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Pamphlet

# REPORT

*of the*

## COUNCIL OF WOMEN CIVIL SERVANTS

(APPROVAL No. 202 C.S.)

1935.

27 MARSHAM STREET, S.W.1

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**Names and Addresses of Officers, 1934-1935.**

*Chairman:*

MISS E. A. FORD, 116 Swan Court, S.W. 3.

*Vice-Chairman:*

DR. STUART HORNER, Home Office, Whitehall, S.W. 1.

*Hon. Treasurer:*

MISS L. B. DAVIS, H.M. Inspector of Taxes, 202 Bishopsgate, E.C. 2.

*Hon. Secretary:*

MISS D. F. TAIT, Ministry of Labour, Queen Anne's Chambers, S.W.1.

*Hon. Asst. Secretary:*

MISS A. M. JENNINGS, Ministry of Labour,  
Montagu House, Whitehall.

**Executive Committee.**

MISS S. M. ALLEYNE, Ministry of Agriculture, 10 Whitehall Place,  
S.W. 1.

MISS E. ANDERSON, Foreign Office, Whitehall, S.W.1.

MISS SHUCKBURGH, Board of Education, Whitehall, S.W. 1.

MISS J. I. WALL, 32, St. Thomas' Mansions, S.E. 1.

MISS D. IBBERSON, U.A.B., Thames House, S.W. 1.

MISS B. M. POWER, Montagu House, Whitehall, S.W. 1.

MISS N. PROCTER-GREGG, 6, Whitehall Gardens, S.W. 1.

**Standing Sub-Committees.**

**Finance.**

MISS AYRES. MISS L. B. DAVIS, *Convener.* MISS O'BRIEN.

**Journalistic.**

MISS TAIT, *Convener.*

MISS IRVING. MRS. GULLAND. MISS McDOWELL. MISS POWER.

**Recruitment.**

MISS STANTON, *Convener.*

MRS. GULLAND. MISS SHUCKBURGH. MISS E. ANDERSON.

All officers are *ex-officio* members of the standing Sub-Committees.

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## Committee of Representatives.

Agriculture and Fisheries, Ministry of	-	MISS ALLEYNE, M.B.E.
British Museum (Natural History)	-	MISS I. GORDON, D.Sc.
Board of Control	-	MISS LANDON
Education, Board of	-	{ MISS BASTABLE
	-	{ MISS SHUCKBURGH
"    "    (Victoria and Albert Museum)	-	MISS CLAYTON
Board of Trade	-	MISS KILROY
Foreign Office	-	MISS LUNN
Health, Ministry of	-	{ MISS McCLEVERTY
	-	{ MISS STANTON
	-	{ MISS O'BRIEN
Home Office	-	MISS WALL
"    "    (Factory Dept.)	-	MISS VICKERS
Inland Revenue, Board of	-	MISS LE HUQUET
Labour, Ministry of	-	{ MISS ROTHBARTH
	-	{ MISS A. M. JENNINGS
	-	{ MISS POWER
National Savings Committee	-	MISS LOOKER
Overseas Trade, Dept. of	-	MISS WOOD, M.B.E.
Pensions, Ministry of	-	MISS HYSLOP
Post Office (A.G.D.)	-	MISS KEITH
"    "    (M.O.D.)	-	MISS NICHOLS
"    "    (S.B.D.)	-	MISS FROST
Public Trustee Office	-	MISS AYRES
Transport, Ministry of	-	MISS PROCTER-GREGG
Treasury	-	MRS. LUCAS
Patent Office	-	MISS SHEPHERD
C. S. Commission	-	MISS McDOWELL

### Scottish Departments.

General Board of Control (Scotland)	-	MISS K. FRASER, M.D.
Scottish Education Dept.	-	MISS G. O'CONNOR.
Dept. of Agriculture (Scotland)	-	MISS E. S. KING
Dept. of Health for Scotland	-	MISS D. Spence Allan

NOTE.—All Regional Secretaries are *ex-officio* Members of the Committee of Representatives.

## Names and Addresses of Regional Officers.

### London and South-Eastern Region.

#### Chairman :

MISS E. A. McCLEVERTY, 11a, De Vere Cottages, De Vere Gardens, W.8.

#### Region I.

*Secretary* : MISS R. BASTABLE, 9, Seymour House, Albion Rd., S.W.8.  
Admiralty, Air Ministry, Ministry of Agriculture, Board of Control, Crown Agent for the Colonies, Board of Education, High Commissioner for India, H.M. Land Registry, Ministry of Labour, Department of Overseas Trade, Public Record Office, Public Trustee Office, Department of Scientific and Industrial Research, Ministry of Transport, Treasury, War Office and Associate Members.

#### Region II.

*Secretary* : MISS W. M. IRVING, 32, Crescent Grove, S.W.4.  
British Museum, Civil Service Commissioners, Foreign Office, Home Office, Ministry of Health, Board of Inland Revenue, National Savings Committee, Patent Office, Post Office and Board of Trade.

### South Midlands and Eastern Region.

*Secretary* : MISS THOMAS, 2, Creestone Mount, Lindum Road, Lincoln.

### South-Western and Wales Region.

*Chairman* : MISS HASTINGS, 4, Henley Grove Mansions, Henleaze, Bristol.

*Secretary* : MISS D. LENN, 8, The Glen, Durdham Down, Bristol.

### West Midlands Region.

*Chairman* : THE HON. MIRIAM PEASE, 4, St. George's Court, Bournville, Birmingham.

*Secretary* : MISS G. E. N. PIGGOTT, Ministry of Labour, 281, Corporation Street, Birmingham.

### North-Western Region (Manchester).

*Secretary* : MISS M. F. R. LIMRICK, 76, Newton Street, Manchester.

### North-Western Region (Liverpool).

*Chairman* : MISS LEDWICH, Government Buildings, Victoria Street, Liverpool.

*Secretary* : MISS HENSHALL, 28, Linnett Lane, Sefton Park, Liverpool.

### Yorkshire and East Midlands Region.

*Chairman* : MISS SCHOFIELD, 7, St. John's Square, Wakefield.

*Secretary* : MISS CONNELL, 12 Great George Street, Leeds.

### Northern Region.

*Secretary* : MISS I. TULLY, Employment Exchange, Newcastle-on-Tyne.

### Scottish Region.

*Chairman* : MISS KATHERINE ANDREW, 250 St. Vincent Street, Glasgow.

*Secretary* : MISS M. A. EWAN, 50 Cranworth Street, Glasgow.

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

### REPORT, 1934-1935.

#### Membership.

The membership of the Council is now 492 consisting of 471 members and 21 associates.

#### ANNUAL GENERAL MEETING.

The Twelfth Annual General Meeting of the Council was held on 12th May, 1934, at King's College of Household Science, Campden Hill, W.8. 55 members were present, and 48 proxy votes were handed in.

Dr. Horner (Vice-Chairman) suggested that at future meetings members should wear a card showing their name and Department.

1. *Adoption of Annual Report.*—Miss Ford (Chairman) mentioned that the Journalistic Sub-Committee had drawn up the Annual Report this year and would welcome any suggestions for the improvement of future Reports. Miss Power (Ministry of Labour) proposed that official not private addresses should be used for the list of members in the Report, as they were less liable to change. Miss Smyth (Secretary) appealed to members to use either official or private addresses consistently, as this would save the secretaries a good deal of trouble. Miss Limrick (Ministry of Health) proposed that the existing arrangement should be continued, but that regional secretaries should inform members that the official address is preferred. This proposal was seconded by Miss Lenn (Ministry of Health) and carried unanimously. A suggestion by Dr. Horner that all communications sent out should be marked "Personal" was adopted.

Miss McCleverty (Ministry of Health) proposed and Miss McCall (Board of Education) seconded the adoption of the Annual Report. This was then carried unanimously.

2. *Chairman's Speech.*—Miss Ford began by saying that her speech was to be short for many reasons, principally because the Annual Meeting was the best opportunity of the year for the regional members to express their views and criticise the policy of the Council. The Executive was very glad to have criticism, and it had had a good deal this year. But she must point out that the Council was not a body which could secure present advantages for individual members; the best results of its work would appear in the future.

