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REPORT

of the

COUNCIL OF WOMEN CIVIL SERVANTS

(APPROVAL No. 202 C.S.)

1938.

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Names and Addresses of Officers, 1937-1938.

Chairman :

MISS D. IBBERSON, Unemployment Assistance Board, Thames House, S.W.1.

Vice-Chairman :

DR. STUART HORNER, Home Office Factory Department, Artillery House, S.W.1.

Hon. Treasurer :

MISS C. M. ELLIS, H.M. Inspector of Taxes, Shepherd's Bush District, Broadway Chambers, W.6.

Hon. Secretary :

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

Executive Committee.

- MISS A. L. ANDERSON, 13, Buckingham Street, Strand, W.C.2.
- MISS R. M. GLEN, Staple Hall, Stone House Court, Bishopsgate, E.C.1.
- MISS A. W. HASTINGS, H.M.I. Factories, 68-70, Baker Street, W.1.
- MISS E. T. HYSLOP, Ministry of Pensions, Great Smith Street, S.W.1.
- MISS W. M. IRVING, 3, Tavistock Square, W.C.1.
- MISS D. C. KELLY, 47, Lynwood Grove, Orpington, Kent.
- MISS S. E. LEHFELDT, 2, Montrose, 35, King's Road, Richmond, Surrey.
- MISS H. M. NICHOLS, M.O.D., G.P.O., N.7.
- MISS A. M. ROTHBARTH, 30, Quex Road, N.W.6.
- MISS D. SMYTH, 4, Lansdowne Court, Lansdowne Crescent, W.11.

Co-opted Members.

- MISS M. CLAYTON, Victoria and Albert Museum, South Kensington, S.W.7.
- MISS D. R. HEINEMANN, Ministry of Labour, Salisbury House, London Wall, E.C.2.
- MRS. A. M. REISNER, Ministry of Labour, Montagu House, Whitehall, S.W.1.
- MISS E. SENIOR, Dept. of Prints and Drawings, British Museum, W.C.1.

Standing Sub-Committees.

Finance.

MISS C. M. ELLIS, *Convener.*
MISS ROGERS.

Journalistic.

| | | |
|--------------|--------------------------------------|-------------|
| MISS IRVING. | DR. C. M. MCDOWELL, <i>Convener.</i> | MISS POWER. |
| | MRS. GULLAND. | |

Recruitment.

| | | |
|--------------|----------------------------------|-------------------|
| MRS GULLAND. | MISS HEINEMANN, <i>Convener.</i> | MISS E. ANDERSON. |
| MISS IRVING. | MISS SHUCKBURGH. | |
| | MISS GOODFELLOW. | |

Hospitality.

MISS ROTHBARTH, *Convener.*
 DR. HORNER. MISS M. CLAYTON. MISS E. ANDERSON. MISS LEHFELDT.
 All officers are *ex-officio* members of the standing Sub-Committees.

Committee of Representatives.

| | |
|--|---------------------|
| British Museum - - - - - | MISS E. SENIOR |
| British Museum (Natural History) - - - - - | D. E. TREWAVAS |
| C.S. Commission - - - - - | DR. McDOWELL |
| Control, Board of - - - - - | MISS LONDON |
| Education, Board of - - - - - | { MISS BASTABLE |
| | { MISS SHUCKBURGH |
| ,, ,, (Victoria and Albert Museum) | MISS M. CLAYTON |
| Foreign Office - - - - - | MISS LUNN |
| Health, Ministry of - - - - - | { MISS LEHFELDT |
| | { MISS O'BRIEN |
| Home Office - - - - - | MISS WALL |
| ,, ,, (Factory Dept.) - - - - - | { MISS IRVING |
| | { MISS VICKERS |
| Inland Revenue, Board of - - - - - | MISS LE HUQUET |
| | { MISS POWER |
| Labour, Ministry of - - - - - | { MRS. REISNER |
| | { MISS ROTHBARTH |
| Land Registry - - - - - | MISS PRICE |
| Pensions, Ministry of - - - - - | MISS HYSLOP |
| Post Office (A.G.D.) - - - - - | MISS KEITH |
| ,, ,, (M.O.D.) - - - - - | MISS NICHOLS |
| ,, ,, (S.B.D.) - - - - - | MISS HUDSON |
| Public Trustee Office - - - - - | MISS AYRES |
| Trade, Board of - - - - - | MISS KILROY |
| Transport, Ministry of - - - - - | MISS PROCTER-GREGG |
| Unemployment Assistance Board - - - - - | MISS GLEN |
| War Office - - - - - | MISS D. B. FLETCHER |

Scottish Departments.

| | |
|---|----------------------|
| General Board of Control (Scotland) - - - - - | MISS K. FRASER, M.D. |
| Scottish Education Dept. - - - - - | MISS C. G. O'CONNOR |
| Dept. of Health for Scotland - - - - - | MISS D. SPENCE ALLAN |

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

Names and Addresses of Regional Officers.

London and South-Eastern Region.

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, House of Lords, National Physical Laboratory, Department of Overseas Trade, Ministry of Pensions, Public Record Office, Department of Scientific and Industrial Research, Ministry of Transport, Unemployment Assistance Board, War Office and Associate Members.

Region II.

Secretary: Miss W. M. IRVING, H.M. Inspector of Factories, 324, Gray's Inn Road, W.C.1.

British Museum, Civil Service Commissioners, Foreign Office, Ministry of Health, Home Office, Board of Inland Revenue, National Savings Committee, Patent Office, Post Office and Board of Trade.

South Midlands and Eastern Region.

Chairman: Miss I. M. S. KEELY, 8, Stoneygate Road, Leicester.

Secretary: Miss C. M. BRUNT, 8, Hazledean Mansions, London Road, Leicester.

South-Western and Wales Region.

Chairman: Miss G. CRAVEN, The Grange, Woodland Road, Bristol.

Secretary: Miss TIVY, Oaklands, West Hill, Wraxhall, Somerset.

West Midlands Region.

Chairman: Miss A. L. SKINNER, Ministry of Labour, 281-9, Corporation Street, Birmingham, 4.

Secretary: Miss E. E. M. WEBB, Ministry of Labour, 281-9, Corporation Street, Birmingham, 4.

North-Western Region (Manchester).

Chairman: Miss DARLOW, Unemployment Assistance Board, 9, Gore Street, Manchester.

Secretary: Miss F. M. CANDY, Ministry of Labour, Sunlight House, Quay Street, Manchester.

North-Western Region (Liverpool).

Secretary: Miss HENSHALL, 28, Linnett Lane, Sefton Park, Liverpool.

Yorkshire and East Midlands Region.

Chairman: Miss L. J. CONNELL, Employment Exchange, Eastgate, Leeds.

Secretary: Miss G. M. BEAUMONT, Ministry of Labour, Quebec Chambers, Quebec Street, Leeds, 1.

Northern Region.

Chairman: Miss F. M. TANN, 310, Osborne Court, Osborne Avenue, Newcastle-on-Tyne 2.

