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REPORT

of the

COUNCIL OF WOMEN CIVIL SERVANTS

(HIGHER GRADES)

1927

Pamphlet

RICHMOND:

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COUNCIL OF WOMEN

CIVIL SERVANTS

(HIGHER GRADES)

1927

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COMMITTEE, 1927-1928.

		<i>Representing</i>
Miss H. MARTINDALE, O.B.E.	-	Home Office
(Chairman)		
Miss M. F. BROWNE, M.B.E.	-	Ministry of Pensions
(Hon. Treas.)		
Miss E. M. FOSTER (Hon. Sec.)	-	Ministry of Labour
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 SCHOFIELD	-	Home Office
Miss F. H. DURHAM, C.B.E.	}	Ministry of Labour
Miss A. E. GARDNER, O.B.E.		
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).		
Miss ESCREET (Asst. Hon. Sec.)	-	Retired Civil Servant
(Co-opted Member)		

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**Council of Women Civil Servants
(Higher Grades).**

REPORT, 1926-1927.

Membership.

As is known, Women Civil Servants in the administrative, professional and executive classes, and in departmental grades in which the maximum salary is £300 p.a., or above, are eligible for membership of the Council.

The number of members at July, 1927, was 369, and the number of paid-up subscriptions for the year ending 31st December, 1926, was 307.

The distribution of members among the various Departments is as follows:—

Admiralty	...	...	...	1
Ministry of Agriculture	...	...	...	3
Board of Education	...	...	...	58
Foreign Office	...	...	...	6
Ministry of Health	...	...	...	87
Home Office	...	...	...	30
Board of Inland Revenue	...	...	...	1
Ministry of Labour	...	...	...	118
Ministry of Pensions	...	...	...	7
General Post Office	...	...	...	46
National Savings Committee	...	...	...	3
Board of Trade	...	...	...	2
Treasury	...	...	...	1
Public Trustee Office	...	...	...	6

Meetings.

The Fourth Annual General Meeting of the Council was held on Saturday, November 13th, 1926, in the Lecture Hall of Bedford College, by kind permission of the Principal and Council of the College. Miss Durham presided, and there were 75 members present.

In presenting the Annual Report, Miss Durham, after referring to the additional members sitting on the new Committee, expressed regret that, in the examination for the Administrative Class in 1926, the number of women entrants was smaller than in 1925, and their successes correspondingly less. Only 11 out of the 118 candidates for 17 places in the Home Service were women, and one only—Miss E. A. Sharp, who took seventh place—was appointed (and allocated to the Board of Trade). An analysis of the marks obtained by the women candidates suggested, she thought, that better results might follow from greater concentration on fewer subjects, and she commended this matter to the consideration of the heads of schools and colleges.

On the subject of equality of pay and opportunity, this year had again proved a difficult time. Not only was the political atmosphere unsympathetic, but conditions in the Service made it certain that any real equality of opportunity would be hotly contested. The Executive Committee, had, however, various projects in mind to help things forward, and had set up a sub-committee to gather material which might be of value to the Equal Pay Committee in their work. She hoped that, in this matter, assistance and information would be forthcoming from the Regional Groups, as without fuel from these, the central machinery must tend to run down.

There being no amendments, the adoption of the Report was moved by Miss Taylor (Home Office), seconded by Miss Dodd (Post Office), and carried unanimously.

The adoption of the Balance Sheet was then moved by Miss McCleverty (Ministry of Health), seconded by Miss Blackburn (Post Office), and carried unanimously.

A resolution for the amendment of Rule VI. was moved by Miss Jesse (Ministry of Health), Regional Secretary, N.W. Group, and was seconded by Miss Slocock (Home Office). After some discussion, in the course of which an alternative amendment was proposed by Miss Cale (Ministry of Labour), and seconded by Miss Glen (Scottish Board of Health), the original amendment was withdrawn, and Miss Cale's amendment was carried unanimously. (The rule as amended will be found on page 11).