The year had been very eventful, and, on the whole, very satisfactory. It had also been unusually spectacular, covering as it had, the Report of Committee "F" and the work in connection with the Committee on the admission of women to the Diplomatic and Consular Services. The Executive had also been active in overhauling the machinery of the Council, bringing the list of members up to date, which involved a great deal of work for the Secretary, and also re-organising the financial machinery. The collection of subscriptions had been centralised and an attempt had been made to persuade members to use banker's orders. In spite of this, however, subscriptions failed to come in satisfactorily. Miss Ford appealed to all members to pay their subscriptions promptly. She also referred to the new office, which had focussed the Council's activities in a most useful way. With regard to recruitment a great deal of work remained to be done. There were still nearly 400 potential members. It was vital to bring them into the Council, especially the younger ones. A second edition of 1,000 copies of the pamphlet on openings for women in the Service had been issued during the year. About 500 copies had been sold and 100 distributed free to educational journals and interested organisations.

With regard to Committee "F," Miss Ford expressed great appreciation of the work done by Miss Ibberson, Miss Tann and Miss Wall, but she said she would not spend more time on this, as Miss Ibberson was going to give an account of it later in the meeting. A copy of the Report had been circulated to all members.

It was regrettable that, owing to lack of funds, it had been impossible to circulate to all members the statement submitted by the Council to the Committee on the admission of women to the Diplomatic and Consular Services. One or two typed copies were in circulation, and it was hoped that all members would eventually have an opportunity of seeing the statement. Miss Ford said that the Council's evidence was taken very seriously. Its representatives were given an audience of three hours, twice as long as the time given to other witnesses. Miss Ford was convinced that if anything tangible for women resulted from the deliberations of the Committee, it would be due to the efforts of the Council.

As to the future outlook, equal pay had not yet been achieved, and the Council had no intention of abandoning the struggle to achieve it. A large meeting organized by the women's organisations was held in the Central Hall in the Spring to demand equal pay, and Members of the Executive attended. The Civil Service was in the foreground at the meeting. It was a great advantage that the whole Service, men as well as women, were now demanding equal pay. Nor had the Council succeeded in getting the Marriage Bar removed. A great deal of work remained to be done on that question among the women of the Service themselves, who were by no means all sound. The Colonial Office still constituted a closed field to women, and efforts must be made to open it.

Miss Ford mentioned the loss during the year of Miss Durham and Dame Janet Campbell, both high officials in the Service, and both zealous supporters of the work of the Council. Both were eager to continue to help in the future and had agreed to become Associate Members. Miss Deane and Miss Baster, who retired this year, were also a great loss to the Council. In conclusion Miss Ford heartily welcomed any new regional members attending the meeting for the first time.

3. *Treasurer's Report.*—Miss Keith, in presenting the Treasurer's Report, said the balance was larger than it had been for some years, but she had to call attention to the qualifying footnotes appended to the Financial Statement on pages 28-29 of the Annual Report. Subscriptions fell short of expenditure by

about £20. The work for the Diplomatic and Consular Committee cost about £52, swallowing up the special fund from donations and about £9 from ordinary funds. For 1933, the number of members who paid their subscriptions was 390 or 86 per cent. For the current year 40 banker's orders had been received and 140 subscriptions, covering about 33 per cent of the membership.

Miss Ford remarked that this state of affairs was rather shocking, as subscriptions were due on 1st January, Miss Limrick said it would have been better if the amount of the subscription had been stated in the covering letter accompanying the banker's order. Miss Lenn asked if it was proposed to continue paying the annual subscription of £20 to the Civil Service Statistical Research Bureau. She was referred to a statement to be made later by Miss Ibberson. The adoption of the Treasurer's Report was proposed by Miss Thomas (Board of Education), seconded by Miss Henshall (Ministry of Health) and carried unanimously.

4. *Amendments to the Constitution.*—Miss Smyth, on behalf of the Executive proposed that Rule V. paragraph II. should be amended to read:—

“The Executive Committee shall consist of ten members in addition to the Officers. Conveners of sub-committees shall be ex-officio members of the Executive Committee. The Committee shall meet ordinarily once a month and the quorum for meetings shall be seven.”

Miss Smyth said that there were several standing Sub-committees of the Executive, the conveners of which were at first elected from members of the Executive. But they were too busy to deal with all the work, and besides it was desirable to interest suitable people outside the Executive in the work of the Council. The amendment gave rise to a good deal of discussion. Finally, on Miss Ford's proposal, the amendment was withdrawn, and it was decided to make other arrangements for permitting conveners of sub-committees who were not members of the Executive to attend Executive meetings.

The Executive also proposed that Rule VIII. should be amended to read :

“ The Council shall keep in touch with members throughout the country through Regional Secretaries, who shall be appointed by members of the Regional Area concerned. They shall hold office for three years and be eligible for re-election. If no appointment is made within a reasonable time, the Committee of Representatives shall proceed to appoint.”

Miss Ford said that practice under the existing rule had been to send the minutes of the meetings of the Committee of Representatives to all members, and it was felt that these minutes did not convey a true idea of the work of the Council to ordinary members. It was desired to circulate a quarterly bulletin to all members instead of these minutes, which would give a fuller account of events. Miss Limrick thought the amendment was unnecessary, as the rule did not provide for sending minutes to all members, but merely prescribed that information following each meeting of the Committee of Representatives or Council should be supplied to regional secretaries, they being responsible for passing on the information to members. Miss Smyth said that, in practice, a copy of the minutes was circulated to all members. Miss Henshall pointed out that this was not the original practice : the matter had been brought up at a meeting of the Committee of Representatives, and it was a result of this and not of the Rule, that individual members were circularised. Miss Ford said that if the meeting would authorise the Executive to read the Rule in Miss Limrick's sense, the resolution could be withdrawn. The Hon. Miriam Pease (Home Office), emphasised the necessity of keeping in touch with the provinces. A quarterly bulletin, which might not coincide with regional meetings, would not take the place of the minutes. Miss McCleverty raised the question of cost. Miss Smyth thought there would be very little difference, but the bulletin would be fuller and would keep the members more up-to-date than minutes, which must be confined to the questions on the agenda of the meeting. Miss Glen (Department of Health for Scotland) supported the Executive's amendment. It would keep members in touch with all the proceedings of the Committee of Representatives. Miss Lenn thought members would read a bulletin with more interest. Miss

Connell, Yorkshire (Ministry of Labour), asked whether, as no alteration of the Constitution was necessary, the bulletin method could not be tried for a year. Miss Jesse (Ministry of Health) proposed and Miss Glen seconded that a quarterly bulletin should be circulated instead of the minutes of the Committee of Representatives. Miss Wall proposed that this should be limited to the next annual meeting and that the words “ as an experiment ” should be added to Miss Jesse's resolution. The resolution with Miss Wall's amendment was carried. Miss Schofield (Home Office) proposed that the Minutes of the Executive should continue to be sent to Regional Secretaries until such time as the provision in the Constitution requiring the Executive to report to the Regional Committees should be altered. Miss McCleverty protested strongly against the circulation of the Executive minutes. The information in them was very often confidential and its circulation hampered the work of the Executive. Dr. Horner supported Miss McCleverty.

It was agreed by the meeting that the question of continuing to circulate the Executive minutes to Regional Secretaries should be considered between the Executive and the Committee of Representatives.

The South Western Region put forward the following resolution :—

“Delete paragraph 1 of Section IX. on Finance and substitute:

- (a) The amount of the annual subscription payable by each member of the Council and each associate shall be fixed at an Annual General Meeting of the Council and shall remain in force until raised at a subsequent Annual General Meeting. The subscription shall be payable on 1st January each year.
- (b) The subscription for 1935 shall be 10/- for members and 3/6d. for associates.”

Miss Lenn in proposing the Resolution said that it was not meant as an amendment to the Constitution. Her region did not think that the Council should be hampered by having the amount of the subscription stated in the Constitution. Miss Wall (Home Office) seconded the resolution. Miss McCall (Board of Education) proposed that, until the Constitution should

be redrafted, the proposal embodied in (a) of the Resolution should be dropped. Miss Lenn asked what would become of (b) if she withdrew (a). Miss Ford said that (b) could then be discussed. Miss Lenn preferred that the resolution should be voted on. Miss Wall then withdrew her seconding. Miss Ford seconded the resolution so that it could be put to the vote. Miss Wall then proposed that the S.W. Resolution (a) should stand with the words added: "subject to the safeguards contained in Rules VII. and X." and this was carried.

