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REPORT
of the
COUNCIL OF WOMEN
CIVIL SERVANTS
(HIGHER GRADES)

1926

RICHMOND :

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COUNCIL OF WOMEN CIVIL SERVANTS (HIGHER GRADES).

President :

MISS F. H. DURHAM, C.B.E.

Hon. Treasurer :

MISS ~~H. MARTINDALE~~, O.B.E.

M. F. Brown. MBE

Hon. Secretaries :

MISS E. M. FOSTER.

MISS H. C. ESCREET.

With the Secretary's Compliments.

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REPORT

of the

COUNCIL OF WOMEN

CIVIL SERVANTS

(HIGHER GRADES)

1926

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COMMITTEE, 1926—1927.

Representing

Miss F. H. DURHAM, C.B.E.	-	-	Ministry of Labour
(Chairman)			
Miss M. F. BROWNE, M.B.E.	-	-	Ministry of Pensions
(Hon. Treas.)			
Miss E. M. FOSTER (Hon Sec.)	-	-	Ministry of Labour
Miss ESCREET (Asst. Hon. Sec.)	-	-	Retired Civil Servant
(Co-opted Member)			
Miss E. BASS, O.B.E.	-	-	Admiralty
Miss ALLEYNE, M.B.E.	-	-	Ministry of Agriculture
Miss FORD	}	-	Board of Education
Miss CARSON			
Miss E. ANDERSON	-	-	Foreign Office
DAME JANET CAMPBELL, D.B.E., M.D.	}	-	Ministry of Health
Miss E. WOODGATE			
Miss H. MARTINDALE, O.B.E.	}	-	Home Office
Miss SCHOFIELD			
Miss A. E. GARDNER, O.B.E.	}	-	Ministry of Labour
Miss M. J. CALE			
Miss E. SANDAY	-	-	A.G. Dept., General Post Office
Miss C. M. MARWOOD	-	-	M.O. Dept., General Post Office
Miss E. L. IRELAND	-	-	S.B. Dept., General Post Office
Miss E. G. LOOKER	-	-	National Savings Committee
Mrs. LUCAS	-	-	Treasury
Miss S. GOURLAY CLARK	-	-	Public Trustee Office
Miss SQUIRE, O.B.E.	-	-	Retired Civil Servant
(Co-opted Member).			

Council of Women Civil Servants (Higher Grades).

REPORT, 1925-1926.

Membership.

The number of members at July, 1926, was 352, and the number of paid-up subscriptions for the year ending 31st December, 1925, was 319.

The members are distributed among the various Departments as follows:—

Admiralty	.....	1
Ministry of Agriculture	.....	2
Board of Education	.....	54
Foreign Office	.....	5
Ministry of Health	.....	89
Home Office	.....	29
Board of Inland Revenue	.....	1
Ministry of Labour	.....	110
Ministry of Pensions	.....	7
General Post Office	.....	45
National Savings Committee	.....	3
Treasury	.....	1
Public Trustee Office	.....	5

Meetings.

The Third Annual General Meeting of the Council was held on 31st October, 1925, at Bedford College, Regent's

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Park, by kind permission of the Principal and Council of the College.

The General Meeting was preceded by a meeting of Regional Secretaries, at which matters of procedure, particularly in regard to the notification of transfers of members, were discussed, and by a Social Gathering. The number of members present was 70.

In presenting the Annual Report of the Executive Committee, the Chairman (Miss Durham) said that the Council now included representatives of nearly every Department in the Service. The period covered by the Report had not been very fruitful, as far as the movement for equality of opportunity for women and men in the Civil Service was concerned. There had, however, been one notable event that year—the examination for the Administrative Class, in which for the first time women were admitted to compete on equal terms with men, and in which two women, Miss Russell Smith and Miss A. H. M. Kilroy were successful, taking 9th and 12th places respectively in the list for the Home Service.

(NOTE.—One other woman, Miss Smieton, was subsequently appointed, making three women Administrative Cadets in all as a result of the examination. Miss Russell Smith was appointed to the Ministry of Health, Miss Kilroy to the Board of Trade, and Miss Smieton to the Record Office.)

Miss Durham also referred to the result of the inquiry made by the Staff Side of the National Whitley Council in the matter of Superannuation (see also below).

There being no amendments, the adoption of the Report was moved by Miss Rees (Ministry of Labour), seconded by Miss Baster (Board of Education), and agreed to unanimously.