An interesting discussion, in which the chief speakers were Miss Younger (Ministry of Labour, Edinburgh), Miss E. M. Gardner (Ministry of Health), Miss Ibberson (Ministry of Labour), and Miss Ford (Board of Education), took place on the subject of Recruitment and Training, and revealed the belief that in certain departments the present conditions, at any rate as regards the recruitment of outdoor staffs, give no promise of maintaining an adequate supply of the right type of younger women to fill the vacancies in the senior posts as these occur.

After a brief summary of the activities of the Equal Pay Committee by Miss A. E. Gardner, and an outline of the aims of the Institute of Public Administration, membership of which was commended to the Council by Miss Sanday, the proceedings terminated with a vote of thanks to the Chairman.

Committee Meetings.

Six meetings of the Executive Committee have been held during the twelve months ending June 30th, 1927,

the average attendance being 15. The attendance of members individually is shown in the following list:—

Miss Alleyne	...	...	...	...	5
„ Anderson	...	...	...	...	3
„ Bass	...	...	...	...	4
„ Browne	...	...	...	...	5
„ Cale	...	...	...	...	5
Dame Janet Campbell	...	...	...	...	3
Miss Carson	...	...	...	...	4
„ Gourlay Clark	...	...	...	...	2
„ Durham	...	...	...	...	4
„ Escreet	...	...	...	...	3
„ Ford	...	...	...	...	3
„ Foster	...	...	...	...	6
„ Gardner	...	...	...	...	3
„ Ireland	...	...	...	...	4
„ Looker	...	...	...	...	2
Mrs. Lucas	...	...	...	...	3
Miss Martindale	...	...	...	...	5
„ Marwood	...	...	...	...	5
„ Sanday	...	...	...	...	6
„ Schofield	...	...	...	...	5
„ Squire	...	...	...	...	5
„ Woodgate	...	...	...	...	4

During the year, sub-committees have been set up by the Executive Committee to consider (1) the question of training of new entrants; (2) the relative position, as regards salary and increment scales, and conditions of service generally, of women inside and outside the Civil Service; and (3) aggregation and segregation of staffs in the Civil Service. For various reasons, the first two sub-committees have not as yet reported, but the report of the sub-committee on Aggregation and Segregation, to which Miss Ibberson (Ministry of Labour) has kindly acted as secretary, has been

accepted by the Executive Committee, and has been submitted to the Regional Groups for their observations, with a questionnaire on points upon which the Executive Committee desired to have the opinion of members.

The Executive Committee has been urged to institute an inquiry into the existing accommodation in Government Offices, with a view to securing a proper standard of comfort and decency. It has not been possible, up to the present, to proceed with this inquiry, but it is hoped to deal with the matter when opportunity occurs.

Social Gatherings.

At the close of the Annual General Meeting in November last, members were able to take part in tea and conversation with their friends in the fine hall of Bedford College, and, despite the appalling weather conditions, a large number assembled.

At the meeting of the Executive Committee held on January 18th, 1927, it was suggested that members might welcome an opportunity of meeting at regular intervals, for luncheon or dinner, and as the general feeling was in favour of an evening gathering, it was decided to hold a series of informal dinners in London, at which all members of the Council would be welcome. Two such dinners have been held—on February 21st and May 9th, 1927, at the Florence Restaurant—and have been greatly enjoyed by those present. It is proposed to make these a regular feature of the Council's activities.

On July 5th, 1927, the Council entertained to luncheon at the Florence Restaurant the delegation of Danish civil and municipal servants, who were then visiting London, and included among their number some of the highest officials in Copenhagen. The officers of the Institute of Public Administration (Sir Henry Bunbury, Mr. G. S. W. Epps,

and Mr. Corner), through whom the invitation to the Danes was transmitted, were also the guests of the Council. All the Danes spoke some English, and most were adepts in the language, so that the feast of reason and the flow of soul were unimpeded, and all those present voted the affair a great success. The guests numbered 28, and were entertained by roughly the same number of members—33 of whom were present. As, with the exception of two women Factory Inspectors, no women are engaged in work of an administrative character in Denmark—the delegation consisted wholly of men—it may be hoped that the visitors have taken away with them some new ideas of the subject of women in administration as a result of their entertainment by the Council.