With regard to (b), the raising of the subscription to 10/-, Miss Lenn said the proposal was based on the 1934 budget. Her Region felt that there was no alternative to a higher subscription. An incredible amount of valuable work was done by the Council on a limited outlay, but if it was to seize all the opportunities for valuable work that offered, it must have money. The Region did not think that the higher subscription would lead to a loss of members. They had found in the past that membership had been maintained in spite of increase of subscription. The Resolution was seconded by Miss Murray (Board of Education). Miss Power (Ministry of Labour) on behalf of the Executive said that it was obvious that the criterion of the success of the Council was the increase of its activities. Money was wanted for recruitment, for meetings, parties, and travelling expenses. Miss Connell, for the Yorkshire and East Midlands Region, said that her Region objected to the resolution because they thought the increase ought to be more than 2/6d. They would like instead to have a clearer forecast of expenses for the next few years and then, if necessary, to ask for a bigger increase. Miss Marsh (Ministry of Labour) in opposing the Resolution, said that the vote against it had been unanimous in her Region (West Midlands). The Hon. Miriam Pease said that her members were mostly young, and at the meeting every one was clear they simply could not afford the increase. Miss Limrick said her Region wished the Resolution to be amended to provide for a subscription of 3/6 for the first two years of membership for young members as a recruiting measure. Miss Ford said that this was not an amendment but a new proposal and should have been on the Agenda. Miss Schofield (Home Office) pleaded for a further review of the position. Her Region (Yorkshire and East Midlands) felt that a substantial increase was necessary, and that

10/- would be useless. She agreed with Miss Lenn that the amount of work done by the Council on the funds at its disposal was amazing. The Provinces appreciated this. She proposed that they should raise the money required for next year by donations again, as they were asked for two years. Then the Executive should give a further review of the position and if necessary raise the subscription to 15/-. Miss Henshall said that personally she agreed with the necessity for raising subscriptions, but her Region felt that income could be increased by recruitment, by collecting outstanding subscriptions and taking account of non-recurrent items of expenditure. Miss McCall emphasised the necessity for building up a good balance. Miss Irving, as a new-comer, said that anyone keen enough to join was keen enough to pay 10/-. Miss Rothbarth (Ministry of Labour) said that in her opinion it would be a scandal if the good work of the Council should founder on the rock of finance. Miss Johnson (Home Office) said she thought the subscription should be increased considerably, and asked if the Executive were satisfied that 10/- would be enough. The Resolution was then put to the vote and passed by 49 votes to 45. The Resolution of the Yorkshire and East Midlands Region "That an addition be made to Rule IX. that 'Members two years in arrears with their subscriptions shall automatically cease to be members'" was carried unanimously.

6. *Report on Committee "F"*.—Miss Ibberson outlined the position on the Staff side of Committee "F." On the Marriage Bar question the Council was supported unequivocally only by the Institution of Professional Civil Servants. The representatives of the N.A.W.C.S. were in favour of its abolition, but had never taken a referendum on the subject. All the other associations were opposed. The Committee generally considered itself as existing to see that the recommendations of the Tomlin Commission were carried out.

The proceedings started with a Memorandum submitted by the Council and subsequent action was based on it. At the outset relations were somewhat strained but in the end it was a very friendly committee, and it did a great deal to improve the relations between men and women in the service.



The official side refused to discuss the question of equal pay on the ground that it was outside the terms of reference. The Staff Side insisted on inserting the reference to equal pay at the end of the Report, the men being strongly in favour of it.

With regard to the marriage bar, the Council's representatives had at first intended to put in a reservation. The Chairman had pointed out that, if one association started putting in reservations, the others would follow and there would be no unanimous report. The men had made considerable concessions to the women's point of view and had had difficulty with their associations in consequence. So the Council's representatives thought it better to sign the report than to have other people putting in reservations which would have endangered its effectiveness.

With regard to equal opportunity, Miss Ibberson felt that the result was fairly satisfactory especially in view of the welcome in the press. The difficulties about aggregation were mainly in connection with the Post Office. There remained a good deal of work to be done in respect of reservations, which form a part of aggregation. With regard to the Colonial Office, it was hoped that a Committee "F" delegation would shortly be received.

7. *Election of Auditor.*—Miss Ayres was again elected.

8. *Other business.*—Miss Ibberson appealed for the continuance of the subscription to the Civil Service Statistical Research Bureau. The subscription meant acceptance of a seat on the Bureau. Throughout the year the Bureau had steadily enhanced its reputation. It had done important work in the pay question, enabling the Staff Side to meet the Treasury on equal terms. The Royal Statistical Society was likely to publish some of its work. The Council had urged that the statistics of men and women's pay should be kept separate, as this might be useful in the future. The Council would probably use the Bureau in connection with the equal pay campaign. The Bureau had already given a lot of help in connection with Committee "F". It was amply worth the money to maintain the good feeling engendered by that Committee. Miss Wall said that everyone felt the necessity of maintaining co-operation and goodwill, but thought the Executive should discover whether a seat on the Bureau could not be obtained more cheaply. Miss

Ibberson said every other association paid £25. Miss Wall said that she had been told that one body paid £20 and others less. Miss Glen proposed that, in view of Miss Ibberson's statement, the Council should continue the experiment for another year. Miss McCall supported this and suggested it should be left to the Executive to secure the seat more cheaply if possible. The meeting then agreed to the continuance of the subscription.

### MAIN ACTIVITIES OF THE COUNCIL DURING THE YEAR 1934-1935.

The Executive Committee held 11 meetings during the year. Its main concerns have been the Revision of the Constitution and of the general machinery for the business of the Council; the institution as an experiment of a Quarterly Bulletin for issue to all members; a recruiting campaign; the issue of a revised edition of the pamphlet dealing with Higher Appointments open to Women in the Civil Service; representations in connection with the staffing of the new Government Department, the Unemployment Assistance Board, and with the inspection of the Junior Instruction Centres set-up under the Unemployment Act 1934; the pressing for publication of the Report of the Committee set up by the Under-Secretary of State for Foreign Affairs to consider the question of the admission of women to the Diplomatic and Consular Services; the follow-up of the Report of "Committee F" including participation in a Deputation to the Colonial and Dominions Offices; work in connection with the Marriage Bar including the sending of a Deputation to the Treasury and in connection with Equal Pay.

Some details of these activities are set out below and members are referred to the Quarterly Bulletins, which contain fuller information on some of the matters dealt with.

Three meetings of the Committee of Representatives were held during the year. They were well attended and vigorous discussions on the policy and work of the Council took place. In view of the growth in the number of Departments represented on this Committee its deliberations are of increasing interest and importance to the work of the Council.

The Executive Committee accepted this year the resignation of Miss Aubertin on her retirement from the Service in view of her marriage. For over two years Miss Aubertin had done valuable work as Assistant Secretary and the thanks and good wishes of the Council go with her in her new sphere. Pending the election of a successor to Miss Aubertin several members of the Council have given generous help to the Secretary, particularly Miss F. M. Wood, Miss Le Huquet and Miss A. M. Jennings.

#### **Revision of the Constitution and of the General Machinery of the Council's Administration.**

It was felt that the time had come for a revision of the Constitution of the Council and a special Sub-Committee, consisting of Miss Jennings, Miss McCleverty, Miss Stanton, Miss Tostevin and Miss Vickers (as Convener) with the Officers of the Council as *ex officio* members was set up to prepare a re-draft of the Constitution. This was considered by the Executive Committee and the Committee of Representatives and will be submitted for approval to the Annual General Meeting in May, 1935. The chief changes suggested relate to the designation of the Council, the circulation of information to members and eligibility for membership, methods of election of Committees and the rates of subscription.