Secretary: Miss M. A. STRATON, Ministry of Labour, Exchange Buildings, Queen Street, Newcastle-on-Tyne 1.

Scottish Region.

Chairman: Miss K. FRASER, M.D., 25, Palmerston Place, Edinburgh.

Secretary: Miss A. T. MOYES, Ministry of Labour, 44, Drumsheugh Gardens, Edinburgh 3.

Council of Women Civil Servants.

REPORT, 1937-1938.

Membership.

The Council now numbers 509 members and 37 associate members.

ANNUAL GENERAL MEETING.

The fifteenth Annual General Meeting of the Council was held on Saturday, 17th April, 1937, at Crosby Hall. Over 50 members were present, and a number of proxy votes were presented. Apologies for absence were received from Dr. McDowell and Misses Nanson, Popert, Smyth and Tostevin.

1. *Minutes.*—Miss Tait read a letter from Miss Smyth proposing that paragraph 3, page 3 “The year in the world at large . . .” should be deleted. Miss Power seconded the deletion, which was opposed by Miss Darlow. The resolution was put to the meeting and lost. The minutes as circulated were then agreed and signed.

2. *Chairman's Speech.*—The Chairman stated that the year had not been an unsuccessful one. The membership figures showed a slight increase, but further recruitment efforts should be made, especially among the younger women, who were apt to assume that identity of conditions for men and women in the Service had been achieved. There was, however, still room and need for an organisation with an equalitarian programme.

The machinery of the Council was now running very smoothly, and thanks were due for the excellent work of Mrs. Fox as part-time secretary. The Council was particularly

blessed in its Hon. Secretary and had also been fortunate in having the services of Miss Price as Hon. Assistant Secretary during the year until she was transferred to the provinces.

The Associate membership had declined slightly. Miss Deane, one of the founders of the Council, had died during the year, and also Dame Adelaide Anderson, one of the early Chairmen. Dame Adelaide's career since retiring from the Service showed the great value of Civil Service training in the outside world of voluntary effort. She had, at the age of sixty, begun work on industrial conditions in China and the factory legislation passed in that country in 1931 was largely the result of her work. She had advised the Chinese government on methods of administration and set up a factory inspectorate which would be an enduring memorial to her. It was a source of inspiration to realise that so great a piece of public work had been performed after the age of retirement, and there was no doubt that as women attained increasingly to positions of authority within the Service, they would be able to make a more and more notable contribution to public life in their later years.

One of the outstanding events of the year for women had been the success of six of the seventeen women entrants for the administrative class examination. The Council was fortunate in having one of the six, Miss Riddelsdell, as its new Assistant Secretary. The lowering of the age limit, as anticipated, enabled more women to sit, and their intellectual equality was now visibly established. It was most gratifying to see women recruited in this way entering as of right into positions of the highest confidence. One member of the Council was Assistant Private Secretary to the Minister of Labour, another Private Secretary to the Director General of the Post Office and a third Assistant Private Secretary to the Home Secretary.

There were, however, certain setbacks to record. There had been a hardening in the official attitude on the question of permitting women to serve overseas. The decision of the Schuster Committee that they should continue to be excluded from the Diplomatic and Consular Services had been applied by a false analogy to the Colonial and Dominions Offices, from which women in the Administrative Grade were now formally excluded. The Department of Overseas Trade had created a position where it no longer had women in the grade eligible

for service overseas, and its intention of admitting further women to this grade was very doubtful.

The Executive was concerned to note the exclusion of women from the Administrative class in the India Office and proposed to set up a Committee to consider the question.

The National Staff Side's Equal Pay Committee had held several meetings, and had plans in hand for a new campaign.

The National Whitley Committee on Sex Differentiation in Pay had also continued to sit. The Official Side had originally proposed that in the common classes the differentiation in salary at the maximum should not exceed twenty per cent. and that the maximum of the women's scale in any grade should not be less than that of the man in the grade immediately below. The cost of any improvement at the maximum was to be paid for by increased differentiation on entry. The Staff Side had refused to treat this as a serious offer. Owing to the great difficulty experienced in making progress it had been decided to proceed by informal discussions. Mr. Llewellyn, Mr. Day and Miss Sweet represented the Staff Side, and so far two meetings had been held. There was reason to believe that the Council's Memorandum to Sir Warren Fisher had contributed to the more conciliatory attitude now prevailing. It was probable that the maximum differentiation of twenty per cent. would be agreed on without any reduction in the scales on entry. and other concessions might also be hoped for.

With regard to aggregation, the vexed question of the management of the Ministry of Labour's mixed employment exchanges by women had been reviewed in accordance with Committee F.'s Report. The Official Side of the Departmental Whitley Council had put forward a new agreement in which this was described as "ordinarily men's work." Safeguards had, however, been obtained and the Official Side had promised that the clause should be interpreted generously to women.

The process of aggregation continued falteringly in the Board of Education, where certain women had been left unassimilated, a fact which was the subject of protest by their colleagues. Aggregation was proceeding smoothly in the Post Office, whose representatives would give a report later in the year. In the Ministry of Health there was now aggregation with common seniority. An additional post of Divisional

Inspector had been created and reserved for a woman, and Miss Lehfeldt had the Council's congratulations on her appointment to it.

The Council's Memorandum on Certain Features of the Pay of Women Civil Servants had, as already mentioned, been presented to Sir Warren Fisher. It had won high praise from those friends to whom it had been shown, and was regarded as the most important contribution made to the subject of recent years.

The marriage bar was dealt with fully in the Annual Report.

The Council had continued to co-operate with the Women's Employment Federation, which had produced a pamphlet on openings for women in the Civil Service.

Subscription to the National Whitley Council's Statistical and Research Bureau had been continued. This organisation was at the present time contemplating an enquiry into middle class budgets.

Members were urged to keep their knowledge of matters affecting women civil servants up to date by careful reading of the Council's literature.

The Chairman then called upon Miss Wall to add to this account of the year's events by giving a report on the proposed League of Nations survey of the status of women.

Miss Wall congratulated the Chairman on her stimulating speech. She said that in 1934 the League had been asked by certain South American countries to consider the status of women and the matter had been placed on the agenda for 1935. The League had decided that the question should be studied in two parts, conditions of work and employment, and civil and political liberties. The first section would be dealt with by the I.L.O., and the Ministry of Labour would presumably be preparing a study on the employment and work of women in this country. If possible the Council should forward to the I.L.O. the information contained in the Memorandum on equal pay addressed to Sir Warren Fisher.

The second section, civil and political liberties, was being dealt with by Governments and some had already sent details. In South Africa the position was very like that in Great Britain. In Brazil the status of women was ensured by the Constitution,

which stated that all citizens were equal before the law and that no discrimination might be made on account of sex. One article prohibited the payment of different salaries for work done equally by men and women. There was one woman deputy in the Brazilian Federal Government. In China, under article 24 of the Constitution, equal pay was to be given to men and women workers where they did the same work.