Regional Activities.

The following reports have been received from Regional Secretaries:—

N.W. (MANCHESTER).

“The Group has had an active year. Meetings, followed by informal dinners, have been held after the issue of each set of Executive Committee minutes. Consideration has been given to the problems of equal opportunities for men and women, of office accommodation, and of the position of the latest recruits to the Assistant Inspector grade in the Ministry of Health Insurance Department.

“During the autumn Miss Martindale kindly gave an address on the origin, history and objects of the Council, following a dinner at the Town and Counties’ Club, Manchester. Her presence and address were greatly appreciated by the members.”

M. D. JESSE.

SCOTLAND.

“A meeting of members of the Scottish Group was held in Edinburgh on 2nd October, 1926. Fifteen members of

the Group, Miss Ahrons, from Leeds, and Miss Foster, Hon. Secretary, from London, attended. Miss Paterson, who had recently retired from the Service, and in whose honour a luncheon was given on the same day in Edinburgh, was among those present, and the Regional Secretary said a few words of greeting to her, and voiced the members’ appreciation of her services to women in the Civil Service.

“Miss Foster then outlined the functions of the Council and dealt with the work of the Civil Service Equal Pay Committee. A general discussion followed on equal pay and equal opportunity, and reference was made to a recent tendency in at least two Departments to increase the number of women recruits in the junior grades without a corresponding increase in the number of higher posts, and the effect of this on the prospects of promotion.

“It was agreed to hold a meeting annually, before the Annual General Meeting, to be held alternately in Edinburgh and Glasgow. This was the first meeting of the Scottish members, and the presence of the Hon. Secretary was much appreciated.”

R. M. GLEN.

N.E. GROUP.

“During the year, two meetings have been held. At the first social gathering of the year, Miss H. Martindale, O.B.E., who was in the Division, was good enough to give an account of the work of the Executive Committee of the Council. A discussion took place, and it was suggested by members present that the Council should approach the Office of Works with a view to the appointment of women to responsible positions in that Department.

“The second meeting of the session was addressed by Miss A. E. Gardner, O.B.E., who gave an account of the activities in connection with the campaign for equal pay for men and women in the Service.”

A. R. RIDGEWAY.

SOUTH-WESTERN.

"Two meetings have been held in this area during the period under review. The first was at Bristol, in September, 1926, when the subjects of aggregation and office accommodation were discussed, and a resolution on the latter was forwarded to the Executive Committee. The second was held at Exeter, in February, 1927, in the hope that the members stationed in Devon would be able to attend, but this hope was only fulfilled in two cases, and the attendance was disappointing."

E. A. McCLEVERTY.

Equal Pay Campaign.

Owing to industrial disputes, little action on the part of the Civil Service Equal Pay Committee was possible during the year 1926-27, as the time was not propitious for propaganda or meetings. A short pamphlet was, however, printed and distributed by the Equal Pay Committee in March, 1927, to all Members of Parliament, as a reminder that the claim for a Parliamentary Committee to consider ways and means of giving effect to the principle of equal pay is still in the Committee's programme. This pamphlet was reprinted, on request, and distributed, when desired, to Service and outside organisations, and a copy has been circulated to each member of this Council.

Personalia.

The congratulations of the Council are offered to Miss Sanday (Post Office), on receiving the honour of O.B.E.

It is regretted that, in the Annual Report for 1926, it was erroneously stated that the honour of M.B.E. had been bestowed upon Miss Cunningham (Board of Education)—it should, of course, have been given as O.B.E.

Three members—Miss Sanday, Miss Smyth and Miss Foster—have been elected as members of the Council of the Institute of Public Administration for this year.

Retirements.

Miss M. M. Paterson, C.B.E., J.P. (Scottish Board of Health), on superannuation (an account of her career is given below).

Miss Callis (Board of Education), on superannuation.

Miss M. M. Macpherson and Miss Spenceley (G.P.O., S.P.D.), on superannuation; and Miss Marshall, of the same Department, on account of ill-health.

Miss E. D. Fitzgerald and Miss D. Williams (Ministry of Health Insurance Department), both on marriage.