The adoption of the Balance Sheet was then moved by Miss Slocock (Home Office), seconded by Miss Thornton (Ministry of Labour), and carried unanimously.

The proceedings terminated after an interesting report had been given by Miss A. E. Gardner (Ministry of Labour) on the origin and work of the Equal Pay Committee, of which she is now the Hon. Secretary, and an illuminating address by Miss D. K. Smyth (Ministry of Pensions) on the question of Common Seniority.

Committee Meetings.

Five meetings of the Executive Committee have been held during the twelve months ending June, 1926, the average attendance at which was 12.

Election of New Executive Committee.

In accordance with Rule IV., the Executive Committee is elected triennially, and three years having elapsed since the last election, the Departments concerned were invited to elect their representatives to serve on the Committee for the ensuing three years. The list of the new Committee, and of the officers appointed by them, will be found at the beginning of the Report.

The Committee received with much regret, in January, 1926, the resignation of Miss Martindale from the post of Hon. Treasurer, which she had held since the formation of the Council, to whose success her unflagging interest in its welfare and its finances have contributed very largely.

The Committee also received with regret the resignation of Dame Adelaide Anderson, D.B.E. (co-opted under Rule IV.), who felt that her prolonged and frequent absences from this country precluded her from rendering any real service. Dame Adelaide retains her membership of the Council.

The new Committee have to welcome the return of Mrs. Lucas (Treasury), and the advent of members of two other Departments not previously represented—Miss Alleyne, Ministry of Agriculture; and Miss Looker, National Savings Committee.

Regional Secretaries.

The only change among Regional Secretaries during the period under review was in the South-Midland and Eastern Area, where Miss Jennings (Ministry of Health) has been succeeded by Miss Dingle (Home Office).

Regional Activities.

There is not very much to report in regard to Regional activities. It is a matter of regret that in many areas the members have, for one reason or another, found great difficulty in meeting. It is hoped that the projected visits of members of the Executive Committee to some of the areas may stimulate local interest, and serve to strengthen the link between the Committee and the Regional Groups. The Committee are, however, encouraged by the following reports received from the S.W. and Wales, Midlands, Liverpool and N.E. Regions, indicating active intercourse between the members.

S.W. AND WALES.

“During the year 1925 three meetings were held in the S.W. and Wales Area. The first was on 7th March, at Bristol, when fifteen members were present to meet Miss Foster, the Hon. Secretary, who had kindly come from London to speak to the meeting.

“The second was held at Rhoose, near Cardiff, on 27th June, when seven members were present. After the meeting, a former member, Miss Marshall (Ministry of Labour), very kindly entertained the members to dinner at the Royal Hotel, Cardiff.

“The third meeting was held on 5th September, at Bristol, but only four members were able to be present. The main subjects discussed at these meetings were equal pay and opportunity, and superannuation. In a large and scattered area like this it is very difficult to get the members together, but the minutes of the London meetings keep them to a certain degree in touch with the Council's activities.”

E. A. McCLEVERTY.

MIDLANDS.

“We had a social evening, with music, last February, attended by about twelve members of the Branch. We hope to have some sort of an outing this summer. The members are very glad to have an opportunity of knowing one another.”

A. E. ROBINSON.

LIVERPOOL GROUP.

“I am sorry to have such a negative report to send you of our activities in Liverpool. We have only had one meeting, which was very poorly attended. We hope to have another shortly, but our members here are scattered, and the present transport difficulties are complicating things for everyone, so that it is rather a problem how to secure a good attendance.

“The Manchester members very kindly invited us to a picnic, which was held at Knutsford, and which we greatly enjoyed.”

E. J. FORREST.

NORTH-EASTERN.

“Two meetings have been held during the year, one business meeting and one social gathering, at which certain points of interest arising out of the minutes of the meetings of the Executive Committee were discussed.

“The business meeting was devoted to a consideration of the minutes of the meetings of the Executive Committee which had been circulated. The attendance was poor, and no recommendation was made by the group.

"The social gathering was well attended, but several members were prevented by distance from being present. The gathering afforded a welcome opportunity of meeting members of the group in the different Government Departments.

"A short business meeting was held, and the Secretary was instructed to forward to the Executive the views of the group on certain items referred to in the minutes of the meeting of the Executive Committee held on 20th May."

A. R. RIDGEWAY.

The General Strike, May, 1926.

