200	8,200
Coal mining workers .. .. .	6,100	6,900	7,500	8,400	9,100	10,300	11,000	12,000	12,300
Seamen .. .. .	3,300	5,000	5,500	5,500	5,800	6,500	5,200	4,800	4,200
Scientific Research workers on high priority work .. . . .	600	700	700	500	300	200	—	—	—
Boys at school granted deferment to 31st July, 1956 (to take General Certificate of Education, etc.) .. . . .	—	—	—	—	—	—	—	1,200	10,800
University students, student teachers, etc. . . . .	100	400	1,600	2,900	4,600	7,300	10,400	11,400	7,800
Emigrants and others gone abroad, including seamen who left ship abroad .. . . .	2,000	2,500	2,400	2,100	1,600	1,300	800	600	300
All others (including hardship postponements, "approved school" cases, conscientious objectors, etc.) .. . . .	500	600	800	800	900	1,100	1,300	1,400	3,700
<b>Total .. .. .</b>	<b>299,000</b>	<b>303,000</b>	<b>302,000</b>	<b>304,000</b>	<b>283,000</b>	<b>289,000</b>	<b>286,000</b>	<b>295,000</b>	<b>289,000</b>

\* All men of the 1929 class and about one-quarter of the men in the 1930 class had reached the age of 26 by 9th April, 1956, and had therefore (with a small number of exceptions) ceased to be liable for military service. The 1930 class included 3,600 agricultural workers, 1,700 coal mining workers and 1,000 seamen in this category.

## DEFERMENT OF NATIONAL SERVICE OF STUDENTS IN 1956-57

The arrangements for the academic year 1956-57 for the deferment of National Service of students at Universities and certain other educational institutions, and for deferment to remain at school, have been set out in a Memorandum issued jointly by the Ministry of Labour and National Service, the Ministry of Education, the Scottish Education Department, and some other Government Departments. The Memorandum is intended for the guidance of Vice-Chancellors and Principals of Universities, University Colleges, Agricultural and Technical Colleges and certain other institutions of further education, and Headmasters of Secondary Schools. It states that the arrangements for the deferment of students operating in 1955-56 (see the issue of this GAZETTE for April, 1955, page 127) will, in general, be repeated in 1956-57. The arrangements, however, do not include the provision under which boys could be granted deferment to remain at school until the end of the term in which they attained the age of 18 years 3 months, since the new plans for call-up announced in October, 1955 (see the issue of this GAZETTE for November, 1955, page 386) make this provision unnecessary.

### Deferment of National Service

Deferment to enter a University may be obtained provided the men (a) go straight from full-time attendance at school or similar educational establishment to University (except where it is part of the recognised training for a profession to spend some time in practical work), or, although no longer at school, have secured acceptance by a University for the October immediately following the end of the school year in which they become 18; and (b) will not pass out of liability for National Service. The age at which liability ceases is the 26th birthday, or the 30th birthday in the case of registered medical and dental practitioners, and no-one will be given deferment to start a course which clearly cannot be completed before that date.

Students who lose their places at the University or other institution which they were attending, whether through examination failure or otherwise, will normally have their deferment terminated forthwith. The arrangements also place some restriction upon changes from one course of studies to another, although it is not intended to prevent alterations or changes of direction within a recognised scheme of study such as are common at many Universities and are made under the guidance of the University authorities. The rule is that, if a course of studies is for four years or longer, change to a different course is not permitted after the commencement of the third year of the course. If the course is for two or three years, a change is not permitted after the commencement of the second year.

Extension of deferment may be granted for the purpose of post-graduate research for a period not exceeding three complete years. Students may also apply for extension of deferment to take a second degree or a diploma course, a modern language course abroad, or a travelling scholarship. The application for further deferment must be supported by the University and may be made only where the extra deferment would not enable the man to pass out of liability. Men intending to take a professional qualification or to enter into articles after completing the University course may ask for further deferment, provided they go straight from the full-time course to the professional training and are able to complete the articles or obtain the professional qualification before passing out of liability.

In the case of agricultural and horticultural studies, deferment will be given to students who are required to undertake one year's practical training on the land before admission to a full-time course of study leading to an approved qualification in agriculture or up to two years' practical training on the land before admission to a full-time course leading to an approved qualification in horticulture. Students must submit a certificate in a prescribed form. Agricultural workers who have been deferred because of their occupation will be eligible for deferment to take a full-time course of study at a University or Agricultural College for an approved qualification in agriculture. Similarly, coal miners who have been deferred because

of their occupation will be eligible for deferment to take a full-time course of study at a University or Mining College for an approved qualification in mining.

The arrangements described above also apply to students and prospective students at Technical Colleges and certain other institutions of further education who are taking, or propose to take, a full-time course for a University degree, a Higher National Diploma, or a full-time course of not lower standard.

### Deferment to Remain at School

Under the revised call-up arrangements now in operation the average age of call-up will in the normal case be 18 years 8 months to 18 years 9 months in respect of men due to register in November, 1956, and, if these arrangements are continued, it is expected to rise by one month at each subsequent registration during the school year ending on 31st July, 1957.

A student wishing to sit or re-sit an external examination may apply for deferment to remain in full-time attendance at school or similar educational establishment until the end of the school year in which he takes the examination. The deferment, however, can in no case extend beyond the end of the school year in which the student becomes 19 years of age. A student may also apply for deferment (a) if he wishes to remain at school until the end of the school year in which he becomes 18 and has been provisionally accepted for a University or comparable course in the following October but is not sitting for an external examination because he has already passed a qualifying examination or (b) if he wishes to remain at school until the end of the school year in which he becomes 18 to fit in his National Service with entry to a University or comparable course in the October (or September) following his release from the Forces on completion of his period of two years' whole-time National Service. Where, for this latter reason, students wish to be called up on leaving school without delay they should inform the Local Office of the Ministry of Labour and National Service that they intend to proceed to University or College after National Service and wish to be called up not later than the following September (or August, if the course they intend to take will begin in September).

### Early Call-up

Arrangements may be made for a student's call-up to be advanced, but not before the date on which he reaches the age of 17 years 6 months, if he wishes to ensure his release from the Forces at a convenient time to commence a full-time course at a University or College, provided he furnishes evidence that he has been accepted or registered, or produces a statement from his Headmaster that he is a bona fide candidate for such a course.

### Students who may be Unfit for the Forces

A student over the age of 17 years 2 months who has good reason for thinking that on examination by a National Service Medical Board he will be graded unfit for service in the Forces and who wishes to have his position determined so that he can, if found unfit, proceed direct from school to University, Technical College, etc., may, subject to certain conditions, be summoned to medical examination out of normal course. This concession will be granted only where there is prima facie evidence, supported by a medical certificate, of the student's probable unfitness for military service. Full particulars of this arrangement can be obtained at any Local Office of the Ministry of Labour and National Service.

### Procedure, etc.

The Memorandum contains details of the procedure for making application for deferment, extended deferment and early call-up under these arrangements, particulars of the full-time courses of study at Technical Colleges and other institutions of further education in respect of which deferment may be granted by University Joint Recruiting Boards, and the addresses of the Boards.

## THE PREVENTION OF INDUSTRIAL ACCIDENTS

The Industrial Safety Sub-Committee of the National Joint Advisory Council have recently made a Report on Industrial Accident Prevention. The Industrial Safety Sub-Committee was set up by the Council in 1954 to review the position of safety in factories and other places of industrial employment subject to the Factories Acts and to make recommendations on ways and means of securing greater freedom from accidents (see the issue of this GAZETTE for August, 1954, page 268). This was the first occasion on which representatives of employers and workers have jointly made a general review at the national level of the problems of industrial safety. The Report has been published by H.M. Stationery Office, price 1s. 6d. net (1s. 8½d. including postage).

In their Report the Sub-Committee say that substantial progress in promoting industrial safety has been made over a period of many years as a result of legislation and of other efforts. The number of accidents reported each year is, however, still substantial and in recent years the accident rate has shown little change. Out of a total of about seven million workers employed in factories over 450 are killed and about 160,000 injured each year in reported accidents. In addition, over 250 workers are killed and over 20,000 injured in workplaces, other than factories, subject to the Factories Acts. About three in every 100 men and boys in factories and one in every 100 women and girls are injured in accidents and

are away from work for at least three days. Every day workers absent from work as a result of industrial injury over the whole employment field number about 60,000. The Sub-Committee found it particularly disturbing that the accident rates were high for young workers under 18 years of age, although, compared with adults, they are employed generally on less hazardous work. Attention is drawn also in the Report to the facts that only one in every six reported accidents is caused by power-driven machinery and that most accidents arise from ordinary everyday causes such as handling goods, or using hand tools, or falls.

The Report emphasises that maximum efforts to prevent accidents are justified on humanitarian grounds alone. Additional reasons are the direct and indirect social and economic effects of accidents. In discussing these effects, the Report points out that the total number of days lost to industry on account of incapacity of insured workers is a little short of 20 million man-days a year. Man-power is a vital national asset and a country striving to increase productivity and exports cannot afford to lose each year, through accidents, the production and services represented by 20 million man-days, apart from the additional and considerable indirect losses of production.

The Report surveys existing protective legislation and accident prevention work in industry and outlines the general principles and methods for securing higher safety standards. It says that further

organised action to secure greater freedom from industrial accidents can be taken on the firm foundation already laid by legislation and the work done in industry itself to prevent accidents. The principal general conclusions of the Sub-Committee as a result of their review of the problem of safety in industry are:—

- (1) Accidents can be prevented by positive action and when they happen they are a reflection on efficiency.
- (2) Safety must be a definite aim throughout industry, and the necessary resources of all kinds must be provided, organised and used to secure it.
- (3) Legislation must be kept abreast of industrial developments and must be observed and enforced, but this is not sufficient.
- (4) There is need for more vigorous, more extensive, more sustained and better organised efforts to prevent accidents in industry on the part of managers, supervisors and workers and also technicians, planners, designers and research workers.

The Sub-Committee stress the need for organising safety in a works, not merely by establishing a formal organisation but by everyone making sustained co-operative efforts to secure freedom from accidents. Action in the works should be based on six fundamental general principles, which apply irrespective of the size of the undertaking or the nature of the work. They are: accident prevention is an essential part of good management and of good workmanship; management and workers must co-operate wholeheartedly in securing freedom from accidents; top-management must take the lead in organising safety in the works; there must be a definite and known safety policy in each workplace; the organisation and resources necessary to carry out the policy must exist; and the best available knowledge and methods must be applied.

Responsibility for safety within the works, the Sub-Committee consider, should rest with "line-management" at all levels, from the employer or managing director to the supervisor on the shop floor. (The term "line-management" refers to all individuals having a direct executive responsibility at all levels of the undertaking for production, maintenance or other work or services.) Suggestions made in the Report for action by managements include the employment of specialist safety advisers, supervision, particularly of young persons, training, regular works inspection, consultative arrangements, communication within the works, and accident investigation and research.

In commenting on the increasing interest in promoting industrial safety shown by both employers' and workers' organisations, the Sub-Committee urge them to develop their activities in relation to safety, including the study of accident records and hazards in industry, the promotion of safety training, arrangements for research into safety problems, and the dissemination and exchange of information. The Sub-Committee hope that these organisations will bring the Report to the notice of their members and that all concerned will examine afresh the means by which they can increase their contribution to the prevention of accidents in industry.

The Report says that more attention should be paid at works, industry and national level to research into safety matters and that safety must be given proper consideration at the designing and planning stages. The Sub-Committee recommend that a standing National Committee should be established to keep under constant review progress in furthering all aspects of industrial safety and in particular to consider the requirements of research.

A section of the Report examines the part to be played in the future by the Factory Department of the Ministry of Labour and National Service. The Sub-Committee recommend that the services of the Factory Department, as the recognised local and national clearing-house for information and source of advice on the prevention of accidents, should be further developed, and that the advisory services of the Factory Department should be expanded and improved.

The Sub-Committee say that throughout their review it has been recognised that industrial safety and industrial health are closely linked. Many of their recommendations concerning industrial safety apply equally to industrial health.

## NATIONAL YOUTH EMPLOYMENT COUNCIL

The Minister of Labour and National Service has appointed the National Youth Employment Council, and its Advisory Committees for Scotland and Wales, for a further period of three years from 1st April, 1956.

The Council was established in 1947, and took its present title under the Employment and Training Act, 1948 (see the issues of this GAZETTE for April, 1947, page 119, and August, 1948, page 263). It advises the Minister on questions of policy affecting the administration and development of the Youth Employment Service. The Council includes representatives of associations of local authorities, teachers, employers, workpeople, and of local Youth Employment Committees in areas in which the Service is administered by the Ministry of Labour and National Service, together with a number of independent persons. The separate Advisory Committees for Scotland and Wales are similarly constituted and their Chairmen are among the members of the National Council.

The Chairman of the National Council is the Lord Coleraine, P.C. Sir Garnet Wilson, J.P., LL.D., is the Chairman of the Advisory Committee on Youth Employment for Scotland, and Dame Olive Wheeler, D.B.E., D.Sc., is the Chairman of the Advisory Committee for Wales.

## DIGEST OF SCOTTISH STATISTICS

The seventh issue (April, 1956) of the half-yearly "Digest of Scottish Statistics" has recently been published. It contains Tables and charts illustrating the social and economic life of Scotland. In this issue revisions have been made to the Table relating to the distribution of total man-power and also to the section on the Index of Industrial Production which now incorporates a new index for building and contracting. The statistics contained in the Digest, mainly for the years 1948-1955, are grouped in fifteen main sections relating to population and vital statistics; labour; national health service; industrial production; fuel and power; raw materials; manufactured goods; building; agriculture, forestry and fishing; merchant shipping; transport and communications; finance; education; justice and crime; and miscellaneous, which includes details of the value of sales by large retailers and of the processing and production of food and drink. The Index of Industrial Production provides a general measure of the quarterly progress of production in Scottish industry as a whole and in separate industries. It shows that the volume of industrial output in 1955 was 25 per cent. higher than in 1948, but the increase between 1954 and 1955 was only two per cent., compared with an increase of six per cent. between 1953 and 1954. Statistics contributed to the Digest wholly or partly by the Ministry of Labour and National Service include distribution of total man-power, estimated numbers of insured employees, employment vacancies filled and unfilled, numbers of registered unemployed by industries and percentage rates of unemployment in Scotland as a whole and in the Scottish Development Area, analysis of registered unemployed by duration of unemployment, and the index figures of weekly wage rates and of retail prices for the United Kingdom as a whole.

The "Digest of Scottish Statistics" is prepared by the Scottish Statistical Office, St. Andrew's House, Edinburgh, and published by H.M. Stationery Office, price 4s. net (4s. 3½d. including postage).

## INDUSTRY AND EMPLOYMENT IN SCOTLAND IN 1955

The tenth annual review of the main developments and trends in economic affairs in Scotland has been presented to Parliament by the Secretary of State for Scotland. The review, which has been published as a Command Paper,\* relates to the calendar year 1955, but reference is also made to some events at the beginning of 1956. Some of the figures for previous years quoted in the Paper have been revised since the publication of the last review (see the issue of this GAZETTE for May, 1955, page 166) and some of the figures for 1955 are estimates only.

In a general summary of economic progress in Scotland in 1955, the review says that the year was one of rapidly expanding investment and high consumer demand. Demand for durable goods, including cars, led to heavy pressure on the metal-using industries, which in turn led to large imports of steel. Imports of coal rose sharply and heavy consumer demand led to increases in other imports. Exports also increased but by less than half as much as imports. Employment was at a high level during the year, and unemployment, while above the average for the United Kingdom, was substantially lower than in 1954.

The volume of industrial output in Scotland, as measured by the Scottish Index of Industrial Production, was only about 1½ per cent. higher in 1955 than in 1954, compared with an increase of 6 per cent. between 1953 and 1954. The slowing down in the rate of increase in 1955 applied in the United Kingdom as a whole, but, the review says, appears to have been more marked in Scotland. The manufacturing industries, which provide nearly three-quarters of Scotland's industrial production, increased their output by 2 per cent. There were increases of 5 per cent. in the production of steel ingots and castings and of 3 per cent. in output in engineering and shipbuilding. In the food, drink and tobacco group of industries production increased by nearly 5 per cent., and in the production of precision instruments there was an increase of 7 per cent., due largely to improved output of watches and clocks. Production of textiles and clothing increased by 2 per cent. and the chemical industry showed an increase of 5 per cent. In agriculture, there were record yields of cereals in 1955 but lack of rain led to lower yields of root crops and milk. The acreage under cultivation continued to decline but livestock production maintained a high level. The estimated value of farm output for the 1955 crop year is about £152 millions, the same as the revised figure for the previous year.

The total number of persons in employment in Scotland, excluding the self-employed, was 2,112,000 in May, 1955, compared with 2,089,000 in May, 1954, and 2,063,000 in May, 1953. Unemployment in 1955 was substantially lower than in 1954 and reached its lowest level in August, when 43,256 persons were unemployed. This figure represented 2 per cent. of the estimated total number of employees. The reduction in unemployment is attributed partly to the effect of the prolonged good weather on outdoor and seasonal employment. From September onwards the usual seasonal increases in unemployment occurred and in December the number unemployed had risen to 49,920, but this was about 7,000 fewer than a year earlier. There was some redundancy and

\* Industry and Employment in Scotland, 1955. Cmd. 9737. H.M. Stationery Office; price 3s. net (3s. 2½d. including postage).

under-employment during the year in a number of individual firms, owing to reduction in demand on the home market or falling off in export orders, but few industries as a whole were affected. One exception was the furniture industry, where a decrease in demand, following hire-purchase restrictions, led to a reduction in the total labour force in the industry. Unemployment in the Development Areas fell from 38,703 (3.3 per cent. of the estimated total number of employees in the Areas) in January, 1955, to 28,213 (2.36 per cent. in September, but by December the usual seasonal trends had increased the figure to 29,003 (2.43 per cent.). About one-fifth of the persons registered as wholly unemployed in Scotland in December, 1955, had been unemployed for two weeks or less, but one-seventh, including 5,605 males and 1,164 females, had been unemployed for more than a year. Of the men who had been unemployed for more than a year, 3,371 were 50 years of age or over.

Throughout the year 1955 there was a persistent shortage of skilled men of various classes, particularly in the engineering, shipbuilding and ship repairing industries, and in printing and publishing. In the building industry there were shortages of tradesmen, and difficulties continued in the recruitment of railway workers for the more remote and isolated areas. There was a shortage of female domestic workers which made it difficult for hotels and restaurants to recruit seasonal staffs. In the Border textile industry the local shortage of female labour was partly overcome by employers providing daily transport for women recruited in neighbouring districts. Some Border textile firms operated "outworking" schemes in other parts of the country where the supply of female labour made it possible to set up a small plant to carry out some of the processes on material from the main mill. These schemes, the review says, are likely to increase in number. In agriculture the labour force in June, 1955, was approximately 93,000, a reduction of nearly 4,400 compared with a year earlier. Although there was a slight shortage of skilled farm workers there was an adequate supply of casual labour and assistance for the grain and potato harvests was given by about 600 workers under the Scottish Harvesting Scheme and by 155 men in the Special Seasonal Labour Force. In addition, 40,600 school children helped with the potato harvest. The continued use of children for this purpose has been the subject of representations and a committee was set up by the Secretary of State for Scotland "to enquire whether it is still necessary for children to be granted exemption from attendance at school for work in the potato harvest, and to report". The number of persons employed in coal mining increased slightly from 83,352 on 1st January, 1955, to 83,841 on 31st December. There was, however, a decrease from 35,947 to 35,540 in the numbers employed at the coal face, mainly because of a reduction in face room and increased mechanisation. About 2,800 young persons were recruited and approximately the same number of ex-miners returned to the industry during the year. The number of persons employed on constructional work on the North of Scotland Hydro-Electric Board's Schemes rose in June to 8,736, which was slightly higher than the highest figure in 1954; by December the number had fallen to 7,011.

The review says that during the year employment opportunities for young persons, particularly for girls, tended to increase. In a number of industries, however, there were more applicants for apprenticeships than vacancies, particularly for some trades in engineering, shipbuilding and building. The Ministry of Labour and National Service continued to encourage and assist industry to develop schemes for recruiting and training young workers. The review gives also some details about the employment of disabled persons, training and rehabilitation schemes, and the employment of older workers. It says that, generally, employers continued to retain the services of older workers so long as they gave effective service, and in recruiting workers many employers showed themselves willing to consider older persons on their merits.

The review contains a note on industrial relations, giving statistics of industrial disputes. The figures for 1955 are provisional and subject to revision. The number of stoppages of work in Scotland in 1955 arising from disputes in industries other than coal mining was 191. The aggregate number of working days lost in stoppages in progress during 1955 at the establishments concerned was about 584,000, compared with 102,000 (revised figure) in 1954 and 332,000 in 1953. Stoppages of work due to disputes in coal mining totalled 733; the number of man-days lost was nearly 209,000, compared with about 201,000 in 1954 and 195,000 in 1953. Officers of the Ministry of Labour and National Service assisted in the settlement of 95 industrial disputes in Scotland during the year.

The continued rise in business activity in 1955 led to an increase in the number of proposals for new industrial building in Scotland, and more than 200 Industrial Development Certificates were issued during the year for building schemes of areas over 5,000 square feet. The schemes covered a total area of nearly 5½ million square feet and the firms concerned have estimated that they will eventually provide employment for about 10,000 people. Over three-fifths of this new factory space approved in 1955 was for schemes in the Development Area, including a large new tractor factory, large-scale developments in the iron and steel industry, and factory building and extensions in other industries, including engineering and printing. During the year 1955 there was a rapid increase in construction of new industrial buildings; in the first nine months the area started was almost double that started in the same period of 1954. In commenting on the progress of industrial research the review says that during 1955 industry in Scotland showed an increasing awareness of the need for the introduction and application of new techniques or processes by qualified men in the workshop. As a result there was a growing demand for scientists and technologists.

Other sections of the review describe industrial and other developments in the Highlands and Islands, in the main industries and basic services, and in technical education and industrial design.

## TENTH ANNUAL REPORT OF NATIONAL COAL BOARD

The Annual Report and Statement of Accounts of the National Coal Board for the year ended 31st December, 1955, has been submitted to the Minister of Fuel and Power under the provisions of the Coal Industry Nationalisation Act, 1946. It has been published by H.M. Stationery Office in two volumes, the first of which contains the Report of the Board and the second the Accounts and Statistical Tables for 1955, as House of Commons Papers Nos. 263-1 and 263-2 (Session 1955-56), price, respectively, 3s. net and 7s. net (3s. 2½d. and 7s. 5½d. including postage).

The introduction to the Report says that output in 1955 was disappointing. One major strike and many lesser disputes cost the industry more coal than in any year since nationalisation. Man-power fell. Home demand for coal was only met by massive imports and a reduction in coal exports. These measures seriously affected not only the Board's finances but the balance of payments position of the country. There was heavy capital investment during 1955 and still more will be needed in future years, but from the work now being done to offset the natural loss of mining capacity results will appear only slowly. For this reason the Board placed great emphasis in 1955 on mechanisation, which can increase output and save man-power, and this emphasis will continue, but increased mechanisation could not counter-balance the heavy losses in man-power during the year. More men, the Report says, are badly needed in some of the highly productive coalfields and much depends on the success of measures taken or in hand to secure them. The introduction refers also to changes designed to strengthen management and to secure greater efficiency in organisation which are being made in consequence of the recommendations of the Advisory Committee on Organisation (the Fleck Committee). Sections of the Report give some details of these recommendations and of the action taken upon them.

Some of the main facts and figures contained in the Report about operations and results achieved in 1955 are given below.

### Production and Costs

In 1955 output of deep-mined coal was 210.2 million tons, 3.8 million tons less than in 1954. Output from opencast sites was 11.4 million tons, about 1.1 million tons more than in 1954. The total saleable output of coal in 1955 was thus 221.6 million tons, 2.7 million tons less than in 1954. The Report says that production was badly affected by strikes and restrictions of work as well as by a fall of 5,000 in man-power during the year, but the loss of man-power, and the need to maintain and even increase the number of men on reconstruction and development work, would have made it difficult to avoid a fall in output even if no other difficulties had arisen. The number of shifts worked weekly by each man in 1955 averaged 4.68, compared with 4.71 in 1954, and the average productivity of all workers was 24.5 hundredweights a man-shift, which was 0.1 hundredweight less than in 1954. Productivity at the coal face, however, averaged 65.5 hundredweights a man-shift worked, the highest figure ever recorded for the country as a whole. The increase in average productivity at the coal face was due mainly to the increased rate at which power-loading equipment was installed in 1955.

The total cost of producing coal from the Board's mines in 1955 was 67s. 3d. a ton, 5s. 4d. a ton more than in 1954. There was an increase of 2s. 5d. a ton in wages costs in 1955 despite the improvement in productivity at the coal face. The costs of materials and repairs increased by 1s. a ton. There were increases also in expenditure on safety measures and improvement of working conditions, on research and development and on general welfare services. Progress made with the Board's programme of reconstruction continued to add materially to depreciation charges, which increased by 3.8d. a ton. The Report refers to the importance of opencast output, for which costs of production are lower than for deep mines. The net profit on opencast operations in 1955 was 8s. 4d. a ton compared with 9d. a ton on deep-mined coal. The financial results of operating the collieries and all other activities during 1955 showed a deficit of £19.6 millions and this deficit increased the accumulated deficit of the Board and their subsidiary housing associations to £36.6 millions.

In reviewing demand for coal and distribution in 1955 the Report says that inland consumption of coal was 214.7 million tons, 1.4 million tons more than in 1954. Rising demand for coal was partly offset by the railway strikes in May and June and by the continued increase in the use of oil, especially by industry. The biggest demand came, as in 1954, from power stations. The low level of distributed stocks towards the end of 1954 led to a Government decision to reduce coal exports by about two million tons in 1955 and the final figure of coal cargo exports for the year was 11.7 million tons, compared with 13.6 million tons in 1954. Bunker supplies to foreign-going vessels and trawlers fell from 2.5 million tons in 1954 to 2.3 million tons in 1955, owing to the increasing use of oil. Imports of coal had to be continued in 1955, the monthly average of imports being nearly one million tons and the total for the year 11.6 million tons. Imported coal was sold at the price of the comparable British coal and there was a loss to the Board during the year of £27.6 millions, an average of 47s. 4d. a ton.

### Man-Power, Training, etc.

The number of men employed in the coal mining industry at the end of 1955 was 700,200, which was 5,200 fewer than at the end of 1954. The average number of mineworkers for the whole year was 704,100, compared with 707,200 in 1954. The average number of face-workers fell from 290,400 in 1954 to 288,900 in 1955 and the average number of all underground workers from 558,400 to

557,800. Recruits to the industry in 1955, including men re-employed, numbered 60,954, which was slightly more than in 1954, but the figure for wastage increased from 61,033 to 66,558.

At the end of the year, the Report says, the industry needed 13,000 more men, about 9,000 of them in the North Eastern, West Midlands and South Western Divisions. Man-power problems were accentuated, in 1955 as in 1954, by severe competition from other industries, particularly in areas where the Board's needs were greatest. Efforts to publicise the needs and opportunities of the coal mining industry continued and included the special publicity campaign begun in 1954, in collaboration with the Ministry of Labour and National Service. The Report refers also to the persisting need to induce men to move within the industry and says that research is being carried out on the factors affecting mobility. Transfers under a scheme started in 1954 were continued in 1955 but were at a slower rate; a total of 1,100 experienced mineworkers transferred during the year. The original programme of the Coal Industry Housing Association was completed in 1955, when 1,849 houses were completed, making a total of 19,354. Work had begun by the end of the year on 158 out of a total of 584 more houses which it was decided to build. A joint investigation by the Board and the National Union of Mineworkers of problems relating to deployment of man-power, wastage, mobility, absence and restrictive practices at particular pits was in progress in the last few months of the year.

In reviewing recruitment and training the Report gives figures showing that 19,700 boys were recruited in 1955, compared with 20,400 in 1954. During 1955 considerable progress was made in providing new and extended premises for preliminary training both of boys and adults. A total of 17,600 boys completed preliminary training in 1955 and 1,980 were trained for work at the coal face; the corresponding figures for adults were 13,200 and 15,300. In connection with the need for more skilled craftsmen the Report says that good progress was made with the Board's scheme of apprenticeship for engineering craftsmen and at the end of the year 1,864 apprentice mechanics and 2,046 apprentice electricians were in training.

A section of the Report dealing with wages and conditions of service refers to the work which has been done by the Board and the National Union of Mineworkers to achieve a more rational wages structure for the industry. It notes that the first stage of the task was completed in 1955 when a national wage structure was introduced for about 400,000 daywagemen and describes briefly the way in which the structure was devised and put into operation.

#### Industrial Relations

There was a marked increase in 1955 in the number of unofficial stoppages and restrictions of work. They numbered 3,581 compared with 2,614 in 1954. The figure for 1955 was the highest for any year since nationalisation and the loss of coal, including an

estimate for tonnage lost through "go slow" working, was 3,180,700 tons, or 1,675,900 tons more than in the previous year. The most serious dispute of the year was the unofficial strike of coal fillers in Yorkshire in April and May which at one time involved 84 collieries and nearly 80,000 men and caused a loss of one million tons of coal. A Table in the Report shows the tonnage lost in 1955 as a result of stoppages and restrictions in each Division as a percentage of total saleable output. For Great Britain as a whole the figure was 1.51 per cent.

#### Safety and Health

Figures given in the Report show that 408 men were killed and 1,850 were injured in 1955 in the types of accidents that must be reported immediately to H.M. Inspectors. These figures were slightly higher than the corresponding figures for 1954 (359 and 1,825). Other accidents, involving injury to the worker and his absence from work for over three days, numbered 214,000, compared with 219,000 in 1954. During the year a Committee on Roadway Conveyors recommended that the Board should issue a code of good conveying practice and this, the Report says, is being prepared. Other developments in safety matters included progress in providing firedamp drainage installations to reduce the danger of explosions, and good progress was also made in securing the effective control and suppression of airborne dust in underground workings.

In describing the work of the Board's Medical Service the Report says that the aims of the Service are, briefly, to ensure that new entrants are fit for work in the mines, to help the men in the industry to keep healthy, and to assist in placing disabled workers in suitable jobs. By the end of 1955, there were 66 doctors employed full-time by the Board and 302 medical centres at collieries. Sections of the Report examine the figures of occupational diseases and briefly describe medical research carried out during the year and research on human problems of the mineworker, including those affecting attendance and the incidence of accidents, disputes, labour turnover and absence from work.

#### Other Matters

The Report contains also particulars of the year's results from carbonisation and other activities, details of capital expenditure and finance, and a review of technical progress in 1955. A final chapter on the future of the coal industry sets out briefly the reasons why the "Plan for Coal" published in 1950 has had to be re-examined and revised. In 1955 the Board made a fresh survey of the output prospects of every pit in the country over the next ten years. The main features of the revised Plan now adopted in the light of this survey and of experience to date are set out in the Report. (A fuller description of the revised Plan has now been published by the National Coal Board under the title "Investing in Coal", price 3s.).

## NATIONAL INSURANCE

### Report on Review of Earnings Limits for National Insurance Benefits

The Minister of Pensions and National Insurance, in November, 1955, asked the National Insurance Advisory Committee: "To consider whether adjustments in the present earnings limits for retirement pension, widows' benefit, and dependants allowances are called for, any matters arising therefrom, and to report" (see the issue of this GAZETTE for December, 1955, page 428). The Committee have recently presented their Report, which has been published by H.M. Stationery Office as a Command Paper (Cmd. 9752), price 2s. net (2s. 2½d. including postage).

The Report sets out the present earnings limits for each of the various benefits within the Committee's terms of reference. Sections of the Report then examine in detail the earnings rule for retirement pension, matters arising from this rule, and the earnings limits for widows' benefits and benefits for wives and other adult dependants. A final section of the Report gives a summary of the Committee's recommendations. Some details of the contents of the Report and of the main recommendations of the Committee are given below.

The present earnings rule for retirement pensions applies only to retirement pensioners aged between 65 and 70 (men) and between 60 and 65 (women); pension is paid, irrespective of retirement, at age 70 for men and 65 for women. The rule provides that when earnings have exceeded 40s. in a "pension week" (i.e., normally from Thursday to Wednesday) the weekly rate of pension in the following week is reduced by one shilling for each complete shilling earned in excess of 40s. There are just over one million pensioners within the age groups to which this rule applies, and it is estimated that because of their earnings about 29,000 pensioners have their pensions extinguished and about 7,000 have their pensions reduced. An additional 100,000 retirement pensioners, although working, earn less than 40s. a week and their pensions remain untouched.

In discussing the earnings limits for retirement pensions the Committee say that an earnings rule is an essential complement to the retirement condition for payment of pension. Otherwise there would be nothing to prevent token retirements followed by a return to regular work and wages paid together with full pension. If the earnings rule were abolished, the retirement condition, which is settled Government policy, could not be maintained. Pensioners would then go to the half-million people deferring retirement and the immediate extra cost to the National Insurance Fund would be

£76 millions a year. There are, however, in the Committee's view, good reasons both on economic and on social grounds for removing any discouragement to pensioners from taking employment, or more employment, provided that the earnings rule still gives adequate support to the retirement principle. The Committee, therefore, feel that provision over a limited range of earnings for a reduction of pension by only sixpence in the shilling instead of one shilling for each complete shilling earned would operate far less drastically and reduce both discouragement from work and resentment against the rule without lessening the support for the retirement principle. At the same time, however, the Committee emphasise that the earnings rule must be of a kind that will not encourage persons who would otherwise stay in regular work to reduce their work and receive much the same income from reduced wages plus pension. The rule must, therefore, operate to reduce the pension as soon as the pensioner's earnings correspond with earnings from a substantial amount of regular work. The Committee conclude that the general level of earnings which can be wholly disregarded should be raised to 50 shillings. They recommend that the rate of retirement pension otherwise payable should be reduced by sixpence for each shilling of net earnings above 50s. and up to 70s. a week, and by one shilling for each shilling of net earnings over 70s. a week. Under this rule a pensioner whose net earnings amounted to £4 a week could still draw 20s. pension and he could earn up to £5 a week before his pension was completely extinguished.