Amendment of Rule.

As a result of the resolution passed at the Annual General Meeting on November 13th, 1926 (see page 5) Rule VI. now reads as follows:—

"VI. MEETINGS OF THE COUNCIL.—A General Meeting of the Council shall be called at least once annually, at which the Annual Report of the Executive Committee shall be presented. Written notice of proposals to be brought forward at the Annual General Meeting shall be sent to every Regional Secretary a reasonable time before the meeting is held, for the consideration of members of Regional Groups. A Special Meeting of the Council may be called at the written request of the Executive Committee or of fifty members of the Council."

Retirement of Miss M. M. Paterson, C.B.E., J.P.

After a distinguished and varied career extending over thirty-three years, Miss Mary Paterson retired from the Civil Service at the age limit in October last, but still carries her energy and zest for life into other activities.

Miss Paterson was one of the first two women to be appointed H.M. Inspector of Factories; nineteen years later she became a National Health Insurance Commissioner, and recently, on the conclusion of her term of service in that capacity, she served as Inspector under the Scottish Board of Health.

The record of Miss Paterson's work in the Factory Department, set forth in her own graphic words in the Annual Reports of the Chief Inspector of Factories, from 1893 to 1911, forms an absorbing history of aspects of industrial life which she made particularly her own. Scotland claimed the larger part of her service, but from 1908 until the end of 1911 Miss Paterson was at the Home Office acting as Deputy to the Principal Lady Inspector of Factories.

An even greater sphere of responsibility opened before her when the National Health Insurance Act came into force, and she was appointed to the important position of National Health Insurance Commissioner for Scotland. Here again Miss Paterson was a pioneer, and in company with her men colleagues (with equal salary and status) she devoted her trained mind and indomitable energy to the administration of a new and complicated Act, and to the organisation of a staff of men and women on a system of "aggregation."

When the time for retirement came, a large circle of friends, including officials in her own and other Departments, and persons of note in other walks of life, delighted to honour her by entertaining her at luncheon in Edinburgh (October, 1926). To the many tributes there rendered to her personality and achievement, there was added a gracious message from Her Majesty The Queen. Miss Paterson's interests are so varied, and so many good causes have benefited by her active help, that she will find ample occupation in her retirement.

Council of Women Civil Servants (Higher Grades).

Statement of Receipts and Expenditure, 1st January, 1926, to 31st December, 1926.

RECEIPTS.	£	s.	d.
Balance in Hand on 1st January 1926 ...	84	19	10
Subscriptions—1926	53	14	6
1927	0	17	6
Interest on Amount on Deposit in Bank ...	1	12	9
	<hr/>		
	£141	4	7
	<hr/> <hr/>		

EXPENDITURE.	£	s.	d.
Printing	15	15	4
Expenses of Annual Meeting	4	1	3
Stationery	1	5	10
Postage	7	4	6½
Typing	1	18	1½
Clerical Assistance to Hon. Secretary ...	0	5	0
Fares of Members (Scottish Meeting) ...	2	12	6
Fares of Delegates to Annual Meeting (1925-26)	13	17	0
Newspapers and Publications	0	5	0
Cheques	0	5	0
Cash in Bank	93	2	0
Cash in Hand (Treasurer)	0	13	0
	<hr/>		
	£141	4	7
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M. F. BROWNE, Hon. Treasurer.
19th February, 1927.

Audited and found correct,
A. KEITH.

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, at which the Annual Report of the Executive Committee shall be presented. Written notice of proposals to be brought forward at the Annual General Meeting shall be sent to every Regional Secretary a reasonable time before the meeting is held, for the consideration of the members of Regional Groups. 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 II.

List of Permanent Posts held by Women with a Maximum Salary of £300 per annum and Upwards, 1927.

ADMIRALTY.

1 Principal Lady Superintendent £300—15—£400.

MINISTRY OF AGRICULTURE.

1 Controller of Women Staff £300—15—£400.

2 Higher Grade Clerks £230—£300.

Education and Research Division.

1 Inspector (personal scale) £250—£350.

1 Assistant Inspector £130—£200.

Fisheries Department.