The Council of Women Civil Servants (Higher Grades) are not a Staff Association, and therefore are not connected with the Staff side of the National Whitley Council for the Civil Service. In these circumstances, they were not parties to the resolution passed on 3rd May by the General Purposes Committee of the National Whitley Council, Staff Side.

In view, however, of the nature of this resolution, to which the attention of the Executive Committee was drawn by several members, the Executive Committee thought it desirable definitely to dissociate themselves from the advice given therein, and accordingly at their meeting on 20th May, 1926, the subject was discussed, and the following resolution proposed by Miss Durham, from the Chair, was passed unanimously:—

"That the Council of Women Civil Servants (Higher Grades) desire to express their strong disapproval of the terms of the Resolution adopted by the General Purposes Committee of the Staff Side of the National Whitley Council on 3rd May, 1926, and circulated to the Secretaries of the constituent Associations in connection with the recent emergency. The Council hold that it is incumbent on all Civil Servants to carry out whatever duty may be assigned to them by the State."

This Resolution was conveyed in a letter to the Chairman of the Staff Side of the National Whitley Council. Copies of this letter were sent to the Chairman of the Official Side, to the Treasury, to the Federation of Women Civil Servants, the Society of Civil Servants, and to the Joint Consultative Committee.

Superannuation.

The inquiry conducted by the Staff Side of the National Whitley Council into the question whether women Civil Servants would prefer to continue to be subject to the superannuation Act of 1859, or to be brought under the Act of 1909—the alternatives being, briefly, whether they would prefer a higher rate of pension, or a lower rate plus a retiring gratuity—showed such division of opinion that the Staff Side propose to take no further action in the matter. It is probable, therefore, that the position will remain unchanged for the present.

Equality of Pay and Opportunity.

The statement made by the Chairman (Miss Durham) at the Annual General Meeting in October, 1925, that the previous year had not shown any marked advance in the movement for equality of pay and opportunity as between women and men in the Civil Service, is equally true of the succeeding period covered by this Report. The hope that the necessity for a large increase in staff to deal with the work arising under the Widows' and Old Age Contributory Pensions Act, 1925, would result in a reasonable proportion of the higher posts being filled by women has not been fulfilled. Despite the promise of the Permanent Secretary to the Ministry of Health that the Council's representations in the matter would be borne in mind when appointments were being made, and the fact that the work would appear to be, in the main, of a kind in which the experience of women would be of peculiar value, the higher posts given to women

are confined to the creation of a new post as Deputy Chief Woman Inspector, an addition of £100 to the salary scale of the existing Women Inspectors, and a considerable increase in the number of Assistant Inspectors, on a scale, £100-£300, with an efficiency bar at £180.

A note on the organisation of the Inspectorate to deal with the work of the Widows and Old Age Contributory Pensions Act will be found on page 13.

In the matter of equal pay, too, little real advance can be recorded. The Chancellor of the Exchequer has declined to take any action in that matter, or even to receive a deputation, on the ground that the present state of the national finances will not permit it. The campaign is, however, being continued by the Equal Pay Committee, and it is believed that with the active interest of members who are willing to undertake patient spade-work, the movement will gather sufficient impetus to compel the Government, in the not distant future, to implement the pledge contained in the resolution of the House of Commons in August, 1921, that the question should be re-considered in three years from that date.

Retirement from the Service of Miss Rose Squire, O.B.E.

In the retirement of Miss Squire, the Civil Service has lost one of its outstanding personalities, and one whose pioneer work has been of inestimable value to her fellow-women in the Service.

Miss Squire, after taking the Diploma of the National Health Society and the Royal Sanitary Institute was appointed Inspector of Workshops and Laundries under the Borough of Kensington in 1893, being one of the first women to hold such an appointment. Within three years she went to the Home Office, as H.M. Inspector of Factories. In 1906 her services were lent for eight months to the Royal Commission on the Poor Law, and in 1908 she was transferred to Manchester, where she organised the work of the

Women Factory Inspectors in the North of England. Four years later she returned to London, and was made Deputy Principal Lady Inspector of Factories. During the last year of the Great War she took charge of the Women's side of the Welfare Department of the Ministry of Munitions, after which she was lent to the Ministry of Labour for a year and a half, where she was in charge of the Women's Training Department. In 1921 she became a Principal Officer in the Home Office, and is the only woman who has held administrative rank in that department.