The Committee considered, among matters arising from the earnings limit for retirement pension, the question of return to regular employment by a pensioner. At present a pensioner who returns to regular work not only has his pension reduced or extinguished but is unable to earn the increments which the National Insurance scheme provides for those who go on working after reaching the age of 65 (60 in the case of women). These increments are paid as an addition to the pension on retirement, or at age 70 (65 for women) when the pension is payable without a retirement condition. The Report says that there is an unknown number of pensioners who would work regularly if this enabled them to earn higher pensions when they eventually retired again from regular work or on reaching the qualifying age. Moreover, the present arrangements may be said to operate unfairly since they may deprive a person both of his pension and of the ability to earn increments. The Committee therefore recommend that a pensioner who is working should be given an opportunity to choose to revert to the same position as if he had not previously retired and so qualify for increments. Where, however, the husband and wife are both entitled to a retirement pension on the husband's

insurance, it is recommended, because of the special considerations which arise, that such a reversion should be allowed only as a joint act by the couple. Provision as recommended will, the Committee consider, be of particular value to the 29,000 pensioners whose pensions have been extinguished under the present rule. The Committee also considered the present position of widows who are working and drawing retirement pension on their husbands' insurance. Such widows are treated automatically as retired and although working cannot earn increments. The Committee recommend that a working widow should be able to choose, at the age of 60 or later, to elect not to be treated as retired and so qualify for increments. Another change recommended by the Committee is that pensions should be adjusted for earnings in the previous calendar week instead of in the previous pension week.

The present earnings rule for widows' pensions is the same as that for retirement pensions. Of about 190,000 widow pensioners, about 40,000 have their pensions reduced because of earnings; it is estimated that an additional 40,000 are working but earning less than the 40s. a week at which reductions on account of earnings begin. The Committee propose that the earnings limit recommended for retirement pensioners should also apply to widow pensioners.

The allowance for a widowed mother, excluding the amount for the child, is reduced under the present earnings rule by one shilling for each shilling of net earnings over 60s. a week. Widowed mothers in receipt of the allowance number about 100,000. Of these, about 20,000 have their allowance reduced because of earnings; about the same number are thought to be working but earning less than 60s. a week. The Committee consider that the special position of widowed mothers should continue to be recognised by an earnings rule more favourable than that for retirement and widows' pensions. They recommend that the earnings rule should continue to apply to widowed mothers' net earnings over 60s. a week, but that the reductions should be sixpence for each shilling earned between 60s. and 70s. a week and one shilling for each shilling earned over 70s. a week.

An increase of unemployment or sickness benefit in respect of a wife or other adult dependant is allowed if the dependant is not earning more than 20s. a week, or, in some sickness benefit cases, 40s. a week. The Committee recommend that 40s., which is also the present earnings limit for the dependent wife of a retirement pensioner if she is residing with her husband, should be the limit in all cases.

The Command Paper contains also a note signed by two of the nine members of the Committee dissenting from the Report. Appendices to the Report contain a note on the retirement condition for pensions, extracts from the National Insurance Acts and from the Beverage and other Reports, and relevant statistical and other information.

In a statement in the House of Commons on 7th May the Minister of Pensions and National Insurance said that the Govern-

ment had considered and decided to accept the recommendations of the majority of the Committee that the earnings limit for retirement pensioners should be raised to 50s. and that deductions from pension should only be made at the reduced rate of 6d. in the shilling on earnings between 50s. and 70s., and that a similar change should be made in respect of widows' pensions. The Government also accepted the recommendations in respect of widowed mothers except that they proposed that deductions at the reduced rate of 6d. in the shilling should run up to 80s. a week instead of 70s. a week as proposed by the Committee. The Government also accepted the proposal that pensions should be adjusted in accordance with earnings in the previous calendar week instead of in the previous pension week. Legislation on these points has already passed through the House of Commons. The Government accepted in principle the recommendation that a retirement pensioner should be enabled to elect to revert to his previous position and so become eligible to earn increments on his pension when he finally retires; this change would require the introduction of legislation and it is not known when it will be possible to introduce it.

### Contribution Position of Research Students

In reply to a Parliamentary Question the Minister of Pensions and National Insurance made a statement in the House of Commons on 16th April about the insurance position of research students under the National Insurance scheme. The Minister said that he had been fully into this question and had come to the conclusion that research students holding post-graduate awards made for training in research methods or for studying under supervision for such higher degrees as Doctor of Philosophy should normally be treated as in full-time education, and excepted, if they so wish, from the payment of contributions. He had made formal decisions under the Act in one or two cases, which would be published and would constitute precedents for future guidance. The Minister added that it will, of course, be appreciated that a student who so elects deprives himself of advantages under the National Insurance scheme.

Students in full-time education are credited with National Insurance contributions up to their 18th birthday. From the 18th birthday contributions are no longer credited to them, but students can choose whether or not to pay contributions at the Class 3 (non-employed) rate of 6s. 6d. a week for a man and 5s. 2d. a week for a woman. Non-payment of contributions affects the student's right to National Insurance benefits, which depend on the fulfilment of certain contribution conditions. As it is recognised that some students who would wish to pay contributions during their course are unable to do so, payment is allowed to be made at any time within approximately four years after the termination of their course.

## INTERNATIONAL LABOUR ORGANISATION

### 131st Session of Governing Body

The 131st Session of the Governing Body of the International Labour Office was held in Geneva from 6th to 9th March under the Chairmanship of Mr. Arthur Brown, Government Member, Canada. The United Kingdom Government was represented by Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., Deputy Secretary, Ministry of Labour and National Service. Also from the United Kingdom were Sir Richard Snedden, C.B.E., Chairman of the International Standing Committee and Member of the General Purposes Committee and Council of the British Employers' Confederation, and Sir Alfred Roberts, C.B.E., Vice-Chairman of the Governing Body, Member of the General Council of the Trades Union Congress and General Secretary of the Amalgamated Association of Card, Blowing and Ring Room Operatives.

The following paragraphs give particulars of some of the more important matters dealt with by the Governing Body.

#### Finance

The budget proposals for 1957 presented by the Director-General provided for a net expenditure budget of 7,821,474 United States dollars. The Governing Body finally adopted a net expenditure budget of 7,617,708 dollars which compares with a net expenditure budget of 7,395,729 dollars for 1956. The budget estimates will be submitted to the International Labour Conference at its 39th Session in June.

Arising out of the discussions on the budget proposals the Governing Body decided to establish a committee of its Members to review all aspects of conferences and meetings of the International Labour Organisation (other than the General Conference and the Governing Body) and to report thereon to the 133rd Session in November.

#### Premises

The Governing Body considered a report by its Building Sub-Committee, submitted by the Financial and Administrative Committee, regarding certain additions and alterations to the present premises of the International Labour Organisation in Geneva. The Swiss Federal Government had expressed its willingness, subject to ratification by the Swiss Federal Parliament, to

make available an interest-free loan repayable over a period of 25 years to cover part of the cost. Subject to the approval by the International Labour Conference of the financial arrangements, the Governing Body authorised the Director-General to take the necessary steps to proceed with the proposed additions and alterations and decided to accept with appreciation the interest-free loan from the Swiss Federal Government.

### Report of the Committee on Freedom of Employers' and Workers' Organisations

The Committee set up under the chairmanship of Lord McNair to examine the extent of the freedom of employers' and workers' organisations from Government domination and control completed its report in February, 1956, and the document was circulated shortly before the present meeting. Owing to its great length, Members of the Governing Body did not have time before the meeting to give the report the study and attention they felt were necessary. As the short session of the Governing Body to be held in May would not give adequate time for discussion, it was decided to postpone consideration until the 133rd Session to be held in November. The Governing Body, however, expressed the hope that during the International Labour Conference in June the Selection Committee would be willing to arrange for an exchange of views on the problems involved, to take place in Plenary Session on a day or days set aside for the purpose. The object of such an exchange of views would not be in order to record formal conclusions either in the form of a resolution or otherwise but would be that the Governing Body might have some information on the general views of delegates to the Conference upon the important questions at issue.

#### Hours of Work

The Governing Body considered the report prepared at its request by the Director-General on the question of the reduction of hours of work. Amongst other things the report contained a suggestion that a tripartite committee of the Governing Body should be appointed to consider the question, in an attempt to secure the largest possible measure of agreement on the analysis of the problem, the probable repercussions of a reduction of hours of work, and the action to be taken by the International Labour Organisation. The Governing Body adopted this suggestion.



**Maritime Matters**

Sir Guildhaume Myrddin-Evans issued an invitation on behalf of the United Kingdom Government for the Preparatory Technical Maritime Conference to be convened in London in the autumn of 1956. This invitation was accepted with appreciation. It was agreed that national delegations consisting of three delegates (one Government member, one shipowners' member and one seafarers' member) should be invited from those countries at present represented on the Joint Maritime Commission (*viz.*, Argentina, Australia, Belgium, Canada, Chile, China, Denmark, Finland, France, Greece, the Federal Republic of Germany, India, Italy, Japan, Netherlands, Norway, Pakistan, Portugal, Sweden, the United Kingdom and the United States).

**Applications to send Observer Delegations to the 39th Session of the International Labour Conference**

In accordance with the decision taken at the 124th Session that on the recommendation of the responsible States Member individual non-metropolitan territories might be invited to participate by means of tripartite observer delegations in sessions of the International Labour Conference, the Governing Body acceded to a request from the United Kingdom Government that invitations to send such delegations to the 39th Session of the Conference should be extended to the Gold Coast, Jamaica, the Federation of Malaya, Malta, the Federation of Nigeria, Singapore, and Trinidad. The Governing Body also authorised the Director-General to invite Sierra Leone and the Federation of Rhodesia and Nyasaland if the United Kingdom Government so requested.

**Committee on Social Policy in Non-Metropolitan Territories**

The Governing Body considered the report of the 4th Session of the Committee on Social Policy in Non-Metropolitan Territories which was held at Dakar in December, 1955. At this meeting the Committee had examined the questions of industrial relations, wage systems and policies, and initial measures of social security in non-metropolitan territories. The Governing Body authorised the Director-General to communicate the conclusions and suggestions of the Committee on these subjects to the States Members concerned, with the request that they should draw the attention of the Governments of their non-metropolitan territories to them. It was also decided to place on the agenda of the next session of the Committee a survey of labour and social policy in Africa.

**Expert Committees**

Proposals to convene meetings of experts to advise on specific problems in the fields of human and industrial relations, labour and social security statistics and dangerous substances were adopted. A final decision on a proposal to convene a meeting of experts on performers' rights was deferred.

**Other Matters**

Other matters considered by the Governing Body included: the Report of the Fifth Session of the Permanent Agricultural Committee held in Paris in September, 1955; the Report of a Panel of the Correspondence Committee on Occupational Safety and Health, held in Geneva in September, 1955; the note on the

proceedings of the Third Session of the Plantations Committee held in Geneva in October, 1955; the Report of the Working Group on International Standard Classification of Occupations, held in Geneva in October and November, 1955; the Report of the Meeting of Experts on Prevention and Suppression of Dust in Mining, Tunnelling and Quarrying, held in Geneva in November, 1955; and the Report of the Asian Technical Conference on Vocational Training for Industry, held in Rangoon in November and December, 1955. Decisions were also taken on the dates and agenda of a number of future meetings.

**Fifth Session of Building, Civil Engineering and Public Works Committee**

The Building, Civil Engineering and Public Works Committee, one of the Industrial Committees set up by the Governing Body of the International Labour Office to deal with conditions in certain major industries, opened its Fifth Session in Geneva on 14th May.

The agenda for this Session included consideration of the General Report dealing particularly with: (a) Action taken in the various countries in the light of the conclusions adopted at previous sessions of the Committee; (b) steps taken by the International Labour Office to follow up the studies and enquiries proposed by the Committee; and (c) recent events and developments in the construction industry. Other items for consideration were safety in the construction industry, and national housing programmes and full employment.

The United Kingdom Government was represented at the meeting by Mr. D. C. Barnes, Assistant Secretary, Ministry of Labour and National Service, and Mr. P. H. Ogle-Skan, T.D., Assistant Secretary, Ministry of Works, who were accompanied by Mr. A. E. Goodbody, O.B.E., Assistant Secretary, Ministry of Labour and National Insurance, Northern Ireland. The Employers' representatives were Mr. N. Longley, C.B.E., Past President, National Federation of Building Trades Employers, and Mr. W. G. Mitchell, Vice-President, Federation of Civil Engineering Contractors. Their advisers were Mr. G. W. Grosvenor, C.B.E., Past President, National Federation of Building Trades Employers, Mr. F. O. Jayne, Deputy Industrial Relations Officer, National Federation of Building Trades Employers, Mr. R. Kean, O.B.E., Director, Federation of Civil Engineering Contractors, and Miss B. A. Mitchell, Assistant Secretary, Federation of Civil Engineering Contractors. The Workers' representatives were Sir Richard Coppock, C.B.E., General Secretary, National Federation of Building Trades Operatives, and Mr. Jack Armstrong, O.B.E., National Secretary, Building Trades Group, Transport and General Workers' Union, and Secretary, Operatives' Side, Civil Engineering Conciliation Board. Their advisers were Mr. J. H. Mills, President, National Federation of Building Trades Operatives, and Mr. Harry Heumann, Statistical and Research Officer, National Federation of Building Trades Operatives.

The Fourth Session of the Committee was held in Geneva in November, 1953 (*see* the issue of this GAZETTE for December, 1953, page 423).

**LABOUR OVERSEAS****Employment Service and Unemployment Insurance in Canada in 1954-55**

The 14th Annual Report of the Unemployment Insurance Commission of Canada covers the fiscal year ended 31st March, 1955. The Commission is an autonomous body set up under the Unemployment Insurance Act, 1940, for the purpose of administering unemployment insurance and a national employment service (*see* the issue of this GAZETTE for October, 1950, page 340).

**National Employment Service**

The Table below shows the numbers of applications for employment registered by local offices of the National Employment Service, the numbers of vacancies notified by employers, and the numbers of placings in regular and casual employment during the years 1954-55 and 1953-54. Placings are termed "casual" when the duration of the employment offered is six working days or less.

	1954-55			1953-54		
	Males	Females	Total	Males	Females	Total
Applications for employment registered	2,160	846	3,006	2,047	780	2,827
Vacancies notified	650	415	1,065	795	451	1,246
Placings effected:—						
Regular	416	198	614	527	215	742
Casual	118	111	229	115	110	225
Total placings	534	309	843	642	325	967

The Report refers to the marked expansion in the country's economy which followed the sharp increase in defence expenditure after June, 1950. The period of expansion lasted for about three years, but, after the middle of 1953, there was a reaction and

employment declined while unemployment increased. In the year following July, 1953, there was a decline of about 80,000 in the numbers of workers in employment; the numbers unemployed increased by approximately the same number. By the late autumn of 1954 there were signs of recovery from the conditions of 1953, but the economic readjustments which were taking place were far-reaching and for a time there were increases both in the numbers in employment and in the unemployed. In the early months of 1955 unemployment reached its highest level since the end of the war although, at the same time, the numbers in employment were increasing. During the year under review, the National Employment Service, in addition to its normal work of providing jobs for unemployed workers, continued a special campaign to combat seasonal unemployment. Redoubled efforts to provide work, together with the payment of unemployment benefits, the Report says, played an important part in lessening the hardships of the unemployed during the period of severe unemployment.

In most branches of the primary industries (mining, forestry and agriculture) there was an adequate supply of labour throughout 1954. Expansion in the mining industry continued and, compared with the previous year, there was an increase of 9 per cent. in the value of total mineral production. There were important new finds of base metals and uranium in widely scattered areas and continued expansion of oil and natural gas discoveries. Sufficient qualified labour was available to meet these expanding needs and at the end of the year the demand for, and supply of, labour was approximately equal. Coal mining continued to contract and a number of coal miners were placed in other work. In forestry, expanding production made it possible to maintain a relatively high level of employment in 1954. The Report says that, where climate permits, an increasing number of pulp and paper firms are organising timber cutting and hauling operations on an all-the-year-round basis and so providing greater stability of employment in the industry. There was a decrease during the year in the number of immigrant farm workers and this led to a shortage of farm labour in some areas. A deficiency in numbers of farm workers was avoided in part by a decrease in the rate of loss of workers from agriculture and in part by a return

of workers from other occupations. Special deficiencies in some Provinces were relieved by recruitment elsewhere and movement of workers under Dominion-Provincial Agreements. Seasonal shortages of farm workers were met by the organised movement of workers within Canada and by local recruitment. In addition, the interchange of farm workers under standing arrangements between Canada and the United States of America was continued.

During the greater part of 1954-55 there was reduced activity compared with the previous year in vehicle manufacturing, in the production of household electrical and other equipment, and in the agricultural implement industry. Many workers were out of work or on short-time. The National Employment Service was able to assist many of these workers, some in finding seasonal work and others in re-establishing themselves in their own occupations, either locally or elsewhere. Many new companies entered manufacturing industry during the year and others expanded their plant, the greatest development being in industries producing chemical and electrical goods (including television). Throughout the year there was a steady demand for highly skilled workers and a number were recruited from the United Kingdom. Total placings in manufacturing occupations numbered 164,979, the bulk of them being in Ontario and Quebec, where industry is highly concentrated.

In the construction industry production was higher in 1954-55 than ever before and most of the large developments under construction during recent years were completed. The Commission made special arrangements to facilitate supply of labour to contractors engaged upon the St. Lawrence Seaway and Power Projects. Other assistance given by the Commission to the construction industry included the starting of courses of training to meet expected demands early in 1955 for specialised workers on pipe-line construction, after a review of available workers had shown their numbers to be inadequate.

The Report reviews the work of the special services provided for the placing of handicapped persons, young persons, persons with technical, professional and executive qualifications, and war veterans, and the activities of the National Employment Service in the reception and transportation of immigrants. A section of the Report dealing with the employment of women in Canada notes the continued shortage of domestic workers, both for private homes and institutions. A number of the resident vacancies were filled by women immigrants.

**Unemployment Insurance**

The Unemployment Insurance Act applies to persons employed under a contract of service or apprenticeship, *i.e.*, wage-earners. An amendment made to the Act came into operation on 10th January, 1955, and had the effect of increasing the amount of supplementary benefit which may be paid to claimants and extending the minimum period during which claimants can receive such benefit.

In August, 1954, the Canadian civilian labour force was estimated at 5,569,000 persons, of whom 4,205,000 were reported as wage-earners. Approximately 3,206,000, or 76 per cent., of the wage-earners were in insurable employment. Non-insured wage-earners numbered 999,000 and included persons employed in agriculture, horticulture, forestry and fishing, hospitals and charitable institutions, teaching, private domestic service, nursing, the public service, and salaried employees earning over 4,800 dollars a year.

With few exceptions the number of claims to benefit in each month during 1954-55 was higher than in the corresponding month a year earlier. The Report notes that for the first time since the Unemployment Insurance Act came into operation the revenue of the Unemployment Insurance Fund was exceeded by expenditure. Total revenue amounted to about 217 million dollars and included approximately 158½ million dollars in contributions from employers and employees, 31½ million dollars from the Government of Canada and nearly 26½ million dollars in fines received and income from investments. Total expenditure amounted to just over 257½ million dollars and included 232½ million dollars in ordinary benefits and 24½ million dollars in supplementary benefits. The amount paid in supplementary benefits during 1954-55 was slightly more than double the amount paid during the previous year; this was due, partly, to the increase from 10th January, 1955, in both the duration and amount of supplementary benefits. Supplementary benefits were introduced in February, 1950, in order to make additional provision during the winter months when unemployment is highest for certain classes of workers whose regular benefits under the Act were exhausted or who were not fully qualified. The number of days of unemployment benefit paid to claimants during 1954-55 averaged 65 days compared with an average of 58 days during 1953-54. At 31st March, 1955, the balance in the Unemployment Insurance Fund was nearly 840½ million dollars, compared with 881½ million dollars a year earlier, a decrease during the year of 40½ million dollars.

The total number of claims to benefit received by local offices of the Unemployment Insurance Commission during 1954-55 was 2,470,029, including 64,901 which were pending at 31st March, 1954. Of the total number of claims received, 2,088,554 were allowed (including 93,706 cases in which regular benefit was allowed but with disqualifications for varying periods, and 268,458 in which supplementary benefit was granted), 313,520 were not allowed, disqualified or found not entitled, and 56,275 were pending at 31st March, 1955. Included also in the total of 2,470,029 were 11,623 claims which were the subject of appeal to Courts of Referees from decisions of Insurance Officers and 57 which were referred to the Umpire.

An article reviewing the Report of the Commission for 1953-54 was published in the issue of this GAZETTE for April, 1955, page 132.

# MONTHLY DIGEST OF STATISTICS

The Digest, which is prepared by the Central Statistical Office in collaboration with the Statistics Divisions of Government Departments, provides industrialists and business executives with invaluable statistics relating to the economic situation in the United Kingdom. Where available, pre-war figures are given. Monthly figures are given for the last two years.

Statistical information is at present arranged under the following headings and the scope is revised from time to time to include new statistical information as it becomes available.

POPULATION AND VITAL STATISTICS	AGRICULTURE AND FOOD
LABOUR	EXTERNAL TRADE
NATIONAL INSURANCE	MERCHANT SHIPPING
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Numbers Employed in Great Britain : Industrial Analysis—continued

(Thousands)

Industry	Males				Females				Total			
	End-Mar., 1955	End-Jan., 1956	End-Feb., 1956	End-Mar., 1956	End-Mar., 1955	End-Jan., 1956	End-Feb., 1956	End-Mar., 1956	End-Mar., 1955	End-Jan., 1956	End-Feb., 1956	End-Mar., 1956
Manufactures of Wood and Cork	241.6	238.1	236.5	232.2	64.7	64.5	63.7	62.7	306.3	302.6	300.2	294.9
Timber (Sawmilling, etc.)	83.2	82.2	81.7	80.9	12.2	12.5	12.3	12.2	95.4	94.7	94.0	93.1
Furniture and Upholstery	103.0	99.7	98.5	95.2	36.6	35.9	35.4	34.5	139.6	135.6	133.9	129.7
Shop and Office Fitting	18.7	19.4	19.8	19.7	3.4	3.3	3.3	3.3	22.1	22.7	23.1	23.0
Wooden Containers and Baskets	21.0	21.2	21.0	20.9	6.9	7.1	7.1	7.1	27.9	28.3	28.1	28.0
Miscellaneous Wood and Cork Manufactures	15.7	15.6	15.5	15.5	5.6	5.7	5.6	5.6	21.3	21.3	21.1	21.1
Paper and Printing	347.2	357.4	353.9	353.0	199.9	205.5	204.3	204.4	547.1	562.9	558.2	557.4
Paper and Board	68.8	70.9	71.1	70.9	20.1	20.5	20.4	20.3	88.9	91.4	91.5	91.2
Wallpaper	4.2	4.7	4.7	4.7	1.9	2.8	2.6	2.5	6.1	7.5	7.3	7.2
Cardboard Boxes, Cartons, etc.	20.1	21.1	21.0	20.8	31.8	32.3	32.1	31.8	51.9	53.4	53.1	52.6
Other Manufactures of Paper and Board	18.8	19.6	19.6	19.5	28.9	29.4	29.3	29.2	47.7	48.0	48.0	48.7
Printing and Publishing of Newspapers, etc.	92.6	95.9	94.0	93.9	22.9	23.7	23.5	23.9	115.5	119.6	117.5	117.8
Other Printing, Publishing, Bookbinding, etc.	142.7	145.2	143.5	143.2	94.3	96.8	96.4	96.7	237.0	242.0	239.9	239.9
Other Manufacturing Industries	164.8	168.8	166.6	166.6	121.0	119.8	118.7	117.2	288.8	288.6	287.3	283.8
Rubber	79.3	81.5	81.4	80.4	41.4	39.7	39.3	38.8	120.7	121.2	120.7	119.2
Linoleum, Leather Cloth, etc.	13.4	13.6	13.5	13.4	3.7	3.9	3.8	3.7	17.1	17.5	17.3	17.1
Brushes and Brooms	8.5	8.1	8.1	8.0	8.9	8.5	8.5	8.3	17.4	16.6	16.6	16.3
Toys, Games and Sports Requisites	11.3	11.4	11.4	11.2	19.6	19.6	19.4	19.4	30.9	31.0	31.0	30.6
Miscellaneous Stationers' Goods	4.3	4.2	4.2	4.2	6.2	6.6	6.5	6.5	10.5	10.8	10.7	10.7
Production, etc., of Cinematograph Films	6.9	7.0	7.0	6.8	2.2	2.2	2.2	2.2	9.1	9.2	9.2	9.0
Miscellaneous Manufacturing Industries	41.1	43.0	43.0	42.6	39.0	39.3	38.8	38.3	80.1	82.3	81.8	80.9
Total, All Manufacturing Industries	5,996.4	6,111.4	6,109.0	6,093.3	2,998.8	3,038.8	3,024.2	3,005.2	8,995.2	9,150.2	9,133.2	9,098.5
Building and Contracting	1,253.8	1,270.7	1,250.7	1,283.7	50.7	51.2	51.2	51.2	1,304.5	1,321.9	1,301.9	1,334.9
Building and Civil Engineering Contracting	1,187.4	1,202.7	1,180.0	1,214.3	42.5	42.9	42.9	42.9	1,229.9	1,245.6	1,222.9	1,257.2
Electric Wiring and Contracting	66.4	68.0	70.7	69.4	8.2	8.3	8.3	8.3	74.6	76.3	79.0	77.7
Gas, Electricity and Water	339.6	338.2	338.7	338.3	39.5	40.5	40.5	40.5	379.1	378.7	379.2	378.8
Gas	130.9	128.8	129.3	128.5	14.2	14.5	14.5	14.5	145.1	143.3	143.8	143.0
Electricity	175.7	176.5	176.5	176.7	23.3	24.0	24.0	24.0	199.0	200.5	200.7	200.7
Water	33.0	32.9	32.9	33.1	2.0	2.0	2.0	2.0	35.0	34.9	34.9	35.1
Transport and Communication	205.1	200.0	201.2	202.4	51.8	53.5	53.9	54.1	256.9	253.5	255.1	256.5
Tramway and Omnibus Service	18.8	18.6	18.5	18.7	2.4	2.2	2.2	2.3	21.2	20.8	20.7	21.0
Other Road Passenger Transport	186.3	181.4	182.7	183.7	49.4	51.3	51.7	51.8	235.7	232.7	234.4	235.5
Distributive Trades	1,143.1	1,152.4	1,150.9	1,148.0	1,161.1	1,215.0	1,206.7	1,204.5	2,304.2	2,367.4	2,357.6	2,352.5
Coal, Builders' Materials, Grain, Agricultural Supplies (Wholesale or Retail)	120.4	122.4	123.2	122.3	34.3	36.2	36.5	36.5	154.7	158.6	159.7	158.8
Other Industrial Materials and Machinery	72.2	73.2	73.8	73.1	28.3	29.0	29.1	28.7	100.5	102.2	102.9	101.8
Food and Drink, Wholesale	124.7	127.2	127.0	127.1	58.0	59.9	59.9	59.7	182.7	187.1	186.9	186.8
Food and Drink (exc. catering), Retail	296.7	295.2	295.0	294.9	298.3	312.5	311.4	311.6	595.0	607.7	606.4	606.5
Non-Food Goods, Wholesale	167.1	166.4	166.1	165.9	104.9	108.0	107.6	107.6	272.0	274.4	274.4	273.5
Non-Food Goods, Retail	342.6	347.7	345.7	344.7	601.3	630.5	623.3	622.4	943.9	978.2	969.0	967.1
Confectionery, Tobacco and Newspapers	19.4	20.3	20.1	20.0	36.0	38.9	38.2	38.0	55.4	59.2	58.3	58.0
Miscellaneous Services	59.5	60.2	59.5	58.5	75.0	74.4	74.3	74.0	134.5	134.6	133.8	132.5
Theatres, Cinemas, Music Halls, Concerts, etc.	36.5	35.7	36.2	36.6	40.4	41.7	41.4	41.3	76.9	77.4	77.6	77.9
Sport, Other Recreations and Betting	168.7	170.9	171.5	171.2	483.3	486.0	488.7	488.7	652.0	656.9	659.9	659.9
Catering, Hotels, etc.	29.9	29.8	29.8	29.8	105.0	104.1	104.3	104.8	134.9	133.9	134.1	134.6
Laundries	29.9	29.8	29.8	29.8	105.0	104.1	104.3	104.8	134.9	133.9	134.1	134.6
Dry Cleaning, Job Dyeing, Carpet Beating, etc.	10.8	10.2	10.3	10.4	32.1	31.3	31.6	32.2	42.9	41.5	41.9	42.6



all the well-dressed patients wear Southalls

SURGICAL DRESSINGS  
Bandages, Cotton Wool  
Gauze, Lint  
Cellulose Wadding

SOUTHALLS (Birmingham) Ltd., CHARFORD MILLS, BIRMINGHAM 8

Unemployment at 16th April, 1956

SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed in Great Britain at 12th March and 16th April, 1956, were as follows:—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
12th March	170,283	5,620	83,642	5,977	265,522
16th April	154,463	7,056	83,163	6,833	251,515
Inc. (+) or Dec. (-)	-15,820	+1,436	-479	+856	-14,007

It is estimated that the number of persons registered as unemployed at 16th April represented 1.2 per cent. of the total number of employees. This was the same percentage as at 12th March, 1956. An analysis of the figures for 16th April according to duration of unemployment is given in the following Table:—

	Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
	Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
Men 18 and over	41,166	31,317	69,440	141,923	12,540	154,463
Boys under 18	4,067	1,961	745	6,773	283	7,056
Women 18 and over	26,986	18,165	27,896	73,047	10,116	83,163
Girls under 18	3,374	1,637	774	5,785	1,048	6,833
Total	75,593	53,080	98,855	227,528	23,987	251,515

The total of 251,515 includes 44,401 married women.

The numbers of wholly unemployed persons in each Region at 16th April, 1956, analysed according to duration of unemployment, and also the numbers temporarily stopped, are given in the Table below. Separate figures are given for males and females. The changes, compared with 12th March, 1956, in the total numbers unemployed in each Region are shown in the first Table on the next page.

Region	Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
	Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
Males						
London and South-Eastern	10,957	6,617	9,795	27,369	1,756	29,125
Eastern	2,096	1,953	4,379	8,428	481	8,909
Southern	2,003	1,352	2,856	6,211	200	6,411
South-Western	2,346	1,928	4,488	8,762	128	8,890
Midland	4,093	1,476	1,932	7,501	1,689	9,190
North-Midland	1,664	987	2,039	4,690	520	5,210
E. and W. Ridings	2,673	1,954	3,736	8,363	1,237	9,600
North-Western	7,381	5,414	9,842	22,637	2,199	24,836
Northern	2,876	2,599	6,730	12,205	421	12,626
Scotland	6,686	6,707	17,518	30,911	3,701	34,612
Wales	2,458	2,291	6,870	11,619	491	12,110
Great Britain	45,233	33,278	70,185	148,696	12,823	161,519
Females						
London and South-Eastern	7,740	2,818	2,238	12,796	550	13,346
Eastern	1,371	916	1,174	3,461	228	3,689
Southern	1,434	898	1,300	3,632	75	3,707
South-Western	1,491	1,257	1,928	4,676	170	4,846
Midland	2,629	937	748	4,314	1,781	6,095
North-Midland	1,249	675	741	2,665	550	3,215
E. and W. Ridings	1,584	770	970	3,324	1,281	4,605
North-Western	5,022	3,168	4,526	12,716	3,425	16,141
Northern	1,951	1,768	3,089	6,808	438	7,246
Scotland	4,099	4,845	8,940	17,884	2,459	20,343
Wales	1,790	1,750	3,016	6,556	207	6,763
Great Britain	30,360	19,802	28,670	78,832	11,164	89,996
Total						
London and South-Eastern	18,697	9,435	12,033	40,165	2,306	42,471
Eastern	3,467	2,869	5,553	11,889	709	12,598
Southern	3,437	2,250	4,156	9,843	275	10,118
South-Western	3,837	3,185	6,416	13,438	298	13,736
Midland	6,722	2,413	2,680	11,815	3,470	15,285
North-Midland	2,913	1,662	2,780	7,355	1,070	8,425
E. and W. Ridings	4,257	2,724	4,706	11,687	2,518	14,205
North-Western	12,403	8,582	14,368	35,353	5,624	40,977
Northern	4,827	4,367	9,819	19,013	859	19,872
Scotland	10,785	11,552	26,458	48,795	6,160	54,955
Wales	4,248	4,041	9,886	18,175	698	18,873
Great Britain	75,593	53,080	98,855	227,528	23,987	251,515

The following Table gives the numbers of persons registered as unemployed at 16th April, 1956, and the percentage rates of unemployment in each Region:—

Region	Numbers of persons registered as unemployed at 16th April, 1956			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and South-Eastern	29,125	13,346	42,471	0.9	0.7	0.8
Eastern	8,909	3,689	12,598	1.1	0.9	1.1

NUMBERS UNEMPLOYED IN THE PRINCIPAL TOWNS

The Table below shows the total numbers of unemployed persons on the registers of the Employment Exchanges and Youth Employment Offices in each administrative Region of England, and in Scotland, Wales and Northern Ireland at 16th April, 1956, and the numbers of persons on the registers of the Exchanges and Offices situated in some of the principal towns in each Region, together with the increase or decrease compared with 12th March, 1956.