The Columbian Government, however, had stated that in view of the character of Columbian women it might be assumed that they did not wish to exercise any political rights. They preferred social activity and considered political rights either useless or a drawback.

The Chairman thanked Miss Wall for her summary of the reports so far received by the League of Nations.

3. *Annual Report.*—Dr. Trewavas expressed the view that the request for a post as Civil Service Commissioner to be reserved for a woman was contrary to the Council's general policy. The Chairman said that this was a legitimate point of view, but it had been felt that the employment of women was in a transitional stage, and that the reservation of such a post would be a help in securing the "fair field." The matter would, however, be further discussed.

Miss Wall asked whether it would be possible for the Civil Service Statistical and Research Bureau to consider the question of women's dependants. She felt that it would be advantageous even if it was only possible to review a thousand cases. The Chairman welcomed this suggestion. Miss Chinn said that the British Federation of University Women had issued a questionnaire on this subject.

Miss Glen moved and Miss Power seconded the adoption of the Report, which was carried unanimously.

4. *Financial Statement.*—Miss Davis said that the balance in hand of £82 13s. 3½d. was slightly higher than in December, 1935. She had aimed at collecting 90 per cent. of the subscriptions and when the accounts were closed 88.4 per cent. had been paid. Since then the number had risen to 90 per cent., and Miss Davis thanked the various Departmental representatives and appealed to members to make still further use of Banker's Orders.

Miss Gordon moved and Miss Irving seconded the adoption of the Financial Statement, which was carried unanimously. The Chairman congratulated Miss Davis on the sound state of the Council finances.

5. *Resolutions proposed by the Committee of Representatives and the Executive Committee.*—Miss Tait moved :—

"That Section V, paragraph 4 of the Constitution and Rules shall be amended to read: 'The Executive Committee shall have power to co-opt four members.'"

Miss Tait mentioned that the Committee of Representatives had suggested this measure. Miss Lehfeldt seconded the resolution. Miss Moyes said that the Scottish Region felt that the increase from two to four was too great. The resolution was carried by thirty votes to fourteen.

Miss Tait moved :—

"That Section V, paragraph 3 of the Constitution and Rules shall be amended to read: 'The quorum shall be five.'"

She explained that it was sometimes difficult for members of the Executive to arrive punctually, and the alteration in the quorum would enable less important matters to be dealt with at the beginning of the meeting.

Miss Pease thought that the Constitution did not permit the introduction of such an emergency resolution. The resolution was withdrawn.

Miss Rothbarth moved :—

"That this meeting views with dissatisfaction the operation of the provisions affecting the recruitment of married women in the Civil Service and the retention of women civil servants after marriage. It calls attention to the various cases of Departmental regulations for appointment and announcement of vacancies in which no reference is made to the discretionary power to make exceptions in individual cases, and further deprecates the narrow interpretation placed upon this power, which is contrary to the recommendations of the Royal Commission on the Civil Service (1931) and the Committee on Women's Questions, and which renders it in fact incapable of use in the case of women of normal marrying age and of general as opposed to strictly professional qualifications."

The Council had always stood for the removal of the marriage bar, and had given evidence to this effect before the Royal Commission. Failing abolition of the bar, the power of discretionary retention should be a reality, whereas its operation so far seemed to exclude all women of normal marrying age. The phrase "special qualifications" was being interpreted as professional or technical qualifications. There was an instance in the Ministry of Labour of refusal to retain an officer whose application was strongly supported by her senior officers because she had no professional qualifications. A recent answer to a question in the House of Commons showed the tendency to refuse the application of younger women, and also, since some cases of refusal known to the Council were not included in the figures quoted, that certain Departments were refusing applications without reference to the Treasury. The Executive were convinced that there was a lack of goodwill on this matter and that there was need for vigilance.

Miss Jennings seconded the resolution.

Miss Darlow said that the North-Western Region felt that the resolution was too militant in tone. She proposed that there should be a full stop after "individual cases" and that the last sentence should read:—

"It regrets the rigid interpretation placed upon the recommendations of the Royal Commission on the Civil Service, 1931, and the Committee on Women's Questions, which renders the discretion generally incapable of application in the case of women of normal marrying age."

It was agreed to accept the amendment and there was then discussion as to whether the phrase "and of general as opposed to strictly professional qualifications" should be added at the end of the last paragraph. The omission of this phrase was put to the meeting and lost. The resolution was then put to the meeting in the following form and carried *nem. con*:—

"That this meeting views with disappointment the operation of the provisions affecting the recruitment of married women to the Civil Service and the retention of women Civil Servants after marriage. It calls attention to the various cases of Departmental regulations for appointment and announcement of vacancies in which no reference is made to

the discretionary power to make exceptions in individual cases.

"It regrets the rigid interpretation placed upon the recommendations of the Royal Commission on the Civil Service, 1931, and the Committee on Women's Questions, which renders the discretion generally incapable of application in the case of women of normal marrying age, and of general as opposed to strictly professional qualifications."

It was agreed that copies should be sent to the Treasury and to the heads of all appropriate Departments.

The Chairman moved:—

"That this Annual General Meeting of the Council of Women Civil Servants deplores the refusal of the Secretary of State for the Colonies to admit women to the Administrative Class in the Colonial and Dominions Offices, thus making it impossible for them to bear their due share in the responsibilities of public service."

The Chairman recalled that a deputation from the Staff Side of Committee F had been received by the heads of the Colonial and Dominions Offices in 1935 and had now after two years been informed that the exclusion of women from the administrative class was to be made formal in both departments. Various women's societies had been informed, and Miss Rathbone was interesting herself in the matter. The Chairman hoped that there would be a further deputation. She felt that the Council should pass a resolution of protest and forward it to the Secretary of State for the Colonies.

Miss Power, in seconding the resolution, said that women felt that they were being deprived of an opportunity for public services which they were fitted to perform.

Miss Wall said that she was very glad that the Executive had brought forward this resolution. She felt, however, that it would be better to give the Council's reasons for passing such a resolution in a covering letter and she moved the deletion from "thus making . . ." onwards. Miss Pease seconded this amendment which was carried. The resolution as amended was then put and carried *nem. con*.

7. *Appointment of President and Vice-Presidents of Council.*
—Miss Tait said that the Executive had considered the motion,

originally brought forward by Miss Ford, that the Council should appoint Presidents and Vice-Presidents from outside the Service and had decided that such appointments would not be of any practical assistance to its work. The Chairman and Miss Glen spoke in support of this view, and it was agreed that the matter should not be pursued.

8. *Election of Auditor.*—Miss Davis proposed and Miss Tait seconded that Miss Chapman should be re-elected auditor. The motion was carried unanimously.

9. *Other business.*—Miss Pease proposed a vote of thanks to Miss Ibberson, saying that the Council was greatly indebted to her leadership during the past year.

Miss Darlow proposed a vote of thanks to Miss Tait for her work as Hon. Secretary.

The votes of thanks were carried with applause and the Chairman thanked the meeting.