Miss Squire was an authority on the Truck Acts, and conducted many important prosecutions in England and Ireland, several of which resulted in High Court decisions, while some of the special inquiries undertaken by her led to further and much-needed legislation. She was greatly interested in Welfare Work in Factories, and the movement owes much to her far-sighted suggestions.

In token of their affection and their appreciation of her distinguished service, her colleagues and friends held a dinner in her honour on 1st February, 1926, to which H.M. The Queen was graciously pleased to send a message of congratulation. This formed a fitting close to an official life of strenuous and devoted work, and the Council are proud to number Miss Squire as a member of their Executive Committee.

Personalia.

Dame Adelaide Anderson has been in China as a member of the British delegation, under the chairmanship of Lord Willingdon, sent out to make recommendations as to the application of the China Indemnity Fund.

Miss B. M. Power (Ministry of Labour) has been granted a year's special leave of absence, in order to take up a Research Scholarship awarded under the Rockefeller Foundation. She

has gone to America, and is engaged in investigating wages problems.

The Council were pleased to see the names of several Women Civil Servants in the list of Birthday Honours, particularly that of the Hon. Maude Lawrence, D.B.E., to whom the congratulations of the Council have been sent, as well as to Dame Mary Scharlieb.

Congratulations also to the following members:—

Miss Mellors (Ministry of Labour), Miss Cunningham (Board of Education), and Miss Garner (Public Trustee Office), on receiving the honour of M.B.E.

Miss Woodgate, on her appointment as Deputy Chief Women Inspector of the Ministry of Health Insurance Department.

Miss Popert (Ministry of Labour), on passing the final examination of the Society of Incorporated Accountants and Auditors.

Miss E. J. Morrison (Ministry of Health), on being called to the Bar.

Retirements.

Miss L. D. Ford (Ministry of Health), on marriage (Mrs. Swallow).

Miss Taffs (G.P.O. Telephone Service), on marriage (Mrs. Boggon).

Misses E. J. Cook, M. Smith, and M. Munro, G.P.O., M.O.D., on superannuation.

Miss M. E. M. Osborne, G.P.O., S.B.D., on superannuation.

Note on the Organisation of the Inspectorate of the Ministry of Health Insurance Department.

An incidental result of the Widows' and Old Age Contributory Pensions Act, 1925, is seen in the modifications introduced into the organisation of the Inspectorate of the Ministry of Health, Insurance Department.

The grades are as follows:—

Men—Assistant Inspectors; District Inspectors; Divisional Inspectors; Deputy Chief Inspector; Chief Inspector.

Women—Assistant Inspectors; Women Inspectors; Deputy Chief Woman Inspector; Chief Woman Inspector.

As regards the Health and Unemployment Insurance work, the men and women staffs have in the past been strictly segregated, and are so, still, in the main. The Divisions are mapped out into Districts, each in the charge of the (man) District Inspector, with men Assistant Inspectors working under him.

In each Division there is also stationed one—and sometimes a second—Women Inspector, with Women Assistant Inspectors attached, who is responsible for such sections of the work throughout the Division, as are considered appropriate for women. The Woman Inspector works in consultation, where necessary, with the Divisional or District Inspectors, but is responsible, not to the Divisional Inspector, but to the Chief Woman Inspector direct.

As regards the Pensions work, however, each Division is carved out into areas corresponding in number to the total number of District Inspectors and Women Inspectors already stationed in that Division. Each Inspector, whether man or woman, is responsible for the whole of the Pensions work in the particular area assigned to him or her, and both men

and women refer to the Divisional Inspector. Thus, two very dissimilar methods of dividing the work are in force side by side.

The large number of additional Assistant Inspectors appointed has had two results which should be noted:—

- (1) In many cases Women A.I's. are now on the staff of men District Inspectors, and are employed not only on Pensions work, but also on sections of Health and Unemployment Insurance work hitherto assigned to men.
 - (2) There has been a serious drop in the proportion of higher to lower posts held by women, the proportion now being about one in eight, as compared with about one in $3\frac{1}{2}$.
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Council of Women Civil Servants (Higher Grades).

Statement of Receipts and Expenditure, 1st January, 1925, to 31st December, 1925.

RECEIPTS.

Balance in hand on 1st January, 1925	75	18	10
subscriptions--1924	1	15	0
1925	56	14	0
1926	0	7	0
1927	0	3	6
Donation towards expenses of winter Meet- ing	0	15	0
Sale of Tickets for Winter Meeting	82	5	0
	£	s.	d.
	75	18	10
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	£	217	18
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HILDA MARTINDALE, Hon. Treasurer.
20th January, 1926.