Regions and Principal Towns	Numbers of Persons on Registers at 16th April, 1956					Inc. (+) or Dec. (-) in Totals as compared with 12th March, 1956
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total 15 and over	
<b>London and South-Eastern</b>	<b>27,869</b>	<b>1,256</b>	<b>12,417</b>	<b>929</b>	<b>42,471</b>	<b>- 7,107</b>
London (Administrative County)	12,037	290	4,701	226	17,254	- 2,580
Acton	133	7	56	2	198	+ 16
Brentford and Chiswick	110	2	69	3	184	+ 1
Brighton and Hove	1,529	40	504	25	2,098	- 336
Chatham	291	45	375	33	744	- 121
Croydon	451	4	195	15	665	- 180
Dagenham	282	32	164	18	496	- 32
Ealing	179	8	117	7	311	- 67
East Ham	247	20	96	14	377	- 66
Enfield	177	18	106	12	313	- 49
Harrow and Wembley	338	45	191	16	590	- 149
Hayes and Harlington	86	10	56	13	165	- 144
Hendon	255	26	119	17	417	- 115
Ilford	447	23	126	13	611	- 115
Leyton and Walthamstow	890	28	222	9	1,149	+ 27
Tottenham	630	31	275	18	954	- 33
West Ham	640	42	232	25	939	- 129
Willesden	367	17	178	11	573	- 96
<b>Eastern</b>	<b>8,586</b>	<b>323</b>	<b>3,399</b>	<b>290</b>	<b>12,598</b>	<b>- 2,061</b>
Bedford	67	3	30	3	103	+ 22
Cambridge	153	2	57	2	214	- 2
Ipswich	398	19	125	18	560	- 104
Luton	91	3	58	10	162	+ 17
Norwich	859	3	182	3	1,047	- 140
Southend-on-Sea	634	11	193	4	842	- 306
Watford	118	7	89	3	217	- 47
<b>Southern</b>	<b>6,094</b>	<b>317</b>	<b>3,363</b>	<b>344</b>	<b>10,118</b>	<b>- 833</b>
Bournemouth	666	10	262	14	952	- 278
Oxford	96	2	69	4	171	+ 19
Portsmouth (inc. Gosport)	1,050	41	761	33	1,885	- 349
Reading	173	21	100	11	305	+ 20
Slough	170	4	126	2	302	+ 38
Southampton	1,217	45	436	24	1,722	+ 76
<b>South-Western</b>	<b>8,579</b>	<b>311</b>	<b>4,481</b>	<b>365</b>	<b>13,736</b>	<b>- 1,552</b>
Bristol (inc. Kingswood)	1,498	29	474	31	2,032	+ 64
Exeter	375	11	160	4	550	- 28
Gloucester	145	19	89	24	277	+ 26
Plymouth	998	70	1,031	65	2,164	- 81
Swindon	97	7	175	19	298	+ 38
<b>Midland</b>	<b>8,829</b>	<b>361</b>	<b>5,693</b>	<b>402</b>	<b>15,285</b>	<b>+ 1,088</b>
Birmingham	2,983	126	1,251	53	4,413	+ 710
Burton-on-Trent	94	—	60	1	155	+ 14
Coventry	525	34	285	19	863	+ 117
Oldbury	50	—	40	—	90	+ 38
Stoke-on-Trent	110	15	705	8	2,005	+ 3
Walsall	210	32	170	14	426	+ 51
West Bromwich	59	2	55	5	121	+ 1
Wolverhampton	356	6	241	20	623	+ 83
Worcester	131	1	58	—	190	+ 19
<b>North-Midland</b>	<b>4,996</b>	<b>214</b>	<b>2,909</b>	<b>306</b>	<b>8,425</b>	<b>- 1,192</b>
Chesterfield	148	—	49	4	201	+ 31
Derby	253	6	140	14	413	- 21
Grimby	654	46	103	29	832	- 19
Leicester	321	10	199	4	534	- 11
Lincoln	167	8	72	7	254	- 25
Mansfield	197	9	92	8	306	+ 2
Northampton	148	5	67	1	221	- 3
Nottingham	837	13	222	14	1,086	- 44
Peterborough	73	12	133	10	228	- 29
Scunthorpe	35	10	271	22	338	- 193
<b>East and West Ridings</b>	<b>9,275</b>	<b>325</b>	<b>4,216</b>	<b>389</b>	<b>14,205</b>	<b>- 654</b>
Barnsley	203	7	79	28	317	- 10
Bradford	512	23	181	7	723	+ 28
Dewsbury	292	7	141	26	466	+ 277
Doncaster	306	12	312	12	642	- 67
Halifax	250	11	142	30	433	+ 43
Huddersfield	331	1	124	2	458	- 148
Hull	1,972	44	559	17	2,592	- 195
Leeds	1,460	28	423	12	1,923	- 169
Rotherham	124	3	130	9	266	- 28
Sheffield	783	14	196	17	1,010	- 54
Wakefield	139	10	91	9	249	+ 43
York	295	25	50	8	378	+ 18
<b>North-Western</b>	<b>23,506</b>	<b>1,330</b>	<b>15,256</b>	<b>885</b>	<b>40,977</b>	<b>+ 1,326</b>
Accrington	108	—	181	3	292	- 119
Ashton-under-Lyne	253	4	242	16	515	+ 88
Barrow	318	23	600	40	981	+ 107
Birkenhead	604	46	558	34	1,239	+ 35
Blackburn	232	5	243	9	489	+ 86
Blackpool	757	27	466	16	1,266	- 456
Bolton	378	19	190	16	603	+ 110
Burnley	472	5	598	15	1,090	+ 179
Bury	125	1	188	—	314	+ 16
Crewe	135	19	110	14	278	+ 13
Liverpool (inc. Bootle)	8,901	645	2,683	236	12,465	+ 63
Manchester (inc. Stretford)	2,766	104	974	72	3,916	+ 339
Oldham (inc. Failsworth and Royton)	693	28	846	35	1,602	+ 608
Preston	268	10	276	5	559	+ 2
Rochdale	167	2	179	—	348	+ 20
St. Helens	317	16	613	27	973	- 1
Salford (inc. Eccles and Pendlebury)	632	18	439	28	1,117	+ 240
Stockport	262	7	247	17	533	- 98
Wallasey	372	32	468	19	891	- 98
Warrington	227	11	227	8	473	- 150
Wigan	423	10	276	11	720	- 14

Regions and Principal Towns	Numbers of Persons on Registers at 16th April, 1956					Inc. (+) or Dec. (-) in Totals as compared with 12th March, 1956
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total 15 and over	
<b>Northern</b>	<b>12,014</b>	<b>612</b>	<b>6,696</b>	<b>550</b>	<b>19,872</b>	<b>- 1,505</b>
Carlisle	166	9	136	10	321	+ 23
Darlington	199	25	169	21	414	+ 2
Gateshead	634	27	278	25	964	- 3
Hartlepool	467	14	489	13	983	- 57
Jarrow and Hebburn	240	13	378	11	642	- 13
Middlesbrough (inc. South Bank)	429	25	281	36	771	- 31
Newcastle-upon-Tyne	1,766	88	878	85	2,817	- 282
South Shields	960	28	292	11	1,291	- 74
Stockton-on-Tees	283	50	225	16	574	+ 73
Sunderland	1,353	64	714	26	2,157	- 45
Wallsend (inc. Willington Quay)	123	9	58	2	192	- 25
<b>Scotland</b>	<b>33,116</b>	<b>1,496</b>	<b>18,785</b>	<b>1,558</b>	<b>54,955</b>	<b>- 1,254</b>
Aberdeen	1,744	23	613	9	2,389	- 191
Clydebank	179	8	106	6	299	- 112
Dunfermline	1,644	68	687	30	2,429	+ 115
Edinburgh	2,584	113	674	38	3,409	- 258
Glasgow (inc. Rutherglen)	10,174	371	4,185	410	15,140	+ 529
Greenock	652	75	845	27	1,599	- 70
Motherwell and Wishaw	641	51	790	56	1,538	- 106
Paisley	575	40	603	47	1,265	- 106
<b>Wales</b>	<b>11,599</b>	<b>511</b>	<b>5,948</b>	<b>815</b>	<b>18,873</b>	<b>- 263</b>
Cardiff	1,364	46	253	38	1,701	+ 38
Merthyr Tydfil	608	41	174	39	862	- 56
Newport	282	26	107	14	429	- 16
Rhondda	956	36	517	42	1,551	+ 146
Swansea	770	11	439	23	1,243	- 6
<b>Northern Ireland</b>	<b>21,233</b>	<b>1,190</b>	<b>7,536</b>	<b>660</b>	<b>30,619</b>	<b>- 3,804</b>
Belfast	6,318	257	2,909	60	9,544	- 375
Londonderry	2,193	162	495	77	2,927	- 260

DISABLED PERSONS (EMPLOYMENT) ACT, 1944

The number of persons registered under the Disabled Persons (Employment) Act, 1944, at 16th April, 1956, was 798,279, compared with 812,602 at 16th January, 1956. The figure for 16th April, 1956, included 699,144 men, 92,581 women and 6,554 young persons; of the total, 436,166 had at some time served in H.M. Forces (though their disabilities may not have been caused by that service), and 362,113 had not. The total included 2,859 men and 406 women (but no young persons) registered at Appointments Offices.

In the following Table, the persons on the Register at 16th April, 1956, are classified according to the disabilities which made them eligible for registration at the time of their applications. These disabilities are not necessarily the only ones which these persons have and they may not now constitute the primary handicap to employment.

Nature of Disability	1914-1918 War-disabled Pensioners			Other Ex-Service Persons	Non Ex-Service*	Total
	War-disabled Pensioners	Other Ex-Service Persons	Non Ex-Service*			
Amputations	18,708	19,406	26,889	65,003	33,011	98,014
Arthritis and rheumatism	1,449	17,086	14,476	33,011	14,455	47,466
Congenital malformations	37	736	13,682	14,455	—	14,455
Diseases of digestive system	2,116	31,528	16,580	50,224	—	50,224
Diseases of heart, etc.	5,425	24,521	25,187	55,133	—	55,133
Diseases of lungs	5,754	29,079	24,848	59,681	—	59,681
Ear defects	3,451	10,464	22,037	35,952	—	35,952
Eye defects	6,819	18,206	29,980	55,005	—	55,005
Injuries of head, face, neck, thorax, abdomen, pelvis and trunk	16,419	13,302	7,862	37,583	—	37,583
Injuries and diseases of lower limb	24,362	36,990	39,531	100,883	—	100,883
Injuries and diseases of upper limb	25,260	24,572	23,356	73,188	—	73,188
Injuries and diseases of spine	1,077	13,662	15,787	30,526	—	30,526
Nervous and mental disorders	6,145	25,264	42,855	74,264	—	74,264
Tuberculosis	2,942	30,988	37,019	70,949	—	70,949
Other diseases and disabilities	3,097	17,301	22,024	42,422	—	42,422
<b>Total</b>	<b>123,061</b>	<b>313,105</b>	<b>362,113</b>	<b>798,279</b>		

The number of disabled persons on the Register who were unemployed at 16th April, 1956, was 40,977, of whom 34,883 were males and 5,914 were females. The total included 18,906 persons who had served in H.M. Forces, and 21,891 who had not served. An analysis of these figures is given in the Table below.

Suitable for ordinary employment :	Males			Females			Total
	Ex-Service	Others	Total	Ex-Service	Others	Total	
Ex-Service	17,506	—	17,506	144	—	144	17,650
Others	13,986	5,331	19,317	—	—	—	19,317
<b>Total</b>	<b>31,492</b>	<b>5,331</b>	<b>36,823</b>	<b>144</b>	<b>—</b>	<b>144</b>	<b>36,967</b>
Severely disabled persons classified as unlikely to obtain employment other than under special conditions : †							
Ex-Service	1,252	—	1,252	4	—	4	

Numbers Unemployed: Industrial Analysis—continued

Industry	Great Britain						United Kingdom (all classes)			
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Males	Females	Total	
	Males	Females	Males	Females	Males	Females				
11 Leather, Leather Goods and Fur	344	295	99	145	443	440	883	453	447	900
Leather (Tanning and Dressing) and Fellmongery	205	93	88	29	293	122	415	301	125	426
Leather Goods	74	162	5	109	79	271	350	81	275	356
Fur	65	40	6	7	71	47	118	71	47	118
12 Clothing	1,492	2,984	337	705	1,829	3,689	5,518	2,070	4,895	6,965
Tailoring	771	1,607	74	295	845	1,902	2,747	901	2,010	2,911
Dressmaking	56	460	1	18	57	478	535	67	538	605
Overalls, Shirts, Underwear, etc.	36	344	2	114	38	458	496	53	1,001	1,054
Hats, Caps and Millinery	39	72	121	103	160	175	335	165	176	341
Dress Industries not elsewhere specified	66	211	45	51	111	262	373	130	679	809
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber)	250	264	86	122	336	722	413	462	875	1,337
Repair of Boots and Shoes	274	26	8	2	282	310	341	341	29	370
13 Food, Drink and Tobacco	5,460	5,878	31	287	5,491	6,165	11,656	6,210	7,091	13,301
Grain Milling	194	90	2	—	196	286	237	95	—	332
Bread and Flour Confectionery	1,450	1,020	6	6	1,456	1,026	2,482	1,618	1,104	2,722
Biscuits	256	553	1	—	257	556	813	265	—	854
Meat and Meat Products	227	258	7	12	234	504	329	615	—	615
Milk Products	311	202	—	2	313	204	515	391	256	647
Sugar and Glucose	303	109	—	—	303	109	412	305	109	414
Cocoa, Chocolate and Sugar Confectionery	325	761	—	18	325	779	1,104	348	799	1,147
Preserving of Fruit and Vegetables	441	1,273	4	138	445	1,411	1,856	594	1,892	2,486
Food Industries not elsewhere specified	700	725	8	103	708	828	1,536	748	845	1,593
Brewing and Malting	525	208	2	—	527	210	737	211	751	962
Wholesale Bottling	163	212	—	3	163	215	378	189	219	408
Other Drink Industries	350	295	1	—	351	295	646	401	306	707
Tobacco	215	172	—	—	215	172	387	245	380	625
14 Manufactures of Wood and Cork	3,279	794	2,722	354	6,001	1,148	7,149	6,315	1,179	7,494
Timber (Sawmilling, etc.)	1,017	191	18	5	1,035	196	1,231	1,101	198	1,299
Furniture and Upholstery	1,764	442	2,679	344	4,443	786	5,229	4,660	813	5,473
Shop and Office Fitting	22	2	1	—	101	23	124	106	24	130
Wooden Containers and Baskets	259	75	19	2	278	77	355	298	77	375
Miscellaneous Wood and Cork Manufactures	140	64	4	2	144	66	210	150	67	217
15 Paper and Printing	1,366	1,404	312	182	1,678	1,586	3,264	1,730	1,661	3,391
Paper and Board	292	207	258	15	550	222	772	555	225	780
Wallpaper	18	58	—	6	18	64	82	18	64	82
Cardboard Boxes, Cartons and Fibre-board Packing Cases	140	315	47	99	187	414	601	202	453	655
Manufactures of Paper and Board not elsewhere specified	90	183	—	12	90	195	285	90	201	291
Printing and Publishing of Newspapers and Periodicals	303	81	—	1	304	82	386	327	88	415
Other Printing and Publishing, Bookbinding, Engraving, etc.	523	560	6	49	529	609	1,138	538	630	1,168
16 Other Manufacturing Industries	1,649	1,459	687	211	2,336	1,670	4,006	2,556	1,694	4,250
Rubber	680	416	594	80	1,274	496	1,770	1,335	505	1,840
Linoleum, Leather Cloth, etc.	119	62	73	1	192	63	255	196	63	259
Brushes and Brooms	65	54	1	8	66	128	76	68	144	212
Toys, Games and Sports Requisites	144	378	12	76	156	454	610	157	458	615
Miscellaneous Stationers' Goods	64	64	1	3	67	67	120	67	120	187
Production and Printing of Cinematograph Films	127	21	1	1	128	22	153	23	151	204
Miscellaneous Manufacturing Industries	462	464	5	42	467	506	973	611	510	1,121
17 Building and Contracting	24,551	223	101	1	24,552	224	24,776	29,960	259	30,219
Building	15,707	138	49	—	15,756	138	15,894	19,645	166	19,811
Electric Wiring and Contracting	42	43	—	1	43	44	799	44	1,003	1,047
Civil Engineering Contracting	7,947	43	50	—	7,997	43	8,040	9,356	49	9,405
18 Gas, Electricity and Water Supply	1,646	133	19	1	1,665	134	1,799	1,912	146	2,058
Gas	876	52	5	1	881	53	934	948	57	1,005
Electricity	584	77	10	—	594	77	671	728	84	812
Water	186	4	—	—	190	4	194	236	5	241
19 Transport and Communication	15,331	1,752	231	23	15,562	1,775	17,337	17,455	1,831	19,286
Railways	1,986	172	8	1	1,994	173	2,266	185	—	2,451
Tramway and Omnibus Service	1,005	792	4	—	1,009	792	1,801	1,244	804	2,048
Other Road Passenger Transport	334	10	—	—	334	10	401	10	411	411
Goods Transport by Road	1,784	75	11	—	1,795	75	1,870	1,955	76	2,031
Sea Transport	5,116	85	173	5	5,289	90	5,379	5,645	91	5,736
Port, River and Canal Transport	1,482	11	8	—	1,490	11	1,501	2,019	45	2,034
Harbour, Dock, Canal, Conservancy, etc., Service	512	13	4	—	516	13	548	13	561	561
Air Transport	75	16	—	—	75	16	91	79	16	95
Postal, Telegraph and Wireless Communication	2,268	477	13	17	2,281	494	2,775	2,507	520	3,027
Other Transport and Communication	263	43	10	—	273	43	316	277	43	320
Storage	506	58	—	—	506	58	564	514	58	572
20 Distributive Trades	13,112	11,268	66	185	13,178	11,453	24,631	14,940	12,439	27,379
Dealing in Coal, Builders' Materials, Grain and Agricultural Supplies (Wholesale or Retail)	2,124	211	21	1	2,145	212	2,357	2,440	232	2,672
Dealing in Other Industrial Materials and Machinery	1,443	212	4	3	1,447	215	1,662	1,681	240	1,921
Wholesale Distribution of Food and Drink	1,278	430	8	4	1,286	434	1,720	1,549	515	2,064
Retail Distribution of Food and Drink (exc. catering)	2,788	3,509	12	79	2,800	3,588	6,388	3,330	3,850	7,180
Wholesale Distribution of Non-Food Goods	1,542	604	5	5	1,547	609	2,156	1,654	668	2,322
Retail Distribution of Non-Food Goods	3,652	5,854	16	84	3,668	5,938	9,606	3,967	6,421	10,388
Retail Distribution of Confectionery, Tobacco and Newspapers	285	448	—	9	285	457	742	319	513	832
21 Insurance, Banking and Finance	1,228	506	3	4	1,231	510	1,741	1,335	547	1,882
22 Public Administration	11,584	2,180	71	43	11,655	2,223	13,878	12,877	2,403	15,280
National Government Service	4,455	1,094	—	5	4,455	1,099	5,554	5,010	1,204	6,214
Local Government Service	7,129	1,086	71	38	7,200	1,124	8,324	7,867	1,199	9,066
23 Professional Services	3,046	4,598	17	85	3,063	4,683	7,746	3,265	4,993	8,258
Accountancy	103	61	—	1	103	62	165	114	67	181
Education	842	1,087	8	52	850	1,139	1,989	900	1,227	2,127
Law	74	145	—	1	74	146	220	82	156	238
Medical and Dental Services	1,101	2,984	3	12	1,104	2,996	4,100	3,185	4,377	5,557
Religion	83	32	—	—	83	33	117	100	40	140
Other Professional and Business Services	843	289	5	18	848	307	1,155	877	318	1,195
24 Miscellaneous Services	12,801	18,760	72	400	12,873	19,160	32,033	13,817	20,545	34,362
Theatres, Cinemas, Music Halls, Concerts, etc.	2,561	1,651	19	35	2,580	1,686	4,266	2,679	1,736	4,415
Sport, Other Recreations and Betting	1,444	568	12	21	1,456	589	2,045	1,591	597	2,188
Catering, Hotels, etc.	6,274	21	227	—	6,295	10,934	17,229	6,762	11,454	18,216
Laundries	442	1,194	—	17	442	1,211	1,653	485	1,366	1,821
Dry Cleaning, Job Dyeing, Carpet Beating, etc.	124	328	12	—	124	336	455	138	367	505
Hairdressing and Manicure	143	187	2	9	145	196	341	168	218	386
Private Domestic Service (Resident)	163	1,368	—	1	163	1,369	1,532	184	609	1,793
Private Domestic Service (Non-Resident)	663	2,323	10	83	673	2,406	3,079	744	2,747	3,491
Other Services	987	434	7	5	994	439	1,433	1,066	481	1,547
Ex-Service Personnel Not Classified by Industry	2,480	264	—	—	2,480	264	2,744	2,658	281	2,939
Other Persons not Classified by Industry	9,438	8,740	—	—	9,438	8,740	18,178	10,423	9,402	19,825
GRAND TOTAL*	148,696	78,832	12,823	11,164	161,519	89,996	251,515	183,942	98,192	282,134

\* The totals include unemployed casual workers (2,597 males and 309 females in Great Britain and 3,291 males and 355 females in the United Kingdom).

Placing Work of the Employment Exchanges

The Table below shows, for the four-week periods ended 7th March and 4th April, 1956, the numbers of vacancies filled by the Employment Exchanges of the Ministry of Labour and National Service in Great Britain, together with the numbers remaining unfilled at the end of each period. The figures include placings, etc., by the Youth Employment Offices of certain Local Authorities.

	Four weeks ended 7th March, 1956		Four weeks ended 4th April, 1956		Total Number of Placings, 15th Dec., 1955, to 4th April, 1956 (16 weeks)
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	
Men aged 18 and over	127,478	155,666	117,037	159,232	486,223
Boys under 18	10,124	53,158	16,316	54,269	69,095
Women aged 18 and over	58,623	101,815	54,127	103,945	227,560
Girls under 18	9,458	69,773	17,523	72,940	69,409
Total	205,683	380,412	205,003	390,386	852,287

The figures of vacancies filled relate only to those vacancies which were filled by applicants submitted by Employment Exchanges, i.e., they do not include engagements of workpeople by employers that were made without the assistance of Employment Exchanges. The figures are

## Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the manufacturing industries during the four-week period ended 25th February, 1956, with separate figures for males and females. The figures are based on information given by employers with more than 10 employees on returns which they render every month to the Ministry of Labour and National Service. Each return shows the numbers of males and females on the pay-roll at the date of the return and also at the date of the previous return, and an additional item shows the numbers on the pay-roll at the later of the two dates who were not on the pay-roll at the earlier date. The figures in the last item are adopted as representing engagements during the period, and the figures of discharges and other losses are obtained by adding the numbers engaged during the period to the numbers on the pay-roll at the beginning of the period and deducting from the figures thus obtained the numbers on the pay-roll at the end of the period. It must be borne in mind, however, that the figures of engagements obtained in the way indicated above do not

include persons engaged during the period who were discharged or otherwise left their employment before the end of the same period, and the percentage rates both of engagements and of discharges, etc., in the Table below accordingly understate, to some extent, the total intake and wastage during the period. In spite of this limitation, however, the figures enable comparisons to be made between the turnover rates of different industries and also between the figures for consecutive months for the same industry, in the latter case after allowance is made for any difference in the length of period covered. It is also important to note that the figures for any industry represent the aggregated totals of the numbers engaged and discharged by all firms rendering returns in the industry. Some of the persons who were discharged or left their employment during the period were probably engaged by other firms in the same industry, and the net numbers of engagements and losses of an industry, considered as one unit, will be less in every case than the sum of the figures for the individual firms.

Labour Turnover Rates in Manufacturing Industries: 4 weeks ended 25th February, 1956

Industry	Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period		
	M.	F.	T.	M.	F.	T.
Treatment of Non-Metalliferous Mining Products other than Coal	2.9	3.2	3.0	3.2	4.0	3.4
Bricks and Fireclay Goods	2.8	4.1	2.9	3.2	3.9	3.2
China and Earthenware (including Glazed Tiles)	2.4	2.8	2.6	3.1	4.0	3.6
Glass (other than Containers)	2.8	2.9	2.8	2.5	3.4	2.7
Glass Containers	3.8	3.9	3.9	3.4	4.1	3.5
Cement	1.2	2.1	1.3	1.1	1.0	1.0
Other Non-Metalliferous Mining Manufactures	3.3	3.8	3.4	4.2	4.7	4.2
Chemicals and Allied Trades	2.1	3.1	2.4	1.9	3.2	2.2
Coke Ovens and By-Product Works	2.3	2.0	2.3	1.4	1.2	1.4
Chemicals and Dyes	2.2	3.0	2.4	1.9	2.4	2.0
Pharmaceutical Preparations, etc.	2.3	3.5	2.9	2.2	3.8	3.1
Explosives and Fireworks	1.2	2.7	1.8	1.5	2.5	1.8
Paint and Varnish	3.2	3.9	3.4	2.2	3.2	2.5
Soap, Candles, Polishes, etc.	1.6	2.8	2.0	1.9	4.3	2.9
Mineral Oil Refining	1.2	2.3	1.3	1.1	3.2	1.3
Other Oils, Greases, Glue, etc.	2.5	2.9	2.6	2.5	3.3	2.7
Metal Manufacture	2.5	2.8	2.5	2.3	3.1	2.4
Blast Furnaces	1.8	0.8	1.8	2.2	0.8	2.2
Iron and Steel Melting, Rolling, etc.	2.2	1.9	2.2	1.7	2.3	1.8
Iron Foundries	3.0	2.9	3.0	3.3	3.8	3.4
Tinplate Manufacture	1.6	2.2	1.7	1.1	1.8	1.2
Steel Sheet Manufacture	1.7	1.8	1.7	1.2	1.5	1.2
Iron and Steel Tubes	3.3	2.7	3.2	2.7	3.0	2.8
Non-Ferrous Metals Smelting, etc.	2.6	3.5	2.8	2.5	3.6	2.7
Engineering and Electrical Goods	2.4	3.4	2.6	2.3	4.2	2.7
Marine Engineering	2.0	1.5	2.0	2.0	1.4	2.0
Agricultural Machinery	2.4	3.4	2.5	2.2	2.6	2.3
Boilers and Boilerhouse Plant	2.3	2.5	2.4	2.2	2.6	2.2
Machine Tools and Engineers' Small Tools	2.5	3.5	2.6	2.0	3.7	2.3
Stationary Engines	2.0	2.7	2.1	1.9	2.7	2.0
Textile Machinery and Accessories	1.8	2.9	2.0	2.1	3.0	2.2
Ordnance and Small Arms	1.3	2.7	1.6	1.3	2.4	1.5
Constructional Engineering	2.8	3.0	2.8	3.1	2.6	3.1
Other Non-Electrical Engineering	2.6	3.5	2.7	2.3	3.4	2.5
Electrical Machinery	2.0	3.4	2.4	1.8	3.2	2.2
Electrical Wires and Cables	2.3	3.2	2.6	2.1	2.9	2.4
Telegraph and Telephone Apparatus	2.2	3.6	2.8	1.6	2.9	2.1
Wireless Apparatus	2.3	2.9	2.6	3.3	7.7	5.4
Wireless Valves and Electric Lamps	2.3	2.5	2.4	2.5	4.6	3.7
Batteries and Accumulators	1.7	6.0	3.6	2.1	5.6	3.6
Other Electrical Goods	2.7	3.9	3.2	2.9	4.6	3.6
Vehicles	2.1	3.2	2.2	2.0	3.5	2.2
Manufacture of Motor Vehicles, etc.	2.0	2.6	2.1	2.0	3.4	2.2
Motor Repairers and Garages	2.1	3.4	2.3	2.3	3.3	2.4
Manufacture and Repair of Aircraft	1.9	2.9	2.1	1.6	2.5	1.8
Manufacture of Motor Vehicle and Aircraft Accessories	3.1	3.8	3.2	2.9	4.6	3.3
Locomotive Manufacture	1.2	2.4	1.2	1.3	2.3	1.4
Railway Carriages and Wagons	1.5	2.8	1.5	1.6	2.7	1.6
Carts, Perambulators, etc.	3.0	4.6	3.6	4.0	4.0	4.0
Metal Goods not elsewhere specified	3.3	4.1	3.6	3.1	4.6	3.7
Tools and Cutlery	3.0	4.4	3.5	2.7	4.2	3.3
Bolts, Nuts, Screws, Nails, etc.	3.3	4.6	3.8	3.1	4.1	3.5
Iron and Steel Forgings	3.0	2.5	2.9	2.3	2.6	2.3
Wire and Wire Manufactures	2.7	2.9	2.7	2.5	3.5	2.7
Follow-ware	3.0	3.5	3.3	3.3	5.1	4.2
Brass Manufactures	3.3	5.1	4.0	3.1	4.4	3.6
Other Metal Industries	3.6	4.2	3.8	3.5	4.9	4.0
Precision Instruments, Jewellery, etc.	2.2	3.4	2.7	2.1	3.4	2.6
Scientific, Surgical, etc., Instruments	2.3	3.9	2.8	2.0	3.3	2.5
Watches and Clocks	1.9	2.4	2.2	2.1	3.3	2.7
Jewellery, Plate, etc.	2.1	3.1	2.6	2.1	3.6	2.8
Musical Instruments	2.0	3.5	2.3	3.1	5.9	3.7
Textiles	2.8	3.3	3.1	2.8	3.6	3.2
Cotton Spinning, Doubling, etc.	3.4	3.7	3.6	3.4	3.3	3.3
Cotton Weaving, etc.	2.5	2.7	2.6	2.8	3.5	3.2
Woolen and Worsted	3.4	4.1	3.8	3.4	4.2	3.8
Rayon, Nylon, etc., Production	2.8	4.0	3.1	1.7	2.3	1.8
Rayon, Nylon, etc., Weaving and Silk	2.4	2.5	2.5	2.4	3.0	2.8
Linen and Soft Hemp	2.2	3.6	3.1	3.7	4.3	4.1
Jute	3.5	4.4	4.0	4.0	5.4	4.8
Rope, Twine and Net	3.8	4.8	4.4	4.2	6.1	5.4
Hosiery	1.7	2.7	2.4	1.8	2.9	2.6
Lace	1.6	2.6	2.1	1.7	2.8	2.3
Carpets	1.4	1.9	1.6	2.1	3.1	2.6
Narrow Fabrics	2.1	3.0	2.7	1.7	2.7	2.4
Made-up Textiles	3.0	4.6	4.2	3.8	6.0	5.4
Textile Finishing, etc.	2.3	2.7	2.4	2.3	3.1	2.6
Other Textile Industries	3.4	3.7	3.5	3.7	4.7	4.1
Leather, Leather Goods and Fur	2.2	2.6	2.3	2.7	3.7	3.1
Leather Tanning and Dressing	2.1	2.9	2.3	2.6	3.5	2.8
Leather Goods	2.3	2.4	2.4	3.0	3.7	3.5
Fur	2.3	2.9	2.6	2.6	4.0	3.3
Clothing	2.2	3.2	2.9	2.3	3.4	3.1
Tailoring	2.8	3.3	3.2	2.7	3.6	3.4
Dressmaking	2.6	3.5	3.4	2.6	3.3	3.3
Overalls, Shirts, Underwear, etc.	2.6	3.3	3.2	2.2	3.4	3.3
Hats, Caps and Millinery	1.7	3.0	2.6	2.3	3.8	3.3
Other Dress Industries	2.3	3.3	3.2	2.3	3.4	3.2
Manufacture of Boots and Shoes	1.6	2.4	2.0	1.9	2.6	2.3
Repair of Boots and Shoes	1.5	2.6	1.7	2.5	4.0	2.8
Food, Drink and Tobacco	3.1	4.7	3.8	3.1	5.3	4.0
Grain Milling	2.8	3.4	2.9	3.0	3.8	3.1
Bread and Flour Confectionery	4.0	4.7	4.3	3.8	4.5	4.0
Biscuits	4.1	6.5	5.7	3.7	6.2	5.4
Meat and Meat Products	3.0	4.7	3.7	3.7	5.7	4.5
Milk Products	4.0	4.7	4.2	3.1	4.3	3.5
Sugar and Glucose	1.8	3.8	2.3	3.0	5.2	3.5
Cocoa, Chocolate, etc.	3.0	5.1	4.3	3.1	5.1	4.3
Preserving of Fruit and Vegetables	3.7	4.7	4.3	3.6	8.5	6.8
Other Food Industries	2.6	4.6	3.4	2.8	5.2	3.7
Brewing and Malting	2.3	3.1	2.4	2.2	4.2	2.6
Wholesale Bottling	3.1	3.1	3.1	4.3	5.2	4.6
Other Drink Industries	3.3	4.4	3.7	3.3	5.4	4.0
Tobacco	1.2	2.3	1.8	1.3	2.6	2.0
Manufactures of Wood and Cork	2.8	3.5	2.9	3.5	4.7	3.7
Timber (Sawmilling, etc.)	2.9	4.2	3.0	3.4	5.9	3.7
Furniture and Upholstery	2.2	2.7	2.3	3.4	4.0	3.6
Shop and Office Fitting	4.7	3.2	4.3	2.8	4.0	3.0
Wooden Containers and Baskets	3.7	6.1	4.2	4.4	5.5	4.7
Miscellaneous Wood and Cork Manufactures	2.7	3.9	3.0	3.4	5.1	3.9
Paper and Printing	1.4	2.6	1.8	4.0	3.1	3.7
Paper and Board	1.8	2.0	1.8	1.5	2.6	1.7
Wallpaper	2.8	4.0	3.3	2.6	10.0	5.3
Cardboard Boxes, etc.	2.9	3.6	3.3	3.2	4.2	3.9
Other Manufactures of Paper	2.5	3.2	2.9	2.5	3.4	3.0
Printing of Newspapers, etc.	0.8	1.7	1.0	5.5	2.4	5.0
Other Printing, etc.	1.2	2.3	1.6	4.8	2.6	3.9
Other Manufacturing Industries	2.7	3.9	3.2	2.9	4.9	3.7
Rubber	2.5	3.6	2.9	2.7	4.6	3.3
Linoleum, Leather Cloth, etc.	2.0	1.9	2.0	3.0	5.0	3.5
Brushes and Brooms	2.0	3.0	2.5	1.8	3.3	2.6
Toys, Games and Sports Requisites	2.8	4.9	4.2	2.8	4.8	4.1
Miscellaneous Stationers' Goods	4.0	5.8	5.2	3.7	6.8	5.6
Production of Cinematograph Films	3.1	3.2	3.1	3.2	4.3	3.4
Other Manufacturing Industries	3.4	3.9	3.6	3.5	5.2	4.3
All the above Industries	2.4	3.5	2.8	2.6	3.9	3.0

## 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 17th April, 1956, and the corresponding figures for 20th March, 1956, and 19th April, 1955. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims to 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 (i) a large proportion of those whose incapacity lasts less than four days, (ii) civil servants receiving full pay during incapacity, and (iii) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

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

Region	Thousands					
	Numbers of Insured Persons Absent from Work owing to					
	Sickness			Industrial Injury		
	17th Apr., 1956	20th Mar., 1956	19th Apr., 1955	17th Apr., 1956	20th Mar., 1956	19th Apr., 1955
London and S. Eastern:						
London and Middlesex	92.1	103.8	93.4	3.7	3.9	3.3
Remainder	75.4	85.7	75.7	3.4	3.6	3.1
Eastern	44.6	49.6	44.2	2.0	2.1	1.8
Southern	36.2	41.7	36.5	1.6	1.7	1.4
South-Western	50.3	59.0	51.7	2.1	2.3	2.0
Midland	79.2	86.9	83.9	4.3	4.6	4.2
North-Midland	54.5	61.2	57.6	4.7	5.2	4.6
East and West Ridings	83.2	91.1	83.6	7.3	8.0	7.5
North-Western	153.3	174.9	156.9	7.0	7.8	6.5
Northern	66.1	72.9	65.4	7.2	7.6	6.8
Scotland	112.7	120.3	116.3	7.6	8.2	7.3
Wales	65.5	72.2	71.2	6.7	6.8	6.5
Total, Great Britain	912.9	1,019.3	936.6	57.6	61.8	54.9

The proportion of males included in the total (Great Britain) figures of persons absent from work owing to sickness remains fairly constant at between 65 and 66 per cent., except in epidemic periods, when it may rise to about 69 per cent. In the totals for industrial injury the proportion remains constant throughout the year at about 88 per cent.