MAIN ACTIVITIES OF THE COUNCIL DURING THE YEAR 1937-1938.

The high light of the Council's year was the reception held on 19th November at Lancaster House, St. James's, at which Their Royal Highnesses the Duke and Duchess of Kent were present and when an address was presented to Miss Martindale. By far the most brilliant and ambitious function the Council has ever attempted, it was organised by the Hospitality Sub-Committee enlarged for the occasion by the addition of Misses Woodgate, Taylor, Ford and Pease. The Council's thanks are due to them in full measure for a very important and exacting piece of organization perfectly executed. The Reception itself was fully described in the December *Bulletin* and needs no further notice here, but we are glad to know that it ranks as an outstanding Civil Service function. It was fortunately a financial as well as a social success, realising a profit of £22.

During the year the Executive Committee has done active work in connection with the Sex Differentiation in Pay Committee, the Marriage Bar, the post of Director of Women Establishments at the Treasury and Aggregation in the Board

of Education. A special recruitment campaign has also been instituted. There is a temporary lull in the Equal Pay Campaign following on the Sex Differentiation in Pay Agreement, which was signed in June, 1937, but activity has begun unobtrusively along a new line of attack.

Four well-attended meetings of the Committee of Representatives were held during the year, one having been specially called to consider the post of Director of Women Establishments at the Treasury.

Among the changes in the Officers of the Council, special mention must be made of the great loss sustained in the resignation of the Honorary Treasurer, Miss Davis, to whom the Council is immensely indebted for her work in rehabilitating its finances, and for all she has undertaken for us in this important field of work. The Council also regrets the resignation of the Hon. Miriam Pease from the Chairmanship of the West Midland Region, where she has done invaluable work for several years; of Miss Dimsdale, Chairman of the South Western and Wales Region; and Miss McGeorge, Secretary of the Yorkshire and East Midlands Region. We warmly welcome Miss A. L. Skinner (Ministry of Labour), the new Chairman of the West Midlands Region; Miss G. M. Beaumont (Ministry of Labour), the new Secretary of the Yorkshire and East Midlands Region (Mrs. E. M. Parker kindly acted as interim Secretary for a period); and Miss M. A. Straton (Ministry of Labour), the new Secretary of the Northern Region, which has been secretaryless for some time but is now taking on a new lease of life.

At the request of the Scottish Region the list of permanent senior posts held by women in the Service which was included in the 1933 Annual Report was brought up to date by the Hon. Assistant Secretary and published in the December *Bulletin*. It has been agreed that this list shall be published biennially in the Annual Report, beginning with 1938-9.

The Hon. Secretary has to record with special gratitude the fact that Mrs. Greig (J. M. Shepherd, late of the Patent Office) has undertaken the herculean task of classifying on a uniform basis all the documents in the Council's archives. All succeeding Secretaries will have cause to bless her name.

During the year the Executive lost Miss Alleyne, an old and valued member, Miss Elliott of the Board of Education and Miss

L. E. G. Dunn (Post Office). Under its new constitutional power, it has co-opted four representatives of its younger members: Miss M. Clayton (Victoria and Albert Museum), Miss A. M. Jennings (Mrs. Reisner) (Ministry of Labour), Miss E. Senior (British Museum) and Miss D. Heinemann (Ministry of Labour). Miss Heinemann has become the convener of the Recruitment Sub-Committee and Miss Senior convener of the new Marriage Bar Sub-Committee.

During the year the Council has learnt with deep regret of the death of Miss Ledwich (Ministry of Health) who had been Chairman of the North West Region, and of Miss Squire, O.B.E. (Home Office), who was one of the first members and remained an Associate member after her retirement.

The activities of the Council have been fully chronicled in the *Bulletin* so that only a short account of the chief of them is required in the Annual Report.

Post of Director of Women Establishments.

A special meeting of the Committee of Representatives was held on 18th June to discuss whether the Council should take any action to influence the future of the post of Director of Women Establishments at the Treasury, from which Miss Martindale was retiring in July. The Executive had previously discussed the question at three meetings and had heard the views of a number of senior women in the Service. There appeared to be a considerable divergence of view, some holding that the Council should press for the abolition of the post, others believing that it should be continued for another term. At the request of six members of the Committee of Representatives a special meeting of that body was called to deal with the matter on 18th June.

After the Chairman had explained the position in a comprehensive speech, there was a very full discussion, which resulted in a decision that a letter should be sent to the Treasury conveying the following unanimous resolution of the Committee: "The Council of Women Civil Servants disapprove in principle of special women's posts and are of opinion that the post of Director of Women Establishments should now be absorbed into the normal Treasury cadre. They consider

that the special work attached to the post should be dealt with, in addition to the ordinary duties of the grade, by a woman of not less than Assistant Secretary rank." A letter to this effect was sent to Sir James Rae, who was asked whether the deputation to be received on 23rd June (see section on Pay) might also make representations on this matter. This request was granted. The deputation put forward the views expressed by the meeting of the Committee of Representatives. It recognised that the post had been created as an acknowledgment of the work done by women during the War, but expressed the view that there no longer existed, if there had ever been, a need for a post of this nature to deal specially with women's questions; there were few Service matters that affected women only, and Whitley discussions covered questions affecting men and women alike. It stressed the importance of the work done by the Director of Women Establishments on selection boards and on Committees, and expressed the view that this work should undoubtedly be continued, but would be best carried out by a woman doing common work and possessed of a general knowledge of Service questions. The Council's views received extremely sympathetic attention and it was promised that they would be taken fully into account.

In the upshot the post was reconstituted under the title of Assistant Secretary and Director of Women Establishments, and Miss Myra Curtis, a Principal in the Post Office, was appointed to it. The appointment was received with great satisfaction by the women in the Service. Miss Curtis is a woman of outstanding ability and experience, with a special interest in questions of finance and public administration. Her promotion to the rank of Assistant Secretary is a normal one which would, we understand, have occurred in her own department at an early date had she remained there. As holder of the new post she is to commence her service in the General branch of the Treasury's Establishments Division where she will carry the full duties of an Assistant Secretary, but is not to be confined to that Division. This is regarded as a most satisfactory arrangement, and it is hoped that Miss Curtis will be allowed full scope for her exceptional abilities.

It may be of interest to members to reprint some observations by the Council's Chairman in "Civil Service Opinion" for

15th June, 1937. In stating the case for the policy ultimately adopted by the Council, she drew attention to the following considerations :—

- “ 1. The Treasury has made helpful and reassuring gestures in taking a senior women principal for common work and putting a woman assistant principal into its General Establishments branch, where she has received promotion.
- “ 2. The inflow of women to the Administrative Class, both by examination and otherwise, has, we hope, reached a point where the Treasury can henceforth secure a steady infiltration of picked women, who will gain experience of Establishments work in the course of their normal duties.
- “ 3. Committee “ F ” and the Committee on Sex Differentiation in Pay are milestones marking the active espousal of women’s interests by National Whitley. The two most important things achieved by women since entry by common examination are the Committee “ F ” Report and the coming agreement on women’s salaries—both Whitley agreements.
- “ 4. Women, both junior and senior, are far more experienced and better organised than in past days. Thanks to the active work done on women’s questions since the Tomlin commission, an increasing number of persons of both sexes now have a wide knowledge of women’s questions and can advise upon them, especially where, as will be increasingly the case, they come down to the observance of interpretation of Whitley agreements. Women now have, in fact, expert advisers within their associations.”