1 Assistant Naturalist £200—£320.

Botanic Gardens, Kew.

1 Assistant £250—£450.

BOARD OF AGRICULTURE FOR SCOTLAND.

1 Inspector £200—£300.

1 Plant Pathologist (temporary) £450.

AIR MINISTRY.

None.

BRITISH MUSEUM and NATURAL HISTORY MUSEUM.

None.

CABINET SECRETARIAT.

None.

CHARITY COMMISSION.

None.

CIVIL SERVICE COMMISSION.

1 Assistant Director of Examinations ... £250—£550.

COLONIAL OFFICE.

None.

BOARD OF CONTROL (Mental Deficiency).

England and Wales.

1 Commissioner £1200—£1500.

1 Woman Inspector £400—£650.

Scotland.

1 Deputy Commissioner £600.

LORD CHANCELLOR'S OFFICE, SUPREME COURT and COUNTY COURTS.

None.

CROWN AGENTS FOR THE COLONIES.

None.

BOARD OF CUSTOMS AND EXCISE.

2 Higher Grade Clerks £230—£300.

DOMINIONS OFFICE (Empire Marketing Board, Oversea Settlement Department, and Pensions Appeal Board).

None.

ECCLESIASTICAL COMMISSIONERS.

None.

BOARD OF EDUCATION.

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

1 Principal Staff Officer £450—20—£550.

4 Higher Executive Officers £300—£400.

4 Executive Officers £100—£300.

4 Higher Clerical Officers £230—£300.

BOARD OF EDUCATION—Continued.**Inspectorate.**

1 Chief Woman Inspector	£850—50—£1000.
10 Staff Inspectors	£550—25—£650.
61 Inspectors	£300—20—£500.

Special Inquiries and Reports Branch.

1 Librarian	£300—15—£400.
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Victoria and Albert Museum.

2 Assistants	£230—£390.
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SCOTTISH EDUCATION DEPARTMENT.

3 Inspectresses for Domestic Subjects... (One with allowance of £50 for acting as Principal Inspectress.)	£300—15—£500.
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MINISTRY OF EDUCATION, NORTHERN IRELAND.

2 Inspectors	£300—£550.
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ELECTRICITY COMMISSION.

None.

EXCHEQUER AND AUDIT DEPARTMENT.

None.

FOREIGN OFFICE.

3 Women Assistants	£200—20—£400.
2 Chief Women Officers	£300—£400.
6 Staff Officers	£230—£300.

FORESTRY COMMISSION.

None.

REGISTRY OF FRIENDLY SOCIETIES.

None.

GOVERNMENT ACTUARY'S DEPARTMENT.

None.

GOVERNMENT CHEMIST'S DEPARTMENT.

None.

MINISTRY OF HEALTH.

1 Principal Officer	£600—£750.
1 Assistant Principal Officer	£200—20—£400.
1 First-Class Clerk	£300—£400.
41 Second Class Clerks	£230—£300.
1 Controller of Typists	£300—£400.

Accountant-General's Department.

1 Accountant	£450—20—£550.
1 Assistant Accountant	£300—15—£400.
4 Examiners (1 acting)	£100—£300.

Audit Staff.

1 Junior Assistant Auditor	£160—£400.
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Insurance Department.

1 Chief Woman Inspector	£600—20—£700.
1 Deputy Chief Woman Inspector	£450—20—£550.
21 Inspectors	£400—15—£500.
215 Assistant Inspectors	£100—£300.
1 Superintending Clerk (acting)	£450—£550.
7 First Class Clerks (2 acting)	£300—£400.
11 Second Class Clerks (4 acting)	£100—£300.

Inspectorate (other than Insurance).

1 Assistant General Inspector	£500.
1 Inspector of Welfare of Blind	£350—20—£550.

Medical Department.

1 Senior Medical Officer	£1200—50—£1400.
4 Medical Officers	£600—£1100.
11 Women Inspectors	£250—15—£400.

SCOTTISH BOARD OF HEALTH.