During the year the new machinery for the collection of subscriptions has been applied, the main change being the collection of subscriptions centrally by the Treasurer of the Council instead of as formerly by Regional Secretaries. The Bankers' Orders for payment are being increasingly used and Reminder Forms have been printed. Already, as will be seen in the Report of the Finance Sub-Committee, the new machinery has had very encouraging results. A Quarterly Bulletin has been circulated to all members instead of the Minutes of the Committee of Representatives, and so far as can be gathered has been much appreciated.

A Form of Bequest will be added this year for the first time to the Annual Report and members are asked to make this known.

In January, 1935, a 3rd edition of the Council's Pamphlet on Higher Appointments open to Women in the Civil Service was issued. The pamphlet has been brought up-to-date and greatly enlarged and members are requested to do all they can to increase its sale.

A special Sub-Committee consisting of Miss Wall, Miss Ibberson, Miss Alleyne, Miss Clayton, Miss Curtis with Miss Jennings as convener, has recently been set up to consider the need for the appointment of a Women Civil Service Commissioner and the best way to press for such an appointment. It is hoped that when this Committee reports it may be found possible to take some useful action in this matter.

#### **Staffing of the Unemployment Assistance Board.**

The Executive Committee has been greatly concerned with the attitude of this new Government Department to the appointment of women to its higher posts. As early as August last year, the Council wrote to the Board asking for the appointment of women to its Selection Panels, its Administrative Branch, and in view of the social character of the work of the Board, for a due proportion of women throughout all grades, and the Council have since followed this up by further action. The Council's representations were apparently sympathetically received and have been effective to some extent, but the position is not yet considered satisfactory, particularly as regards the failure of the Board up to the present to appoint any women to the administrative grade.

#### **Unemployment Act, 1934—Junior Instruction Centres.**

The appointment of five men Inspectors for the inspection of Junior Instruction Centres for unemployed boys and girls was raised in July, 1934, by a question in the House of Commons and the reply that women inspectors would be called upon to advise their male colleagues on "subjects designed particularly for girls" was considered so unsatisfactory that the matter was taken up by correspondence with the Board of Education. The principle of aggregation agreed by Committee "F" and already accepted by the Board was completely ignored in making these appointments, and the Council is far from satisfied with the replies to their several letters received from the Board.

### Women in the Diplomatic and Consular Services.

The report of the Committee appointed to consider the admission of women to the Diplomatic and Consular Services has not yet been issued. On 12th November, Major Hills asked the Secretary of State for Foreign Affairs whether the Committee had yet presented its report and if the report was to be made public. Mr. Eden replied that the Committee had presented its report, which was then under consideration; when this consideration was completed, a decision would be taken as to its publication. A further question was asked by Colonel Clifton Brown, on 31st January, 1935, as to what date the report was to be published, to which Mr. Eden replied, "The matter is still under consideration, and I am unable to state the date on which the report of the Committee will be published. A decision to publish it has, however, been taken and it is hoped that the necessary arrangements may be made shortly."

On 27th March, Miss Cazalet asked the Prime Minister when the Report was to be published and when the Government proposed to come to a decision on this matter. The Prime Minister referred Miss Cazalet to the reply given on 31st January, and added that he regretted that no further progress had been made since that date. A final decision on the matter had necessarily been delayed owing to the pressure of other work on the Secretary of State for Foreign Affairs. Miss Cazalet then said: "In view of the great success of women diplomats appointed by other countries, may I ask why the National Government are taking so long to come to a decision on this easy question?" The Prime Minister: "I have given my honourable friend some of the reasons."

### Committee "F" and Colonial and Dominions Offices.

The Staff Secretary of the National Whitley Council decided that, as there was no representative of either of these Departments on the official side, this question would best be dealt with by a Deputation to the Heads of the Departments concerned. Accordingly on 11th July, 1934, Sir John Maffey (Colonial Office) and Sir Edward Harding (Dominions Office) supported by Sir G. Tomlinson and Mr. Jeffries received Mr. Llewellyn, Staff Side Chairman of Committee "F," Miss Sweet, Secretary, and Miss Wall and Miss Ibberson representing the Council. There was

a full discussion of the question and the deputation was informed that it was desired to await the report of the Committee on the admission of women to the Consular and Diplomatic Services before any decision was taken. The matter will be pursued as soon as this report is available.

### Marriage Bar.

A special Sub-Committee was appointed by the Executive to deal with the general question of the retention of women on marriage and to endeavour to see that effect was given to the recommendations agreed on by Committee "F." The Sub-Committee was not satisfied that the departments were fully aware of the agreed procedure on this matter and on 3rd December a small deputation consisting of Miss Ford, Miss Ibberson and Miss Procter Gregg was received at the Treasury by Sir James Rae, Miss Martindale, and Mr. Fraser. As a result of the discussions, the following letter was subsequently sent to the Treasury in confirmation of the Council's policy on this matter:

" Sir,

I am directed by the Executive of the Council of Women Civil Servants to express their appreciation of your consideration in receiving a deputation to discuss the arrangements for dealing with applications from women who desire to be retained on marriage.

The Council have had this matter under consideration, and, while they recognise that the detailed application of the procedure agreed in the Report of the Committee on Women's Questions must be a matter for the Treasury and the Department concerned, they are of opinion that it is of the first importance that the joint consultation provided for should in fact be secured, and they consider that the case mentioned by the Deputation as having occurred in the Board of Education raises doubts as to whether it is generally understood in Departments that every application should be submitted to the Treasury for joint consideration, in order that the separate and possibly inconsistent policies of the various Departments should be co-ordinated by the central authority of the Treasury. My Council attach great importance to the request put forward by the Deputation that the applicant should receive a written reply related to the terms of the Report.

Further, my Council desire to submit that the requirement that the applicant should have "special" qualifications should not be interpreted as meaning "specialised" or "technical." To take the other view might tend to rule out all members of the Administrative Class from retention after marriage, and it is recognised that one of the main principles underlying the organisation of this class is interchangeability of work.

My Council would, therefore, submit that any Administrative officer who has shown herself to be competent on the work assigned to

her should be regarded in this respect as suitable for retention, and in this connection they desire to suggest that their contention that retention on marriage should be possible for all grades of the Administrative Class appears to be substantiated by the agreement in paragraph 26 of the Report that the possibility of such retention should be announced in the detailed regulations covering admission to this Class.

Further, my Council would suggest that in assessing the claims of an applicant and in interpreting the "special requirements of the Department," regard should be had to the recommendation in paragraph 13 of the Report that women should be available for service on promotion boards, and to the consequent need for the retention of women Administrative officers for this purpose.

My Council, as the Treasury will appreciate, stands for complete abolition of the Marriage Bar, but, in the meantime, they have set out their views on these points at some length, trusting that they will receive due consideration by the Treasury when dealing with future applications for retention.

I am, Sir,  
Your obedient Servant."

### Equal Pay.

The question of Equal Pay continues to occupy much of the attention of the Council. As it is not a matter for the individual action of any one body, co-operation has been sought with other organisations having the same end in view. There has been a revival of interest in the matter amongst our supporters in the House of Commons, and one very successful propaganda meeting was held on the invitation of Colonel Clifton Brown, on 13th December, which was attended by nearly 80 M.P.'s.

The question of attacking the question by pressing for greater approximation between the scales of men and women has been taken up by the Staff Side, and the Council considered that their policy on the matter should be definitely stated. Accordingly, the following Resolution was agreed by the Committee of Representatives on 2nd February, 1935:—

"The policy of the Council is Equal Pay throughout the Service, and the Council will continue to work to secure it in the Higher Grades, with which they are particularly concerned, but, if at any point they are confronted with the offer of closer approximation between the salaries of men and women, and if this is the best that can be obtained at the time, they will accept the offer as a stage in the achievement of Equal Pay."

## PROCEEDINGS OF SUB-COMMITTEES

*Finance Sub-Committee.*—A determined effort was made to realise a fully paid-up membership for 1934, and although the goal was not reached, we have come nearer to it than in previous years. At 31st December, 1934, the number of members whose subscriptions were outstanding was 22 for one year only (11 of these have since paid), and 18 for two or more years. Nine of the latter had not paid a subscription since 1930, and, as no reply has been received to repeated communications, it is proposed, regretfully, to consider them as having withdrawn from membership by default.