Miss Ibberson adds a reservation about the way in which some Departmental Whitley Councils observe national agreements on women’s questions.

Committee “ F ” Review Committee.

The Report of the Committee on Women’s Questions (1934), commonly known as Committee “ F ” provided in

para. 11 that within a period not exceeding three years there should be a general review by a joint central body of the position then obtaining throughout the Service with regard to reservation of posts according to sex. A joint *ad hoc* Review Committee has, accordingly, been set up by the Treasury, to which the Council and the N.A.W.C.S. were each invited to appoint two representatives, the others coming from the National Whitley Committee. The Chairman and Mrs. Reisner (Ministry of Labour) were appointed by the Executive to represent the Council. The Staff Side requested that, in addition to reservation of posts, the Committee should also consider the progress of aggregation (which fell to be reviewed at the end of a period not exceeding five years), and also, mainly at the instance of the Council, the workings of the Marriage Bar provisions. The Official Side has agreed.

No joint meeting has yet been held and the Staff Side is still engaged in obtaining, with considerable difficulty, complete information as to what has happened in the review by Departmental Whitley Council of reservations based on sex. As regards the Administrative class, the reservation of posts in the Colonial and Dominions Offices will be contested, and reservation in the Defence Departments may also be challenged, a step which has never previously been taken and which involves many interesting considerations.

Any members who have useful information with regard to (1) reservations of posts ; (2) the progress of aggregation ; and (3) the working of the marriage bar provisions in their Departments are requested to send it to the Secretary as soon as possible.

Progress of Aggregation.

(a) *Board of Education Inspectorate.*—It was learnt that the post of Chief Woman Inspector at the Board of Education was to be abolished in July on the retirement of the present holder, and replaced by one designated Senior Woman Inspector. This announcement caused the Council grave concern as the new post appears from its title to be a fresh special woman’s post and its salary is only to be that of a woman Divisional Inspector. It is, in fact, to be held by the only woman of that rank. In accordance with a decision of the Executive, the Secretary on 11th March wrote to the Board asking for particulars.

of the salary and duties of the new post and received the following reply :—

“ I have to inform you that the post of Chief Woman Inspector, though an anomalous one in an aggregated Inspectorate, has been retained on the Board's establishment pending the retirement of the present holder. On her retirement the post is, as you have learnt, to be abolished and to be replaced by one of Senior Woman Inspector. The duties of the two posts are naturally not very dissimilar and in both cases include the responsibility for advising the Board, through the Senior Chief Inspector, on matters relating to the education of women, girls and young children. The Chief Woman Inspector was head of the separate woman's corps and with the disappearance of the separate corps under aggregation, the logical justification for such a post has disappeared.

“ The salary of the Chief Woman Inspector was £1,200 per annum fixed. That of the Senior Woman Inspector will be on the scale £1,040-£1,225.”

As it would appear that the new post is a special woman's post of a lower status than the old one (the other Chief Inspector salaries have been increased), further action is necessary.

Aggregation has been carried out by the Board in a manner regarded by the Council's members concerned as highly unsatisfactory, and the Executive has set up a special sub-committee to watch the position in their interest. Miss Taylor (Home Office), Miss Woodgate (Ministry of Health), Miss Fraser (Ministry of Labour) and Misses Anderson and Bastable of the Board of Education have consented to serve.

(b) *Ministry of Labour.*—The Ministry of Labour has fulfilled its undertaking to adopt a generous policy in the appointment of women to the managerships of mixed exchanges (see last Annual Report). Women have been made managers of at least seven mixed exchanges, Preston, Wimbledon, Hendon, Battersea, Wellingborough, Weston-Super-Mare and Oban.

(c) *Post Office.*—(See the article by the Post Office representatives in the *March Bulletin*). Aggregation has been carried out through the Departmental Whitley Council and has made very substantial and satisfactory progress. It is one of the most important changes of our time as affecting women in the Service that this great department may now be described as aggregated. We believe that the Treasury's outlook on women's

questions has, in the past, been largely influenced, if not entirely shaped by this department, with its actuarial appeal of long experience and large numbers. We are convinced, therefore, that aggregation in the Post Office will cause a considerable change in the habitual grudging tone which has been adopted by Financial Secretaries to the Treasury in speaking of women's work in Parliamentary debate.

Equal Pay.

There has been no parliamentary activity this year. The Executive will bring up to date and strengthen the Warren Fisher Memorandum for use as ammunition when the campaign is reopened. Meanwhile steps are being taken to interest the great professional associations of the outside world in the question of equal pay for their men and women members employed in the Civil Service.

The National Whitley Council's Equal Pay Committee, on which Miss Ibberson occupies a seat for the Society of Civil Servants, continues to meet, and one of its constituents, the C.S.C.A., has decided to make an enquiry into dependency amongst women of the Treasury Clerical Class as forming a convenient group with a suitable age-level. It has been promised that the Council will consider a similar enquiry amongst its members, and if this is agreed a uniform questionnaire will be drawn up. Meanwhile the Committee watches Parliamentary proceedings and maintains a steady effort to obtain support from the outside world. Attention is being directed to the realm of local government, from which it is thought that an important argument on outside practice can in time be built up. The Council's members are earnestly requested to help in the compilation of information from this source.

The relations of the Equal Pay Committee, as of the National Staff Side generally in matters affecting women, with outside bodies interested in women's questions show increasing cordiality and helpfulness, a fact which is bound to be a great source of strength in the future. The Council, as acceptable to all parties, represents a unifying factor amongst the various bodies interested in this question.

Sex Differentiation in Pay.

In June the Executive learned that the Sex Differentiation in Pay Committee (generally known as the Unequal Pay Committee) was on the point of reaching an agreement which conceded much less than they had hoped to the women in the higher grades of the Service. Sir Warren Fisher had replied to the Memorandum submitted to him by the Council in December, 1936, to the effect that points of detail in the memorandum should be referred to this Committee, and that, as regards general policy, he had nothing to add to the statements recently made by the Government. It was therefore decided to write to Sir James Rae asking him to receive a deputation, and the Chairman, the Hon. Secretary and Misses Glen and Lehfeldt were accordingly received at the Treasury on 23rd June by Sir James Rae, supported by Mr. Parker, Miss Martindale and Miss Whyte.

The deputation stated that they represented the women in the higher grades of the Service, who suffered most under inequality of pay. They believed that, in their memorandum to Sir Warren Fisher, they had made out a very strong case for equality in the higher grades, and they had hoped that the deliberations of the Sex Differentiation in Pay Committee would have resulted in the concession of a better relativity of salary in these grades. They had been greatly disappointed by the proposal of an agreement which would confer financial advantages mainly on the lower grades. They urged in particular that the proposal for a maximum differentiation between men's and women's salaries in the same grade should be lowered from £175 to £150, in order that it might affect a more substantial number of cases.