1 Member of the Board	£1000—50—£1200.
2 Higher Executive Officers	£300—15—£400.
1 Executive Officer	£100—£300.
2 Higher Clerical Officers	£230—£300.

Insurance Inspectorate.

3 Inspectors	£400—15—£500.
24 Assistant Inspectors	£100—£300.

WELSH BOARD OF HEALTH.

1 Medical Officer	£600—£1100.
1 Inspector (Insurance)	£400—£500.
8 Assistant Inspectors	£100—£300.
1 Higher Grade Clerk	£230—£300.

HOME OFFICE.**Factory Department.**

1 Deputy Chief Inspector	£750—50—£850.
1 Medical Inspector	£600—£900.
1 Superintending Inspector	£550—25—£700.
1 Deputy Superintending Inspector	£350—20—£550.
(With £50 allowance.)	
5 Women Deputy Superintending In- spectors	£350—20—£550.
8 District Inspectors	£350—20—£450.
16 Inspectors	£200—£350.

Prison Commission.

Governor, Borstal Institution	£450—£550.
Deputy Governor, Holloway Prison	£350—£375.
3 Medical Officers	£350—£600.
1 Medical Officer	£300.

Children's Branch.

1 Woman Medical Inspector (Assistant)	£400—20—£500.
1 Woman Inspector	£300—£500.

HOUSE OF PEERS.**Accounting and Copying Department.**

1 Receiver of Fees and Accountant	£300—£600.
1 Examiner of Acts	£250—£400.

HOUSE OF COMMONS.

None.

IMPERIAL WAR MUSEUM.

1 Clerk in Charge of Accounts	£300—£400.
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HIGH COMMISSIONER FOR INDIA.

None.

INDIA OFFICE.

3 Higher Clerical Officers	£230—£300.
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BOARD OF INLAND REVENUE.

None (1 Unestablished Principal of Women Staff, £450).

MINISTRY OF LABOUR.**Treasury Classes.**

1 Assistant Secretary	£850—50—£1000.
2 Principal Officers	£600—25—£750.
2 Assistant Principal Officers (Para. 51)	£200—20—£400.
(One on personal scale, £300—15—£450.)	
1 Higher Executive Officer	£400—£500.
12 Executive Officers	£100—£300.
1 Executive Officer	£100—£400.
4 Staff Clerks	£300—£400.
(2 on personal scales.)	
97 Higher Grade Clerks	£230—£300.

Departmental Classes.

1 Deputy Chief Inspector	£525—20—£600.
(Trade Boards.)	
1 Senior Woman Inspector	£500—20—£600.
(Employment Department.)	
10 First Class Officers	£475—20—£550.
16 Second Class Officers	£300—15—£400.
69 Third Class Officers	£200—£300.
2 Accountants (Kew)	£450—20—£550.
11 Assistant Accountants	£300—£400.

MINISTRY OF LABOUR, N. IRELAND.

3 Higher Executive Officers	£300—£400.
1 Technical Inspector	£300—£400.

METROPOLITAN POLICE.

None.

MINES DEPARTMENT.

None.

NATIONAL DEBT OFFICE.

None.

NATIONAL INSURANCE AUDIT DEPARTMENT.

None.

NATIONAL SAVINGS COMMITTEE.

2 Local Commissioners	£350—£550.
1 Superintendent of Female Staff	£300—£400.
1 Assistant Superintendent ditto	£230—£300.

DEPARTMENT OF OVERSEA TRADE.

1 Higher Clerical Officer	£230—£300.
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PAYMASTER-GENERAL'S OFFICE.

None.

MINISTRY OF PENSIONS.

1 Assistant Principal Officer	£300—£400.
1 Lady Superintendent	£350—£450.
3 Higher Executive Officers	£300—£400.
6 Staff Officers	£300—£400.
(1 on scale £330—£420.)	
4 Executive Officers	£100—£300.
30 Higher Clerical Officers	£230—£300.
1 Controller of Typists	£230—£300.

Medical Services.

1 Matron in Chief	£470 inclusive.
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POST OFFICE.**Secretary's Office.**

Woman Establishment Officer	£800.
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Medical Department.