The total number of persons shown in the Table above as absent owing to sickness represented 4.6 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0.3 per cent.

## Work of Appointments Services

The particulars given below relate to the work of the Appointments Services of the Ministry of Labour and National Service.

### Technical and Scientific Register

The Technical and Scientific Register operates centrally on a national basis from Almack House, 26-28 King Street, St. James's Square, London, S.W.1 (Telephone number, Whitehall 6200), but it also has a representative at the Scottish Appointments Office, 450 Sauchiehall Street, Glasgow, C.2 (Telephone number, Glasgow Douglas 7161).

The Register, which is assisted by Advisory Committees composed of members of the professions concerned, provides a placing and advisory service for physicists, mathematicians, chemists (other than pharmacists), metallurgists, agriculturists, biologists and other scientists, professional engineers, architects, surveyors, town planners, estate agents and valuers. The normal qualification for enrolment is a university degree in science or engineering or membership of a recognised professional institution. A Higher National Certificate in engineering subjects, applied physics, chemistry or metallurgy is also an acceptable qualification. A register of vacancies is maintained, which includes a wide range of overseas vacancies.

The total number of persons enrolled on the Technical and Scientific Register at 16th April was 3,350\* ; this figure included 2,587 registrants who were already in work but desired a change of employment, and 763 registrants who were unemployed.

\* This figure includes 290 registrants who were also registered at Appointments Offices and 113 unemployed registrants who were

## Employment in the Coal Mining Industry in March

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

The average weekly number of wage-earners on the colliery books in Great Britain during the five weeks ended 31st March was 704,900, compared with 703,500 for the four weeks ended 25th February and 708,200 for the five weeks ended 2nd April, 1955. The total numbers who were effectively employed\* were 632,500 in March, 624,100 in February, 1956, and 639,100 in March, 1955; these figures exclude wage-earners who were absent for any reason (including holidays) for the whole of any week.

The Table below shows the numbers of wage-earners on the colliery books in the various Divisions in March, together with the increase or decrease† in each case compared with February, 1956, and March, 1955. 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—Analysis by Divisions

Division‡	Average numbers of wage-earners on colliery books during 5 weeks ended 31st March, 1956	Increase (+) or decrease (—) compared with the average for	
		4 weeks ended 25th February, 1956	5 weeks ended 2nd April, 1955
Northern (Northumberland and Cumberland) .. ..	47,600	+ 100	+ 500
Durham .. ..	102,500	+ 100	+ 200
North Eastern .. ..	138,900	+ 100	+ 1,700
North Western .. ..	59,200	+ 200	..
East Midlands .. ..	102,200	+ 200	+ 300
West Midlands .. ..	56,900	+ 200	+ 1,300
South Western .. ..	106,000	+ 300	+ 2,400
South Eastern .. ..	7,100	+ 100	+ 500
England and Wales ..	620,400	+ 1,300	+ 3,900
Scotland .. ..	84,500	+ 100	+ 600
Great Britain .. ..	704,900	+ 1,400	+ 3,300

It is provisionally estimated that, during the five weeks of March, about 6,630 persons were recruited to the industry, while the total number of persons who left the industry was about 5,540; the numbers on the colliery books thus showed a net increase of 1,090. During the four weeks of February there was a net increase of 1,240.

The average number of shifts worked per week by coal-face workers who were effectively employed was 4.84 in March, 4.92 in February, and 5.01 in March, 1955. The corresponding figures for all workers who were effectively employed were 5.37, 5.44 and 5.50.

Information is given in the Table below regarding absenteeism in the coal mining industry in March, and in February, 1956, and March, 1955. Separate figures are compiled in respect of (a) voluntary absenteeism (absences for which no satisfactory reason is given) and (b) involuntary absenteeism (absences due mainly to sickness). The figures represent the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances.

### Absence Percentage (five-day week)

	March, 1956	February, 1956	March, 1955
Coal-face Workers :			
Voluntary .. ..	5.37	5.56	5.11
Involuntary .. ..	10.19	10.98	9.56
All workers :			
Voluntary .. ..	4.03	4.39	3.93
Involuntary .. ..	9.45	10.60	8.94

For face-workers the output per man-shift worked was 3.34 tons in March, the same figure as in the previous month, compared with 3.30 tons in March, 1955.

The output per man-shift calculated on the basis of all workers was 1.24 tons in March; for each of the months February, 1956, and March, 1955, the figure was 1.25 tons.

\* Excluding wage-earners employed at mines not operated by the National Coal Board. These number approximately 5,400.  
† "No change" is indicated by three dots.  
‡ The divisions shown conform to the organisation of the National Coal Board.

## 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 2,770,800 in December, 1955, an increase of 0.1 per cent. compared with the previous month and of 2.6 per cent. compared with December, 1954.

### CANADA

Returns received by the Dominion Bureau of Statistics from employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st January, in the establishments covered by the returns, was 2.7 per cent. lower than at the beginning of the previous month but 5.1 per cent. higher than at 1st January, 1955. The number of persons employed in manufacturing industries at 1st January was 2.2 per cent. lower than at the beginning of the previous month but 6.4 per cent. higher than at 1st January, 1955.

### UNION OF SOUTH AFRICA

The interim index of employment, published by the Bureau of Census and Statistics, indicates that the numbers employed in manufacturing industries in November, 1955, were 0.8 per cent. higher than in the previous month and 2.4 per cent. higher than in November, 1954. Figures compiled by the Department of Mines showed that the numbers employed in the mining industry, excluding quarries, were 511,696 in November, 1955, compared with 524,076 in the previous month and 514,369 in November, 1954. The numbers of persons (all occupations) registered at Government Employment Exchanges as unemployed were 10,660 at the end of November, compared with 11,375 at the end of the previous month and 13,235 at the end of November, 1954.

### UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in February is estimated by the Department of Labor to have been approximately 49,446,000. This was 0.4 per cent. lower than the figure for the previous month, but 3.5 per cent. higher than for February, 1955. The index figure of wage-earners' employment in manufacturing industries (base 1947-9 = 100) showed a decrease of 0.6 per cent. in February, compared with the previous month, but an increase of 4.4 per cent. compared with February, 1955.

The Bureau of the Census estimated that the total number of unemployed persons at the middle of February was about 2,914,000, compared with 2,885,000 at the middle of the previous month and 3,383,000 at the middle of February, 1955.

### BELGIUM

The average daily number of persons recorded as wholly unemployed during February was 136,166, compared with 136,020 in the previous month and 169,868 in February, 1955. Partial unemployment accounted in addition for a daily average loss of 205,473 working days. The total number of working days lost in February by persons wholly unemployed was 3,267,965, while 4,931,361 days were lost as a result of partial unemployment.

### GERMANY

In the Federal Republic the number unemployed at the end of March was 1,019,265, compared with 1,827,241 at the end of the previous month and 1,405,511 at the end of March, 1955. In the Western Sectors of Berlin the corresponding figures at the same dates were 139,366, 155,228 and 173,316.

### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 21st April was 66,698, compared with 69,201 at 24th March, and 66,515 at 23rd April, 1955.

### ITALY

The number registered for employment at the end of December, 1955, was 2,299,027, of whom 1,439,688 were wholly unemployed with a previous history of employment and the remainder were young persons, etc., registering for first employment or employed persons seeking other employment. At the end of the previous month the number registered for employment was 2,134,199, including 1,302,350 wholly unemployed and at the end of December, 1954, it was 2,344,202, including 1,428,668 wholly unemployed.

### SPAIN

The number of persons registered as unemployed was 111,644 at the end of November, 1955, compared with 111,626 at the end of the previous month and 133,867 at the end of November, 1954.

### SWITZERLAND

The number of registered applicants for employment at the end of February who were wholly unemployed was 18,572, or 11.2 per thousand of the employed population (exclusive of apprentices) according to the census of 1950, compared with 5,233 or 3.2 per thousand at the end of the previous month.

## WAGES, DISPUTES, RETAIL PRICES

### Contents of this Section

	Page		Page
Changes in Rates of Wages and Hours of Labour .. ..	193	Industrial Disputes .. ..	203
Index of Rates of Wages .. ..	202	U.K. Index of Retail Prices .. ..	204

## Changes in Rates of Wages and Hours of Labour

### RATES OF WAGES

#### Changes in April

In the industries covered by the Department's statistics\*, the changes in the rates of wages reported to have come into operation in the United Kingdom during April resulted in an aggregate increase estimated at approximately £1,191,000 in the weekly full-time wages of about 2,856,000 workpeople, and in a decrease of £3,000 for 31,000 workpeople.

The principal increases affected workers employed in building and civil engineering contracting, in the retail furnishing trades and the cotton industry and female workers employed in engineering and allied industries. Others receiving increases included Post Office manipulative grades, semi-skilled and non-skilled manual workers paid on miscellaneous "M" rates in many Government industrial establishments, workers engaged in goods transport by road, and boot and shoe operatives. The decreases, which operated under sliding-scale arrangements based on the index of retail prices, affected workers in the carpet manufacturing industry.

In building and civil engineering contracting there was an increase of 2½d. an hour for craftsmen, labourers and women operatives. The statutory minimum rates fixed under the Wages Councils Act for the retail furnishing and allied trades were increased by 8s. 6d. to 19s. according to occupation for men and 6s. 6d. to 15s. for women. In the cotton industry there was an increase of 5 per cent. on the current wages. In the engineering and allied industries female workers received an increase of 8s. 6d. a week with corresponding increases in piecework rates.

There were increases ranging from 6s. to 14s. a week according to age and occupation and area of employment for male and female workers in the manipulative grades in the Post Office. Semi-skilled and non-skilled workers paid on miscellaneous "M" rates in many Government industrial establishments received increases in the minimum rates of 4s., 7s. or 10s. a week according to district for male workers and 3s. 4d., 5s. 10d. or 8s. 4d. for adult female workers. The statutory minimum rate fixed under the Wages Councils Act for workers employed on goods transport by road was increased by 9s. for all workers 21 years and over. A new classification for drivers of vehicles of over 18 tons carrying capacity has been introduced providing a differential of 5s. above the rate for vehicles of 15-18 tons. In boot and shoe manufacture there were increases in the day wage rates of 10s. for men and 8s. for women with corresponding increases for pieceworkers.

Of the total increase of £1,191,000 about £636,000 resulted from arrangements made by Joint Industrial Councils or other joint

bodies established by voluntary agreement; about £273,000 was the result of direct negotiations between employer and workpeople or their representatives; about £157,000 resulted from Orders made under the Wages Councils Acts; about £122,000 resulted from arbitration awards and the remainder was the result of the operation of sliding-scales based on the index of retail prices.

#### Changes in January-April, 1956

The following Table shows the numbers of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during the four completed months of 1956, and the net aggregate amounts of such increases.

Industry Group	Approximate Number of Workpeople affected by Net Increases†	Estimated Net Amount of Increase in Weekly Rates of Wages
Agriculture, Forestry, Fishing .. ..	782,000	£ 296,200
Mining and Quarrying .. ..	411,000	274,900
Treatment of Non-metalliferous Mining Products other than Coal .. ..	202,500	72,500
Chemicals and Allied Trades .. ..	176,000	72,800
Metal Manufacture .. ..	220,000	99,200
Engineering, Shipbuilding and Electrical Goods Vehicles .. ..	2,588,500	1,361,200
Metal Goods not elsewhere specified .. ..	443,000	123,600
Textiles .. ..	..	..
Leather, Leather Goods and Fur .. ..	224,000	116,300
Food, Drink and Tobacco .. ..	244,500	107,800
Manufactures of Wood and Cork .. ..	178,000	43,400
Paper and Printing .. ..	156,000	142,300
Other Manufacturing Industries .. ..	31,500	15,600
Building and Contracting .. ..	1,244,000	768,800
Gas, Electricity and Water .. ..	240,000	172,500
Transport and Communication .. ..	857,500	422,300
Distributive Trades .. ..	1,098,000	499,700
Public Administration .. ..	922,000	469,800
Miscellaneous Services .. ..	203,500	67,500
Total .. ..	10,222,000	5,126,400

In the corresponding months of 1955 there was a net increase of £3,518,000 in the weekly full-time rates of wages of 9,058,000 workpeople.

### HOURS OF LABOUR

For coopers employed in the fish curing industry the normal weekly working hours were reduced from 46 to 44.

### PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING APRIL

(NOTE.—The figure in brackets below an item in the column headed "District" relates to the page in the volume "TIME RATES OF WAGES AND HOURS OF LABOUR, 1ST APRIL, 1955," on which details for that date are given.)

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Mining and Quarrying	Cumberland (8)	23 Apr.	Iron-ore miners .. ..	Cost-of-living net additions to wages, previously granted, increased‡ by 2d. a shift (7s. 9d. to 7s. 11d.) for men and youths 18 years and over, and by 1d. (3s. 10½d. to 3s. 11½d.) for boys.§
	West Cumberland (9)	2 Apr.	Limestone quarrymen .. ..	War bonus increased by 1s. 8d. a shift (8s. 4d. to 10s.) for men and youths 18 years and over, and by 10d. (4s. 2d. to 5s.) for boys.
	do.	23 Apr.	do.	Cost-of-living net additions to wages, previously granted, increased‡ by 2d. a shift (7s. 10d. to 8s.) for men and youths 18 years and over, and by 1d. (3s. 11d. to 4s.) for boys.¶
	Newcastle-on-Tyne Northumberland and Durham (11)	16 Apr.	Freestone quarry workers .. ..	Increases of 2½d. an hour for skilled workers, and of proportional amounts for labourers. Rates after change: stone planing machinemen—grade A districts 4s. 3d. an hour, grade A1 4s. 2½d., grade A3 4s. 1½d., quarrymen and grindstone turners 4s. 2½d., 4s. 2d., 4s. 1d., carborundum sawyers—4s. 0½d., 4s., 3s. 11d., cranemen—3s. 11½d., 3s. 11d., 3s. 10d., labourers—3s. 4½d., 3s. 4d., 3s. 3½d.
Building Brick and Allied Industries	Yorkshire (11)	First full pay week commencing on or after 16 Apr.	Workpeople employed in the freestone and sandstone quarrying industry	Increases of 2½d. an hour for craftsmen, ordinary machinemen and kerb machinemen, and of proportional amounts for labourers and young learners. Rates after change: craftsmen—Zone A, grade I 4s. 1d. an hour, grade II 3s. 11½d., grade III 3s. 10d., Zone B 3s. 11½d., 3s. 10d., 3s. 8½d., labourers—Zone A, 3s. 4½d., Zone B 3s. 3½d., ordinary machinemen in Zones A and B 4s. 1d., kerb machinemen 4s., young learners—Zone A 1s. 0½d. at 15 years, rising to 3s. 7d. at 20, Zone B 1s. to 3s. 5½d.
	Cornwall and Devon (10)	Pay week commencing 16 Apr.	Workpeople employed in the granite industry	Increase of 2½d. an hour. Rates after change: masons, smiths and fitters 4s. 3½d. an hour, carborundum sawyers 4s. 1½d., polishers 4s., power crane drivers 3s. 10½d., quarrymen and frame sawyers 3s. 9½d.
	England and Wales (16)	Beginning of first full pay period commencing on or after 26 Apr.	Workpeople employed in making building and engineering bricks, etc.	Increases of 2½d. an hour in minimum rates for adult male timeworkers, of 1½d. for adult female timeworkers, and of varying amounts for juveniles. Standard minimum rates after change: adult male labourers 3s. 4½d. an hour, youths and boys 1s. 8½d. at 15, rising to 3s. at 20; female workers 1s. 10½d. at 16 and under, 2s. 1½d. at 17 and 2s. 5½d. at 18 and over.¶

\* The particulars of numbers affected by changes in rates of wages and working hours, and of the amount of change in weekly wages and hours of labour, exclude changes affecting clerical workers, for whom the information available is not sufficient to form a basis for statistics. The estimates of the effect of the changes on weekly wages are based on normal conditions of employment and do not take into account the effect either of short-time or of overtime.

† Workpeople who received two or more increases of wages during the period are counted only once in this column.  
‡ Under sliding-scale arrangements based on the official index of retail prices.  
§ Wages are subject to further ad hoc additions of amounts ranging from 4s. 4d. to 5s. 2d. a shift for men, with half the appropriate amounts for youths.  
¶ These increases were the result of an award of the Industrial Disputes Tribunal dated 25th April, 1956, and apply to workpeople within the scope of the National Joint Council for the Building Brick and Allied Industries. The increases apply to workpeople employed in the manufacture of building and engineering bricks, including pressed, wire cut, and hand-made bricks, colliery shale bricks, stock bricks, stock bricks and sandlime bricks (except Fletton bricks and cement bricks), hollow clay blocks, clay roofing tiles, floor quarries and cable covers, clay chimney pots and finials and clay agricultural drain pipes and tiles.

## Principal Changes in Rates of Wages Reported during April—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Building Brick and Allied Industries (continued)	England and Wales (24)	Beginning of first full pay period following 7 Apr.	Workpeople employed in the fireclay refractories industry, except maintenance men*	Increases of 2½d. an hour in minimum rates for adult male timeworkers, 1½d. for adult female timeworkers, and of varying amounts for younger workers; flat-rate increase to pieceworkers of the same amount for each clock hour worked as is payable to timeworkers employed at the same works. Standard minimum rates after change: labourers 21 years and over 3s. 4½d. an hour, kilnburners and boilerfitters employed on continuous shift work 29s. 10d. a shift (inclusive of differential of 2½d. an hour and shift allowance of 2d.); drivers of road vehicles—up to and including 2 tons carrying capacity 3s. 5½d., over 2 and up to and including 3½ tons 3s. 6½d., over 3½ tons but gross laden weight not over 12 tons 3s. 7½d., over 12 tons gross laden weight 3s. 8½d.; youths and boys 1s. 8½d. at 15, rising to 3s. at 20; female workers 1s. 10½d. at 16 and under, 2s. 1½d. at 17 and 2s. 5½d. at 18 and over.
	England and Wales (23)	do.	Workpeople employed in making silica bricks, except maintenance men*	Increases of 2½d. an hour in minimum rates for adult male timeworkers, of 1½d. for adult female timeworkers, and of varying amounts for younger workers. Standard minimum rates after change include: labourers 21 years and over 3s. 4½d. an hour, kilnburners and boilerfitters on continuous shift work 29s. 10d. a shift (inclusive of differential of 2½d. an hour and shift allowance of 2d.); drivers of road vehicles—up to and including 2 tons carrying capacity 3s. 5½d., over 2 tons and up to 3½ tons 3s. 6½d., over 3½ tons carrying capacity but gross laden weight not over 12 tons 3s. 7½d., over 12 tons gross laden weight 3s. 8½d.; youths and boys 1s. 8½d. at 15, rising to 3s. at 20; female workers 1s. 10½d. at 16 and under, 2s. 1½d. at 17 and 2s. 5½d. at 18 and over.
	South East England (20-21)	Beginning of first full pay period commencing on or after 26 Apr.	Workpeople employed in making stock bricks	Increases of 2½d. an hour in minimum rates for adult male timeworkers, of 1½d. for adult female workers, and of varying amounts for younger workers; flat-rate increase of 2½d. an hour for pieceworkers. Minimum rate after change for men 21 years and over 3s. 4½d. an hour; differential rates for other occupations remain unchanged as plussages to new basic minimum rate; women 18 years and over 2s. 5½d.
Pottery Manufacture	Great Britain (26-27)	26 Apr.	Men, youths, boys, women and girls	Increases in cost-of-living payments of 1½d. an hour (4d. to 5½d.) for adult male workers, with proportional amounts for women and juveniles.
Glass Processing	Great Britain (28)	Beginning of first full pay week in Apr.	Workpeople employed in processing plate and sheet glass	Increases of 2d. an hour for men 20 years and over, and of proportional amounts for apprentices, women and girls. Rates after change inclusive of bonus: brilliant cutters, writers, stainers, gilders, embossers, sand-blasters and kiln fitters, London area (within a 25-mile radius from Charing Cross) and Liverpool area 4s. 9d. an hour, Provincial area 4s. 7d., bevellers, silverers, siders, cutters, leaded light makers, specialist fixers, foil and glue paper cutters, silk screen operatives first grade (complete process) and colour sprayers 4s. 5d., 4s. 3d. (lead light workers, Scotland 4s. 7d.), silk screen operatives second grade (operating screen and roller process) 4s. 2d., 4s., embossers' assistants and sand blasters' assistants 4s. 1d., 3s. 11d., silverers' assistants other than cleaners-up 4s., 3s. 10d., leaded light cementers and packers 3s. 11d., 3s. 9d., general labourers, loaders, sandwashers and cleaners-up—London 3s. 10d., Provincial (including Liverpool area) 3s. 8d., women 20 years and over 3s. 14d., 3s.
Cast Stone and Cast Concrete Products Manufacture	Scotland (33)	Commencement of first full pay period following 21 Apr.	Men, youths, boys and women	Increases of 2d. an hour in minimum time rates for men 21 years and over, with proportional increases for women, youths and boys. Minimum time rates after change include: men 21 years and over—labourers and concreters 3s. 4½d. an hour, labourers and concreters in factories wholly engaged in pipe manufacture 3s. 4½d., mixers and machinemen 3s. 5½d., steel benders and fixers 3s. 7½d., concrete finishers 3s. 10½d.; women to receive 75 per cent. of the corresponding rate for male labour, with full plus rates.
Monumental Masonry	England and Wales	16 Apr.	Craftsmen and labourers	Increase of 2½d. an hour. Rates after change: fully competent masons engaged for and able to undertake all classes of lettering and monumental work—London and Merseyside 4s. 8d. an hour, elsewhere 4s. 6½d., other craftsmen 4s. 5d., 4s. 3½d., skilled monumental labourers 4s. 2d., 4s. 0½d., ordinary labourers 3s. 11d., 3s. 9d.
	Scotland	16 Apr.	Workpeople employed in the monumental section of the granite industry	Increase of 2½d. an hour. Rates after change: granite cutters, turners, scabblers and toolsmiths 4s. 5d. an hour, hand polishers, leading bedsetters and men having full control of a machine 4s. 5d. (Aberdeen 4s. 4d.), leading sawmen 4s. 2d., labourers receive 80 per cent. of the craftsmen's rate of 4s. 5d.
Slag and Tarmacadam Manufacture	Great Britain	18 Mar.†	Adult male workers	Increase of 2½d. an hour. Minimum basic rates after change, including any sliding-scale, cost-of-living, or good timekeeping bonus: adult labourers 3s. 5d. an hour, plant unit attendants 3s. 6d., tar mixer attendants 3s. 7d.
Soap, Candle and Edible Fat Industry	Great Britain (40)	Pay day in week commencing 9 Apr.	Shift and relay workers	Increases of 2d. an hour (4d. to 6d.) in the allowance for shift workers, and of 1d. (2d. to 3d.) for relay workers.
Iron and Steel Manufacture	Midlands and parts of South Yorks. and South Lancs. (43)	19 Mar.	Workpeople employed at iron puddling furnaces and iron and steel rolling mills and forges, other than those engaged on maintenance work	Increase of 10s. a week of 5½ shifts or 44 hours for adult workers, and of proportional amounts for younger workers.
		29 Apr.	do.	Flat-rate additions to wages, previously granted, increased† by 2.6d. a shift (6s. 9.9d. to 7s. 0.5d.) for men and women 21 years and over, by 1.95d. (5s. 1.425d. to 5s. 3.375d.) for workers 18 and under 21, by 1.3d. (3s. 4.95d. to 3s. 6.25d.) for those under 18.
	West of Scotland (43)	19 Mar.	Workpeople employed at iron puddling forges and mills and sheet mills	Increase of 10s. a week for adult male workers, and of proportional amounts for youths and boys.
		Pay period beginning 30 Apr.	Workpeople, other than 6-shift workers, employed at iron puddling forges and mills and sheet mills	Cost-of-living net additions to wages, previously granted, increased† by 2.8d. a shift (7s. 2.8d. to 7s. 5.6d.) for men, by 2.1d. (5s. 5.1d. to 5s. 7.2d.) for youths 18 and under 21 years, and by 1.4d. (3s. 7.4d. to 3s. 8.8d.) for boys under 18.
			6-shift workers	The existing cost-of-living payment increased† by 0.38d. an hour for men, by 0.23d. for youths 18 and under 21 years, and by 0.19d. for boys under 18.
	South Wales and Monmouthshire‡ (43)	18 Mar.	Semi-skilled and unskilled workers employed at iron and steel works	Increase of 10s. a week for adult workers, and of proportional amounts for younger workers.
	Great Britain (43)	do.	Workpeople employed at steel sheet rolling mills	Increase of approximately 10s. a week for adult workers, and of proportional amounts for younger workers.
	South West Wales (43)	25 Mar.¶	Workpeople employed in Siemens steel manufacture, except bricklayers and carpenters	Increases of 10s. a week for adult workers, of 7s. 6d. for youths 18 and under 21 years, and of 5s. for youths under 18.
Galvanising	England and Wales	18 Mar.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Increase of approximately 10s. a week for adult workers, and of proportional amounts for younger workers.

\* Fully qualified craftsmen employed as maintenance men are to be paid the appropriate district skilled rate for their occupation; the wages of other than fully qualified craftsmen are to be settled by local negotiation.

† This increase was agreed in April and had retrospective effect to the date shown.

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

§ This increase affected employees of firms which are members of the South Wales and Monmouthshire Iron and Steel Manufacturers' Association.

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

¶ This increase was agreed in April and had retrospective effect to the date shown.

## Principal Changes in Rates of Wages Reported during April—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Admiralty Dockyards and Establishments	United Kingdom (206)	Beginning of pay week containing 5 Mar.	Craftsmen employed in H.M. Dockyards and Admiralty establishments and non-craft workers in H.M. Dockyards and Admiralty establishments opened before 1939	Increases for adult workers of 12s. 6d. a week for craftsmen, of 11s. for semi-skilled workers, of 9s. 6d. for ordinary labourers, and of proportional amounts for apprentices, youths and boys. Inclusive minimum rates after change for adult male timeworkers include: craftsmen—London 17s. 10d. a week, Provinces 17s. 4d.; ordinary labourers—London 15s. 4d., Provinces 14s. 4d.
Government Industrial Establishments	South Wales (207)	Beginning of pay week containing 12 Mar.*	Skilled engineering workers employed by the Ministry of Supply	Increases of 12s. 10d. a week for adult workers, and of proportional amounts for apprentices. Standard rate after change for skilled male timeworkers 21 years and over 192s. 2d. a week.
Engineering	United Kingdom (49)	5 Mar.†	Female timeworkers and payment-by-results workers employed in the engineering and allied industries, other than those whose wages are regulated by the Wages Councils Acts, by agreements relating to other industries or solely by reference to the wages of male labour	Increases of 8s. 6d. a week for timeworkers 18 years and over, of 5s. 6d. for girls aged 17 years, of 4s. 6d. for those aged 16, and 3s. 6d. for those aged 15; for payment-by-results workers increases of corresponding amounts are to be added to the existing piecework supplements. Consolidated minimum time rates after change: 47s. 10d. a week at 15 years, rising to 113s. at 21 and over.
Lighter Metal Trades	Sheffield	Commencement of first full pay period on or after 5 Mar.	Men, youths and boys employed in the manufacture of agricultural machine parts, machine knives, saws, scythes, sickles and hooks, heavy and light edge tools, files and sheep shears	Increases in bonus for male datal workers and pieceworkers 21 years and over of 12s. 4½d. a week or 3½d. an hour for skilled workers, of 11s. or 3d. for intermediate grades, of 9s. 2d. or 2½d. for unskilled workers, and of 2s. 9d. to 7s. 9d., according to age, for youths and boys.
		do.	Men, youths and boys employed in the manufacture of engineers' (small) tools	Increases in bonus for male datal workers and pieceworkers 21 years and over of 12s. 6d. a week for skilled workers, of 11s. for intermediate grades, of 9s. 6d. for unskilled workers, and of 2s. 9d. to 7s. 9d., according to age, for youths and boys.
Spring Manufacture	Sheffield (60)	5 Mar.	Workpeople employed in laminated spring manufacture	Increases of 9s. 6d., 11s. or 12s. 6d. a week, according to occupation, for male workers 21 years and over. Consolidated minimum time rates after change: springsmiths and fitters 4s. 3.3d. an hour, strikers and vicemen 3s. 8.14d.
Hollow-ware Manufacture	Great Britain (62) (230)	20 Apr.	Men, youths, boys, women and girls	Increases of 2d. an hour in general minimum time rates and piecework basis time rates for male workers other than learners, of 1½d. for female learners, and of ½d., ¾d. or 1½d. for female learners. General minimum time rates after change: men 21 years or over employed in enamel ware section as fusers' helpers working in association with fusers, or as annealers or scalers 3s. 0½d. an hour, other male workers except learners 2s. 10½d.; male learners 1s. 0½d. at under 16 years, rising to 2s. 4½d. at 20; female workers other than learners 2s. 1d.; female learners 1s. 0½d. at under 16, rising to 1s. 8½d. at 17. Piecework basis time rates after change for workers other than learners: males 3s. 0½d., females 2s. 2½d.‡
Metallic Bedstead Manufacture	Birmingham and district (63)	12 Mar.	Adult male and female workers	New minimum daywork rates fixed, resulting in increases of 2½d. an hour for male workers, and of 1½d. for female workers. Minimum daywork rates after change, inclusive of flat-rate bonus, include: men—stock fitters (1st class) 4s. 2½d. an hour, stock fitters (2nd class) 3s. 11½d., frame setters, polishers, brass bedstead makers (1st class), blacksmiths 3s. 11½d., casters 3s. 9½d., chippers, black and brass compo men, packers (skilled) 3s. 9½d., cupola men (1st class) 3s. 8½d., cupola men (backmen) 3s. 5½d., cutters-off and filers, benders, drillers and angle repairers, warehousemen (fitters-up) 3s. 8½d., grinders 3s. 7½d., welders 3s. 8½d., labourers 3s. 5½d.; women—skilled workers—painters and wrappers 1s. 11½d., lacquerers and colour painters 2s. 0½d., sprayers 2s. 1½d., transferers 2s. 1½d.; semi-skilled over 18 years—after 6 months' experience 1s. 9½d., after 12 months' experience 1s. 10½d.
Organ Building	United Kingdom (75)	1 Apr.	Journeymen and apprentices	Increases of ½d. an hour for journeymen, and of proportional amounts for apprentices. Minimum rates after change for journeymen: London, Liverpool and Manchester 4s. 2½d. an hour, other towns 4s. 1½d.
Pianoforte Manufacture	Great Britain (74)	Beginning of first full pay week following 12 Apr.	Timeworkers—Men, youths and boys	Additional payments, previously granted, consolidated with current minimum time rate, and percentage-by-age scales for all juvenile workers revised, resulting in increases varying from 2 to 9 per cent., according to age. Minimum hourly payments after change, consisting of current minimum time rates and supplementary cost-of-living allowance: men 21 years and over—journeymen 4s. 3½d. an hour, packers, labourers and porters 3s. 10½d.; youths and boys 15 and under 15½ 31 per cent. of the appropriate adult rate, 15½ and under 16 34 per cent., 16 and under 16½ 38 per cent., 16½ and under 17 42 per cent., 17 and under 17½ 46 per cent., 17½ and under 18 50 per cent., 18 and under 18½ 55 per cent., 18½ and under 19 60 per cent., 19 and under 19½ 65 per cent., 19½ and under 20 72 per cent., 20 and under 20½ 81 per cent., 20½ and under 21 90 per cent.
			Women and girls	Minimum time rates and cost-of-living allowance for women 20 years and over** to be 75 per cent. of the rates for men; percentage-by-age scales adjusted to include scales for girls aged 19 and under 20. Minimum hourly payments after change: women 20 years and over employed as polishers and on key and action production (butt centring, butt covering, screwing down, bushing, etc.) 3s. 2½d., on other production processes 3s. 1½d., as labourers and porters 2s. 11d.; girls 15 and under 15½ 42 per cent. of the appropriate adult rate, 15½ and under 16 45 per cent., 16 and under 16½ 49 per cent., 16½ and under 17 55 per cent., 17 and under 17½ 61 per cent., 17½ and under 18 67 per cent., 18 and under 18½ 74 per cent., 18½ and under 19 81 per cent., 19½ and under 20 94 per cent.
			Payment-by-results workers	Job time rates, lieu bonus or other bonus schemes (excluding cost-of-living allowance) adjusted and times fixed for jobs to be such as will enable the average productive worker by appropriate effort to earn at least 30 per cent. (previously 35 per cent.) (individual schemes) or 20 per cent. (previously 25 per cent.) (collective schemes) more than the appropriate current minimum time rate.
Cotton	Lancashire, Cheshire, Yorkshire and Derbyshire (75-77)	Beginning of first full pay period following 23 Apr.	Workpeople employed in cotton spinning, doubling and weaving establishments, except enginemakers and firemen, skilled maintenance mechanics, blacksmiths, electricians, etc.	Increase of 5 per cent. on current rates.
Mechanical Cloth Manufacture	Bury and district	First full pay week in Apr.	Workpeople employed in the manufacture of cloth (woven felt and cotton filter cloth) used for mechanical purposes	Increases of 1 per cent. (51 to 52 per cent. in the percentage addition to basic wage rates).