Sir James Rae replied that the Council's memorandum had failed to convince the Treasury that there was any special case for the higher grades, and that the £175 limitation was a conciliatory gesture, entirely unrelated to the merits of the case. He thought it a valuable concession, and it was added that this provision must be considered in conjunction with the other one relating to overlap in maxima as between consecutive grades, which affected a perceptible number of the Council's members. It was clear from the outset of the interview that the deputation would obtain no further concessions.

The agreement was duly signed and became operative as from 1st June. In spite of the inevitable disappointment of the women in the higher grades, they can at least feel that, in the matter of salary, they are no longer on an apparently endless slippery slope. The provision that a woman's maximum must not, except possibly in the case of overlapping scales, be less than that of the next lower male grade means the end of a glaring injustice, and this together with the £175 maximum differentiation sets a limit to the anomalies which a system of differential salaries can produce. The Staff Side of the Committee explicitly recorded their adherence to the principle of equal pay and made it clear that their acceptance of the provisions must be regarded as entirely without prejudice, and they also reserved the right to press for the restoration of equal pay in grades where it had been abolished and to negotiate for the improvement of women's minima and increments. The Official Side undertook that the agreement should be without prejudice to grades in which better terms existed and that the policy of abolishing equal pay where it existed should not be pursued further. There was a "gentleman's agreement" that on the one hand the Staff side would not represent the Treasury as having made a step towards the concession of equal pay, while in return the Official Side would not allow it to be stated or implied in the House that the Service had in any way departed from its adherence to the principle of equality. This undertaking is being carefully watched.

The thanks of the women in the Service are due to Messrs. Llewellyn and Day and to Miss Sweet for their able conduct of the informal negotiations which resulted in the agreement, and a letter in this sense was sent from the Council to Mr. Llewellyn, as Chairman of the Committee.

Marriage Bar.

The Council takes this opportunity to congratulate Miss A. M. Jennings (now Mrs. Reisner), a Principal in the Ministry of Labour, a former assistant secretary of the Council and a present member of the Executive, on having secured permission to continue her service after marriage. She has thus, it is hoped, created a useful precedent for other women of her own and analogous grades who are still young. The statement made by the

Official Side of the departmental Whitley Council as to the ground for this retention was particularly encouraging. "The application has been based on the special requirements of the Department," it ran, "and the conclusion reached after careful consideration was that, taking all the circumstances into account, including the past service of this officer and the promise which it gave of future service, and taking account also of the requirements of the Department for well qualified women officers in this particular grade and in higher grades, the case was one in which assent ought to be given."

As stated in the last Annual Report, the Council's correspondence with the Home Office and other Departments on the subject of the Marriage Bar has led to no satisfactory conclusion. It was, therefore, decided to send copies of all the correspondence to the Chairman of the National Staff Side with the following letter (copies were also sent to Miss Sweet and Mrs. Miller, of the I.C.P.S.):—

I have been asked by my Executive to send the enclosed copies of correspondence we have had during the past year with the Home Office, the Board of Education and the Government Chemist's Department on the subject of the marriage bar to you in your double capacity, as Chairman of the Staff Side of the National Whitley Council and as Chairman of Committee "F." We do not see any possibility of further useful action on our part. As, however, both Departments and Departmental Whitley Councils seem to be contravening the spirit—and even the letter—of the recommendations of the Tomlin Commission and Committee "F," perhaps you will advise us whether any steps can be taken by you to invite associations to see that their representatives support the national agreement signed by them.

It is our opinion that a general review of the working of the Marriage Bar provisions, although not provided for in Committee "F"'s Report, is becoming more and more clearly desirable.

We have since learned, as stated above, that the Marriage Bar is to be included in the scope of the Committee "F" Review Committee and the Executive has therefore constituted a sub-committee consisting of the officers, and Misses Heinemann, Kelly and Rothbarth, Mrs. Reisner, with Miss Senior as convener, to draw up a brief for the use of the Council's representatives on the Review Committee.

Recruitment.

The Council decided this year to make a special effort to increase its membership among the women who are eligible to join. The Recruitment and Journalistic Sub-Committees jointly produced a most attractive leaflet setting out our aims and achievements. This leaflet, which was circulated to all members with the December *Bulletin*, is to be sent to all potential members together with a covering letter and a banker's order form. Regional Secretaries and Departmental members of the Committee of Representatives have been asked to co-operate in surveying the field of eligibility and sending out leaflets and letters.

As a result of a special review it has been discovered that the Council's potential membership is larger than most of us imagined—just over 1,200 compared with an actual membership of about 500—so that a formidable piece of work has resulted. The leaflets have now been distributed in all the important Departments covered by the London Regions, and four regional Secretaries have already carried out the necessary work. The others are asked to co-operate by communicating with the Secretary as soon as possible.

The results have so far been only moderately encouraging; for example in one case over 200 potential members were circularised with a result to date of *one* recruit.* It appears that the best results are obtained by a personal follow-up visit by a member of the Council, which is sometimes difficult to secure. We ask for the best efforts of all members to do their recruiting personally, even at the cost of a particular effort.

Administrative Class Examination: an Even Better Year.

This year there were 29 women entrants for the Administrative Class examination as compared with 17 last year. Eight of the number have been successful. They have been assigned to the Board of Trade, the Ministry of Health, the Department of Health for Scotland, the Board of Education, Ministry of Labour, Unemployment Assistance Board, Office of Works and Scottish Office. It is the policy of the Civil Service Commissioners, in accordance with the report of the Committee

* At the date the Report was drafted. The number later rose to six.

"F," to secure the widest possible distribution of the successful candidates, and some of these Departments have not previously had a woman in the Administrative Class. As regards the Office of Works, it is to be hoped that this entrant will quickly be followed by others, for the women of the Service have long felt that their sex should be allowed to exercise its gift for the amenities in making the premises where we spend so large a part of our lives less forbidding than they often are at present.

Civil Service Statistical and Research Bureau.

The Chairman has relinquished the seat she occupied for the Council on this body and has been succeeded by Miss A. W. Hastings (Home Office Factory Department). The Bureau is at present engaged in important and pioneer investigation of the cost of living in the middle classes which should be of great value to civil servants in future discussions of salaries and conditions.



PROCEEDINGS OF SUB-COMMITTEES.

Finance Sub-Committee.—The percentage of subscriptions paid for 1937 was 86.

The balance in hand at 31st December, 1937, £67, showed a decrease as compared with that at December, 1936. This is accounted for by the fact that:—

1. The actual income of the year was completely spent on normal recurring items, and
2. There was a special expenditure on a duplicating machine purchased for £38 15s.

The possession by the Council of their own duplicator and typewriter has resulted in a reduction of the outlay on typing and duplicating from £46 in 1934 to £4 in 1937.