1 Principal Woman Medical Officer	£450—20—£650.
3 Assistant Women Medical Officers	£250—15—£450.

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.
39 Staff Officers or Assistant Superintendents	£300—15—£400.
1 Superintendent Exchange Staff	£320—£420.
130 Higher Clerical Officers	£230—£300.

POST OFFICE, SCOTLAND.

1 Staff Officer	£300—£400.
1 Higher Clerical Officer	£218—£285.

PRISON COMMISSION.

See under Home Office.

PRIVY COUNCIL OFFICE.

None.

PUBLIC PROSECUTIONS DEPARTMENT.

None.

PUBLIC RECORD OFFICE.

1 Assistant Keeper	£200—£400.
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PUBLIC TRUSTEE OFFICE.

1 Superintendent of Women Staff	£350—£450.
1 Lady Visitor	£250—£350.
1 Higher Executive Officer	£300—£400.
1 Executive Officer	£100—£300.
16 Higher Clerical Officers	£230—£330.
2 ditto (Manchester)	£230—£300.
2 Accountants (Grade II.)	£180—£350.

ROYAL COMMISSION ON ANCIENT MONUMENTS.

1 Editorial Assistant	£250.
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DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH.

1 Assistant Accountant	£300—£400.
1 Higher Clerical Officer	£230—£300.
1 Registrar of Survey (Fuel)	£250—£350.

National Physical Laboratory.

1 Assistant (Engineering Department) ...	£350—£450.
1 Ditto (Metallurgical Department)	£350—£450.
3 Ditto, ditto	£250—£350.
1 Assistant (Wm. Froude Tank)	£350—£450.

GEOLOGICAL SURVEY.

None.

STATE MANAGEMENT'S DISTRICTS (Carlisle).

None (1 Superintendent of Hotels, unestablished.)

STATIONERY OFFICE.

None.

SUPREME COURT OF JUDICATURE.

None.

BOARD OF TRADE.

2 Assistant Principal Officers £200—£400.
 1 Staff Officer £300—£400.

MINISTRY OF TRANSPORT.

1 Executive Officer £100—£300.

TREASURY.

1 Director of Women Establishments ... £1200.
 1 Assistant Principal Officer £200—£400.
 1 Higher Clerical Officer £230—£300.

WAR OFFICE.

None (apart from officers of Nursing Service).

OFFICE OF WORKS.

None.

Appendix III.**New Posts, and Posts in which the Maximum Salary has been increased since 1926.****MINISTRY OF AGRICULTURE.**

1 Inspector (Educational and Research Division) £250—£350.
 1 Assistant Inspector (ditto) £130—£200.
 (Personal.)
 Assistant at Botanic Gardens—Maximum increased from £400 to £450.

CIVIL SERVICE COMMISSION.

1 Assistant Director of Examinations ... £250—£550.

BOARD OF EDUCATION.**Victoria and Albert Museum.**

2 Assistants £230—£390.

MINISTRY OF HEALTH.**Insurance Department.**

3 Inspectors £400—£500.
 40 Assistant Inspectors £100—£300.
 1 Superintending Clerk (acting) £450—£550.
 2 First Class Clerks (acting) £300—£400.
 3 Second Class Clerks (acting) £100—£300.

A.G. Division.

3 Examiners (1 acting) £100—£300.

BOARD OF TRADE.

1 Assistant Principal Officer £200—£400.

NOTE.—In the corresponding list in the Annual Report for 1926 (Appendix II., p. 26), eleven posts of Inspector in the Ministry of Health Medical Department were erroneously included.

Appendix IV.

Names and Addresses of Hon. Treasurer and Hon. Secretaries (July, 1927).

Treasurer.

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

Secretary.

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

Assistant Secretary.

MISS H. C. ESCREET, 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), Prudential Buildings, Grey Friars,
Leicester.

SOUTH-WESTERN REGION.

MISS McCLEVERTY (Ministry of Health), 52, Broad Street, London,
W.C. 2.

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 BARRETT (Ministry of Labour), Employment Exchange,
Newcastle-on-Tyne.

SCOTTISH REGION.

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