EXPENDITURE.

Printing	16	5	6
Expenses of Winter Meeting	83	16	7
Expenses of Annual Meeting	3	16	0
Newspapers and Publications	0	17	9
Stationery	3	11	0
Postage	8	2	2
Typing	2	13	6
Incidental Expenses of Regional Secretaries, etc.	3	11	0
Donation to Equal Pay Campaign	10	0	0
Cheques	0	5	0
Cash in hand	84	19	10
	£	s.	d.
	84	19	10
	<hr/>		
	£	217	18
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Audited and found correct,
M. J. CALE.

Constitution and Rules.

I.—TITLE.

Council of Women Civil Servants (Higher Grades).

II.—MEMBERSHIP.

All Women Civil Servants in the administrative, professional and executive classes, or in such Departmental grades as may be ruled by the Executive Committee to be equivalent to any of these, shall be eligible for membership of the Council. Retired Women Civil Servants may retain their membership of the Council. Application for membership must be made on the prescribed form.

III.—OBJECTS.

(1) To provide a means of communication between women in the higher branches of the Civil Service.

(2) To provide an organisation by which their united views may be ascertained and expressed, and joint action taken where deemed advisable.

(3) To work for equality in regard to opportunity, status and pay, as between men and women in the Civil Service.

IV.—EXECUTIVE COMMITTEE.

The work of the Council shall be conducted by an Executive Committee, who shall be responsible to the Council. The Committee shall consist of the Officers and two representatives from each Department having not less than twenty members or more than 100 members. Departments with less than twenty members shall be entitled to one representative only, and Departments with over 100 members to one additional representative in respect of each additional 100 or fraction of 100 members. The representatives of each Department on the Committee shall be formally elected by the members in that Department from among their number.

The Executive Committee shall have power to co-opt for its term of office any retired Civil Servant who has been a member of the Council. Such co-opted members shall not at any time exceed three in number.

The Executive Committee shall be re-elected triennially. Retiring members shall be eligible for re-election.

V.—OFFICERS.

The Officers shall consist of Chairman, Hon. Treasurer, Hon. Secretary, and Hon. Assistant Secretary. They shall be appointed by each new Executive Committee from among the members of the

Council, though not necessarily from the elected representatives forming the Committee. They shall hold office until replaced by Officers appointed by the next Executive Committee and shall be eligible for re-appointment.

VI.—MEETINGS OF THE COUNCIL.

A General Meeting of the Council shall be called at least once annually, preferably in the summer, at which the Annual Report of the Executive Committee shall be presented. A Special Meeting of the Council may be called at the written request of the Executive Committee or of fifty members of the Council.

VII.—MEETINGS OF THE EXECUTIVE.

Ordinary Meetings of the Executive Committee shall be held every two months. Special Meetings shall be summoned at the discretion of the Officers or at the written request of six members of the Executive Committee or twenty-four members of the Council.

Members unable to attend may send a deputy, who shall be entitled to vote.

VIII.—QUORUM.

Fifty shall constitute a quorum for a meeting of the Council, and six for a meeting of the Executive.

IX.—REGIONAL SECRETARIES.

The Executive Committee shall keep in touch with members throughout the country through Regional Secretaries, to whom information following each meeting of the Committee or Council shall be supplied. Regional Secretaries shall hold office for three years and be eligible for re-election. They shall be appointed by the Committee from nominations sent in by members of the Regional area concerned. If no nominations are received within a reasonable time, the Committee shall proceed to appoint.

X.—FINANCE.

The Subscription shall be 3s. 6d., payable by each member of the Council on the 1st January of each year. Regional Secretaries shall be entitled to forward to the Treasurer at the end of June and December for settlement a statement of the amount of local expenses incurred by them for postage and stationery.

XI.—AMENDMENT OF CONSTITUTION AND RULES.

The Constitution and Rules can only be amended by a motion or motions passed at the Annual General Meeting.

Written notice of proposals to modify the Constitution and Rules shall be given to all members a reasonable time before they are brought forward at a General Meeting.

Appendix I.

Comparative Statement of Posts with a Maximum of £400 per annum or above held by Women in 1920 and 1926.