\* These increases were authorised in April, and had retrospective effect to the date shown.

† These increases were recommended to member firms in April by the Engineers and Allied Employers' National Federation and had retrospective effect to the date shown.

‡ Workpeople in the allied industries include those employed in non-ferrous metal manufacture and rolling, drop forging, and the hollow-ware, spring, tube and wire trades. In addition, the increases applied to workpeople employed by federated firms in railway carriage and wagon building, lift erection and lift maintenance and typewriter servicing and repairing, sheet metal working, gas meter making, scale, beam and weighing machine making (including service adjusters in the scale repairing trade), the manufacture of plastic material and finished articles.

§ These increases took effect under an Order issued under the Wages Councils Act. See page 208 of this GAZETTE.

¶ Including Smethtwick, Brierley Hill, Dudley, Wednesbury, Sowerby Bridge and Keighley.

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

†† Previously the adult rate for female workers was paid at 19 years and over. Any worker who, at the date this agreement came into force, was aged 19 and under 20 should continue to be paid not less than 75 per cent. of the appropriate current minimum time rate and any allowances payable to a male worker of the appropriate category.



## Principal Changes in Rates of Wages Reported during April—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change (Decreases in italics)
Rayon Yarn Production	Great Britain (83)	Pay week following 3 Feb.	Men, youths, boys, women and girls	Increases of 1½d., 2d. or 2½d. an hour, according to establishment, for men 21 years and over, of 1d. or 1½d. for women 18 and over, and of proportional amounts for younger workers. Minimum time rates after change include: men 21 years and over 3s. 1d., 3s. 2d. or 3s. 2½d. an hour, according to establishment, women 18 and over 2s. 2d., 2s. 2½d. or 2s. 3d.
Jute Carpet Manufacture	Dundee	First pay day in Apr.	Male and female workers	<i>Cost-of-living bonus decreased* by 2½ per cent. (55 to 52½ per cent.) on the first £6 15s. of total earnings (exclusive of cost-of-living bonus) for male workers, and on the first £4 10s. for female workers. Minimum rates after change, inclusive of cost-of-living bonus and lieu bonus, include: men 21 years and over 137s. 3d. a week, women 91s. 6d.</i>
Rope, Twine and Net Manufacture	Great Britain (89) (231)	18 Apr.	Timeworkers Pieceworkers	Increases of 2d. an hour in general minimum time rates for male workers 21 years or over, of 1½d. for female workers 18 or over, of ½d., 1d., 1½d., or 1¾d., according to age, for younger male workers, and of ½d., 1d. or 1½d. for younger female workers. General minimum time rates after change: men 21 years or over 2s. 11d. to 3s. 0½d. an hour, according to occupation; women 18 or over 2s. 0½d. to 2s. 1½d. Increases of 2d. an hour in piecework basis time rates for male workers, and of 1½d. for female workers. Piecework basis time rates after change: male workers 3s. 0½d. to 3s. 2d. an hour, according to occupation; female workers 2s. 1½d. to 2s. 2½d.†
Lace Furnishings Manufacture	Nottingham, Ayrshire and Glasgow	End of first complete pay week in Apr.	Twisthands and weavers and auxiliary workers	<i>Decrease* of 1 per cent. in cost-of-living bonus (45 to 44 per cent. on basic rates).</i>
Carpet Manufacture	Great Britain (92)	First pay day in Apr.	Men, youths, boys, women and girls	<i>Cost-of-living bonus decreased* from 55 to 52½ per cent. on the first £6 15s. of total earnings (exclusive of cost-of-living bonus) for male workers, and on the first £4 10s. for female workers. Bonus on earnings in excess of £6 15s. and £4 10s. decreased from 45 to 42½ per cent. Minimum rates after change, inclusive of cost-of-living bonus and lieu bonus, include: male workers 21 years and over—dry beamers, packers, backsizers and starchers, card men (jacquard, wilton and gripper), fur cutters with 6 months' experience in any of the jobs 151s. a week, wet beamers or dressers with 12 months' experience 166s. 3d., croppers and shearers with 6 months' experience 151s., 158s. 7d. or 166s. 3d., according to width of machine, other male workers 21 and over 141s. 10d.; female workers 20 years and over—card cutters with 18 months' experience 108s. 3d., other female workers 94s. 7d.</i>
Textile Making-up and Packing	Manchester (98)	Pay day in week ending 7 Apr.	Men, youths, boys, women and girls	<i>Decreases* of 1s. a week (54s. to 53s.) in cost-of-living addition for men 21 years and over, of 8d. (36s. to 35s. 4d.) for women 18 and over, and of proportional amounts for younger workers.</i>
Textile Bleaching, Dyeing, Printing and Finishing	Yorkshire, Lancashire, Cheshire and Derbyshire (96)	Second Friday or equivalent pay day in Apr.	Men, youths, boys, women and girls	Increases* of 11d. a week (33s. 11d. to 34s. 10d.) in cost-of-living addition for adult male workers, of 8d. (24s. 8d. to 25s. 4d.) for adult female workers, and of proportional amounts for juveniles. Minimum rates after change, inclusive of cost-of-living additions and special payments to timeworkers or percentage additions to pieceworkers, include: timeworkers—adult males 134s. 10d. a week, adult females 93s. 10d.; pieceworkers—adult males 151s. 10d., adult females 104s. 8d.
	Lancashire, Cheshire and Derbyshire (majority of firms) and certain firms in Yorkshire†	Working week for which wages are paid during period 23-28 Apr.	Transport workers	Increase of 9s. a week. Rates after change: drivers of mechanical vehicles 146s. to 154s. a week, according to carrying capacity of vehicle, statutory attendants and mates 144s., one-horse drivers 145s., teamsmen 150s.
	Lancashire, Cheshire and Derbyshire (96)	do.	Maintenance fitters and apprentices	Increases of 12s. 10d. a week of 44 hours (181s. 6d. to 194s. 4d.) for journeymen, and of proportional amounts for apprentices.
	do.	do.	Electricians	Increases of 13s. 1½d. a week of 45 hours (185s. 7½d. to 198s. 9d.) for journeymen electricians, and of proportional amounts for apprentices.
	North West Region (96)	do.	Building trade craftsmen	Increase of 2½d. an hour (4s. 1d. to 4s. 3½d.).
	Yorkshire (96)	18 Apr.	Skilled mechanics and apprentices in certain dye works	Increases of 3½d. an hour or 14s. a week (183s. 9d. to 197s. 9d.) for adult workers, and of proportional amounts for apprentices.
	Scotland (96)	Second Friday or equivalent pay day in Apr.	Men, youths, boys, women and girls	Increases* of 11d. a week (33s. 11d. to 34s. 10d.) in cost-of-living addition for adult male workers, of 8d. (24s. 8d. to 25s. 4d.) for adult female workers, and of proportional amounts for juveniles. Minimum rates after change, inclusive of cost-of-living additions and special payments to timeworkers or percentage additions to pieceworkers, include: timeworkers—adult males 34s. 10d. a week, adult females 93s. 10d.; pieceworkers—adult males 151s. 10d., adult females 104s. 8d.
	Macclesfield	do.	Workpeople employed in silk dyeing, printing, finishing, etc.	do. do.
Felt Hat Manufacture	Atherstone	First pay day in Apr.	Male and female workers	<i>Cost-of-living bonus decreased* by 2½ per cent. on basic rates for male pieceworkers (from 82½ to 80 per cent.), female pieceworkers on hand trimming, forming and hardening (75 to 72½ per cent.) and other female pieceworkers (65 to 62½ per cent.).</i>
Umbrella Manufacture	Manchester and Yorkshire	First pay day after 30 Mar.	Men, youths, boys, women and girls	Increases of 11s. a week for men 21 years and over, of 7s. 4d. for women 19 and over, and of varying amounts, according to age, for younger workers. Rates after change: cutters and frame makers 150s. 4d. a week, after 3 years' experience 155s. 10d., packers, porters, warehousemen and other auxiliary workers 144s. 10d., youths and boys 55s. a week at 15, rising to 124s. 8d. at 20; women and girls 55s. at 15, rising to 110s. 10d. at 19 and over.
Boot and Shoe Manufacture	Great Britain (except Rossendale Valley) (112)	First pay day in April	Timeworkers Pieceworkers Workpeople employed in industries ancillary to boot and shoe manufacture:— Timeworkers Pieceworkers	Increases of 10s. a week in day wage rates for men 21 years and over, of 8s. for women 20 years and over, and of varying amounts for younger workers. Minimum weekly rates after change: male workers 70s. at 15, rising to 155s. at 21 and over; female workers 70s. at 15, rising to 115s. at 20 and over.‡ Increase of 10 per cent. on basic statement prices, making a total addition of 102½ per cent. for male workers and 112½ per cent. for female workers.§ Increases of 10s. a week to day wage rates for men 21 years and over, of 8s. for women 20 and over, and of varying amounts for younger workers. Minimum weekly rates after change: male workers 70s. at 15, rising to 155s. at 21 and over; female workers 70s. at 15, rising to 115s. at 20 and over.‡ Increase of 10 per cent. on basic statement prices.§
Corn Trade	Great Britain (115)	16 Apr.	Transport workers (except drivers of horse-drawn vehicles)	Increases of 9s. a week in minimum rates for adult workers, and of proportional amounts for younger workers. Minimum rates after change include: drivers 21 years and over of "C" licensed vehicles (other than drivers of steam wagons or tractors), London 152s. to 167s. a week, according to carrying capacity of vehicle, grade I areas 147s. to 162s., grade 2 143s. to 158s., statutory attendants and mates (except mates on steam wagons) 149s., 146s., 142s., according to area; drivers of steam wagons or tractors in the London area 159s. to 167s., according to carrying capacity of vehicle, mates 151s.

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

† These increases took effect under an Order issued under the Wages Councils Act. See page 208 of this GAZETTE.

‡ These increases affected workpeople employed by firms which are members of the Textile Finishing Trades Association.

§ These increases resulted from a revision of the payments made under sliding-scale arrangements based on the official index of retail prices.

|| The industries concerned are cut sole, last and upper pattern, stiffener, tow puff, built heel and wood heel manufacture and wood heel processing.

## Principal Changes in Rates of Wages Reported during April—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Baking	England and Wales (117-118)	Beginning of pay week in week commencing 12 Mar.	Workpeople employed by co-operative societies	New national minimum rates agreed as follows:—male workers 21 years and over—bakery dept., foremen Metropolitan area 182s. 6d. a week, Provincines 171s. 6d., first hands 172s. 1d., 163s. 1d., doughmakers, confectionery mixers and ovenmen 168s. 4d., 159s. 4d., confectioners, table hands and plant operatives 162s. 9d., 153s. 9d. (guaranteed minimum 157s. 6d.); packing and despatch dept.—charge-hands and slicing and wrapping operatives 162s. 9d., 153s. 9d., bakery workers 159s., 150s., other workers 155s. 6d., 146s. 3d., youths and boys 68s. or 66s. at under 16, rising to 149s. 3d. or 146s. 3d. at 20½; female workers 21 years and over—bakery dept., forewomen 132s., 125s., first hands 127s., 120s., ovenwomen 123s. 6d., 116s. 6d., confectioners 119s. 6d., 112s. 6d.; packing and despatch dept.—charge-hands 117s. 6d., 110s. 6d., bakery workers 114s., 107s., other workers 112s. 6d., 104s., girls 62s. or 60s. at under 16, rising to 101s. or 98s. at 20½.*
	Northern Ireland (120) (232)	12 Apr.	Male workers other than transport workers, Sunday workers and early morning workers	Increases in general minimum time rates of 8s. 6d. a week for workers 21 years and over employed in the County of the City of Belfast and districts situate within 15 statute miles therefrom, of 8s. 3d. for journeymen bakers, bakehouse labourers and packers and 8s. for other workers 21 and over employed in all other areas, and of proportional amounts for apprentice bakers and other young workers. General minimum time rates after change, inclusive of "additional payments": dayworkers—journeymen bakers, County of the City of Belfast and districts situate within 15 statute miles therefrom 168s. a week, all other areas 159s. 9d., doughmakers, ovenmen and confectionery mixers 175s. 6d., 166s. 9d., apprentice bakers 55s. or 52s. 3d. during first year of apprenticeship, rising to 101s. 6d. or 96s. 6d. during fifth year, bakehouse labourers 147s. 6d., 140s. 3d., packers 146s. 6d., 139s. 3d., other workers 61s. or 57s. 9d. at under 17, rising to 144s. or 136s. 9d. at 21 and over.†
			Male Sunday workers	Increases in general minimum time rates of 9s. 11d. a week for workers 21 years and over employed in the County of the City of Belfast and districts situate within 15 statute miles therefrom, of 9s. 7d. for journeymen bakers, bakehouse labourers and packers (9s. 8d. for bakehouse labourers and packers on nightwork) and 9s. 4d. for other workers 21 and over employed in all other areas, and of proportional amounts for apprentice bakers and other young workers. General minimum time rates after change: dayworkers—journeymen bakers, County of the City of Belfast and districts situate within 15 statute miles therefrom 189s. a week, all other areas 179s. 8d., doughmakers, ovenmen and confectionery mixers 197s. 9d., 187s. 10d., apprentice bakers 61s. 3d. or 58s. during first year of apprenticeship, rising to 115s. 6d. or 109s. 8d. during fifth year, bakehouse labourers 166s. 3d., 158s. 1d., packers 165s. 1d., 156s. 11d., other workers 95s. 8d. or 91s. at 18 and under 19, rising to 162s. 2d. or 154s. at 21 and over.†
			Male early morning workers	Increases in general minimum time rates of varying amounts, according to area and occupation. General minimum time rates after change for each hour worked on a weekday between midnight and 6 a.m. include: journeymen bakers, County of the City of Belfast and districts situate within 15 statute miles therefrom 5s. 5d. an hour, County of the City of Londonderry 5s. 1½d., all other areas 5s. 0½d., doughmakers, ovenmen and confectionery mixers 5s. 8d., 5s. 4½d., 5s. 3d., bakehouse labourers 4s. 9d., 4s. 6d., 4s. 5d., packers 4s. 8½d., 4s. 5½d., 4s. 4½d., other workers 21 and over 4s. 7½d., 4s. 5d., 4s. 3½d.†
			Female workers	Increases in general minimum time rates of 6s. a week for bakers and other workers 21 years and over, other than learners, employed in the County of the City of Belfast and districts situate within 15 statute miles therefrom, of 5s. 9d. for bakers and other workers 21 years and over, other than learners, in all other areas, and of proportional amounts for learners and other young workers. General minimum time rates after change: bakers, County of the City of Belfast and districts situate within 15 statute miles therefrom 115s. 6d. a week, all other areas 109s. 9d., learners 56s. or 53s. 3d. during first year of learnership, rising to 99s. or 94s. during fifth year, other workers 51s. 6d. or 49s. at under 16, rising to 97s. 6d. or 92s. 9d. at 21 and over.†
Biscuit Manufacture	Great Britain (121)	First pay day following 1 Apr.	Shiftworkers	New general minimum time rate introduced for workers on double-day or rotating three-shift systems, consisting of the agreed minimum hourly time rates plus 12½ per cent. for all hours worked (nightworkers plus rate remains unchanged at 15 per cent.).‡
Beet Sugar Manufacture	Great Britain (123)	2 Apr.	Non-tradesmen	Increase in basic rates of 2½d. an hour (3s. 2d. to 3s. 4½d.) for adult male dayworkers in grade I occupations; grades 2 to 9 receive plus rates of ½d. to 1s. 4d. (previously ½d. to 1s. 3d.) above the basic rate, leading hands 1½d. to 8½d. (previously 1½d. to 7½d.), charge-hands 6½d. to 11½d. (previously 6d. to 10½d.), and utility men 1s. 1d. to 1s. 7d. (previously 1s. 0½d. to 1s. 6d.).
			Maintenance engineers	Increases in minimum rates of 3½d. or 3½d. an hour, according to classification. Rates after change for fitters: class A 4s. 11½d. an hour, class B 4s. 8½d., class C 4s. 5½d.
Fish Curing	England and Scotland (various districts)	9 Jan.§	Coopers and apprentices	Increases of 7s. 8d. a week in minimum rates for journeymen coopers, and of proportional amounts for apprentices. Minimum rates after change: journeymen coopers 168s. 8d. a week (plus subsistence allowance of 25s. a week when working away from home and living in bothies where fire, light and cook are supplied, and 45s. when living in lodgings), apprentices 50s. 7d. during 1st year of apprenticeship, rising to 101s. 2d. during 2nd six months of 4th year.§
Aerated Waters Manufacture	England and Wales (229)	30 Apr.	Workpeople, other than driver-salesmen, workers and mates Driver-salesmen, delivery workers and mates	Increases in general minimum time rates of 9s. a week for men 21 years or over, of 7s. for women 19 or over, and of proportional amounts, according to age, for younger workers; increase of 3d. an hour (3s. 2d. to 3s. 5d.) in piecework basis time rate for male workers, and of 2d. (2s. 2½d. to 2s. 4½d.) for female workers. General minimum time rates after change: men 21 years or over 136s. a week, youths and boys 50s. at under 16, rising to 109s. at 20; women 19 or over 96s., girls 49s. 6d. at under 16, rising to 80s. at 18.
Home Grown Timber Trade	England and Wales (134)	First full pay period following 26 Apr.	Men, women and juveniles (other than transport workers)	Increases of 3d. an hour (or 11s. a week) for skilled sawyers, of 2½d. (or 9s. 2d.) for other adult male workers, and of proportional amounts for women and juveniles. Minimum rates after change include: forest workers and hauliers in the woods—skilled fellers 160s. 5d. a week, mechanical drivers 151s. 5d., loaders and other male workers 21 years and over 146s. 9d.; sawmill workers—skilled sawyers, class A mills 3s. 1½d. an hour, class B 3s. 9½d., other sawyers 3s. 7½d., 3s. 5½d., mill labourers 3s. 4½d., 3s. 4½d., crane drivers 3s. 6½d., 3s. 5½d.

\* These rates were the result of an agreement between the National Wages Board of the Co-operative Union Ltd. and the trades unions concerned and are already in operation in some areas. Previously rates were agreed by Societies, District or Sectional Wages Boards or affiliated to the National Wages Board and differed in various areas. Workpeople who are already receiving rates in excess of those shown above will continue to do so.

† These increases took effect under Orders issued under the Wages Councils Act (Northern Ireland). See page 208 of this GAZETTE.

‡ The shift work premium of 12½ per cent. is not computable for overtime or piecework.

§ This increase was the result of an Industrial Disputes Tribunal award dated 17th April, with retrospective effect to the date shown. See also under "Changes in Hours of Labour".

|| These increases took effect under an Order issued under the Wages Councils Act. See page 208 of this GAZETTE.

## Principal Changes in Rates of Wages Reported during April—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Sawmilling	Manchester district (132)	16 Apr.	Men, youths, boys, women and girls	Increases of 2½d. an hour for craftsmen, labourers and women 19 years and over, and of proportional amounts for apprentices, young male labourers and girls; increase of 10s. a week for lorry drivers, statutory attendants and mates employed on "C" licensed vehicles. Rates after change include: woodcutting machinists 4s. 3½d. an hour, power-driven crane drivers 3s. 11d., slingers (regularly employed as such) 3s. 9½d., timber yard labourers 3s. 9d., female labourers 19 and over 3s. 1d.; lorry drivers 178s. to 195s. 6d. a week, according to carrying capacity of vehicle, statutory attendants and mates 18 and over 181s. 6d.
Furniture Manufacture (including Cane, Willow and Woven Fibre Furniture); Educational and Allied Woodworking; and Bedding and Mattress Manufacture	Great Britain (136)	Beginning of first full pay week in April	Timeworkers:—Men, youths and boys Women and girls Payment-by-results workers	Additional payments, previously granted, consolidated with current minimum time rates; percentage-by-age scales for all juvenile workers revised, resulting in increases varying from 2 to 9 per cent., according to age. Minimum hourly payments after change, consisting of current minimum time rates and supplementary cost-of-living allowance: journeymen 21 years and over—London district 4s. 3½d. an hour, Provinces 4s. 1½d., qualified packers and hand sandpaperers 3s. 11d., 3s. 9½d., labourers, porters and others 21 and over 3s. 9d., 3s. 7½d.; youths and boys, age 15 and under 15½ 31 per cent. of the appropriate adult rate, 15½ and under 16 34 per cent., 16 and under 16½ 38 per cent., 16½ and under 17 42 per cent., 17 and under 17½ 46 per cent., 17½ and under 18 50 per cent., 18 and under 18½ 55 per cent., 18½ and under 19 60 per cent., 19 and under 19½ 65 per cent., 19½ and under 20 72 per cent., 20 and under 20½ 81 per cent., 20½ and under 21 90 per cent. Minimum time rates and supplementary cost-of-living allowance for women 20 years and over* to be 75 per cent. of the rates for men; percentage-by-age scales adjusted to include scales for girls age 19 and under 20. Minimum hourly payments after change: journeymen 20 years and over—London district 3s. 2½d. an hour, Provinces 3s. 1½d., labourers, porters and other women 20 and over on non-productive work 2s. 10d., 2s. 8½d. (women on men's work to be paid the minimum hourly payment for adult male workers on a similar class of work); girls 15 and under 15½ 42 per cent. of the appropriate adult rate, 15½ and under 16 45 per cent., 16 and under 16½ 49 per cent., 16½ and under 17 55 per cent., 17 and under 17½ 61 per cent., 17½ and under 18 67 per cent., 18 and under 18½ 74 per cent., 18½ and under 19 81 per cent., 19 and under 19½ 89 per cent., 19½ and under 20 94 per cent. Payment-by-result job times adjusted by 7½ per cent. or equivalent and times fixed for jobs to be such as will enable the average productive worker by appropriate effort to earn at least 30 per cent. (previously 35 per cent.) (individual schemes) or 20 per cent. (previously 25 per cent.) (collective schemes) more than the appropriate current minimum time rate.
Window Blind Manufacture	Great Britain	do.	Timeworkers:—Men, youths and boys Women and girls Payment-by-results workers	Additional payments, previously granted, consolidated with current minimum time rates; percentage-by-age scales for all juvenile workers revised, resulting in increases varying from 2 to 9 per cent., according to age. Minimum hourly payments after change, consisting of current minimum time rates and supplementary cost-of-living allowance: bench hands 21 years and over, London district 4s. 3½d. an hour, Provincial districts 4s. 1½d., fixers 4s. 2½d., 4s. 0½d., fixers' mates (after 3rd six months) 3s. 10½d., 3s. 8½d., labourers 3s. 8d., 3s. 6½d.; youths and boys, age 15 and under 15½ 31 per cent. of the appropriate adult rate, 15½ and under 16 34 per cent., 16 and under 16½ 38 per cent., 16½ and under 17 42 per cent., 17 and under 17½ 46 per cent., 17½ and under 18 50 per cent., 18 and under 18½ 55 per cent., 18½ and under 19 60 per cent., 19 and under 19½ 65 per cent., 19½ and under 20 72 per cent., 20 and under 20½ 81 per cent., 20½ and under 21 90 per cent. Minimum time rates and supplementary cost-of-living allowance for women 20 years and over* to be 75 per cent. of the rates for men; percentage-by-age scales adjusted to include scales for girls age 19 and under 20. Minimum hourly payments after change: journeymen (sewers and sewing machinists), London district 3s. 2½d. an hour, Provincial districts 3s. 1½d., labourers 2s. 9½d., 2s. 8d.; girls 15 and under 15½ 42 per cent. of the appropriate adult rate, 15½ and under 16 45 per cent., 16 and under 16½ 49 per cent., 16½ and under 17 55 per cent., 17 and under 17½ 61 per cent., 17½ and under 18 67 per cent., 18 and under 18½ 74 per cent., 18½ and under 19 81 per cent., 19 and under 19½ 89 per cent., 19½ and under 20 94 per cent. Payment-by-result job times adjusted by 7½ per cent. or equivalent and times fixed for jobs to be such as will enable the average productive worker by appropriate effort to earn at least 30 per cent. (previously 35 per cent.) (individual schemes) or 20 per cent. (previously 25 per cent.) (collective schemes) more than the appropriate current minimum time rate.
Wallpaper Manufacture	England (140-141)	First pay week in Apr.	Men, youths, boys, women and girls	Increases to all workers of amounts equivalent to 7 per cent. of provincial weekly rates. Minimum rates after change include: men 21 years and over—skilled, London 182s. to 216s. 7d. a week, according to occupation, Provinces 173s. to 208s. 7d.; semi-skilled, London 167s. 3d. to 192s. 5d., Provinces 159s. 4d. to 184s. 5d.; unskilled, London 155s. 9d., Provinces 147s. 10d.; women 18 and over—skilled, London 144s. 6d. to 157s. 1d., Provinces 137s. 6d. to 150s. 1d.; semi-skilled, London 128s. 2d. to 138s. 9d., Provinces 120s. 3d. to 131s. 9d.; unskilled, London 122s. 9d. to 130s. 9d., Provinces 115s. 9d. to 123s. 9d.
Paper Bag Manufacture	Great Britain (143) (230)	16 Apr.	Men, youths and boys Women and girls	Increases of 4s. 6d. a week in general minimum time rates for men 21 years or over and for late entrants 20 years or over, and of proportional amounts for youths and boys. General minimum time rates after change include: men 21 years or over and late entrants after 2 years' employment (2½ years for machine tacklers)—machine tacklers 174s. 6d. a week, paper bag cutters or slitters 158s., hydraulic pressers, stockkeepers, packers or despatchers 149s., other workers 143s.† Increases of 3s. 3d. a week in general minimum time rates for women 18 years or over (2s. 6d. during the first 12 months for late entrants who enter the trade at or over 18), and of proportional amounts for girls; increase of 3s. 6d. in piecework basis time rate. General minimum time rate after change for women 18 years or over and late entrants with appropriate experience 101s. a week; piecework basis time rate for workers of any age 110s. 6d.†
Printing	Great Britain (237)	First full pay period in Jan.‡	Apprentices employed in general printing and binding, lithographic printing and photogravure printing (except photogravure process workers), envelope and stationery manufacture, and periodical and newspaper production (excluding certain national newspapers in England and Wales and daily newspapers in Scotland)	Revised scale of rates adopted as follows:—first year apprentices 25 per cent. of the appropriate journeymen's rate, second year 30 per cent., third year 40 per cent. (previously 35 per cent.), fourth year 55 per cent. (previously 40 per cent.), fifth year 65 per cent. (previously 50 per cent.), sixth year 75 per cent. (previously 60 per cent.).

\* Previously the adult rate for female workers was paid at 19 years and over. Any worker who, at the date this agreement came into force, was aged 19 and under 20 should continue to be paid not less than 75 per cent. of the appropriate current minimum time rate and any allowances payable to a male worker of the appropriate category.

† These increases took effect under an Order issued under the Wages Councils Act. See page 160 of the April issue of this GAZETTE.

‡ This change was agreed upon by the British Federation of Master Printers, the Newspaper Society and the Printing and Kindred Trades Federation, in March, and made retrospective to the date shown.