The Banker's order form for payment of the annual subscription has not been used as generally as was hoped. No doubt members had in mind the alteration in the amount of the subscription for 1935, and deferred completing the form. The number of bankers' orders received is 45 for 1934, plus a further 20 for 1935. This method of payment of subscriptions is again brought to the notice of all members who have not yet availed themselves of it.

A balanced budget is presented for 1934. Income from the year's subscriptions was sufficient but only just sufficient, to cover the normal but not the non-recurrent expenses. This result would not have been achieved but for the decision to hold one of the meetings of the Committee of Representatives on the day of the annual general meeting, thus cutting expenses on fares.

*Recruitment Sub-Committee.*—The Recruitment Sub-Committee has continued its activities on the same lines as last year. Literature relating to the Council and copies of the Annual Report have been sent to potential members. Two recruiting parties have been held in London. These are reported in the activities of the London Regions.

The Recruitment Sub-Committee would be glad to know of entrants to the Civil Service who are eligible for membership of the Council in order that they may be approached.

Departmental Representatives or present members are asked to co-operate with the Committee by notifying such entrants to the Convener.

*Journalistic Sub-Committee.*—The Journalistic Sub-Committee has met four times since the last annual general meeting. Its main business has been to decide on the form and contents of the new Quarterly Bulletin of the Council and to draft the successive numbers that have appeared. The Sub-Committee was also instructed by the Executive to prepare notes of speeches which might be used by speakers asked to address meetings in girls' schools, and women's colleges on opportunities for women in the Civil Service. A meeting was held to discuss the best methods of obtaining this information, and a beginning has been made with the work. Miss McDowell of the Civil Service Commission joined the Sub-Committee to help in this connection, and it is hoped that she will remain as a permanent member.

## REPORTS OF REGIONAL SECRETARIES.

### London and South-Eastern Region.

A recruiting party was held on June 27th, 1934, at the Ministry of Health. All women civil servants in London who were eligible for membership of the Council and all London members were invited. Eighty-seven people attended the meeting. Miss Ford and Miss Wall spoke on the present and past activities of the Council, and their speeches were very much appreciated both by the guests and members. Fifteen new members were obtained at this meeting and others expressed their interest.

As the first meeting had been held in the "leave season," it was decided to follow it up by another, which was held on November 13th, at the Ministry of Pensions. There was a good attendance and ten new members were obtained. Miss Sanday, a past chairman, kindly came and gave a most interesting account of the beginnings and early days of the Council. Miss Ford spoke of the present day activities, and there was a considerable discussion of present day problems.

A business meeting was held on March 7th, 1935, in the Ministry of Health, 41 members were present. As Miss Vickers, Regional Secretary for London Region I., had been transferred from London, it was necessary to elect a new Regional Secretary. Miss McCleverty from the chair proposed a very hearty vote of thanks to Miss Vickers for the work she had done, and this was carried unanimously. Miss Rhoda Bastable, Board of Education, was proposed, seconded and unanimously elected to succeed Miss Vickers.

Miss Ford gave an account of the position with regard to the Marriage Bar and the Consular and Diplomatic Services, and Miss Ibberson spoke on the equal pay question.

W. M. IRVING.

*Regional Secretary, London Region II.*

### South Midlands and Eastern Region.

The East Midlands Headmistresses' Association invited a member of the Council to address them on the subject of "Openings for Women in the Civil Service." The Hon. Miriam Pease attended their meeting at the Stamford High School on March 2nd, 1935, and gave a most stimulating and helpful address to about 15 Headmistresses.

The chief point of interest which arose in the discussion was the emphasis she laid on the choice of subjects for those girls wishing to compete in the Administrative Class Examination, the Examination for Assistant Inspectors of Taxes and Third Class Officers of the Ministry of Labour, and the Examination for the Executive Group. The Headmistresses felt their schools to be less well equipped than boys' schools for giving the preference to the higher marked subjects, so that the girls were handicapped from the start.

All expressed their gratitude for Miss Pease's excellent information, and felt their ideas on the Civil Service openings had been clarified by the opportunity of hearing her address.

K. M. THOMAS,

*Regional Secretary.*

### South-Western and Wales Region.

The South-Western Region has lost several members by retirement or transfer since the last Annual General Meeting, and has welcomed several new members. Circumstances have prevented its holding more than one members' meeting this year.

This occurred in February, when members were entertained to tea in Bristol by Miss Hastings of the Factory Department.

The special feature of this year's work has been the co-operation of the Region with the Ministry of Labour in the holding of a meeting for secondary schoolgirls on "Careers for Women in the Civil Service." This meeting was organised by Miss Tivy as one of the vocational lectures of the Advisory Committee for Juvenile Employment, and was attended by about eighty girls between the ages of fifteen and sixteen drawn from six Bristol schools.

Miss Hastings, Miss Craven and Miss Lenn spoke on the work in their respective Departments. This meeting seems to have met with appreciation, for Miss Tivy has been asked to arrange for a repetition of the talks next term, for the benefit of other schools who could not be present on the first occasion.

D. LENN,  
*Regional Secretary.*

### West Midlands Region.

Several very enjoyable and well attended meetings have been held during the past year at the Three Counties Club, where the chairman (the Hon. Miriam Pease), has entertained members to tea.

In January last, Miss A. Marsh, who has done good work during the last three years, gave in her resignation, and Miss G. E. N. Piggott accepted office as secretary for the period of one year.

Partly owing to the establishment of the Unemployment Assistance Board, there have been a number of transfers from the

Midlands area, and as a result several members have left the Midlands Group.

The Group has, however, extended a welcome to several new members.

G. E. N. PIGGOTT,  
*Regional Secretary.*

### North-Western Region (Manchester).

Three business meetings preceded by dinners have been held during the year. At these meetings the members have discussed the policy of the Council and the proposed new constitution.

A dinner was held at the Town and Counties Club, Manchester, on December 13th, to welcome the women who had been transferred to the Unemployment Assistance Board in the District, and to give them an opportunity of meeting their colleagues in the Service. Forty-nine people came to the dinner, and the informal party which followed completed a very happy and successful evening.

We very much regret the loss of our Chairman, Miss Moyes, who was transferred to Edinburgh in March, 1935. Miss Moyes gave of her time and energy without stint to the work of the Group, and we shall all miss her cheery presence, sensible advice, and unfailing service.

M. F. R. LIMRICK,  
*Regional Secretary.*

### North-Western Region (Liverpool).

During 1934 two meetings have been held at which the questions of the Marriage Bar and Equal Pay were discussed.

The Report of the Committee on the "Admission of Women to the Diplomatic and Consular Service" has been circulated to each member for perusal as a *strictly confidential document*.

The perusal of the report has done much to stimulate interest and to make the members realise the self sacrificing devotion of the members of this and other committees connected with the work of the Council. There is perfect unanimity of opinion that the report is beyond praise and a desire to place on record warm appreciation of the work achieved.

E. HENSHALL,  
*Regional Secretary.*

### **Yorkshire and East Midlands Region.**

During 1934 two meetings of the Yorkshire branch were held at the Outlook Club, Greek Street, Leeds, and were well attended. After each meeting a number of members dined together.

On May 7th, 1934, a Women Civil Servants dinner was held at Leeds with Miss Martindale as the guest of honour. The dinner was under the auspices of the Yorkshire branch of the Council, but was not confined to members. 62 guests were present, and new members included Miss Walker of Sheffield (Chairman of the Yorkshire branch of the Headmistresses' Association), Dr. Rhoda Adamson (Civil Service doctor), Miss Lettice Cooper (the Yorkshire novelist, who is this year's president of the Soroptimist Club of Leeds), and several headmistresses.

The last meeting of the group was held on 24th January, 1935, when special consideration was given to the proposed amendments of the constitution.

L. J. CONNELL,  
*Regional Secretary.*

### **Scottish Region.**

Meetings were held in Edinburgh on 9th May, 2nd October, 28th January, and 29th April.