Admiralty.	
1920.	1926.
Nil.	1 Principal Lady Superintendent, £300—15—£400.
Ministry of Agriculture.	
Nil.	1 Controller of Women Staff ... £300—15—£400. (Higher Executive Officer, up-graded from Higher Clerical.)
Botanic Gardens, Kew.	
	1 Assistant £250—15—£400.
Board of Control (Mental Deficiency), England and Wales.	
1 Commissioner ... £1,200, after 5 years £1,500.	1 Commissioner..... £1,200, after 5 years £1,500. 1 Woman Inspector £400—£650.
Board of Control (Mental Deficiency), Scotland.	
1 Deputy Commissioner £600.	1 Deputy Commissioner £600.

18

Board of Education (England and Wales).	
1920.	1926.
Administration.	
1 Assistant Secretary (acting) £550—25—£650. (Plus allowance of £300.)	1 Assistant Principal £200—20—£400.
1 Chief of Section £300—15—£400.	
Inspection and Examination.	
1 Chief Woman Inspector ... £850—50—£1000.	1 Chief Woman Inspector ... £850—50—£1000.
5 Staff Inspectors £550—25—£600.	6 Staff Inspectors £550—25—£650.
54 Inspectors £300—20—£500.	61 Inspectors £300—20—£500.
Medical Department.	
1 Senior Assistant Medical Officer £600—25—£800.	2 Medical Officers £600—25—£900. (Maximum increased from £800.)
2 Junior Medical Officers ... £400—20—£500.	7 Inspectors of Physical Exercises £300—20—£500.
6 Inspectors of Physical Exercises £300—20—£500.	
Pension Awards Branch.	
	1 Principal Staff Officer £450—20—£550.
	4 Higher Executive Officers... £300—15—£400.
Special Enquiries and Reports Branch.	
	1 Librarian £300—15—£400.
Scottish Education Department.	
3 Women Inspectors £200—15—£460. (One with allowance of £50 for acting as Principal Inspectress.)	3 Inspectresses for Domestic Subjects £300—15—£500. (One with allowance of £50 for acting as Principal Inspectress.)

19

Ministry of Education, Northern Ireland.	
Nil.	2 Inspectors £300—£550.

Ministry of Health.

1920.	
Accountant-General's Department.	
1 Superintendent	£350—20—£450.
Insurance Department.	
1 Chief Woman Inspector ...	£400—20—£550.
10 Inspectors	£300—15—£400.
Inspectorate	
1 Superintending Inspector and Assistant General Inspector	£400—15—£450.
Medical Department.	
1 Senior Medical Officer	£1200—50—£1400.
4 Medical Officers...	£600—25—£900—50—£1100.

1926.	
Administrative Staff.	
1 Principal	£600—25—£750.
1 Assistant Principal	£200—20—£400.
Accountant-General's Department.	
1 Accountant	£450—20—£550.
1 Assistant Accountant	£300—15—£400.
Establishment Department.	
1 First Class Clerk	£300—15—£400.
Insurance Department.	
1 Chief Woman Inspector ...	£600—20—£700.
1 Deputy Chief Woman In- spector	£450—20—£550.
18 Inspectors	£400—15—£500.
6 First Class Clerks	£300—15—£400.
Inspectorate.	
1 Superintending Inspector and Assistant General Inspector	£200—20—£400. (Plus £100 allowance.)
1 Inspector of Welfare of the Blind	£350—20—£550.
Medical Department.	
1 Senior Medical Officer	£1200—50—£1400.
4 Medical Officers	£600—25—£900—50—£1100.
11 Women Inspectors	£250—15—£400.
Audit Staff.	
1 Junior Assistant Auditor	£160—10—£220—15—£400.
General Staff.	
1 Controller of Typists	£300—15—£400.

Scottish Board of Health.

1920.	
1 Member of the Board	£1000—50—£1200.
1 Medical Officer	£500—25—£800.
1 Lady Inspector	£400—20—£500.
Insurance Inspectorate.	
1 Inspector	£300—15—£400.

1926.	
1 Member of the Board	£1000—50—£1200.
1 Lady Inspector	£400—20—£500.
1 Higher Executive Officer	£300—15—£400.
Insurance Inspectorate.	
2 Inspectors	£400—15—£500.

Welsh Board of Health.

Nil.

1 Medical Officer ...	£600—25—£900—50—£1100.
1 Inspector	£400—15—£500.

Home Office.

Inspection of Factories.	
1 Principal Lady Inspector	£700.
1 Deputy Principal Lady Inspector	£550.
6 Senior Lady Inspectors	£300—15—£400.
Reformatory and Industrial Schools.	
1 Woman Medical Inspector (Assistant)	£400—20—£500.