## Principal Changes in Rates of Wages Reported during April—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Rubber Manufacture	Great Britain (231)	16 Apr.	Timeworkers Pieceworkers and workers on systems of payment-by-results	Increase of 3d. an hour in general minimum time rates for men 21 years or over, of 2d. for women 21 or over, of 1d. to 2d., according to age, for youths and boys, and of 1d. to 1½d. for girls. General minimum time rates after change: men 21 years or over 3s. 2½d. an hour, youths and boys 1s. 3½d. at under 16, rising to 2s. 8d. at 20; women 21 or over 2s. 4d., girls 1s. 1½d. at under 16, rising to 2s. 2d. at 20.*
Brush and Broom Manufacture	Northern Ireland (232)	21 Mar.	Men, youths, boys, women and girls	Increases in general minimum time rates and piecework basis time rates of varying amounts, according to age, occupation and experience; percentage of general minimum piece rates increased by 10 per cent. (67½ to 77½ per cent.). Rates after change include: general minimum time rates—male workers 19 years or over with not less than 3 years' experience in certain specified branches of work 3s. 3d. an hour, other male workers 21 or over 3s. 0½d. (with addition of 1d. to 2½d. an hour, according to length of experience over 6 months but less than 3 years, when employed in specified branches of work); female workers with not less than 3 years' experience as pan hands 2s. 4½d., 2s. 9d. or 3s. 3d., according to class of work, in certain other specified branches of work 2s. 0½d., other female workers 19 or over 1s. 11½d. (with addition of 1d. to 1d. an hour, according to length of experience over 6 months but less than 3 years when employed in specified branches of work); piecework basis time rates—male workers 17 or over with not less than 3 years' experience in specified branches of work 3s. 6d., other male workers irrespective of age 3s. 2½d.; female workers 2s. 3d., 2s. 6½d., 2s. 10½d. or 3s. 5d., according to experience and occupation.†
Sports and Games Equipment Manufacture	Great Britain	First full pay period following 10 Apr.	Men, women and juveniles	Increases of 3d. an hour for male workers, and of 2½d. for female workers. Minimum rates after change include: men grade A 3s. 2d. an hour, grade B 3s. 3d., grade C 3s. 5d., grade D 3s. 6d., grade E 3s. 7½d., grade F 3s. 8½d.; women employed on men's work 6½d. or 7½d. an hour less, according to grade, other women grade A 2s. 3½d., grade B 2s. 4½d., grade C 2s. 5½d., grade D 2s. 6½d., grade E 2s. 7½d., grade F 2s. 9½d.‡
Thermal Insulation	Great Britain	5 Mar.	Thermal insulation engineers employed on land contracts	Increases in minimum rates of 3½d. an hour for engineers, of 3d. for labourers, and of proportional amounts for apprentices and improvers. Rates after change: thermal insulation engineers 4s. 2d. an hour, labourers 3s. 5d., apprentices 1s. 6½d. in first year of apprenticeship, rising to 3s. 7½d. in fifth year, improvers 21 years and over 3s. 6½d. in first year of service as improver, rising to 3s. 11½d. in third year.
Building	England and Wales (156-157)	16 Apr.	Building operatives Watchmen	Increases of 2½d. an hour for craftsmen, labourers and women operatives, and of proportional amounts for apprentices and young male labourers. Rates after change include: men—inner London (within a 12-mile radius from Charing Cross) and Liverpool (special district), craftsmen 4s. 5d. an hour, labourers 3s. 10½d., outer London (between 12 and 15 miles from Charing Cross) 4s. 4½d., 3s. 10d., grade A districts 4s. 3½d., 3s. 9d., grade A.1 4s. 3d., 3s. 8½d., grade A.2 4s. 2½d., 3s. 8d.; women on craft processes 3s. 5d., on other work 3s. 1d. Increase of 1s. 3d. a shift. Rates after change: London and Liverpool 23s. 9d. a shift (day or night), Provinces 22s. 6d.
	Scotland (156-157)	do.	Building operatives	Increases of 2½d. an hour for craftsmen, labourers and women operatives, and of proportional amounts for apprentices and young male labourers. Rates after change include: men—craftsmen 4s. 3½d. an hour, labourers 3s. 9d.; women on craft processes 3s. 9d., on labouring 3s. 5½d.
	London (157)	do.	Road haulage workers	Increase of 10s. a week for workers employed on "C" licensed vehicles. Rates after change: motor drivers 185s. 6d. to 204s. 6d. a week, according to carrying capacity of vehicles, tractor drivers (steam and I.C.) 203s. 6d., mates and statutory attendants 18 years and over 190s. 6d., drivers of mechanical vehicles with trailer 6d. a day more.
	England and Wales (157)	do.	do.	Increase of 10s. a week for workers employed in "C" licensed vehicles. Rates after change: motor drivers grade 1 districts 182s. to 199s. 6d. a week, according to carrying capacity of vehicle, grade 2 districts 177s. 6d. to 194s. 6d., mates and statutory attendants 18 years and over 185s. 6d., 180s. 6d.
	Great Britain	do.	Firebrick bricklayers and labourers employed by re-factory users (other than those in the employ of the Gas Council and Area Gas Boards)	Increases of 2½d. an hour for adults, and of proportional amounts for apprentices and young male labourers.
Civil Engineering Contracting	Great Britain (158)	do.	Men, youths and boys	Increases of 2½d. an hour for adult workers, and of proportional amounts for juveniles. Rates after change include: London super grade and Liverpool grade 4s. 5d. an hour, class 1 districts (remainder of England, Wales and Scotland) 4s. 3½d.; navvies or labourers—London super grade 3s. 10½d., class 1 districts (remainder of England, Wales and Scotland) 3s. 9d.
		do.	Watchmen	Increase of 1s. 3d. a shift. Rates after change: London super grade 23s. 9d. a shift (day or night), class 1 districts 22s. 6d.
Demolition Contracting	Great Britain (159)	do.	Men, youths and boys	Increases of 2½d. an hour for men and youths 18 years and over, and of proportional amounts for younger workers. Rates after change for labourers: London district (within a 12-mile radius) and Liverpool (Mersey and district) 3s. 10½d. an hour, London district (12 to 15 miles radius) 3s. 10d., grade A districts 3s. 9d., grade A.1 3s. 8½d., grade A.2 3s. 8d.‡
Glazing	England and Wales	do.	Glaziers and wall liners	Increase of 2½d. an hour in standard rates of wages. Rates after change: London area (within 12 miles of Charing Cross) and Liverpool area 4s. 5d. an hour; South Eastern area (from 12 to 30 miles of Charing Cross) 4s. 4½d.; South Eastern area (from 30 to 45 miles of Charing Cross, except Aldershot and Guildford), Manchester, Midlands, North Eastern, West of England, South Wales and Yorkshire areas, Portsmouth and Bournemouth 4s. 3½d.; Poole, Christchurch, Wimborne, Romsey, Winchester and Basingstoke 4s. 3d., Andover, Isle of Wight, Aldershot and Guildford 4s. 2½d.
	Great Britain	5 Mar.	Patent glaziers and assistants employed on outside work	Increases of 3½d. an hour in minimum rates for glaziers, and of 3d. for assistants. Rates after change: patent glaziers 4s. 2½d. an hour, assistants 3s. 9d., when working in London or when working elsewhere and receiving lodging allowance, and 4s. 1½d. or 3s. 8d. when working elsewhere and not receiving lodging allowance.
Mastic Asphalt Manufacture	Great Britain	16 Apr.	Workpeople other than craftsmen and transport workers	Increases of 1½d. or 1½d. an hour, according to district. Rates after change: London (within a radius of 15 miles from Charing Cross) 3s. 10½d. an hour, Provinces 3s. 9d.
Mastic Asphalt Laying	Great Britain (162)	do.	Men, youths and boys	Increases of 2½d. an hour for adults, and of proportional amounts for apprentices. Rates after change include: charge-hands, London area and Merseyside 4s. 11d. an hour, Provincial area 4s. 9½d., spreaders 4s. 6d., 4s. 4½d., mixermen 4s. 1½d., 4s. 0½d., potmen 4s. 0½d., 3s. 11½d., "classified labourers" 3s. 11d., 3s. 9½d.
Heating, Ventilating and Domestic Engineering	Great Britain (162)	do.	Craftsmen, adult mates and apprentices	Increases of 1½d. a hour for craftsmen and adult mates, and of proportional amounts for apprentices. Rates after change include: craftsmen—London (within 15 miles radius of Charing Cross) 4s. 5½d. an hour, all other districts 4s. 4½d.; adult mates—20 years and over 3s. 10½d., 3s. 9½d., 18 and under 20 3s. 7½d., 3s. 6½d.

\* These increases took effect under an Order issued under the Wages Councils Act. See page 160 of the April issue of this GAZETTE. The minimum rates quoted above have been in operation since December, 1955, under an agreement of the National Joint Industrial Council for the Rubber Manufacturing Industry.

† These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 160 of the April issue of this GAZETTE. Previously the adult rate for other female workers was paid at 21 years or over.

‡ The grade rate is fixed according to amount of skill required in different occupations.

§ The grading of districts is in accordance with that for the building industry.

## Principal Changes in Rates of Wages Reported during April—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Electrical Contracting	Scotland (161)	First full pay period following 1 Apr.	Journeymen electricians, armature winders and apprentices employed on electrical installation and maintenance work (excluding work on ships)	Increases of 3d. an hour in standard rates for journeymen electricians and armature winders, and of proportional amounts for apprentices. Rates after change include: charge-hands, inclusive of extra hourly allowance—in charge of 4 or up to 7 other employees 4s. 6½d. an hour, in charge of 8 or more 4s. 7½d., journeymen electricians 4s. 4½d., armature winders 4s. 5½d.
Electricity Supply	Northern Ireland..	Beginning of first full pay period commencing on or after 19 Apr.	Certain manual workers	Increases of ¼d., 1d. or 2d. an hour, according to occupation, in certain Schedule "A" rates; increase of 1d. an hour (2d. to 3d.) or (3d. to 4d.) in allowance to charge-hands and leading hands; grade of ash plant attendants redesignated as conveyor attendants. Rates after change: installation inspectors 4s. 7½d. an hour, auxiliary plant attendants 3s. 10½d., meter fixers 3s. 10½d., sub station attendants (rotary) 1-1,000 kW. 3s. 10½d., 1,001-2,000 kW. 4s. 1d., 2,001-4,000 kW. 4s. 1½d., 4,001-40,000 kW. 4s. 3½d., assemblers of cooking and heating apparatus 3s. 11½d., lagers 4s. 1½d., conveyor attendants 3s. 9½d.
Goods Transport by Road	Great Britain (176-177)	16 Apr.	Drivers and mates of mechanically propelled vehicles, foremen, removal packers and porters employed in furniture warehousing and removing, statutory attendants and other road haulage workers	Statutory minimum remuneration increased by 9s. a week for all workers 21 years and over, and for certain younger workers to whom adult rates apply, by 7s. for those 18 to 21, and by 4s. 6d. for those under 18; new classification for drivers of vehicles of over 18 tons carrying capacity with a differential of 5s. above the rate for vehicles of 15 to 18 tons. Minimum rates after change include: drivers 21 years or over of vehicles of 1 ton or less carrying capacity, London area 152s. a week, grade 1 areas 147s., grade 2 areas 143s.; drivers (all ages) of vehicles of over 1 ton and up to and including 5 tons carrying capacity 155s., 150s., 146s., over 5 and up to 8 tons 159s., 154s., 150s., over 8 and up to 12 tons 163s., 158s., 154s., over 12 and up to 15 tons 167s., 162s., 158s., over 15 and up to 18 tons 171s., 166s., 162s., over 18 tons 176s., 171s., 167s., drivers of steam wagons or tractors (other than tractors not exceeding 2 tons unladen weight and used exclusively for furniture removal work) up to and including 8 tons, London area 159s., over 8 and up to 12 tons 163s., over 12 tons 167s., drivers of tractors not exceeding 2 tons unladen weight used exclusively for furniture removal work, London 155s., grade 1 150s., grade 2 146s., mates (all ages) on steam wagons, London area 151s.; furniture warehousing and removing—foremen 154s., 149s., 6d., 147s., 6d., removal packers 149s., 146s., 6d., 144s., 6d., porters 147s., 144s., 6d., 142s.; other road haulage workers 21 years and over 149s., 146s., 142s.; workers employed on carriage of indivisible loads—over 6 and up to and including 10 tons carrying capacity, London area drivers 167s., mates 149s., over 10 and up to 16 tons 174s., 149s., over 16 and up to 20 tons 180s., 151s., over 20 and up to 25 tons 185s., 155s., over 25 and up to 45 tons 190s., 155s., over 45 tons 215s., 155s., grade 1 and 2 areas drivers 4s. less than London rates, mates 3s. less than London rates, heavy brakemen and steersmen, London area 165s., grade 1 and 2 areas 162s.*
	Great Britain (178)	do.	Bank staffs employed in the road haulage industry	Increase of 9s. a week for men 21 years and over. Rates after change: unskilled workers—porters, truckers and labourers, Metropolitan area 149s. a week, grade 1 areas 146s., grade 2 areas 142s.; semi-skilled workers—checkers engaged in the checking off, entering, checking away and storage of loads 152s., 148s., 144s.; fully skilled bank workers—men who have attained special knowledge and qualification in, and can accept responsibility for, accurate work in connection with the checking off, entering, checking away and storage of goods 155s., 150s., 146s.
	Scotland ..	First full pay week after 16 Apr.	Men and youths employed by general road haulage contractors	Increases of 9s. a week for men 21 years and over, and of 5s., 7s. 6d. or 10s. 6d., according to age, for youths and boys. Rates after change: men—one-horse drivers 148s. a week (6s. a week extra, or proportionately for shorter periods, when driving a pair of horses), youths 62s. at 16 years, rising to 112s. 9d. at 20 and under 21.
	Metropolitan Area	do.	Horse drivers, horse keepers and stablemen employed on goods transport by road	Increase of 9s. a week. Rates after change: pair horse drivers 153s. a week, single horse drivers and horse keepers and stablemen 149s.
	Liverpool, Bootle, Birkenhead and Wallasey	7 Apr.	Drivers of mechanically propelled vehicles and other workers employed on local haulage work in various industries (within a radius of 10 miles from Liverpool and Birkenhead town halls) and on journey work outside the above radius	Increases of 9s. a week of 44 hours for permanent workers, and of corresponding amounts for casual workers; new classification for drivers of vehicles of over 18 tons carrying capacity. Rates after change for permanent men engaged on local haulage work: drivers of vehicles of carrying capacity of 1 ton and under 147s. a week, over 1 and up to 2 tons 150s., over 2 and up to 5 tons 152s., over 5 and up to 8 tons 154s., over 8 and up to 12 tons 158s., over 12 and up to 15 tons 162s., over 15 and up to 18 tons 171s.; secondmen 148s.; stand trailermen 150s.; trailermen 141s.; workpeople engaged on journey work: drivers of vehicles of 1 ton and under 147s., over 1 ton and up to 5 tons 150s., over 5 and up to 8 tons 154s., over 8 and up to 12 tons 158s., over 12 and up to 15 tons 162s., over 15 and up to 18 tons 166s., over 18 tons 171s.; secondmen 146s.
			Horse carters employed on traffic and coal work	Increases of 9s. a week of 44 hours for seniors, and of 4s. 6d. for juniors in permanent employment, and of corresponding amounts for casual workers. Rates after change for permanent workers: seniors—teamsmen 152s. a week, one-horse drivers 145s.; juniors 77s. or 83s. 6d., according to type of vehicle or district; steering youths in Liverpool 1s. a day additional to minimum rate.
	Bristol ..	16 Apr.	Drivers of mechanically propelled vehicles operating under "C" licences, and horse carmen, horse keepers, stable and forage men	Increases of 9s. a week for horse drivers, horse keepers, stable and forage men, workers 21 years and over employed on mechanically propelled vehicles of 1 ton or less carrying capacity, and workers of all ages on vehicles of over 1 ton, and of 4s. 6d. or 7s., according to age, for workers under 21 years employed on vehicles of 1 ton or less. Rates after change: one-horse drivers 149s. a week, two-horse drivers 153s. 6d., horse keepers 151s., stable and forage men 149s.; the rates for workers operating under "C" licences are the current wages fixed for grade 1 areas by the Road Haulage Wages Council.
				Increase of 1s. a shift in shift duty allowance (4s. to 5s. a shift).
Post Office	United Kingdom.. (185)	1 Jan.	Certain engineering, motor transport, factories and supplies grades	Increase of 13s. a week or 3½d. an hour. Rates after change: London 136s. a week or 2s. 10d. an hour.†
	United Kingdom..	24 Mar.†	Women cleaners and caretaker-operators performing cleaning work	
	United Kingdom.. (184-185)	1 Apr.	Manipulative grades (including postmen, postmen higher grade, postwomen and women covering posts proper to postmen higher grade, postal and telegraph officers, telegraphists, telephonists, radio operators, etc.)	Increases ranging from 6s. to 14s. a week, according to age, occupation and area of employment. Rates after change for men and women in the principal manipulative grades: men—postmen, London 150s. 6d. a week at 21 years, rising to 175s. at 24 then to a maximum of 194s. 6d., intermediate areas 146s. 6d. to 171s. then to 189s. 6d., Provincial areas 142s. 6d. to 167s. then to 184s. 6d.; postmen higher grade 152s., rising to 216s., 148s. to 210s., 144s. to 204s.; telegraphists 150s. 6d. at 21, rising to 174s. 6d. at 25 then to a maximum of 212s., 146s. 6d. to 170s. 6d. then to 206s., 142s. 6d. to 166s. 6d. then to 200s.; telephonists 149s. at 21, rising to 175s. at 25 then to a maximum of 201s., 145s. to 171s. then to 195s., 141s. to 167s. then to 189s.; postal and telegraph officers 150s. 6d. at 21, rising to 184s. 6d. at 25 then to a maximum of 238s., 146s. 6d. to 179s. 6d. then to 232s., 142s. 6d. to 174s. 6d. then to 226s.; radio operators, Class I 185s. at 21, rising to 217s. 6d. at 25 then to a maximum of 268s. 6d., 180s. to 211s. 6d. then to 262s. 6d., 175s. to 205s. 6d. then to 256s. 6d., Class II 175s. 6d. to 195s. then to 229s., 171s. 6d. to 190s. then to 219s., 167s. 6d. to 185s. then to 213s.; women—postwomen, London 139s. 6d. a week at 21, rising to 156s. at 24 then to a maximum of 168s., intermediate areas 135s. 6d. to 150s. 6d. then to 164s., Provincial areas 131s. 6d. to 146s. 6d. then to 160s., women covering posts proper to postmen higher grade 141s. 6d. minimum, rising to a maximum of 181s., 137s. 6d. to 177s., 133s. 6d. to 173s.; postal and telegraph officers 142s. 6d. at 21, rising to 169s. at 25 then to a maximum of 201s., 138s. 6d. to 165s. then to 195s., 134s. 6d. to 161s. then to 189s.; telegraphists 143s. 6d. at 21, rising to 165s. at 25 then to a maximum of 182s., 139s. 6d. to 161s. then to 178s., 135s. 6d. to 155s. 6d. then to 174s.; telephonists 142s. at 21, rising to 163s. at 25 then to a maximum of 176s., 138s. to 159s. then to 172s., 134s. to 155s. then to 168s.

\* These increases took effect under an Order issued under the Wages Councils Act. See page 160 of the April issue of this GAZETTE. The Order does not apply to workpeople employed by British Road Services. In the London area rates in respect of vehicles of over 1 ton and up to and including 8 tons carrying capacity are 1s. a week higher for drivers in employment as such on 8th June, 1952, who have remained in the service of the same employer.  
† These increases were authorised in April, and had retrospective effect to the date shown.  
‡ These rates are subject to provincial differentiation.

## Principal Changes in Rates of Wages Reported during April—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
General Waste Materials Reclamation	Northern Ireland.. (232)	12 Apr.	Men, youths and boys	Increases in general minimum time rates of 2½d. an hour or 9s. 2d. a week for men 21 years and over, and of 1d., 1½d. or 2d., or 3s. 8d., 5s. 6d. or 7s. 4d., according to age, for youths and boys; increase of 2½d. an hour in piecework basis time rate. General minimum time rates after change: men 21 years and over 3s. 2½d. an hour or 141s. 2d. a week, youths and boys 1s. 6d. or 66s. at under 16, rising to 2s. 6½d. or 111s. 10d. at 18 and under 21; power cranes and burner cutters 21 years and over to be paid 3d. and 2d. an hour, respectively, above the minimum rate whilst so employed; piecework basis time rate for male workers 3s. 3½d. an hour.*
Milk Distribution	England and Wales (192) (230)	15 Apr.	Roundswomen	Increases in general minimum time rates of 12s. 6d., 13s. 6d. or 14s. 3d. a week, according to area, for women 21 years and over, and of 4s. or 7s., according to age, for girls. General minimum time rates after change: area A 62s. 6d. a week at under 18 years, rising to 118s. 6d. at 21 or over, area B 63s. 6d. to 120s. 3d., area C 72s. to 126s.†
Retail Meat Distribution	Scotland (196)	5 Mar.	Branch shop managers and manageresses	Increase in minimum rates of 11s. a week. Minimum rates after change: managers, town 157s. a week where weekly trade does not exceed £70 to 195s. where weekly trade does not exceed £300, country 151s. to 189s.; manageresses to receive 10s. a week less than managers' rates.
			Male shop assistants, cashiers and van salesmen	Increases in minimum rates of 6s. to 15s. a week, according to age and area. Minimum rates after change: area 1 57s. a week at 15 years, rising to 145s. 6d. at 22 (previously the highest rate was payable at 23 years), area 2 53s. to 138s. 6d.; van salesmen to receive 5s. a week above these rates.‡
			Female workers	Increases in minimum rates of 7s. to 13s. 6d. a week, according to age and area. Minimum rates after change: area 1 50s. a week at 15 years, rising to 104s. at 22 (previously the highest rate was payable at 23 years), area 2 48s. to 100s.‡
Retail Furnishing and Allied Trades	Great Britain (201) (231)	9 Apr.	Shop managers and manageresses	Increase in statutory minimum remuneration of 10s. a week. Minimum rates after change: shop managers—London area 151s. 6d. a week where weekly trade is under £60 to 202s. 6d. where weekly trade is £475 and under £500, Provincial A area 146s. to 197s., Provincial B area 139s. to 190s.; shop manageresses—London 129s. to 180s., A 123s. 6d. to 174s. 6d., B 116s. to 167s.†
			Other workers (except transport workers)	Increases in statutory minimum remuneration of 8s. 6d. to 19s. a week, according to age and occupation, for men 21 years or over, of 8s. 6d. for youths and boys, of 6s. 6d. to 15s. for women 21 or over, and of 6s. 6d. for girls. Minimum rates after change: grade I clerks 23 years or over (previously the highest rate was payable at 24 years)—male workers, London area 150s. a week, Provincial A area 145s. 6d., Provincial B area 138s. 6d., female workers 112s. 6d., 107s. 6d., 100s.; grade I clerks under 23 years, grade II clerks, shop assistants, cashiers, central warehouse workers, stockhands or van salesmen—male workers, London 55s. at under 16 years, rising to 143s. 6d. at 22 or over, A 50s. to 139s., B 47s. to 132s., female workers, London 47s. to 107s. 6d., A 44s. to 103s., B 40s. to 95s.; all other workers (except transport workers)—male workers, London 54s. at under 16, rising to 134s. at 22 or over, A 49s. to 129s. 6d., B 46s. to 128s., female workers, London 47s. to 101s. 6d., A 44s. to 96s. 6d., B 40s. to 90s.†
			Transport workers	Increase in statutory minimum remuneration of 8s. 6d. a week. Minimum rates after change: drivers of mechanically propelled vehicles of 1 ton or less carrying capacity and drivers of one-horse drawn vehicles, London area 83s. a week at under 18 years, rising to 143s. 6d. at 21 or over, Provincial A area 80s. 6d. to 139s., Provincial B area 76s. to 132s.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 2 tons carrying capacity and drivers of two-horse drawn vehicles 148s., 143s. 6d., 137s., of over 2 and up to 5 tons 152s., 148s., 141s., of over 5 tons 156s. 6d., 152s., 145s. 6d.†
Petroleum Distribution	United Kingdom (198-199)	27 Feb.‡	Workpeople employed in the distribution, handling and storage of petroleum products, except those employed at refineries:— Men and youths .. Women and girls ..	Increases in minimum rates of 9s. to 12s. 6d. a week, according to occupation, for men, and of 4s. 6d. to 7s., according to age, for youths. Minimum rates after change include: drivers of vehicles of over 1,500 gallons carrying capacity, London 184s. 4d. a week, Provinces 179s. 7d. (regular drivers of vehicles of over 2,500 gallons to receive 4s. above these rates), of 1,500 gallons carrying capacity and under 178s. 6d., 173s. 9d.; certain skilled categories (coach builders, motor fitters, turners, electricians, installation mechanics, etc.) 203s. 3d., 198s. 6d.; labourers 160s. 3d., 155s. 6d.
				Increases in minimum rates of 1½d., 2d. or 2½d. an hour, according to occupation, for women, and of 1½d., 1½d. or 1½d., according to age, for girls. Minimum rates after change include: car repairers, London 3s. 1½d. an hour, Provinces 3s., package operatives 3s. 0½d., 2s. 11½d., labourers 2s. 10½d., 2s. 9½d.
Government Industrial Establishments	Great Britain ..	Beginning of pay week containing 5 Mar.‡	Skilled maintenance mechanics employed in Ministry of Supply establishments where "X" wages apply	Increase of 6s. 3d. a week in standard rates. Rates after change for timeworkers, London 179s. 10d. a week, Provinces 177s. 4d.
	London (206)	Beginning of pay week containing 1 Apr.	Non-skilled workers paid on miscellaneous "M" rates	Increases in minimum rates of 7s. a week for adult male workers, of 5s. 10d. for adult female workers, and of proportional amounts for juveniles. Minimum rates after change include: adult male workers 152s. a week, adult female workers 127s. 8d.
	Great Britain (majority of establishments outside the London area) (206)	do.	do.	Increases in minimum rates of 7s. or 10s. a week, according to district, for adult male workers, of 5s. 10d. or 8s. 4d. for adult female workers, and of proportional amounts for juveniles. Minimum rates after change include: adult male workers 145s. a week, adult female workers 121s. 8d.
National Government Service	Great Britain ..	First full pay week commencing on or after 24 Mar.‡	Non-industrial women cleaners employed in Government offices other than the Post Office	Increases of 13s., 12s. or 11s. a week, according to area, for full-time staff, and of 3½d., 3d. or 2½d. an hour for part-time staff. Rates after change: London—full-time 136s. a week of 48 hours, part-time 2s. 10d. an hour, intermediate offices 132s., 2s. 9d., Provincial offices 128s., 2s. 8d.
Local Authority Service	England and Wales (211)	16 Apr.	Building and civil engineering workers	Increase of 2½d. an hour, with proportional increases for apprentices and young male labourers. Rates after change include: craftsmen, London—inner zone (within a 12-mile radius of Charing Cross) and Liverpool special district 4s. 5d. an hour, London—outer zone (12-15 miles radius) 4s. 4½d., grade A districts 4s. 3½d., grade A1 4s. 3d., grade A2 4s. 2½d.; labourers, London—inner zone and Liverpool special district 3s. 10½d., outer zone 3s. 10d., grade A districts 3s. 9d., grade A1 3s. 8½d., grade A2 3s. 8d.
Local Government Service	England and Wales (214)	Pay day in week commencing 2 Apr.	Roadmen employed by County Councils	Increase of 11s. a week. Minimum basic rates after change: London area 162s. 3d. a week, Zone A areas 156s. 3d., Zone B areas 153s. 3d.¶

\* These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 208 of this GAZETTE.  
† These increases took effect under Orders issued under the Wages Councils Act. See page 160 of the April issue of this GAZETTE.  
‡ Students attending meat trade classes sponsored by the Education Authorities are entitled to a bonus of 2s. 6d. a week on obtaining a pass in first year course, 5s. in second year, and 7s. 6d. in third year. Holders of diplomas receive the minimum wage payable at age 22 on attaining age 21.  
§ These increases were awarded in April and had retrospective effect to the date shown.  
¶ These increases were authorised in April, and had retrospective effect to the date shown.  
‡ This increase applied to Authorities affiliated to the Constituent Regional Councils of the National Joint Council for County Council Roadmen. It did not apply to the County Councils of Breconshire, Cardiganshire, Carmarthenshire, Cheshire, Durham, Lancashire, Middlesex, Pembrokeshire, Radnorshire, Staffordshire, Warwickshire and the West Riding of Yorkshire, nor to workpeople within the scope of the Glamorganshire and Monmouthshire Regional Councils.

## Principal Changes in Rates of Wages Reported during April—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Hospitals and Allied Institutions	Great Britain (216-217)	Beginning of pay period in which 26 Mar. fell*	Semi-skilled engineering workers	Increase of 3d. an hour. Rates after change: grade I—London 3s. 9d. an hour, Provinces 3s. 7½d., grade II 3s. 10½d., 3s. 9½d., grade III 4s. 2d., 4s. 0½d.
Catering	Belfast and district	2 Apr.	Male charge-hands, assistants and apprentices employed by licensed vintners	Increases of 12s. 6d. a week for charge-hands, of 10s. for assistants after 5 years' service (including 3 years' apprenticeship), and of 5s. for apprentices. Rates after change: charge-hands 165s. to 185s. a week, according to staff, assistants—during 1st year after apprenticeship 125s., during 2nd year 137s. 6d., after 5 years (including 3 years' apprenticeship) 160s., apprentices—1st year 75s., 2nd year 85s., 3rd year 97s. 6d.

## PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING APRIL

Industry	District (see also Note at beginning of Table)	Date	Classes of Workpeople	Particulars of Change
Fish Curing	England and Scotland (various districts)	9 Jan.	Coopers and apprentices	Normal weekly working hours reduced from 46 to 44.†

\* These increases were authorised in April, and had retrospective effect to the date shown.

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

## Index of Rates of Wages

The index figure of rates of wages measures the 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 30th June, 1947, taken as 100. The industries and services covered by the index and the method of calculation were described on page 41 of the issue of this GAZETTE for February, 1948. The index is based on the recognised rates of wages fixed by collective agreements between organisations of employers and workpeople, arbitration awards or statutory 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 bill in 1946. The index does not reflect changes in earnings due to such factors as alterations in working hours, or in piece-work earnings due to variations in output or the introduction of new machinery, etc. As indicated on page 83 of the March issue of this GAZETTE, the index of actual weekly earnings in October, 1955, the latest available, was 181 for all workers combined as compared with 155 for rates of wages in those industries covered by the earnings enquiries (and 153 in all the principal industries and services).

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

In the first Table opposite are shown the separate index figures for men, women, juveniles and "all workers" for December in each of the years 1947 to 1954, inclusive, for March, June, September and December, 1955, and for each month of 1956 to date. The second Table shows the figure for "all workers" for each month since June, 1947.

All figures in the Tables are on the basis of 30th June, 1947 = 100, and relate to the end of the month.

Date	Men	Women	Juveniles	All Workers
1947, December ..	103	103	106	103
1948, December ..	107	109	110	107
1949, December ..	109	112	113	109
1950, December ..	113	116	118	114
1951, December ..	125	130	133	126
1952, December ..	132	138	143	134
1953, December ..	136	143	149	138
1954, December ..	142	148	156	144
1955, March ..	147	153	160	149
June ..	151	155	163	152
September ..	152	156	164	153
December ..	153	158	166	154
1956, January ..	154	160	169	156
February ..	156	160	171	158
March ..	160	164	175	162
April ..	162	165	178	163

## All Workers

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1947	—	—	—	—	100	100	101	101	102	103	103	103
1948	104	104	105	105	105	106	106	106	106	107	107	107
1949	108	108	108	108	108	109	109	109	109	109	109	109
1950	110	110	110	110	110	110	110	110	110	111	111	111
1951	115	116	117	118	118	119	120	120	122	122	126	126
1952	127	128	128	129	129	129	130	130	131	131	134	134
1953	134	135	135	135	135	135	136	136	137	137	137	138
1954	139	139	139	141	142	142	142	142	143	143	144	144
1955	146	147	149	152	152	152	153	153	153	153	154	154
1956	156	158	162	163	163	163	163	163	163	163	163	163

## Ministry of Labour and National Service— Factory Department

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## Industrial Disputes

## DISPUTES IN APRIL

The number of stoppages of work\* arising from industrial disputes in the United Kingdom, reported to the Department as beginning in April, was 237. In addition, 19 stoppages which began before April were still in progress at the beginning of the month. The approximate number of workers involved during April in these 256 stoppages, including workers thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes, is estimated at about 55,000. The aggregate number of working days lost during April at the establishments concerned was about 143,000.

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

Industry Group	Number of Stoppages in progress in Month			Number of Workers involved in all Stoppages in progress in Month	Aggregate Number of Working Days lost in all Stoppages in progress in Month
	Started before beginning of Month	Started in Month	Total		
Coal Mining ..	8	188	196	28,900	62,000
Engineering ..	2	7	9	2,000	16,000
Vehicles ..	—	6	6	12,200	29,000
Textiles ..	2	2	4	600	11,000
All remaining industries and services ..	7	34	41	11,700	25,000
Total, April, 1956 ..	19	237	256	55,400	143,000
Total, March, 1956 ..	19	268	287	54,400	384,000
Total, April, 1955 ..	27	215	242	67,800	198,000

Of the total of 143,000 days lost in April, 103,000 were lost by 45,800 workers involved in stoppages which began in that month. Of these workers, 44,000 were directly involved and 1,800 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes). The number of days lost in April also included 40,000 days lost by 9,600 workers through stoppages which had continued from the previous month.

## Duration of Stoppages

Of 234 stoppages of work owing to disputes which ended during April, 97, directly involving 14,000 workers, lasted not more than one day; 51, directly involving 4,900 workers, lasted two days; 33, directly involving 4,400 workers, lasted three days; 39, directly involving 13,100 workers, lasted four to six days; and 14, directly involving 3,700 workers, lasted over six days.

## Causes of Stoppages

Of the 237 disputes leading to stoppages of work which began in April, 35, directly involving 10,900 workers, arose out of demands for advances in wages, and 75, directly involving 6,400 workers, on other wage questions; 9, directly involving 1,500 workers, on questions as to working hours; 26, directly involving 3,400 workers, on questions respecting the employment of particular classes or persons; 83, directly involving 20,600 workers, on other

questions respecting working arrangements; and 7, directly involving 500 workers on questions of trade union principle. Two stoppages, directly involving 700 workers, were in support of workers involved in other disputes.

## DISPUTES IN THE FIRST FOUR MONTHS OF 1956 AND 1955

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 four months of 1956 and 1955:—

Industry Group	January to April, 1956			January to April, 1955		
	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress
Agriculture, Forestry, Fishing	—	—	—	—	—	—
Coal Mining ..	728	83,100	168,000	597	112,100	290,000
Other Mining and Quarrying ..	1	†	†	—	—	—
Treatment of Non-Metalliferous Mining Products ..	2	†	†	4	†	†
Chemicals and Allied Trades	3	700	3,000	4	1,000	1,000
Metal Manufacture ..	22	10,700	16,000	17	3,900	13,000
Shipbuilding and Ship Repairing	30	24,100	61,000	24	1,900	7,000
Engineering ..	38	28,900	50,000	24	6,600	35,000
Vehicles ..	20	34,100	45,000	24	21,200	33,000
Textiles ..	4	900	1,000	4	1,100	3,000
Leather, etc. ..	14	1,600	22,000	4	600	1,000
Clothing ..	1	100	†	2	100	†
Food, Drink and Tobacco ..	—	—	—	3	200	1,000
Manufactures of Wood and Cork	5	2,400	3,000	10	700	11,000
Paper and Printing	1	16,000	370,000	1	17,900	73,000
Other Manufacturing Industries	4	1,200	3,000	1	†	†
Building and Contracting ..	42	6,300	35,000	36	3,900	37,000
Gas, Electricity and Water ..	2	2,400	3,000	1	100	†
Transport, etc. ..	34	8,900	16,000	47	29,400	72,000
Distributive Trades ..	7	1,100	2,000	4	300	5,000
Other Services ..	3	400	1,000	3	900	4,000
Total ..	954†	222,900	799,000	811	202,000	587,000

The number of days lost in the period January to April, 1956, through stoppages which began in that period was 752,000, the number of workers involved in such stoppages being 221,900. In addition, 47,000 days were lost at the beginning of the year by 1,000 workers through stoppages which had begun towards the end of the previous year.