At the January meeting, the resignation of the secretary, Miss R. M. Glen, on her appointment to the U.A.B., was received. Miss Ewan of the Scottish Education Department

was appointed to fill the vacancy. A letter was sent to Miss Glen to thank her for her services as secretary and to congratulate her on her new appointment. When the formal business was over, the members were joined by Miss Ritson. After tea Miss Spence Allan, D.H.S., gave a most interesting short talk on the work of her department—the first of a series to be given by members in rotation at forthcoming meetings. This was followed by informal remarks by Miss Ritson, who spoke of the excellent impression created by those members of the Council who gave evidence before the Diplomatic and Consular Services Committee.

On 14th and 15th May, in Edinburgh and Glasgow respectively, meetings arranged jointly by the Scottish Region, the British Federation of University Women, and the appointments Committees of the Universities were addressed by Miss Martindale and Sir Francis Floud on "Opportunities for Women in the Civil Service." The meetings were largely attended by outgoing students and others interested, and it was felt that a useful purpose had been served in focussing attention on work in the higher grades of the Civil Service as a career for University women.

M. A. EWAN.  
*Regional Secretary.*



## COUNCIL OF WOMEN

### Statement of Receipts and Expenditure

RECEIPTS.		£ s. d.	£ s. d.
To Balance brought forward from 31st December, 1933 .. .. .			109 0 4
„ Subscriptions in respect of:—			
Year.	No. of Members.	Amount paid.	
1931	2 at 6/- .. .. .	12 0	
1932	4 at 7/6 .. .. .	1 10 0	
1933	17 at 7/6 - £6/7/6 } 2 at 3/9 - 7/6 }	6 15 0	
1934	8 at 3/9 .. .. .	1 10 0	
411	14 at 5/- .. .. .	3 10 0	
	370 at 7/6 .. .. .	138 15 0	
	15 at 10/- .. .. .	7 10 0	
	3 at 10/6 .. .. .	1 11 6	
	1 at 11/6 .. .. .	11 6	
1935	1 at 1/- on a/c. .. .. .	1 0	
41	1 at 2/6 .. .. .	2 6	
	4 at 5/- .. .. .	1 0 0	
	10 at 7/6 .. .. .	3 15 0	
	24 at 10/- .. .. .	12 0 0	
	1 at £1/4/6d. .. .. .	1 4 6	
For 1936 and onwards.			
Associates.			
1934	B.O. 1 at 3/6 .. .. .	3 6	
	1 at 2/- .. .. .	2 0	
1935	1 at 3/6 .. .. .	3 6	
		180 17 0	
Tea money Annual General Meeting .. .. .		2 12 0	
Tea money Recruitment Meeting .. .. .		10 0	
		3 2 0	
Donations (including Balance £1/15/0d. from reception) .. .. .		4 10 5	
Sale of pamphlets .. .. .		7 2 0	
		£304 11 9	

(Signed) A. KEITH,  
Hon. Treasurer.

4th April, 1935.

## CIVIL SERVANTS.

### during year ended 31st December, 1934.

EXPENDITURE.		£ s. d.	£ s. d.
By Stationery .. .. .			6 19 4
„ Postage .. .. .			14 2 0½
„ Commission on Cheque and Postal Orders .. .. .			8 1
„ Typists' time .. .. .			8 18 7
„ Typing and Neostyling .. .. .			38 0 11
„ Incidentals .. .. .			19 5
„ Printing and Publications .. .. .			28 13 6
„ Annual General Meeting .. .. .			2 12 0
„ Delegates' Fares .. .. .			31 18 8
„ Rent of Room .. .. .			20 0 0
„ Press Cuttings .. .. .			2 5 6
„ Fee for research (Consular and Diplomatic evidence) .. .. .			21 0 0
„ Balance of A/C. for printing Pamphlets .. .. .			7 5 7
„ Statistical Research Bureau Fee 1933, £20 .. .. .			40 0 0
			223 3 7½
„ Balance at Bank on 31/12/34 .. .. .		115 12 2	
Less 6 o/s cheques .. .. .		53 7 6	
		62 4 8	
Add in hands of Secretary .. .. .		1 2 10	
Add in hands of Treasurer:—			
Cheques not paid in .. .. .		16 14 5	
Cash .. .. .		1 6 2½	
		81 8 1½	
		£304 11 9	

I have examined the above account with the records and vouchers of the Council of Women Civil Servants (Higher Grades) and am satisfied that it is correct.

(Signed) G. H. AYRES, A.S.A.A.

11th April, 1935.



## Constitution and Rules

AS PASSED AT THE ANNUAL GENERAL MEETING, 1935.

### I.—TITLE.

Council of Women Civil Servants.

### II.—MEMBERSHIP.

All established Women Civil Servants in the Administrative, Professional and Executive Classes, and in such departmental grades as may be ruled by the Committee of Representatives to be of comparable status, shall be eligible for membership of the Council.

It shall also be open to the Committee of Representatives to admit to membership women in analogous grades who are permanently in Crown employment other than His Majesty's Civil Service.

Women Civil Servants who, previous to their retirement, were members, shall be invited on or after retirement to become Associates of the Council. Such Associates shall be invited to functions of the Council other than business meetings, and shall receive copies of the Annual Report, and may receive copies of the Bulletin, but they shall not be eligible to serve on the Committees of the Council, nor may they be present or vote at any meeting of the Council or any Committee thereof.

### 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 views may be ascertained and expressed, and joint action taken where it is deemed advisable.
3. To work for equality in regard to opportunity, status and pay as between men and women in the Civil Service.

### IV.—COMMITTEE OF REPRESENTATIVES.

The work of the Council shall be conducted by a Committee of Representatives, who shall be responsible to the Council. This Committee shall consist of the Officers and Regional Secretaries, and of two Representatives from each Department having not less than twenty or more than 100 members. Departments with less than twenty members shall be entitled to one representative only, and Departments with over a hundred members to one additional representative in respect of each additional hundred or fraction of a hundred members. The representatives of each Department on the Committee shall be formally elected by the members in that Department from among their number after an Annual General Meeting, and they shall serve for three years, and shall be eligible for re-

election. The Executive shall nominate a member in each Department to arrange for the holding of these triennial elections. When, however, a vacancy occurs within six months prior to the election, the retiring member shall be asked to nominate a deputy to serve on the Committee for the intervening period.

The Committee of Representatives shall have power to co-opt, either temporarily, or for its term of office, any members of the Council.

The quorum for meetings of this Committee shall be one-third of the members.

The Committee shall meet not less than three times a year. Special Meetings may be summoned at the discretion of the Officers or at the written request of six members of the Committee or 24 members of the Council. Members unable to attend may send a deputy, who shall be entitled to vote.

### V.

A smaller Committee, to be known as the Executive Committee, shall be elected by the Committee of Representatives to carry on the ordinary work of the Council. The members shall be elected annually at the first meeting of the Committee of Representatives after the Annual General Meeting by means of a written nomination and a written ballot.

The Executive Committee shall consist of ten elected members in addition to the Officers, and will meet ordinarily once a month.

The quorum shall be seven.

The Executive Committee shall have power to co-opt two members.

The Executive Committee shall have power to elect such standing Sub-Committees as they consider necessary for the work of the Council, and they shall also appoint the conveners of those Committees. Such conveners shall be ex-officio members of the Executive Committee, and shall count for purposes of a quorum, but shall not have voting power.

These Sub-Committees shall report to the Executive Committee and to the Committee of Representatives.

### VI.

The officers shall consist of Chairman, Vice-Chairman, Hon. Treasurer, Hon. Secretary and Hon. Assistant Secretary. They shall be elected every three years at the first meeting of the Committee of Representatives after an Annual General Meeting from among the members of the Council, though not necessarily from the elected representatives forming the Committee. They shall be eligible for re-election, and written nominations shall be sent to the Hon. Secretary before the meeting at which the election is to take place.

### VII.

A General Meeting of the Council shall be called at least once a year, at which the Annual Report of the Committee of Representa-

tives shall be presented. Written notice of proposals to be brought forward at the Annual General Meeting shall be sent to every Regional Secretary not less than two weeks 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 Committee of Representatives or of fifty members of the Council. Fifty shall constitute the quorum for the Annual General Meeting and for any Special General Meeting of the Council, but this fifty shall not include proxy votes.