Inspection of Factories.	
1 Deputy Chief Inspector ...	£750—50—£850.
1 Medical Inspector	£600—£900.
1 Superintending Inspector...	£550—25—£700.
1 Deputy Superintending In- spector	£350—20—£550. (With £50 allowance.)
5 Women Deputy Superin- tending Inspectors	£350—20—£550.
8 District Inspectors	£350—20—£450.
Prison Commission.	
Governor, Borstal Institution	£450—£550.
Reformatory and Industrial Schools.	
1 Woman Medical Inspector (Assistant)	£400—20—£500.
1 Woman Inspector	£300—£500.

Board of Trade.

	1920.		1926.	
Nil.			1 Assistant Principal Officer...	£200—20—£400.
			1 Staff Officer	£300—£400.

Foreign Office.

	1920.		1926.	
Nil.			2 Staff Clerks	£300—15—£400.
			3 Junior Assistants	£200—20—£400.
			(Special post ungraded.)	

Ministry of Labour.

	1920.		1926.	
1 Deputy Assistant Secretary (acting)	£800.		1 Assistant Secretary	£850—50—£1000.
1 Principal	£600—20—£700.		2 Principals	£600—25—£750.
*3 Chiefs of Section (1 Temporary)	£400—15—£500.		*2 Assistant Principals (Para. 51)	£200—20—£400.
1 Senior Clerk	£400—20—£600.		2 Senior Executive (Accountants)	£450—20—£550.
1 Senior Staff Clerk (Personal Scale)	£500—20—£600.		11 Higher Executive (Assistant Accountants)	£300—15—£400.
†7 Assistant Chiefs of Section (2 Temporary)	£300 15 £400.		1 Deputy Chief Inspector (Trade Boards.)	£525—20—£600.
‡1 Deputy Chief Woman Inspector	£400—15—£450.		1 Senior Woman Inspector (E. and I. D.)	£500—20—£600.
‡1 Investigating Officer for Women's Industries	£450.		11 First Class Officers	£475—20—£550.
5 Staff Clerks	£300—15—£400.		17 Second Class Officers	£300—15—£400.
2 Assistant Accountants	£300—15—£400.		5 Staff Officers, Higher Grade and Staff Clerks	£300—15—£400.
1 Secretary, London Juvenile Advisory Committee	£300—15—£400.		(Some held by Women on higher Personal Scales.)	
2 Staff Officers, Juveniles	£300—15—£400.		(* One on a personal scale, £300—15—£450.)	
9 Chief Women Officers	£350—15—£500.			
(* One on a personal scale, £400—20—£600.)				
(† Two on personal scales, £300—15—£450.)				
(‡ To be replaced by Staff Clerk, £300—15—£400 on the occurrence of a vacancy.)				

Ministry of Labour, Northern Ireland.

	1920.		1926.	
Nil.			3 Higher Executive	£300—£400.
			1 Technical Inspector	£300—£400.

Ministry of Pensions.

	1920.		1926.	
Awards Division.			Establishments Division.	
1 Superintendent	£350—15—£450.		1 Assistant Principal	£200—20—£400.
Finance.			Pensions Issue Office.	
1 First Class Clerk	£330—15—£420.		7 Higher Executive or Staff Officers	£300—15—£400.
			(2 held by Women on Personal Scales, £350—15—£450 and £330—15—£420.)	
			Special Grants Committee.	
			1 Higher Executive Officer	£300—15—£400.
			Finance.	
			1 Higher Executive Officer...	£300—15—£400.

House of Peers.

	1920.		1926.	
Nil.			1 Accountant	£200—£500.

Public Record Office.

	1920.		1926.	
Nil.			1 Assistant Keeper (Second Class)	£200—20—£400.

National Savings Committee.

	1920.		1926.	
Nil.			2 Local Commissioners	£350—£550.
			(Temporary posts now established.)	
			1 Superintendent of Women Staff ...	£300—£400.

Post Office.

1920.	
Medical Department.	
1 Woman Medical Officer	£350—20—£500.
3 Assistant Women Medical Officers	£180—15—£300.
Savings Bank, Money Order and Accountant-General's Departments, and London Telephone Service.	
1 Superintendent	£350—20—£500.
3 Superintendents (1 Temporary)	£350—20—£450.
1 Superintendent	£280—15—£400.
8 Deputy Superintendents ... (Allowance of £30 to one.)	£270—15—£300.
31 Assistant Superintendents (3 Temporary)	£210—10—£260.