## PRINCIPAL DISPUTES DURING APRIL

Industry, Occupations and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	Indirectly	Began	Ended		
COAL MINING:— Colliery workers—Clydach Vale (Rhondda) Glam. (one colliery)	1,380	—	27 Mar.	6 Apr.	To support a claim for increased piecework rates	Work resumed unconditionally.
Colliery workers—Rhondda area (various collieries)	5,400	—	29 Mar.	6 Apr.	In sympathy with the workers involved in the above dispute	
ENGINEERING:— Workers employed in the manufacture of process plant and equipment—Crawley, Sussex (one firm)	720	—	6 Apr.	30 Apr.	Dismissal of two workers on redundancy grounds	Work resumed on the basis of a memorandum agreed between the employers and the trade unions.
VEHICLES:— Workers employed in the manufacture of motor vehicles—Coventry (one firm)	11,000	—	26 Apr.	11 May	To protest against the failure to introduce short-time working as an alternative to the laying-off of workers	Work resumed to permit negotiations.
TEXTILES:— Dyers, dryers, sprayers and production workers employed in the manufacture of household textiles—Brynmawr, Brecon (one firm)	270	—	10 Mar.	28 Apr.	Alleged delay in negotiating a revised bonus scheme for transferred workers, and other grievances	Work resumed pending negotiations.
Production workers employed in the manufacture of household textiles—Blaenavon, Mon. (one firm)	120	—	19 Mar.	28 Apr.	In sympathy with the workers involved in the above dispute	

\* 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 10 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.

† Less than 50 workers or 500 working days.

‡ Two stoppages of work in February involved workers in more than one industry group but each has been counted as only one stoppage in the total for all industries taken together.

## U.K. Index of Retail Prices

INDEX FOR 17th APRIL, 1956

ALL ITEMS (17th January, 1956 = 100) ... 103

At 17th April, 1956, the retail prices index was 103 (prices at 17th January, 1956 = 100), compared with 101 at 13th March. The rise in the index during the month was due mainly to increases in the prices of potatoes and other vegetables, and fruit, together with some increases in rents and rates, these being partly offset by reductions in the average prices of eggs and butter.

The index of retail prices measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of households in the United Kingdom, *i.e.*, by practically all wage earners and most small and medium salary earners. As with most indices of this kind it is based on the price movements of a large and representative selection of goods and services. The index is a measurement of price changes only and does not reflect changes in expenditure resulting from variations in the nature and quantities of goods purchased from time to time. Accordingly the price comparisons used in compiling the index figures relate in general to a fixed list of items in given quantities. In order to ensure that, so far as possible, the index figures reflect real changes in price levels, no account is taken of changes in the prices quoted which are attributable solely to variations in the quality of the items on sale.

The index is not calculated in terms of money but in percentage form, the average level of prices at the base date being represented by 100. Some goods and services are relatively much more important than others and the percentage changes in the price levels of the various items since the base date are combined by the use of "weights". The weights now in use have been computed from information provided by a large-scale household expenditure enquiry made in 1953-54, adjusted to correspond with the level of prices ruling in January, 1956.

### DETAILED FIGURES FOR 17th APRIL, 1956

(Prices at 17th January, 1956 = 100)

The following Table shows, for various groups and sub-groups, the indices at 17th April, 1956, on the basis 17th January, 1956 = 100, together with the relative weights which have been used in combining the group indices into a single "all items" index.

GROUP AND SUB-GROUP	INDEX FIGURE FOR 17th APRIL, 1956 (17th January, 1956 = 100)	WEIGHT
<b>I. Food:</b>		
Bread, flour, cereals, biscuits and cakes .. .. .	105	
Meat and bacon .. .. .	101	
Fish .. .. .	98	
Butter, margarine, lard and cooking fat .. .. .	90	
Milk, cheese and eggs .. .. .	98	
Tea, coffee, cocoa, soft drinks, etc. .. .. .	97	
Sugar, preserves and confectionery .. .. .	99	
Vegetables, fresh, dried and canned .. .. .	155	
Fruit, fresh, dried and canned .. .. .	118	
Other food .. .. .	100	
Total—Food .. .. .	106.0	350
II. Alcoholic drink .. .. .	100.0	71
III. Tobacco .. .. .	100.0	80
IV. Housing .. .. .	102.9	87
<b>V. Fuel and light:</b>		
Coal and coke .. .. .	100	
Other fuel and light .. .. .	100	
Total—Fuel and light .. .. .	100.1	55
<b>VI. Durable household goods:</b>		
Furniture, floor coverings and soft furnishings .. .. .	101	
Radio, television and other household appliances .. .. .	101	
Pottery, glassware and hardware .. .. .	101	
Total—Durable household goods .. .. .	101.0	66
<b>VII. Clothing and footwear:</b>		
Men's outer clothing .. .. .	101	
Men's underclothing .. .. .	101	
Women's outer clothing .. .. .	100	
Women's underclothing .. .. .	101	
Children's clothing .. .. .	101	
Other clothing, including hose, haberdashery, millinery and materials .. .. .	100	
Footwear .. .. .	101	
Total—Clothing and footwear .. .. .	100.5	106
<b>VIII. Transport and vehicles:</b>		
Motoring and cycling .. .. .	100	
Travel and other transport .. .. .	102	
Total—Transport and vehicles .. .. .	100.9	68
<b>IX. Miscellaneous goods:</b>		
Books, newspapers and periodicals .. .. .	103	
Medicines and toilet requisites, soap, other cleaning materials, matches, etc. .. .. .	100	
Other goods including stationery, travel and leather goods, sports goods, toys, photographic and optical goods .. .. .	103	
Total—Miscellaneous goods .. .. .	101.5	59

<b>X. Services:</b>		
Postage and telephones .. .. .	100	
Entertainment .. .. .	100	
Other services .. .. .	104	
Total—Services .. .. .	101.8	58
<b>ALL ITEMS .. .. .</b>	<b>102.7</b>	<b>1,000</b>

The "all items" index figure at 17th April was therefore 102.7, taken as 103.

### PRINCIPAL CHANGES DURING MONTH

**Food**  
Between 13th March and 17th April there were increases in the average prices of potatoes, tomatoes, cabbage, fresh fruit and home-killed mutton and lamb. These increases were partly offset by reductions in the average prices of eggs and butter. For the food group as a whole the average level of prices rose by about 3 per cent. and the index figure, expressed to the nearest whole number, was 106 at 17th April, compared with 103 at 13th March.

**Housing**  
As a result of changes in rateable values and in local rates and water charges, there was some increase between 13th March and 17th April in the average amount of rates payable on dwellings in England and Wales. There were also increases in the net rents of local authority dwellings in some areas and in the costs of repairs and maintenance of dwellings. The effect of these increases was to raise the average level of housing costs by about 2 per cent., and the group index figure, expressed to the nearest whole number, was 103 at 17th April, compared with 101 at 13th March.

**Durable Household Goods**  
The average prices of some articles of furniture and hardware and many appliances rose slightly during the period under review. There were also increases in the average prices of floor coverings. For the durable household goods group as a whole, the average level of prices rose by rather more than one-half of 1 per cent. and the group index figure, expressed to the nearest whole number, was 101 at 17th April, compared with 100 at 13th March.

**Transport and Vehicles**  
Road passenger transport fares were increased in a number of areas between 13th March and 17th April. The effect of these increases was to raise the average level of prices and charges for the group as a whole by about one-half of 1 per cent., and the group index figure, expressed to the nearest whole number, was 101 at 17th April, compared with 100 at 13th March.

**Miscellaneous Goods**  
Between 13th March and 17th April there were increases in the prices of some travel and sports goods and in the average cost of developing and printing films. The effect of these increases was to raise the average level of prices and charges for the group as a whole by nearly one-half of 1 per cent., but the group index figure, expressed to the nearest whole number, remained unchanged at 101.

**Services**  
During the period under review there were small increases in the average charges for hairdressing, laundering, dry cleaning and shoe repairing. For the services group, taken as a whole, the average level of prices rose by nearly one-half of 1 per cent., and the group index figure, expressed to the nearest whole number, was 102 at 17th April, compared with 101 at 13th March.

**Other Groups**  
In the four remaining groups there was little change in the general level of prices during the month under review, and the index figure for each group, expressed to the nearest whole number, was 100.

### SUPPLEMENTARY CALCULATION ON BASIS JUNE, 1947 = 100

Up to 17th January, 1956, the Interim Index of Retail Prices was in use and was published as an index figure with prices at 17th June, 1947, taken as 100. The Index of Retail Prices now in use is calculated as an index figure with prices at 17th January, 1956, taken as 100. The "all items" index numbers in the two series can be linked together in order to permit of a continuous series of figures showing the average change in the level of prices compared with that at 17th June, 1947. Thus, at 17th April, 1956, the "all items" figure in the new series, with prices at 17th January, 1956, taken as 100, was 102.7. This figure has then to be linked to the index figure for 17th January, 1956, in the old series, in order to produce an "all items" figure for 17th April, 1956, comparable with all the indices published for dates up to and including January, 1956, *i.e.*, on the basis 17th June, 1947, taken as 100. The calculation is as follows:—

All items index at 17th January, 1956 (17th June, 1947 = 100) .. .. .	153.4
All items index at 17th April, 1956 (17th January, 1956 = 100) .. .. .	102.7
All items index at 17th April, 1956 (17th June, 1947 = 100) .. .. .	153.4 × $\frac{102.7}{100}$

This calculation yields a figure slightly over 157.5 and accordingly the index figure on this basis is taken as 158. The corresponding figure for 13th March was 155.4, taken as 155.

### RETAIL PRICES OVERSEAS

The monthly summary of the latest information received is given on page 206.

## MISCELLANEOUS STATISTICS

Contents of this Section

	Page		Page
Fatal Industrial Accidents .. .. .	205	Industrial Rehabilitation .. .. .	206
Industrial Diseases .. .. .	205	Reinstatement in Civil Employment .. .. .	206
Accidents in Coal Mining .. .. .	205	Shipbuilding in First Quarter of 1956 .. .. .	206
Vocational and Disabled Training .. .. .	205	Retail Prices Overseas .. .. .	206

### Fatal Industrial Accidents

The number of workpeople (other than seamen) in the United Kingdom whose deaths from accidents in the course of their employment were reported in April was 91, compared with 120 in the previous month and 113 (revised figure) in April, 1955. In the case of seamen employed in ships registered in the United Kingdom, 5 fatal accidents were reported in April, compared with 18 in the previous month and 16 in April, 1955. Detailed figures for separate industries are given below for April, 1956.

Mines and Quarries*	WORKS AND PLACES UNDER SS. 105, 107, 108, FACTORIES ACT, 1937
Underground .. .. .	17
Surface .. .. .	3
Quarries .. .. .	1
Metalliferous Mines .. .. .	—
<b>TOTAL, MINES &amp; QUARRIES</b> .. .. .	<b>21</b>
<b>Factories</b>	
Clay, Stone, Cement, Pottery and Glass .. .. .	2
Chemicals, Oils, Soap, etc. .. .. .	—
Metal Extracting and Refining .. .. .	3
Metal Conversion and Founding (including Rolling Mills and Tube Making) .. .. .	7
Engineering, Locomotive Building, Boilermaking, etc. .. .. .	5
Railway and Tramway Carriages, Motor and Other Vehicles and Aircraft Manufacture .. .. .	3
Shipbuilding .. .. .	3
Other Metal Trades .. .. .	1
Cotton .. .. .	1
Wool, Worsted, Shoddy .. .. .	—
Other Textile Manufacture .. .. .	1
Textile Printing, Bleaching and Dyeing .. .. .	—
Tanning, Currying, etc. .. .. .	—
Food and Drink .. .. .	—
General Woodwork and Furniture .. .. .	1
Paper, Printing, etc. .. .. .	1
Rubber Trades .. .. .	—
Gas Works .. .. .	1
Electrical Stations .. .. .	3
Other Industries .. .. .	1
<b>Docks, Wharves, Quays and Ships .. .. .</b>	<b>6</b>
<b>Building Operations .. .. .</b>	<b>19</b>
<b>Works of Engineering Construction .. .. .</b>	<b>3</b>
<b>Warehouses .. .. .</b>	<b>1</b>
<b>TOTAL, FACTORIES ACT .. .. .</b>	<b>59</b>
<b>Railway Service</b>	
Brakemen, Goods Guards .. .. .	—
Engine Drivers, Motor-men .. .. .	1
Firemen .. .. .	1
Labourers .. .. .	—
Mechanics .. .. .	—
Permanent Way Men .. .. .	5
Porters .. .. .	—
Shunters .. .. .	1
Other Grades .. .. .	4
Contractors' Servants .. .. .	—
<b>TOTAL, RAILWAY SERVICE</b> .. .. .	<b>11</b>
<b>Total (excluding Seamen)</b> .. .. .	<b>91</b>
<b>Seamen</b>	
Trading Vessels .. .. .	4
Fishing Vessels .. .. .	1
<b>TOTAL, SEAMEN .. .. .</b>	<b>5</b>
<b>Total (including Seamen)</b> .. .. .	<b>96</b>

### Accidents in Coal Mining

A statement issued by the Ministry of Fuel and Power shows that the number of persons killed during the 13 weeks ended 31st March, 1956, as a result of accidents occurring in that period at mines as defined by the Coal Mines Act, 1911, in Great Britain was 96, compared with 105 in the 13 weeks ended 31st December, 1955, and 104 in the 13 weeks ended 2nd April, 1955. The corresponding numbers of persons seriously injured at such mines were 448, 526 and 503. For the purpose of these statistics, serious injuries are injuries which, because of their nature or severity, are, under the terms of Section 80 of the Coal Mines Act, 1911, required to be reported to H.M. Divisional Inspectors of Mines at the time of their occurrence.

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

Nature of Accident	Number of Persons Killed during 13 weeks ended			Number of Persons Seriously Injured during 13 weeks ended		
	31st March, 1956	31st Dec., 1955	2nd April, 1955	31st March, 1956	31st Dec., 1955	2nd April, 1955
<b>Underground:</b>						
Explosions of fire-damp or coal dust .. .. .	—	—	—	—	10	12
Falls of ground .. .. .	49	45	50	152	184	184
Haulage .. .. .	21	30	25	125	114	120
Miscellaneous (including shaft accidents) .. .. .	10	19	14	127	168	133
<b>Total .. .. .</b>	<b>80</b>	<b>94</b>	<b>89</b>	<b>404</b>	<b>476</b>	<b>449</b>
<b>Surface:</b>						
All causes .. .. .	16	11	15	44	50	54
<b>Total, underground and surface .. .. .</b>	<b>96</b>	<b>105</b>	<b>104</b>	<b>448</b>	<b>526</b>	<b>503</b>

### Vocational and Disabled Training

The statistics of the Vocational and Disabled Training Schemes given below relate to the thirteen weeks ended 12th March, 1956. The number of applicants admitted to training during the period was 1,961, and 3,773 persons were in training at the end of the period. The latter figure included 3,236 males and 537 females; of the total, 2,348 were disabled persons. During the period 1,307 trainees were placed in employment. An analysis of these figures is given in the Table below.

	Males	Females	Total
<b>Applicants admitted to training during period:</b>			
Able-bodied .. .. .	711	35	746
Disabled .. .. .	965	250	1,215
<b>Total .. .. .</b>	<b>1,676</b>	<b>285</b>	<b>1,961</b>
<b>Number of Persons in Training at end of period at:</b>			
Government Training Centres—			
Able-bodied .. .. .	1,278	39	1,317
Disabled .. .. .	1,110	61	1,171
Technical and Commercial Colleges—			
Able-bodied .. .. .	63	35	98
Disabled .. .. .	331	288	619
Employers' Establishments—			
Able-bodied .. .. .	10	—	10
Disabled .. .. .	47	11	58
Residential (Disabled) Centres and Voluntary Organisations .. .. .	397	103	500
<b>Total .. .. .</b>	<b>3,236</b>	<b>537</b>	<b>3,773</b>
<b>Trainees placed in Employment during period:</b>			
Able-bodied .. .. .	459	19	478
Disabled .. .. .	633	196	829
<b>Total .. .. .</b>	<b>1,092</b>	<b>215</b>	<b>1,307</b>

From the beginning of the Vocational Training Scheme on 2nd July, 1945, up to 12th March, 1956, the number of trainees placed in employment was 125,402, of whom 111,615 were males and 13,787 were females.

\* For mines and quarries, weekly returns are obtained and the figures cover the 4 weeks ended 28th April, 1956.

† Deaths comprise all fatal cases reported during the month; they have also been included (as cases) in the same or previous returns.

## Industrial Rehabilitation

The statistics below show the numbers of men and women admitted to courses at the Industrial Rehabilitation Units operated by the Ministry of Labour and National Service during the four weeks ended 4th April, 1956, the numbers in attendance at the end of, and the numbers who completed courses during, the period.

	Men	Women	Total
Persons admitted to courses during period	558	82	640
Persons in attendance at courses at end of period	1,205	188	1,393
Persons who completed courses during period	510	64	574

From the starting of these Units by the Ministry of Labour and National Service up to 4th April, 1956, the total number of persons admitted to industrial rehabilitation courses was 70,335.

## Reinstatement in Civil Employment

Information about the Acts relating to reinstatement in civil employment, viz., the Reinstatement in Civil Employment Act, 1944, the National Service Act, 1948, the Reinstatement in Civil Employment Act, 1950, and the Reserve and Auxiliary Forces (Training) Act, 1951, was given in the issue of this GAZETTE for May, 1951 (page 215).

The following Table analyses the determinations given by Reinstatement Committees (a) during the quarter ended 31st March, 1956, and (b) during the whole period from 1st August, 1944.

	March Quarter, 1956	Total cases dealt with
Orders requiring employment to be made available to applicants	2	1,725
Orders requiring payment of compensation for loss by reason of default	7	927
Orders for both reinstatement and compensation	3	2,144
Total of orders made	12	4,796
No orders made against the employers concerned	8	4,649
Total of cases determined	20	9,445

Of the total of 9,445 cases determined since 1st August, 1944, 8,630 were dealt with under the Reinstatement in Civil Employment Act, 1944, 789 under the National Service Act, 1948, 23 under the Reinstatement in Civil Employment Act, 1950, and three under the Reserve and Auxiliary Forces (Training) Act, 1951. The 20 cases determined during the March quarter, 1956, were dealt with under the National Service Act, 1948.

Appeals against two determinations of Reinstatement Committees were decided by the Umpire during the quarter, and, of these determinations, one was confirmed and one varied by him.

No reinstatement cases were determined during the quarter by Reinstatement Committees or the Umpire either in Northern Ireland or the Isle of Man.

Other work of the Reinstatement Committees related to the statutory provisions of section 51 of the National Service Act, 1948, prohibiting dismissal of employees by reason of liability for part-time service under the Act. During the quarter one application for compensation under this section of the Act was determined by a Reinstatement Committee, no order for compensation being made. No appeal against that decision was received by the Umpire during the quarter.

## Shipbuilding in First Quarter of 1956

According to Lloyd's Register Shipbuilding Returns for the quarter ended 31st March, 1956, the number of merchant steamers and motorships under construction in Great Britain and Northern Ireland at the end of March was 355, with a gross tonnage of 2,260,949 tons, compared with 361 vessels of 2,226,190 tons gross at the end of December, 1955, an increase of 34,759 tons.

The tonnage of vessels intended for registration abroad or for sale was 728,541 at the end of March. This figure, which was 29,058 tons less than at the end of December, 1955, represented 32.2 per cent. of the total tonnage being built in this country and included 229,590 tons for Norway and 141,057 tons for Liberia. The tonnage at the end of December intended for registration abroad included 46,675 tons on which construction commenced during the quarter.

The total tonnage of steamers and motorships under construction in the world at the end of March amounted to 7,009,179 tons gross, of which 32.3 per cent. was being built in Great Britain and

Northern Ireland. The tonnage under construction abroad at the end of March was 4,748,230, an increase of 361,779 tons compared with the previous quarter. Steam and motor oil tankers under construction in the world amounted to 2,668,744 tons or 38.1 per cent. of the total tonnage under construction; this was the lowest oil tanker percentage of the total tonnage under construction in the world since June, 1949. The total tonnage of oil tankers being built in Great Britain and Northern Ireland was 945,264, representing 41.8 per cent. of the total tonnage under construction in this country. The world figures and those for construction abroad are exclusive of the Union of Soviet Socialist Republics, Poland, and China, for which countries no figures were available.

The numbers of propelled vessels begun in Great Britain and Northern Ireland during the first quarter of 1956 were 18 steamers, of 174,724 tons, and 48 motorships, of 171,401 tons, a total of 66 vessels, of 346,125 tons gross. The numbers launched during the same period were 16 steamers, of 164,318 tons, and 50 motorships, of 132,500 tons, a total of 66 vessels, of 296,818 tons gross. The numbers completed during the period were 19 steamers, of 152,566 tons, and 53 motorships, of 165,117 tons, a total of 72 vessels, of 317,683 tons gross.

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

## 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	Base of Index* and Month for which Index Figure is given	Index Figure	Rise(+) or Fall(-) of Index Figure (in Index Points) compared with	
			Month before	Year before
<b>European Countries</b>				
Belgium	1953 = 100 Feb., 1956	102	Nil	+ 2
All Items*		103	Nil	+ 2
Food				
Denmark	1935 = 100 Apr., 1956	241	+ 2†	+ 12
All Items				
France (Paris)	1949 = 100 Mar., 1956	148.1	+ 0.2	+ 3.2
All Items				
Food		139.6	Nil	+ 3.5
Germany (Federal Republic)	1950 = 100 Mar., 1956	113	+ 1	+ 4
All Items		121	+ 3	+ 6
Food				
Italy (Large towns)	1938 = 100 Feb., 1956	62.33	+ 1.23‡	+ 3.66
All Items				
Food		73.47	+ 1.91	+ 4.11
Netherlands	1951 = 100 Mar., 1956	107	+ 1	Nil
All Items		114	+ 3	+ 3
Food				
Norway	1949 = 100 Jan., 1956	143	Nil	Nil
All Items		158	- 2	- 4
Food				
Portugal (Lisbon)	July, 1948-June, 1949 = 100 Feb., 1956	105.5	+ 1.6	+ 4.8
All Items		107.5	+ 3.0	+ 7.2
Food				
Spain (Large towns)	July, 1936 = 100 Dec., 1955	619.5	+ 1.7	+ 25.0
All Items		788.9	+ 2.7	+ 39.7
Food				
Sweden	1949 = 100 Feb., 1956	137	Nil	+ 8
All Items		152	+ 1	+ 15
Food				
Switzerland	Aug., 1939 = 100 Feb., 1956	173.0	+ 0.4	+ 1.2
All Items		189.7	+ 0.3	+ 0.7
Food				
<b>Other Countries</b>				
Australia (6 capital cities)	1952-53 = 100 Dec., 1955	107.0	+ 1.3†	+ 3.8
All Items		109.0	+ 0.8†	+ 5.3
Food				
Canada	1949 = 100 Mar., 1956	116.4	Nil	+ 0.4
All Items		109.1	- 0.8	- 1.6
Food				
Ceylon (Colombo)	1952 = 100 Feb., 1956	99.8	- 1.7	- 0.7
All Items		103.80	- 2.66	- 1.70
Food				
India*	1949 = 100 Feb., 1956	97	Nil	+ 2
All Items		95	Nil	+ 3
Food				
Japan	1951 = 100 Jan., 1956	116.5	+ 0.8	- 2.2
All Items		111.8	+ 1.0	- 4.9
Food				
Rhodesia, Northern	Aug., 1939 = 100 Jan., 1956	193	+ 2	+ 6
All Items		249	+ 1	+ 6
Food				
Rhodesia, Southern	Oct., 1949 = 100 Jan., 1956	133	+ 1	+ 5
All Items		155	+ 2	+ 9
Food				
South Africa, Union (9 urban areas)	1938 = 100 Dec., 1955	203.4	- 0.2	+ 3.8
All Items		234.5	- 0.6	+ 3.7
Food				
United States	1947.49 = 100 Feb., 1956	114.6	Nil	+ 0.3
All Items		108.8	- 0.4	- 2.0
Food				

\* 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, except in the case of Belgium (food, clothing, fuel and light, services, and household, etc., items). The index for India is an All-India average of the indices for a number of areas.

† The index is quarterly and comparison is with the previous quarter.

‡ Revised figure for January, 1956, was 61.10.

§ Figures for the two latest months are provisional.

## ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

### Contents of this Section

	Page		Page
Arbitration Awards:		Notices and Orders	
Industrial Disputes and National Arbitration Tribunals	207	Wages Councils Acts	208
Industrial Disputes Tribunal	207	Catering Wages Act	208
Civil Service Arbitration Tribunal	207	Decisions of National Insurance Commissioner	209
Industrial Court	207	Legal Cases Affecting Labour	211
Single Arbitrators, etc.	208		

## Industrial Disputes Order, 1951, and Conditions of Employment and National Arbitration (Northern Ireland) Orders, 1940 to 1945

### Industrial Disputes Tribunal Awards

During April the Industrial Disputes Tribunal issued fourteen awards, Nos. 820 to 833.\* Five of the awards are summarised below; the others related to individual employers.

**Award No. 824 (10th April).**—Parties: Employers represented by the Employers' Side of the National Joint Industrial Council for the Sports Goods Manufacturing Industry, and members of trade unions represented on the Trade Union Side of the Council in their employment. Claim: For an increase of 6d. an hour on current wage rates. Award: The Tribunal awarded that the basic rates of the workers concerned should be increased by 3d. an hour for male workers and 2½d. an hour for female workers.

**Award No. 826 (17th April).**—Parties: Members of the British Herring Trade Association Limited, and members of the Transport and General Workers' Union in their employment. Claim: For an increase in wage rates, a reduction in the working week, an increase in the number of paid local or statutory holidays and an increase in the subsistence allowance. Award: The Tribunal awarded that the working week should be 44 hours, that the basic rate should be 3s. 10d. an hour and that overtime rates should be adjusted proportionately, and that six local or statutory holidays should be paid for. The Tribunal found that the claim for an increase in subsistence allowance had not been established.

**Award No. 827 (23rd April).**—Parties: Members of associations affiliated to the Federation of Master Cotton Spinners' Associations Limited, members of associations affiliated to the Cotton Spinners' and Manufacturers' Association and members of the Condenser and Allied Spinners' and Manufacturers' Association, and members of trade unions affiliated to the Amalgamated Association of Operative Cotton Spinners and Twiners, members of trade unions affiliated to the National Association of Card, Blowing and Ring Room Operatives and members of trade unions affiliated to the Northern Counties Textile Trades Federation in the employment of the above employers. Claim: For an increase of 10 per cent. in the current wages of all textile operatives. Award: The Tribunal awarded that the current wages of the workers concerned should be increased by 5 per cent.

**Award No. 829 (25th April).**—Parties: Employers represented by the Employers' Side of the National Joint Council for the Building Brick and Allied Industries, and members of the trade unions represented on the Trade Union Side of the Council in their employment. Claim: For a substantial increase in the minimum wage rate with proportionate increases for females and juveniles. Award: The Tribunal awarded that the minimum rate of wages for adult male workers should be increased by 2½d. an hour, with proportionate increases for juvenile male workers and for female workers.

**Award No. 830 (26th April).**—Parties: Employers represented by the Employers' Side of the National Joint Industrial Council for the Home Grown Timber Trade, and members of the trade unions represented on the Trade Union Side of the Council in their employment. Claim: For an increase of 4d. an hour for adult male workers with proportionate increases for females and juveniles. Award: The Tribunal awarded that the minimum rates of wages of the workers concerned should be increased by 3d. an hour for skilled sawyers and by 2½d. an hour for other adult male workers, with proportionate increases for female and juvenile workers.

### National Arbitration Tribunal (Northern Ireland) Awards

During April no awards were issued by the National Arbitration Tribunal (Northern Ireland).

### Civil Service Arbitration Tribunal

During April the Civil Service Arbitration Tribunal issued two awards, Nos. 310 and 311\*, which are summarised below.

**Award No. 310 (5th April).**—Parties: The Institution of Professional Civil Servants and the Ministry of Transport and Civil Aviation. Claim: For an allowance for Telecommunications Technical Officers, Grade I, of the Ministry of Transport and Civil Aviation engaged on flying duties as Navigational Aid Inspectors with retrospective effect. Award: The Tribunal awarded that Telecommunications Technical Officers, Grade I, employed in the Ministry of Transport and Civil Aviation, engaged on flying duties with the Civil Aviation Flying Unit as Navigational Aid Inspectors,

shall be paid an allowance of £200 a year in addition to normal salary, with effect from 1st January, 1955.

**Award No. 311 (10th April).**—Parties: The Post Office Engineering Union and the Post Office. Claim: The Tribunal was asked to determine whether the system of payment of the grade of Technical Officer shall be by annual salary or weekly wage (matter arising out of (d) of Award No. 282, see the issue of this GAZETTE for July, 1955, page 266). Award: The Tribunal awarded that the system of payment of the grade of Technical Officer shall be by annual salary.

## Industrial Courts Act, 1919, and Conciliation Act, 1896

### Industrial Court Awards

During April the Industrial Court issued six awards, Nos. 2602 to 2607. Five of the awards are summarised below; the other award did not relate to a substantial part of an industry.

**Award No. 2602 (3rd April).**—Parties: Staff Side and Management Side of the Administrative and Clerical Staffs Council of the Whitley Councils for the Health Services (Great Britain). Claim: For an increase in salary scales for the general grades covered by the Administrative and Clerical Staffs Council. Award: The Court awarded that the salary scales of the Grades E, F and G of the General Grades covered by the Administrative and Clerical Staffs Council of the National Health Service which were in operation on 1st February, 1956, shall be increased by 6 per cent. at all points of the scales. Effect to be given to the award as from 1st February, 1956. The Court awarded against the claim presented on behalf of transferred and "protected" officers.

**Award No. 2603 (3rd April).**—Parties: Staff Side and Management Side of the Administrative and Clerical Staffs Council of the Whitley Councils for the Health Services (Great Britain). Claim: For increase in the salary scales for grades of Designated Officers covered by the Administrative and Clerical Staffs Council other than the General Grades. Award: The Court awarded that the salary scales of all grades covered by the Administrative and Clerical Staffs Council of the National Health Service other than the General Grades, that is, all Designated and Special Grades to whom the present submission relates, shall be increased by 6 per cent. at all points of the scales which were in operation on 1st February, 1956. Effect to be given to the award as from 1st February, 1956. For the removal of doubt the award applied to the salary scales of the grade of Assistant Home Warden employed in the National Health Service determined by Award No. 2600 (see last month's issue of this GAZETTE, page 159). In the case of resident staff who are subject to a national charge for residence, application of the increases here awarded shall be postponed until a revised national charge for residence shall have been determined by the Whitley Council. The increases in salary and revised charge for residence shall then apply with effect from 1st February, 1956. The Court awarded against the claim presented on behalf of transferred and "protected" officers.

**Award No. 2604 (3rd April).**—Parties: Employees' Side and Employers' Side of the Catering National Sectional Panel of the National Joint Council for Civil Air Transport. Claim: For the extension of clause 7 of the Agreement dated 23rd January, 1955, to include provision for the payment of shift premium at the rate of time-and-one-sixth for staff required to work morning and afternoon shifts. Award: The Court found against the claim and awarded accordingly.

**Award No. 2606 (26th April).**—Parties: Staff Side and Management Side of Committee B of the Medical Council of the Whitley Councils for the Health Services (Great Britain). Claim: For an increase in the present salary scale of the existing Senior Hospital Medical Officer grade for medical staff employed in the National Health Service. Award: The Court found and so awarded that as from the date of the award the salary scales applicable to Senior Hospital Medical Officers shall be increased by £75 per annum at all points. The award was without prejudice to any negotiations current or pending between the parties thereto as to the general salary structure for the medical section of hospital staff and the point in the salary scales at which Senior Hospital Medical Officers should be placed.

**Award No. 2607 (26th April).**—Parties: Operatives' Side and Employers' Side of the National Joint Industrial Council for the Pottery Industry. Claim: For amendment of wages structure. Award: The Court awarded that as from the date of the award the cost-of-living figure of 4d. an hour for adult males shown in Schedule 16 of the current Wages Structure dated 28th March, 1955, shall be increased by 1½d. an hour and that there shall be proportionate increases for adult females and juveniles. As regards the other items contained in the claim, on the evidence presented the Court considered that the case had not been established and awarded accordingly.

\* See footnote \* in second column on page 211.

### Single Arbitrators and *ad hoc* Boards of Arbitration

During April two awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. The awards are summarised below:—

(1) *Parties*: The Bristol Channel Employers' Sealing and Painting Association, and the Transport and General Workers' Union. *Claim*: To determine a dispute arising out of proposals submitted by the employers for a revision of overtime rates and differentials. *Award*: The Arbitrator awarded that (i) the existing rates including differentials should remain unchanged and (ii) overtime rates for the periods 5 a.m. to 7 a.m., 5 p.m. to 7 p.m., 5 p.m. to 9 p.m., should be paid on the calculated hourly basis of existing day rate payable for the work in hand at time-and-three-quarter rate.