The cost of printing this year is heavy as compared with earlier years. The increase is largely due to the cost of fuller bulletins and of the leaflet used in the recruitment campaign undertaken at the end of 1937. The expenditure on the latter has been amply repaid by a considerable increase in membership.

The accounts of the Reception held in November, 1937, showed a profit of £22, a very welcome addition to our funds.

Journalistic Sub-Committee.—The Sub-Committee continues to be responsible for the production of the Council's quarterly *Bulletin*. It is grateful to Miss Wall for an article on the Report on the Status of Women adopted in 1937 by the League of Nations, and to Miss Nichols, Miss Keith and Miss Hudson for an account of Aggregation in the Post Office. The list of permanent posts held by women in the higher grades of the Service was revised during the year by Miss Riddelsdell and published in the December *Bulletin*. The Journalistic Sub-Committee co-operated with the Recruitment Sub-Committee in the preparation of the recruiting leaflet, a copy of which was sent to all members in December.

Recruitment Sub-Committee.—The work of the Recruitment Sub-Committee has been based on the new publicity leaflet, which gives an up-to-date account of our history, aims and machinery. A preliminary survey of the field for potential recruitment revealed to our surprise that the total possible membership of the Council was not less than 1,200. It was suggested and approved by the Committee of Representatives that the leaflet should be circulated to all eligible non-members with a covering letter printed in type-script. The circularisation has been carried out by the Hon. Secretaries to the Headquarters of Departments and by the Regional Secretaries to Local and Departmental Offices. It was further decided that whenever possible the appeal should be followed up by a personal canvass. These follow-up visits have been found to be the most important and directly successful factor in recruitment. Up to the present the results of the campaign are as follows:—

| | |
|---|----|
| Total number of new members who have joined during 1938 | 52 |
| Number of the above who apparently joined as a result of the campaign | 47 |

Marriage Bar Sub-Committee.—The Sub-Committee set up to review the working of the Marriage Bar provisions since the adoption of the Report of the Tomlin Commission has been debating and amplifying a memorandum drafted by Mrs. Reisner, which is to be laid before the Review Committee of the Committee on Women's Questions (Committee "F"). Information has been collected from many departments concerning the fate of applications for retention on marriage made since 1934. After discussion it has been agreed that representations for the removal of the marriage bar should be made on as wide a basis as possible and the Sub-Committee is now ready to prepare the final form of the memorandum. The question of the advisability of recommending open recruitment at least in grades in which special qualifications are required is under consideration, and steps are being taken to find out what the attitude of other Associations is or might be on such a recommendation.

REPORTS OF REGIONAL SECRETARIES.

London and South-Eastern Region.

A sherry party was held in the Ex-Service Women's Club, Buckingham Palace Road, on April 5th. Fifty three members were present

This was followed by a Regional meeting, at which, in the absence of Miss Alleyne owing to illness, Miss McCleverty kindly took the chair.

Miss Tait gave an account of the work of the Review Committee of the Committee on Women's Questions, and Miss Heinemann of that of the Marriage Bar Sub-Committee.

Miss Wall proposed and Miss Pratt seconded, that it be recommended to the Annual General Meeting that a special committee on pay be appointed by the Committee of Representatives. After considerable discussion, the motion was carried.

Miss Glen spoke on the proposed alterations to the Constitution.

Miss Pratt brought up the question of the possible dilution of labour in case of national emergency. It was decided to refer this to the Committee of Representatives.

A vote of thanks was passed to the Chairman.

W. M. IRVING, } *Regional*
R. BASTABLE, } *Secretaries.*

South Midlands and Eastern Region.

During the year only one meeting has been held, which took place on 27th March, 1938. The members who were present greatly appreciated the privilege of meeting Miss Ibberson, who gave a most inspiring and stimulating account of the work accomplished by the Council in recent years and an outline of its proposed future activities.

We are very glad to welcome five new members to the Region and are hoping to arrange more frequent and systematic meetings in the coming year.

C. M. BRUNT,
Regional Secretary.

South-Western and Wales Region.

During the year two meetings have been held, both in Bristol. Members again kindly acted as hostesses, Miss Craven (Ministry of Labour) on November 13th and Miss Baber and Miss Pillers (M. of L.) on April 2nd.

At the first meeting Miss Dimsdale (Home Office), our new Chairman, gave an interesting talk on the new Factories Act. Subsequently Miss Dimsdale was transferred to Sheffield, and Miss Craven was elected chairman at the meeting on 2nd April.

At that meeting the chief topics considered were the Civil Service Nursing Aid Association, the Recruitment campaign, reports on meetings of the Committee of Representatives and the agenda of the Annual General Meeting. The Region recommended to that meeting that in future the Annual General Meeting should be held on a Sunday, in order that a greater number of provincial members might attend without having to take a day's leave. Unfortunately, the resolution embodying this recommendation came before the meeting on 14th May, at so late an hour that I was unable to stay to move it, but shall hope to do so next year, as there appeared to be a fair measure of support for the change.

A number of members of the Region had the pleasure of attending the Council's Reception on November 19th, and the memory of that wonderfully successful event will not easily be forgotten.

Several new members have joined during the year, but so far no result has been reported from the issue of between 20 and 30 of the excellent special recruiting leaflets prepared by the Council.

EVELYN L. TIVY,
Regional Secretary.

West Midlands Region.

Three meetings of members were held during the year at the Three Counties Club, Birmingham, and were well attended. A summer outing took place in May, when members and friends visited the Memorial Theatre, Stratford-on-Avon, to see "As You Like It."

Informal talks between members when meeting at the

Three Counties Club have again been a feature of the Regional activities during the year and it is encouraging to know that the membership is higher than at any previous time.

The Honourable Miriam Pease tendered her resignation in November, after four years in office as Chairman, and it is desired to place on record appreciation of the services which she rendered. Miss A. L. Skinner, of the Trade Boards Division of the Ministry of Labour, was elected Chairman and it is desired to offer to her a welcome and express the wish that she will have a successful term of office.

ELSIE E. A. WEBB,
Regional Secretary.

North-Western Region (Manchester).

Four business meetings have been held during the year, at two of which this Region followed the example set by Scotland and invited members to give talks on the work of their respective Departments. At the meeting held on 28th October, Miss Darlow conveyed, in a very short space of time, an idea of the immense scope and interest which lies in the work of the officers of the Unemployment Assistance Board; and on 6th April, Miss Davis succeeded in inspiring with lightness and interest the dry facts connected with the Inland Revenue Department. As the meetings were held at the Athenæum Club and followed an excellent dinner, members were in a mood to enjoy the talks to the utmost, and on each occasion the speaker was occupied for over half an hour in answering questions.

The social aspect of the Region's activities has not been neglected. In the early part of the autumn, an outing was arranged, in which over 20 members participated, to the Dramatic Festival at Buxton, where, after a delicious dinner, served at the famous St. Ann's Hotel, members enjoyed a masterly performance of "Measure for Measure" given by the Old Vic Company. The fact that there were a sufficient number of members with cars to provide transport for all who wished to come, added considerably to the pleasure of the evening's entertainment. The winter outing again took the form of a visit to the Oper House—this time to see Noel Coward's "Operette."