Members unable to attend the Annual General Meeting may record their votes on any matter coming before the meeting by means of proxy votes. Such proxy voting papers shall be handed to the Hon. Secretary before the Annual General Meeting begins.

#### VIII.

The Council shall keep in touch with members throughout the country through Regional Secretaries.

These Secretaries shall be elected by the members in the Region concerned, and shall hold office for three years, and be eligible for re-election.

If no appointment is made within a reasonable time the Committee of Representatives shall proceed to appoint.

The travelling expenses of the Secretary or other member delegated to attend meetings of the Committee of Representatives shall be defrayed by the Council.

It shall be open to the members of each Region to elect such Officers as they may desire.

#### IX.

The amount of the annual subscription payable by each member of the Council shall be 10s., payable to the Treasurer on the 1st January each year.

In the case of Associate Members the subscription shall be 3s. 6d.

A member who joins after 1st June in any year may be allowed to pay half the subscription for that year.

The Council's Statement of Receipts and Expenditure shall be examined by a responsible auditor elected by the members at the Annual General Meeting.

It shall be open to the Executive Committee after due notice has been given, to decide that membership has lapsed in the case of any member who has failed to pay a subscription for two consecutive years.

#### X.—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 of Rules shall be given to all members a reasonable time before they are brought forward at a General Meeting.

## Council of Women Civil Servants

### LIST OF MEMBERS, April, 1935.

In this List the following abbreviations are used:—

A.G.D.	.. ..	Accountant-General's Department.
B. of E.	.. ..	Board of Education.
G.P.O.	.. ..	General Post Office.
L.T.S.	.. ..	London Telephone Service.
M.H.	.. ..	Ministry of Health.
M.L.	.. ..	Ministry of Labour.
M.O.D.	.. ..	Money Order Department.
S.B.D.	.. ..	Savings Bank Department.
U.A.B.	.. ..	Unemployment Assistance Board.

#### ADMIRALTY.

Lewis, K. M., 62, Torrington Square, W.C.1.

#### MINISTRY OF AGRICULTURE.

Alleyne, S. M., M.B.E., Ministry of Agriculture and Fisheries, 10, Whitehall Place, S.W.1.

Green, M. L., Royal Botanic Gardens, Kew, Surrey.

Pratt, E. H., O.B.E., Ministry of Agriculture, 10, Whitehall Place, S.W.1.

Thursby-Pelham, D. E., Ministry of Agriculture, 10, Whitehall Place, S.W.1.

Wakefield, E. M., Royal Botanic Gardens, Kew, Surrey.

#### DEPARTMENT OF AGRICULTURE (SCOTLAND).

King, E. S., 1, Ashton Villas, Joppa, Midlothian.

Macleod, M. M., York Buildings, Queen Street, Edinburgh.

#### BRITISH MUSEUM.

Finnegan, S., British Museum (Natural History), South Kensington, S.W.7.

Gordon, I., " " " " "

**BOARD OF CONTROL.**

Crozier, A. J., 2, Court View House, Makepeace Avenue, N.6.  
 Darwin, R., Aubrey Cottage, Aubrey Walk, W.8.  
 Landon, C., Caxton House West, Tothill Street, S.W.1.  
 McFarlane, M., 23B, North Hill, Highgate, N.6.  
 Redfern, H., Caxton House West, Tothill Street, S.W.1.

**GENERAL BOARD OF CONTROL (SCOTLAND).**

Fraser, K., M.D., 25, Palmerston Place, Edinburgh.

**CIVIL SERVICE COMMISSION.**

McDowell, C. M., 43, Montague Road, Richmond, Surrey.

**BOARD OF EDUCATION.**

Anderson, A. L., 6, Chenies Street Chambers, W.C.1.  
 Archibald, J. D., 84B, Banbury Road, Oxford.  
 Armstrong, H. V., Fairfield, Long Rigg, Riding Mill, Northumberland.  
 Bardsley, K. J., Hoe Mansion Hotel, Plymouth, Devon.  
 Bastable, R. K., 9 Seymour House, Albion Road, S.W.8.  
 Beevor, J. H., Crescent House, Hillary Place, Leeds, 2.  
 Biggs, W., The Coach House, Meanwood Side, Leeds, 6.  
 Birch, E. M., 23 Amerland Road, West Hill, S.W.18.  
 Bowen, G., 24, Ullet Road, Liverpool.  
 Bradshaw, G. 12, Litchfield Way, Onslow Village, Guildford.  
 Brindley, F., Longsight House, off Doveston Road, Ashton-on-Mersey, Cheshire.  
 Brown, G. M., 1, Endsleigh Crescent, Honiton-Clyst, Exeter.  
 Brunt, Cravenhurst, New Walk, Leicester.  
 Clarke, E. R., 29, Abercorn Road, St. John's Wood, N.W.8.  
 Cornwell, L. E. F., M.B.E., Pensions Branch, B. of E., Chadwick Street, S.W.1.  
 Cox, D. M., Aidees Bungalow, Moorgrange Drive, Headingley, Leeds.  
 Daly, L., 602a, Clive Court, Maida Vale, W.9.  
 Davies, M., Ty Rhos, Radyr, Cardiff.  
 Dawson, M., 40, Greencroft Gardens, South Hampstead, N.W.3.  
 Eland, G. M., Highcliffe, Clifton Gardens, Folkestone.  
 Elliott, K. W., Board of Education, Whitehall, S.W.1.  
 Ellis, M. E., Cader Villa, Dolgelly, N. Wales.  
 Ferguson, C. S., 616, Clive Court, Maida Vale, W.9.  
 Ferguson, A. M., Stanley House, Camden Road, Bath.  
 Fletcher, R. M., Highfield Lawn, Highfield Road, Derby.  
 Ford, E. A., 116, Swan Court, Chelsea, S.W.3.  
 Garside, Mrs., 25, Leckford Road, Oxford.  
 Glasgow, M. C., 28, St. Leonards Terrace, Chelsea, S.W.3.  
 Greaves, M. C. L., 23, Courtfield Gardens, S.W.5.

Gudgeon, M. B. H., Pensions Branch, B. of E., Chadwick St., S.W.1.  
 Hall, M. A., 2, East Avenue, Burnage Garden Village, Levenshulme, Manchester.  
 Harrison, M. A., 12, Bank Parade, Preston.  
 Heap, Mrs., Chapel Hill, Truro, Cornwall.  
 Heygate, A. M., 34, Lonsdale Road, Summerlawn, Oxford.  
 Horniblow, E. H., C.B.E., 7, Ruskin Mansions, Queen's Club Gardens, W.14.  
 Hutchinson, A. K., 1, Park Crescent, Portland Place, W.1.  
 Jones F. A., Mirlees, Old Shoreham Road, Hove.  
 McCall, E. P., 90, Lyncroft Mansions, Lyncroft Gardens, N.W.6.  
 Monkhouse, R. L., 5, Greencroft Gardens, South Hampstead, N.W.6.  
 Moodie, A. M., 23, Street Lane, Roundhay, Leeds, 8.  
 Moore, E., Walden House, Lansdowne Road, Cheltenham.  
 Morris, M. M., 6, Bateman Street, Cambridge.  
 Mullett, L. N. C., Pensions Branch, B. of E., Chadwick Street, S.W.1.  
 Murray, J. H., 13, Victoria Square, Newcastle-on-Tyne.  
 Palmer, N. M., 21, Oxford Terrace, Edgware Road, W.2.  
 Parchment, L. D., 206, Rutland Road, West Bridgford, Nottingham.  
 Parkes, Mrs., Heston Lodge, Upper Oakfield Park, Bath.  
 Peel, N., 56, Holmefield Court, Belsize Grove, N.W.3.  
 Perry, E. M., 20, Sussex Gardens, W.2.  
 Pountney, D., 6, Rainbow Hill Terrace, Worcester.  
 Rowlands, M. J., 26, Hickman Road, Penarth, Cardiff.  
 Schooley, B. M., St. George's Court, Bourneville, Birmingham.  
 Shuckburgh, D. F., Board of Education, Whitehall, S.W.1.  
 Spencer, E. E., 23, Shaftesbury Road, Southsea, Portsmouth, Hants.  
 Stedman, I. M., O.B.E., 27, Wilmslow Road, Withington, Lancs.  
 Strevens, I., M.B.E., Pensions Branch, B. of E., Chadwick Street, S.W.1.  
 Summers, G. F., 63, Westgate Road, Newcastle-on-Tyne.  
 Tann, F. M., 10, Collingwood Terrace, Newcastle-on-Tyne, 2.  
 Thomas, K. M., 2, Creestone Mount, Lindum Road, Lincoln.  
 Wakefield, W. M. L., 11, The Crescent, Woodthorpe, Nottingham.  
 White, A., Cæcerrig, Pontardulais, Glam.