(2) *Parties*: Remploy Limited and Group Controllers in their employ. *Claim*: To determine a difference regarding the salary paid to the Homework Group Controller. *Award*: The Arbitrator awarded that the initial salary shall be £1,000 per annum with three annual increments of £50 after three years in post. The salary of the present Homework Group Controller to be appropriately adjusted on the basis of her service as Group Controller; award to be effective as from 1st January, 1956.

In addition, two independent Chairmen were appointed under the Conciliation Act, 1896, to preside at meetings to consider the following differences:—

(1) A Conciliation Committee was set up under the Constitution and Rules of Procedure of the National Joint Council for Civil Air Transport to settle a difference between the two sides of the Supervisory Engineering and Technical National Sectional Panel arising from the proposal of British European Airways to undertake maintenance checks of Viscount and Ambassador aircraft at certain outstations. The Committee failed to reach an agreement but the Chairman issued a statement to facilitate further discussions to be held on the National Sectional Panel.

(2) A special meeting of the Oil Companies' Conciliation Committee was called to consider an application submitted by the Transport and General Workers' Union for an increase in wage rates for workers covered by the Conciliation Committee agreement. The Chairman, in exercise of his authority, awarded the following wage increases to take effect as from 27th February, 1956:—9s. a week to Categories in Wage Groups 1 to 4 inclusive, 10s. a week to Categories in Wage Groups 5 to 7 inclusive, 10s. a week to Drivers, 11s. a week to Categories in Wage Groups 8 to 9.

## Wages Councils Acts, 1945-1948

### Notices of Proposals

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

*Sugar Confectionery and Food Preserving Wages Council (Great Britain)*.—Proposal F. (64), dated 9th April, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

*Baking Wages Council (Scotland)*.—Proposal BKS (34), dated 3rd April, for fixing revised minimum remuneration for male and female workers.

*Coffin Furniture and Cerement-making Wages Council (Great Britain)*.—Proposal U. (61), dated 13th April, for fixing revised general minimum time rates and piecework basis time rates for male and female workers employed in the Coffin Furniture section of the trade and for female workers in the Cerement-making section.

*Stamped or Pressed Metal-Wares Wages Council (Great Britain)*.—Proposal Q. (83), dated 24th April, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

*Button Manufacturing Wages Council (Great Britain)*.—Proposal V. (54), dated 24th April, for fixing revised general minimum time rates and piecework basis time rates for male and female workers (other than female homeworkers).

Further information concerning any of the above proposals may be obtained from the Secretary of the Council in question, at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

### Wages Regulation Orders

During April the Minister of Labour and National Service made the following Wages Regulation Orders\* giving effect to the proposals submitted to him by the Wages Councils concerned:—

*The Rope, Twine and Net Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1956*: S.I. 1956 No. 504 (R. (118)), dated 3rd April and effective from 18th April. This Order prescribes revised general minimum time rates, general minimum piece rates and piecework basis time rates for male and female workers.—See page 196.

*The Hollow-ware Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1956*: S.I. 1956 No. 518 (H. (68)), dated 4th April and effective from 20th April. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers.—See page 195.

*The Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation Order, 1956*: S.I. 1956 No. 554 (H.U. (18)), dated 12th April and effective from 7th May. This Order prescribes revised statutory minimum remuneration and sets out the holidays to be allowed and the holiday remuneration payable.

\* See footnote \* in second column on page 211.

*The Aerated Waters Wages Council (England and Wales) Wages Regulation (Amendment) Order, 1956*: S.I. 1956 No. 562 (A. (55)), dated 16th April and effective from 30th April. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers.—See page 197.

*The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Great Britain) Wages Regulation Order, 1956*: S.I. 1956 No. 573 (H.L. (48)), dated 18th April and effective from 4th May. This Order prescribes revised general minimum time rates for male and female workers and piecework basis time rates for female workers.

*The Retail Newsagency, Tobacco and Confectionery Trades Wages Council (England and Wales) Wages Regulation Order, 1956*: S.I. 1956 No. 627 (R.N.T. (20)), dated 24th April and effective from 14th May. This Order prescribes revised statutory minimum remuneration for male and female workers and amends the provisions relating to holidays and holiday remuneration.

*The Flax and Hemp Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1956*: S.I. 1956 No. 635 (F.H. (82)), dated 25th April and effective from 1st June. This Order sets out the holidays to be allowed to workers and includes revised provisions for payment of holiday remuneration.

*The Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation Order, 1956*: S.I. 1956 No. 636 (R.B.S. (47)), dated 25th April and effective from 11th May. This Order prescribes revised general minimum time rates, piece rates and piecework basis time rates for male and female workers.

## Wages Councils Act (Northern Ireland), 1945

### Notices of Proposals

During April notices of intention to submit wages regulation proposals to the Ministry of Labour and National Insurance were issued by the following Wages Councils:—

*Retail Bespoke Tailoring Wages Council (Northern Ireland)*.—Proposal N.I.T.R.B. (N.75), dated 6th April, for fixing revised statutory minimum remuneration for male and female workers in the trade.

*Laundry Wages Council (Northern Ireland)*.—Proposal N.I.L. (N.51), dated 20th April, for fixing revised statutory minimum remuneration for male and female workers in the trade.

*Laundry Wages Council (Northern Ireland)*.—Proposal N.I.L. (N.52), dated 20th April, for fixing revised provisions for the allowance of holidays and payment of holiday remuneration.

Further information concerning any of the above proposals may be obtained from the Secretary of the Council concerned, at Tyrone House, Ormeau Avenue, Belfast.

### Wages Regulation Orders

During April the Ministry of Labour and National Insurance made the following Wages Regulation Orders\* giving effect to the proposals made by the Wages Councils concerned:—

*The Baking Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 2) Order, 1956* (N.I.Bk. (N.211)), dated 3rd April and effective on and from 12th April. This Order prescribes revised statutory minimum remuneration for certain male and female workers employed in the County of the City of Belfast and in districts situated within a radius of 15 statute miles therefrom.—See page 197.

*The Baking Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 3) Order, 1956* (N.I.Bk. (N.212)), dated 3rd April and effective on and from 12th April. This Order prescribes revised statutory minimum remuneration for certain male and female workers employed in the County of the City of Londonderry.—See page 197.

*The Baking Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 4) Order, 1956* (N.I.Bk. (N.213)), dated 3rd April and effective on and from 12th April. This Order prescribes revised statutory minimum remuneration for certain male and female workers employed in areas other than the County of the City of Belfast and districts situated within a radius of 15 statute miles therefrom and the County of the City of Londonderry.—See page 197.

*The General Waste Materials Reclamation Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1956* (N.I.W.R. (N.55)), dated 3rd April and effective on and from 12th April. This Order prescribes revised statutory minimum remuneration for male workers in the trade.—See page 201.

## Catering Wages Act, 1943

### Notices of Proposals

During April notices of intention to submit wages regulation proposals to the Minister of Labour and National Service were issued by the following Wages Boards:—

*Uncensored Place of Refreshment Wages Board*.—Proposal U.P.R. (19), dated 4th April, for fixing revised minimum remuneration for male and female workers and for re-defining the areas which govern the rates.

*Industrial and Staff Canteen Undertakings Wages Board*.—Proposal I.S.C. (26), dated 11th April, for fixing revised minimum remuneration for male and female workers.

\* See footnote \* in second column on page 211.

## 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 with the leave of the Tribunal or the Commissioner, or without such leave if the decision of the Tribunal was not unanimous.

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 or the deceased was a member, or by the claimant himself. No appeal may be made without the leave of the Tribunal or of the Commissioner.

Recent decisions of general interest are set out below.

### Decision No. R(U) 32/55 (31st October)

Claimant, with other workers, withdrew his labour on 28th July owing to a dispute at his place of work. Work was resumed on 3rd August. Claimant contended that for some time before the strike he had been working short-time and would, in any event, have been unemployed for two days during the period of the stoppage. Held that claimant was disqualified for receiving unemployment benefit for so long as the stoppage continued; even if he would have been unemployed for other reasons on certain days during the period of the stoppage this would not save him from disqualification in respect of those days.

### Decision of the Commissioner

"My decision is that the claimant is disqualified for receiving unemployment benefit from 29th July, 1955, to 2nd August, 1955 (both dates inclusive).

"The claimant is a sheet-iron worker employed in the fitting shop of the F—— Iron Company. On Thursday, 28th July, 1955, he and other workers withdrew their labour following upon a dispute with the employers, with the merits of which I am not concerned. A stoppage of work ensued. There was a general resumption of work on Wednesday, 3rd August, 1955.

"On 15th September, 1955, the local tribunal found the following answers to the following questions. Q.1. Was there a stoppage of work? Ans. Yes. Q.2. Was such stoppage due to a trade dispute? Ans. For certain days only. Q.3. Did the claimant lose employment as a result of the dispute? Ans. Yes—on the days 29th July and 2nd August. Q.4. (a) Was claimant participating in the dispute? Ans. No. (b) Was claimant financing the dispute? Ans. No. (c) Was claimant directly interested in the dispute? Ans. Yes. The tribunal found—'Claimant lost employment, due to the trade dispute on 29th July and 2nd August. He does not satisfy sec. 13(1)'. Their decision was that unemployment benefit was 'disallowed on above dates'. In other words, the tribunal treated the claimant as having incurred disqualification in terms of section 13(1) of the National Insurance Act, 1946, in respect only of the Friday and the Tuesday; and not in respect of the Saturday and the Monday. The insurance officer appeals.

"The particular point made by the claimant is that (according to him) for some time before the stoppage he had been on short-time, working only four days a week. He says that up to the time of the stoppage he received unemployment benefit in respect of those idle days. He says further that he had nothing to do with the dispute; but I cannot accept this last statement, for it is clear that he was interested in the dispute. He was a member of the Ironfitters Association whose members withdrew their labour. The point on which the claimant succeeded before the tribunal—and with which I have to deal—is his contention that he would have been unemployed on Saturday and Monday (30th July, 1955, and 1st August, 1955) in any event, even if there had been no dispute and no stoppage; and that accordingly his loss of employment on those days cannot be attributed to the stoppage.

"A scrutiny of the claimant's record of employment discloses that he was frequently unemployed on Mondays and Saturdays, and occasionally on Fridays, but not uniformly so. Thus during the period immediately preceding the stoppage, the claimant was idle on 10 Mondays out of 23, on 11 Saturdays out of 22, and on two Fridays out of 22. I do not think that this record establishes that the claimant was regularly unemployed on Mondays and Saturdays.

"Even if it were established that the claimant was due in any event, by reason of short-time working, to be laid off on the Saturday and the Monday which intervened during a period of stoppage, a question would arise as to whether the fact that he would have been unemployed on those days for reasons unconnected with the stoppage (assuming that to be the fact) would save him from disqualification in respect of those days. The words of section 13(1) of the Act are that 'a person who has lost employment in an employed contributor's employment by reason of a stoppage of work which was due to a trade dispute at his place of employment shall be disqualified for receiving unemployment benefit so long as the stoppage continues' (except in certain events not relevant

\* Selected decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 211.

for present purposes). A similar provision occurring in the old Unemployment Insurance Acts, 1920-1929, was construed by the *Umpire* as implying that where the disqualification is once incurred, it continues for the duration of the stoppage even although the individual concerned would have been unemployed for reasons independent of the trade dispute (*Umpire's decision 3508/29*). This interpretation was followed by the Commissioner under the National Insurance Act, 1946, in *Decision C.U. 54/52* (not reported). With respect, I see no reason to adopt any different interpretation. It follows that even if the claimant had been able to show that on Saturday, 30th July, 1955, and on Monday, 1st August, 1955, he would have been unemployed for reasons unconnected with the trade dispute, he would not thereby escape disqualification in respect of those days, since those days were days during which the stoppage of work was in fact continuing. I must hold that the tribunal were not entitled to restrict the disqualification in the claimant's case to Friday, 29th July, 1955, and Tuesday, 2nd August, 1955; and I must impose disqualification for the period 29th July, 1955, to 2nd August, 1955 (which includes both those days and the intervening Saturday and Monday). The appeal of the insurance officer is allowed."

### Decision No. R(U) 2/56 (10th January)

Claimant wished to make a statement in private at a local tribunal hearing. Held that the question whether witnesses should be excluded during any part of a local tribunal hearing is for the judicial discretion of the Chairman, but that it should be made clear to the claimant that the gist of any statement made in private may have to be communicated to the witnesses.

### Decision of the Commissioner

"My decision is that the claimant is disqualified for receiving unemployment benefit from 9th to 29th June, 1955, inclusive. "The local tribunal gave the most careful consideration to the facts of this case and I see no reason for differing from their conclusion.

"The claimant was employed by a firm of television dealers as a rigger and driver. He was dismissed on 4th June, 1955, for refusing to obey an order to unload a van containing radio sets at his employers' shop; instead of obeying this order he drove the loaded van to a garage and left it there. The claimant admitted at the hearing before the local tribunal that 'it was normal for driver to unload van.' The claimant's disobedience to this order was clearly misconduct within the meaning of section 13(2) of the National Insurance Act, 1946, and in my opinion the local tribunal took a lenient view of the case in deciding not to impose the maximum period of disqualification.

"The chairman of the tribunal has stated that he would welcome guidance on a question of procedure, namely whether his refusal to allow the claimant to make a statement in private and not in the presence of the two representatives of the employers who were present at the hearing of the claimant's appeal was a proper refusal.

"The National Insurance (Determination of Claims and Questions) Regulations, 1948 [S.I. 1948 No. 1144] lay down certain procedure at hearings before local tribunals. By regulation 13(1) it is provided that during the consideration of any case the claimant shall be entitled to be present and to be heard and to be represented by certain persons and that there shall also be entitled to be present and to be heard the insurance officer, provided that, for the purpose of arriving at their decision or discussing any question as to their procedure, the local tribunal shall order all persons not being members of the local tribunal, other than the person acting as clerk to the tribunal, to withdraw from the sitting of the tribunal. By paragraph (2) of regulation 13 it is provided that a local tribunal may allow any other person appearing to them to be interested to be present during the consideration of a case, but, save as aforesaid, there shall not be admitted to the sitting of a local tribunal any member of the public or representative of any newspaper.

"It will be seen that there is no express reference in the regulation to the presence of witnesses at the hearing, no doubt because the necessity for their presence was too obvious to need specific mention. Normally it is desirable that persons who are to be called as witnesses should be present to hear the evidence given by or on behalf of the claimant. If they are not allowed to hear the evidence much time may be wasted when they come to testify in explaining to them the effect of any statement made by previous witnesses in relation to which their evidence is desired. But the question whether the witnesses shall be excluded during any part of the hearing is one for the judicial discretion of the chairman and there may be occasions when the chairman will think it desirable to exclude witnesses, except when they are giving their evidence, to prevent them from modifying their testimony in the light of the evidence given by other witnesses. (See regulation 17 of the above-mentioned regulations.) But if, in a case in which there appears to be no such risk, a claimant requests that the representatives of his employer or any other prospective witness shall be excluded while he gives his evidence I think as a general rule the chairman's right course is to explain to the claimant that it will be necessary to disclose to the prospective witnesses the gist of any statement by the claimant on which those witnesses can give relevant evidence, so that the effect of excluding them will be to lengthen the proceedings unnecessarily. If the claimant still persists in his request for their exclusion it may be well to exclude the witnesses temporarily and then to tell the claimant that he may make a statement, but that he must understand that in order that the tribunal may perform their judicial duty to arrive at the truth of the matters in issue the chairman must communicate to the witnesses the gist of any statement made by the claimant, if this seems to the chairman to be necessary in order that the witnesses

may give evidence in relation to it. It may be hoped that in most cases claimants will see that this stipulation is reasonable, but if a claimant refuses to make a statement on those terms the witnesses must be readmitted and the claimant must then be again invited to make his statement. If he refuses to do so the case must proceed and the other witnesses must be invited to give their evidence.

"The claimant's letter to the chairman of the local tribunal dated 7th July, 1955, sets out the statement he would have made but neither that letter nor his grounds of appeal to the Commissioner disclose any reason for varying the decision of the local tribunal. It is clear therefore that although the procedure suggested above was not followed by the local tribunal no injustice was done to the claimant. The appeal of the claimant is dismissed."

#### Decision No. R(U) 3/56 (10th January)

Claimant, a rivet-heater, became redundant as a result of a stoppage of work, due to a trade dispute, caused by riveters striking for more pay. On the basis of established practice, it was probable that the granting of the riveters' claim would affect the earnings of the rivet-heaters since their earnings were inter-related. Held that the claimant had failed to discharge the onus of proving that the remuneration of the rivet-heaters would not be reviewed if the dispute resulted in a change in the riveters' remuneration. He was therefore directly interested in the dispute.

#### Decision of the Commissioner

"My decision is that from and including 26th September, 1955, and so long as the stoppage of work continues, the claimant is disqualified for receiving unemployment benefit on the ground that he has lost his employment by reason of a stoppage of work which was due to a trade dispute at his place of employment, in terms of section 13(1) of the National Insurance Act, 1946; and that he does not escape disqualification by virtue of the proviso to that sub-section.

"The claimant made a claim to unemployment benefit on 26th September, 1955. He had been employed as a rivet-heater in a shipbuilding yard. It is clearly established that he lost his employment by reason of a stoppage of work which was due to a trade dispute at his place of employment. The question at issue in this appeal (which is taken as a test case affecting nine other rivet-heaters) is whether the claimant escapes the disqualification for receiving unemployment benefit which is imposed by section 13(1) of the National Insurance Act, 1946, by satisfying the proviso to this sub-section. In order to satisfy the proviso he must prove—

(a) that he is not participating in or financing or directly interested in the trade dispute which caused the stoppage of work; and (b) that he does not belong to a grade or class of workers of which, immediately before the commencement of the stoppage, there were members employed at his place of employment any of whom are participating in or financing or directly interested in the dispute."

"The stoppage in question was occasioned by riveters withdrawing their labour, whereby the labour of rivet-heaters became redundant. It is not suggested that the claimant (or any of his grade) participated in or financed the trade dispute which caused the stoppage. The contention against the claimant is that he is directly interested in the trade dispute, in respect of a financial interest therein.

"The matter arises thus. Rivet-heaters work in squads, comprising riveters, holders-on, and rivet-heaters. On 26th September, 1955, the riveters (and certain other grades not including the rivet-heaters) struck in order to obtain a higher hourly rate of pay. According to the agreement and practice in force at that date, new work was paid on piece rates and repair work was paid on hourly rates. According to the agreement and practice in force at the date of the stoppage the earnings of rivet-heaters on new work depended to some extent upon the earnings of the squad as a whole. The earnings of the squad as a whole (on new work) were determined first, on piece rates. The rivet-heater's share of the squad earnings was then determined by taking 15 per cent. of the piece-work earnings of the squad, and adding certain increments. According to that system, therefore, any increase in the rates paid to riveters *prima facie* carried with it an automatic increase (although not necessarily to the same extent) in the remuneration of rivet-heaters, so far as new work was concerned. If therefore this system remained unaltered, it would be fair to say that rivet-heaters were directly interested in any dispute as to the earnings of riveters in relation to new work. This, at all events, was the view taken by the Commissioner in previous cases; see, for example, Decisions C.S.U.64/50 and C.S.U.181/51 (neither reported); and I think it is consistent with the view taken by the Umpire in deciding similar questions under the Unemployment Insurance Acts—see, for example, Decision 2037/25, reported. In the yard with which the present case is concerned, the evidence is that there is more new work than repair work; and the sample calculation of wages shown in the papers indicates that the percentage element in the rivet-heater's wage (in relation to new work) may represent about 45 per cent. of the total wage. I think therefore that the existing linkage between riveter's rates and rivet-heater's wage cannot be disregarded as insignificant.

"The claimant points out that there is no certainty that he will be better off if the riveters succeed in their wage claim. I am prepared to accept that there is no assurance that the old system of remunerating rivet-heaters (partly) on a percentage of the squad earnings will continue.

"The majority of the local tribunal were satisfied that the claimant had no direct interest in the dispute 'because it is by no means certain that his remuneration would continue to be the same percentage of the squad's total (for new work)'. The chairman, dissenting, said—'I think there is virtual certainty that the claimant's earnings for new work will increase as a direct result of the dispute, if the riveters succeed.'

"In an earlier case the Commissioner held rivet-heaters to be directly interested in a dispute between riveters and employers, because the granting of the claim of the riveters would *probably* affect the earnings of the rivet-heaters (Decision C.S.U.20/52—unreported). I respectfully agree that the criterion of *probability*

is sufficient; for there can seldom if ever be absolute certainty as to the results of a trade dispute. In the same case the Commissioner held that a direct interest in a trade dispute existed irrespective of whether the granting of the strikers' demand was likely to be favourable or unfavourable to the grade or class to which the claimant belonged; and again, I think this is indisputable. It seems to me therefore that if it is probable that, in the event of the dispute between the riveters and the employers resulting in an alteration in the remuneration of the riveters, the remuneration of the rivet-heaters also will be reviewed, the rivet-heaters also may fairly be said to have an interest in the dispute; and to have a *direct* interest in it if the probability of a review is directly consequential on the dispute. These conditions seem to me to be fulfilled in the present case.

"The question is no doubt narrow. But in terms of the Statute the onus is clearly upon the claimant to establish that he is *not* directly interested in the dispute. He therefore fails to discharge that onus if the evidence discloses a reasonable probability that the remuneration of rivet-heaters will be reviewed in the event of the dispute between riveters and employers resulting in an alteration in the remuneration of riveters. A mere absence of certainty that the claimant's remuneration will continue to be affected proportionally by the rates paid to the grades which are disputing their wage rates does not, to my mind, amount to proof that he is not directly interested in that dispute. I must allow the appeal of the insurance officer."

#### Decision No. R(U) 5/56 (30th January)

Claimant was master and part-owner of a fishing vessel. The boat was billed for sale and, in accordance with custom, laid up for a week before the date of sale for prospective buyers to examine it. Held that claimant was not entitled to unemployment benefit for that week. The vessel was not undergoing repairs or maintenance and the circumstances did not constitute good cause necessitating abstinence from fishing.

#### Decision of the Commissioner

"My decision is that from 10th September, 1955, to 16th September, 1955 (both dates included) unemployment benefit is not payable to the claimant.

"The claimant is a share-fisherman, and at the relevant time was master of a fishing vessel of which he was part-owner. As such, he was a person who in order to qualify for receipt of unemployment benefit must satisfy the additional conditions of regulation 14B of the National Insurance (Mariners) Regulations, 1948 [S.I. 1948 No. 1467] as amended by the National Insurance (Mariners) Amendment Regulations, 1949 [S.I. 1949 No. 301]. Regulation 14B(2) requires that in addition to other matters such a share-fisherman must prove that there was no work on or in connection with the fishing vessel available for him on each day in question for the reason—(a) that on account of the state of weather the fishing vessel could not reasonably have put to sea with a view to fishing; or (b) that the fishing vessel was undergoing repairs or maintenance, not being repairs or maintenance to which paragraph (3) of this regulation relates; or (c) that there was an absence of fish from any waters in which the fishing vessel could reasonably be expected to operate; or (d) that any other good cause necessitated abstinence from fishing.

"The claimant lodged a claim for unemployment benefit on 23rd August, 1955, giving as his reason for not working—'stopped fishing pending sale of boat'. Up to that time the vessel had been engaged in seine net fishing. On 22nd August, 1955, the owners resolved that the boat be sold. The boat was in fact sold on 16th September, 1955. No question arises in the present appeal as to any period after 16th September, 1955; for after the sale of the boat the claimant was no longer in the position of being part-owner of a fishing vessel. In any event, according to the information before me, he was at that time ill.

"The local insurance officer decided that unemployment benefit was not payable from and including 23rd August, 1955. On appeal, the local tribunal upheld this decision in respect of the period from 23rd August, 1955, to 9th September, 1955, but allowed benefit for one week from 10th September, 1955, to 16th September, 1955. The tribunal's decision in respect of the period from 23rd August, 1955, to 9th September, 1955, is not challenged, and accordingly stands. In order that the position should be understood, it may be explained that during that period it was found impossible to muster a crew, for the reason that the hired members of the crew, knowing that the boat was to be sold, secured employment elsewhere. The tribunal's decision in respect of the period from 10th September, 1955, to 16th September, 1955, is, however, appealed against by the insurance officer. It is with this period alone that the present decision is concerned.

"This period is the period of one week before the sale of the vessel. There was before the tribunal evidence of an established custom in the fishing trade that a boat must be laid up when billed for sale for at least a week before the advertised date of sale. The tribunal 'felt that the laying up of the boat for a week prior to the date of sale would be covered by sub-section (b) of Regulation 14B' (*sic*: presumably regulation 14B(2) is meant) 'of the Mariners Regulations, and were prepared to allow unemployment benefit for that week'.

"With respect, I think that the tribunal in so deciding went beyond what is warranted by the terms of the regulation. Paragraph (b) of the regulation is, after all, quite specific. It refers to the vessel undergoing repairs or maintenance, being repairs or maintenance of a restricted kind, namely repairs or maintenance other than those of which a specific definition is given in paragraph (3) of the regulation. Now in the present case I see that express inquiry was made of the claimant as to the reasons why the vessel was required to be laid up before sale, and the claimant explained the purpose as being 'in order that prospective buyers may examine it'. There is no evidence that during the week before sale, the vessel was undergoing repairs or maintenance of any kind. The terms of paragraph (b) of the regulation cannot be made to apply

to a vessel which is not undergoing repairs or maintenance, but which is merely laid up for examination by prospective purchasers. I have considered whether the contingency in question could be regarded as falling within the more general paragraph (d) of the regulation as 'any other good cause necessitating abstinence from fishing', but I do not think it can. The situation arose through the voluntary act of the owners, and it would be inconsistent with the principles enunciated in Decision R(U)7/55 to treat such a situation as falling under paragraph (d). In the result therefore I hold that the additional conditions of regulation 14B(2) are not satisfied in respect of the period in question, and that accordingly unemployment benefit is not payable for that period. I must allow the appeal of the insurance officer."

## Legal Cases Affecting Labour

### Factories Act, 1937, Section 14(1)—Woodworking Machinery Regulations, 1922, Regulation 10—Injuries caused by circular saw while not being used for sawing

The plaintiff was employed by the defendant to cut lengths of wood by a circular saw which had been fenced so as to comply with the provisions of the Woodworking Machinery Regulations, 1922. At intervals in the course of her work the plaintiff was required to remove from the side of the saw table accumulated off-cuts, or short lengths of timber. This she did as she had been taught to do by moving to a position at the side of the machine and flicking away off-cuts with a push-stick while the saw continued to revolve. While she was removing off-cuts the plaintiff received injuries to her fingers which came into contact with an unfenced portion of the revolving saw. She claimed damages for personal injuries and alleged, *inter alia*, a breach of the defendant's duty, imposed by Section 14(1) of the Factories Act, 1937, "to fence securely every dangerous part of any machinery". It was admitted that the Woodworking Regulations had been complied with.

The Court of Appeal (Lords Justices Singleton, Jenkins and Hodson) held: That the special obligation under the Woodworking Machinery Regulations, 1922, Regulation 10(c) had been substituted for the general obligation in Section 14(1) of the Factories Act, 1937, "to fence dangerous machinery", and therefore Section 14(1) did not apply in these circumstances. (This reverses the decision reported in the issue of this GAZETTE for October, 1955, page 374.)—*Stringer v. Automatic Wood Turning Company Limited*. Court of Appeal, 11th and 12th January, 1956.

### Factories Act, 1937—Breach of Statutory Duty—Onus of proof

The respondent had worked for eight years in the dressing shop of a foundry producing steel castings and owned by the appellants when he contracted pneumoconiosis. There were two sources of silica dust in the foundry, one being the operation of a pneumatic hammer by the respondent from which there was no known protection, and the other source coming from swing grinders, where the appellants were in breach of Regulation 1 of the Grinding of Metals Miscellaneous Industries Regulations, 1925, in respect of the dust-extraction plant.

The House of Lords (Lords Simonds, Reid, Tucker, Keith and Somervell) held: As it had been shown that some material proportion of the silica dust had come from the swing grinder, the appellants were liable to the respondent for breach of statutory duty.—*Bonnington Castings Limited v. Wardlaw*. House of Lords, 17th, 18th and 19th January, and 1st March, 1956.

## 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 and National Service are 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. Where no price is shown, the instrument costs 2d. net (3½d. including postage).

*The Rope, Twine and Net Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1956 (S.I. 1956 No. 504; price 4d. (5½d.)), dated 3rd April; The Hollow-ware Wages Council (Great Britain) Wages Regulation (Amendment) Order, 1956 (S.I. 1956 No. 518; price 3d. (4½d.)), dated 4th April; The Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation Order, 1956 (S.I. 1956 No. 554; price 9d. (10½d.)), dated 12th April; The Aerated Waters Wages Council (England and Wales) Wages Regulation (Amendment) Order, 1956 (S.I. 1956 No. 562; price 3d. (4½d.)), dated 16th April; The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Great Britain) Wages Regulation Order, 1956 (S.I. 1956 No. 573; price 4d. (5½d.)), dated 18th April; The Retail Newsagency, Tobacco and Confectionery Trades Wages Council (England and Wales) Wages Regulation Order, 1956 (S.I. 1956 No. 627; price 9d. (10½d.)), dated 24th April; The Flax and Hemp Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1956 (S.I. 1956 No. 635; price 4d. (5½d.)), dated 25th April; The Retail Bespoke Tailoring Wages Council (Scotland) Wages Regulation Order, 1956 (S.I. 1956 No. 636; price 6d. (7½d.)), dated 25th April. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 208.*

\* See footnote \* in next column.

*The Notification of Vacancies (Revocation) Order, 1956 (S.I. 1956 No. 649), made on 30th April by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939, as having effect by virtue of the Supplies and Services (Transitional Powers) Act, 1945, and subsequent legislation.—See page 170.*

(i) *The Teachers' Salaries (Scotland) (Amendment No. 3) Regulations, 1956 (S.I. 1956 No. 360 (S.13); price 4d. (5½d.))*; (ii) *The Teachers' Salaries (Scotland) (Amendment No. 4) Provisional Regulations, 1956 (S.I. 1956 No. 361 (S.14); price 3d. (4½d.))*. These Regulations were made on 13th March by the Secretary of State for Scotland under the Education (Scotland) Act, 1946.—See page 173.

*The Hat, Cap and Millinery Wages Council (Northern Ireland) Wages Regulation (No. 1) Order, 1956 (S.R. & O. of Northern Ireland 1956 No. 53; price 4d. (5½d.)), dated 16th March; The Hat, Cap and Millinery Wages Council (Northern Ireland) Wages Regulation (No. 2) Order, 1956 (S.R. & O. 1956 No. 54; price 4d. (5½d.)), dated 16th March; The Baking Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 1) Order, 1956 (S.R. & O. 1956 No. 55; price 3d. (4½d.)), dated 16th March; The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) Wages Regulation Order, 1956 (S.R. & O. 1956 No. 57; price 1s. (1s. 1½d.)), dated 26th January; The General Waste Materials Reclamation Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1956 (S.R. & O. 1956 No. 62), dated 3rd April. These Orders were made by the Ministry of Labour and National Service under the Wages Councils Act (Northern Ireland), 1945.—See page 76 of the February issue of this GAZETTE, page 160 of last month's issue and page 208 of this issue.*

## OFFICIAL PUBLICATIONS RECEIVED\*

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

**Accidents.—How They Happen and How to Prevent Them at Factories, Docks, Building Operations and Works of Engineering Construction.** Volume 27. April, 1956. Ministry of Labour and National Service. Price 1s. (1s. 2½d.).

**Census of Production for 1951.—Reports.** (i) *Volume 4, Trade A, Shipbuilding and Ship Repairing.* (ii) *Volume 11, Trade A, Rubber.* (iii) *Volume 12, Trade G, Electricity Supply Industry.* Board of Trade. Price 2s. (2s. 2½d.) each.

**Coal Mining.—Report and Accounts for 1955.** *Volume 1, Report.* Price 3s. (3s. 2½d.). *Volume II, Accounts and Statistical Tables.* National Coal Board. Price 7s. (7s. 5½d.).—See page 177.

**Industrial Safety, Health and Welfare.—Industrial Accident Prevention.** Ministry of Labour and National Service. Price 1s. 6d. (1s. 8½d.).—See page 175.

**National Insurance.—National Insurance Act, 1946. Report of the National Insurance Advisory Committee in accordance with Section 41(3) of the Act, on the Question of Earnings Limits for Benefits.** Cmd. 9752. Price 2s. (2s. 2½d.).—See page 178.

**Scotland.—(i) Digest of Scottish Statistics, No. 7, April, 1956.** Price 4s. (4s. 3½d.).—See page 176. (ii) *Industry and Employment in Scotland, 1955.* Cmd. 9737. Price 3s. (3s. 2½d.).—See page 176. (iii) *Education in Scotland in 1955.* Cmd. 9722. Price 4s. 6d. (4s. 9½d.). (iv) *Employment of Children in the Potato Harvest. Report of the Secretary of State.* Cmd. 9738. Price 9d. (10½d.).

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

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Communications with regard to the contents of the GAZETTE should be addressed to the Director of Statistics, Ministry of Labour and National Service, Orphanage Road, Watford, Herts. (Telephone: Bushey Heath 3211.)

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