1926.	
Secretary's Office.	
Woman Establishment Officer	£800.
Medical Department.	
1 Principal Woman Medical Officer	£450—20—£600.
3 Assistant Women Medical Officers	£250—15—£400.
Savings Bank, Money Order and Accountant-General's Departments, and London Telephone Service.	
2 Superintendents	£550—20—£700.
1 Superintendent	£500—20—£600.
1 Superintendent	£400—15—£500.
9 Deputy Superintendents ...	£400—15—£500.
38 Staff Officers or Assistant Superintendents	£300—15—£400.

24

Department of Scientific and Industrial Research.

Nil.

Headquarters.	
Accounts Clerk	£300—£400.
National Physical Laboratory (Teddington).	
1 Assistant (Engineering Department)	£350—£450.
1 Assistant (Metallurgical Department)	£350—£450.
William Froude National Tank.	
1 Assistant	£350—£450.

Public Trustee Office.

1920.	
1 Superintendent of Women Staff, £280—15—£400.	

1926.	
1 Chief Superintendent of Women Staff	£350—15—£450.
1 Higher Executive	£300—£400.

Treasury.

1 Director of Women Establishments ...	£1200.
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1 Director of Women Establishments ...	£1200.
1 Assistant Principal	£200—20—£400.

25

Appendix II.

New Posts or Posts Up-graded since 1925.

Board of Education.

1 Librarian £300—15—£400.

Foreign Office.

2 Junior Assistants £200—20—£400.

Ministry of Health.

1 Assistant Principal £200—20—£400.

INSURANCE DEPARTMENT—

1 Deputy Chief Woman Inspector £450—20—£550.

1 Woman Inspector £400—15—£500.

17 Women Inspectors, salaries up-graded from
£300—15—£400 to £400—15—£500.

INSPECTORATE.

1 Inspector of Welfare of Blind £350—20—£550.

MEDICAL DEPARTMENT—

11 Women Inspectors £250—15—£400.

AUDIT STAFF—

1 Junior Assistant Auditor £160—10—£220—10—£400.

Home Office.

FACTORY DEPARTMENT—

1 Medical Inspector £600—£900.

Ministry of Labour.

Deputy Chief Inspector of Trade Boards, salary
up-graded to £525—20—£600.

1 First-class Officer £475—20—£550.

3 Second-class Officers £300—15—£400.

Public Record Office.

1 Assistant Keeper (2nd class) £200—20—£400.

Board of Trade.

1 Assistant Principal Officer £200—20—£400.

Appendix III.

Names and Addresses of Hon. Treasurer and Hon. Secretaries (July, 1926).

Treasurer.

MISS M. F. BROWNE, M.B.E., Restharrow, Abbots Road, Abbots
Langley, Herts.

Secretary.

MISS E. M. FOSTER, Aldwick, Sutton, Surrey.

Assistant Secretary.

MISS H. C. ESCRETT, 39, Woburn Square, W.C. 1.

Regional Secretaries.

LONDON AND SOUTH-EASTERN REGION.

MISS TANN (Board of Education), 12, West Eaton Place, S.W.1.

SOUTH MIDLANDS AND EASTERN REGION.

MISS DINGLE (Home Office), 3, De Montfort Square, Leicester.

SOUTH-WESTERN REGION.

MISS McCLEVERTY (Ministry of Health), 1, Alma Vale Road,
Clifton, Bristol.

WEST MIDLANDS REGION.

MRS. ROBINSON (late Home Office), 46, Edgbaston Road, Moseley,
Birmingham.

NORTH-WESTERN REGION.

MISS JESSE (Ministry of Health), 30, Dickinson Street, Manchester.

MISS E. J. FORREST (Home Office), 5, Luke's Chambers, Bold
Place, Liverpool.

YORKSHIRE AND EAST MIDLANDS REGION.

MISS RIDGEWAY (Ministry of Labour), Quebec Chambers, Leeds.

NORTHERN REGION.

MISS OUTHWAITE (Ministry of Labour), 63, Westgate Road,
Newcastle-on-Tyne.

SCOTTISH REGION.

MISS GLEN (Scottish Board of Health), 250, St. Vincent Street,
Glasgow.

Name and Address of Donor

1928

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