**BOARD OF EDUCATION (VICTORIA AND ALBERT MUSEUM).**

Clayton, M., Victoria and Albert Museum, South Kensington, S.W.7.

**SCOTTISH EDUCATION DEPARTMENT.**

Ewan, M. A., 50, Cranworth Street, Glasgow, W.2.  
 Frew, W. H., 14, Queen Street, Edinburgh.  
 Leitch, H. G., Room 101, Royal Technical College, Glasgow.  
 O'Connor, Christine G., Room 101, Royal Technical College, Glasgow.

**FOREIGN OFFICE.**

Anderson, E., Foreign Office, Whitehall, S.W.1.  
 Bigby, D. A. M.B.E., Foreign Office, Whitehall, S.W.1.  
 Harris, N. M., Foreign Office, Whitehall, S.W.1.  
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 Pollott, W. E., A.G.D., G.P.O., King Edward Building, E.C.1.  
 Renwick, A. A., M.O.D., General Post Office, Holloway, N.7.  
 Ridges, H. M., S.B.D., General Post Office, Blythe Road, W.14.  
 Robinson, G. K., S.B.D., Blythe Road, W.14.  
 Ryde, F. A., Heathfield, Mountgrace Road, Potters Bar, Middlesex.  
 Sanday, E., O.B.E., A.G.D., General Post Office, King Edward Building, E.C.1.  
 Saunders, E., L.T.S., Cornwall House, Waterloo Road, S.E.1.  
 Spalding, A. J., M.O.D., General Post Office, Manor Gardens, Holloway, N.7.  
 Strangways, I.F.G., S.B.D., Blythe Road, W.14.  
 Thomson, M. C., Savings Bank Dept., General Post Office, Blythe Road, W.14.  
 Tiddy, E., S.B.D., General Post Office, Blythe Road, W.14.  
 Tostevin, E. M., Secretary's Office, General Post Office, E.C.1.  
 Welch, E. E., S.B.D., General Post Office, Blythe Road, W.14.  
 Wheeler, F. A., L.T.S., Cornwall House, Waterloo Road, S.E.1.  
 Wheeler, E. G., S.B.D., Blythe Road, W.14.  
 Watson, M. E., M.O.D., Manor Gardens, N.17.

**PUBLIC RECORD OFFICE.****PUBLIC TRUSTEE OFFICE.**

Ayres, G. H., Public Trustee Office, Kingsway, W.C.2.  
 Chapman, I. G., Public Trustee Office, Kingsway, W.C.2.  
 Gourlay-Clark, S. Public Trustee Office, Kingsway, W.C.2.  
 Russell, M. A., Public Trustee Office, Kingsway, W.C.2.  
 Smith, E. L., Public Trustee Office, Kingsway, W.C.2.

**BOARD OF TRADE.**

Cracknell, N. F. E., 18, Carey Mansions, S.W.1.  
 Kilroy, A. H. M., Board of Trade, Great George Street, S.W.1.

**MINISTRY OF TRANSPORT.**

Procter-Gregg, N., 6, Whitehall Gardens, S.W.1.

**H.M. REGISTER HOUSE, EDINBURGH.**

Cameron, A. I., Ph.D., c/o Mrs. Kellahin, 113, Coniston Road, Edinburgh.  
 McGregor, M. A., L.L.B., 116, George Street, Edinburgh.

**TREASURY.**

Lucas, Mrs., H.M. Treasury, Whitehall, S.W.1.  
 Whyte, E., H.M. Treasury, Whitehall, S.W.1.

**UNEMPLOYMENT ASSISTANCE BOARD.**

Darlow, M., 9, Gore Street, Manchester.  
 Dingle, E., Westminster Buildings, Theatre Square, Nottingham.  
 Gardner, E. M., Arcade Chambers, Stafford Street, Hanley.  
 Glen, R. M., Staple Hall, Stone House Court, Bishopsgate, E.C.1.  
 Grainger, B. M., 19, Coleshill Road, Sutton Coldfield, Birmingham.  
 Gray, A. J., 65, Renfield Street, Glasgow, C.2.  
 Harvey, M. L., 9, Gore Street, Manchester.  
 Ibberson, D., Unemployment Assistance Board, Thames House, S.W.1.  
 Nanson, M. E., Unemployment Assistance Board, Thames House, S.W.1.  
 Smyth, D., Embassy Hotel, Bayswater Road, W.2.  
 Stopford, H., Moorlands, 17, Moorlands Road, Leeds, 6.  
 Williams, M. C., 9, Gore Street, Manchester.

**WAR OFFICE.**

Fletcher, D. B., War Signals Experimental Station, Woolwich Common, S.E.19.



## ASSOCIATE MEMBERS.

- Ahrons, E. J. (late B. of E.), 73, Harrington Gardens, S.W.  
 Anderson, Dame Adelaide, D.B.E., (late Home Office,) 11, Broomfield Road, Kew Gardens, Richmond, Surrey.  
 Ash, A. B. (late B. of E.), 102, Clifton Hill, Abbey Road, N.W.8.  
 Baster, K. P. (late B. of E.), 25, St. Thomas' Mansions, S.E.1.  
 Boulton (late B. of E.), 206, Addison House, Grove End Road, N.W.8.  
 Bowie, M. (late M. of L.), 7, St. George's Square, S.W.1.  
 Bryce, Mrs., Graham (late H.O.), 10, Clothorn Road, Didsbury, Manchester.  
 Callis, E. (late B. of E.), 151, King Henry's Road., Hampstead, N.W.  
 Campbell, Dame Janet, D.B.E. (late M. of Health), Dene, Granville Road, Limpsfield, Surrey.  
 Davies, S. E. (late B. of E.), 55, Lewisham Hill, S.E.13.  
 Escreet, H. C. (late Home Office), 39, Woburn Square, W.C.1.  
 Greenall, R. H. (late B. of E.), The Bergman Osterberg Training College, Dartford Heath, Kent.  
 Lea, M. K., M.B.E., 32, Abbey Road Mansions, N.W.8.  
 Lewis, M. B., M.A., O.B.E., (late M. of L.), 7, Victoria Drive, West Kirby, Cheshire.  
 Paterson, M. M., C.B.E., J.P. (late Scottish Board of Health), Crauford, Lasswade, Midlothian.  
 Shepherd, Mrs. (late B. of E.), 19, Paulton's Square, Chelsea, S.W.3.  
 Sillitoe, H. H. (late B. of E.), 59, Temple Fortune Hill, N.W.11.  
 Squire, R., O.B.E., (late Home Office), 72, Carlton Hill, N.W.8.  
 Tanner, O. G. (late Board of Inland Revenue), The Briars, Melbourne Lane, Esher, Surrey.  
 Thornton, J. (late M. of L.), 66, The Avenue, Moordown, Bournemouth.  
 Wamsley, L. W., O.B.E. (late M. of H.), 25, Chenies Street Chambers, W.C.1.  
 Ward, M. M. A., O.B.E., 21, Moat Road, East Grinstead.  
 Younger, A., O.B.E., (late M. of L.), 3, Osborne Terrace, Edinburgh.

*Note.*—The Hon. Secretary will welcome any corrections or additions to the above list, for inclusion in subsequent Reports.



## FORM OF BEQUEST.

—————

*I bequeath to the Council of Women Civil Servants*

*the sum of \*.....*

*to be paid to the Treasurer for the time being of the said*

*Council of Women Civil Servants, free of all deductions*

*whatsoever, the receipt of the said Treasurer to be an effectual*

*discharge of same.*

—————

\* The sum to be written in full.