There is no special question of policy which has interested the Region during the year, but all meetings are well attended and members show a very live interest in the activities of the Executive and of the Council generally; moreover, they hold definite views of their own which they are not afraid of expressing whenever the occasion so demands.

F. M. CANDY,
Regional Secretary.

Northern Region.

Largely owing to the setting up of the new Ministry of Labour Divisional Office in Newcastle, the potential membership of the Council in the Northern Region has increased recently, and it is hoped that it will become an active and flourishing Region.

A meeting of members and potential members was held in Newcastle in January, and an interesting talk was given by Miss Tait on the aims and recent achievements of the Council. Several new members have been recruited and others who had allowed their membership to lapse have rejoined.

M. A. STRATON,
Regional Secretary.

Scottish Region.

The Scottish Region has held three ordinary meetings throughout the year—two in Edinburgh and one in Glasgow and in addition two special meetings were arranged when Miss Ibberson visited Scotland last year.

Experience has shown that the arrangement of having a simple meal before the business meeting followed by a talk by one of the members provides a social aspect which members enjoy, and we are indebted to certain members in Glasgow and in Edinburgh for so kindly affording to the Region the privileges of a Ladies' Club in which to hold our meetings.

Talks on their work have been given by three members. Miss MacGregor, LL.B., at the November meeting gave an interesting history of the Sasines Office of H.M. Register House and of the work carried on there to-day. Miss Harper, M.A.,

of the Department of Health for Scotland, has been engaged since its inception on the work of the Contributory Pensions Issues Branch and was able to give members a most comprehensive account of the working of an important measure of social legislation. At the meeting on 5th May, Miss MacLeod, N.D.D., C.D.D., of the Department of Agriculture, described, with delightful humorous asides, her duties connected with Agricultural Education. It was quite a revelation to members to hear that the humble hen could be the subject of so many administrative and scientific problems.

The recruitment campaign made the Scottish Region realise the large number of potential members it contained (the number is nearly 60) and each of the meetings held in 1938 has provided an opportunity for following up the Council's recruiting letter by a personal invitation to a certain number to attend the next meeting. Although there is no great influx of new members to report so far, some progress has been made and at least friendly contacts have been established.

The membership now stands at 49, representative of 9 different Departments.

The Region regrets that owing to her transfer it will lose Miss Andrew, H.M. Inspector of Factories, who has been an active member. It is also regretted that owing to her impending marriage Miss Annie I. Cameron, D.Ph., D.Litt., has resigned her membership. Although she will cease to be a Civil Servant, Dr. Cameron hopes to continue her work in historical research for which she is already well known.

Miss D. Spence Allan again acted as Chairman throughout the year, and has been succeeded by Dr. Kate Fraser, Commissioner of the General Board of Control (Scotland).

A. T. MOYES,
Regional Secretary.



COUNCIL OF WOMEN
Statement of Receipts and Expenditure

RECEIPTS.

| | £ s. d. | £ s. d. |
|--|---------|------------|
| To Balances brought forward 31st Dec., 1936 | | |
| Bank | 32 14 9 | |
| Petty Cash .. | 8 9 | |
| Post Office S.B. | 50 0 0 | |
| | | 83 3 6 |
| „ Subscriptions paid :— | £ s. d. | |
| Arrears 1935 .. | 1 10 0 | |
| „ 1936 .. | 12 7 6 | |
| Current Year 1937 .. | 196 1 9 | |
| In advance 1938 .. | 9 4 6 | |
| „ „ 1939 .. | 7 0 | |
| | | 219 10 9 |
| „ Donations | 6 1 3 | |
| „ Tea Money (Annual General Meeting) .. | 2 10 6 | |
| „ Sale of Pamphlets | 1 4 9 | |
| „ Interest (P.O.S.B. A/c) | | |
| 1936 1 0 10 | | |
| 1937 1 12 7 | | |
| | | 2 13 5 |
| „ Profit on Reception (per separate account) | | 22 2 8½ |
| | | £337 6 10½ |

29th March, 1938.

(Signed) L. B. DAVIS, Hon. Treasurer.

CIVIL SERVANTS.
for year to 31st December, 1937.

EXPENDITURE.

| | £ s. d. | £ s. d. |
|---|---------|------------|
| By Rent of Office (27, Marsham Street) .. | | 20 0 0 |
| „ Typing and Duplicating | | 4 9 1 |
| „ Printing and Publications | | 66 5 0 |
| „ Stationery | | 10 15 7 |
| „ Postage | | 17 5 11½ |
| „ Salary (Part-time Secretary) | | 53 0 0 |
| „ Honorarium (Part-time Secretary) .. | | 10 0 0 |
| „ Expenses of Annual General Meeting .. | | 6 13 0 |
| „ Delegates' Fares | | 34 18 0 |
| „ Subscriptions and Donations :— | | |
| Women's Employment Federation .. | | 4 4 0 |
| „ Incidentals | | 3 19 11 |
| „ Duplicating Machine | | 38 15 0 |
| | | 270 5 6½ |
| „ Balance at Bank, 31st December, 1937 .. | 12 2 2 | |
| „ Receipts credited after 31st December, 1937 | | |
| (Profit on Reception) | 22 2 8½ | |
| | | 34 4 10½ |
| Less Expenses paid after 31st Dec., 1937 .. | 30 11 5 | |
| | | 3 13 5½ |
| „ Petty Cash in hand | 14 5½ | |
| | | 4 7 11 |
| „ Deposit, Post Office Savings Bank .. | | 62 13 5 |
| | | £337 6 10½ |

I have examined the above account and the account of the Reception at Lancaster House on 19th November, 1937, with the records and vouchers of the Council of Women Civil Servants and am satisfied that it is correct.

(Signed) J. G. CHAPMAN,

Incorporated Accountant, Hon. Auditor.

Constitution and Rules

AS PASSED AT THE ANNUAL GENERAL MEETING, 1935,
WITH SUBSEQUENT AMENDMENTS.

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, Members of the Executive 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 as deputy another member, 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 five, of whom at least three shall be elected members.

The Executive Committee shall have power to co-opt four 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 forwarded to the Hon. Secretary at least five weeks before the Annual General Meeting, and the agenda of the Annual General Meeting shall be sent to every Regional Secretary not less than three 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. Forty shall constitute the quorum for the Annual General Meeting and for any Special General Meeting of the Council, but this forty 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 and 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, May, 1938.

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. of H. | | Ministry of Health. |
| M. of 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.

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).

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

AIR MINISTRY.

Bradfield, F. B., Royal Aircraft Establishment, S. Farnborough, Hants.
 Phillips, P., 10 Dept. G2, Royal Aircraft Establishment, S. Farnborough, Hants.

BRITISH MUSEUM.

Senior, E., Dept. of Prints and Drawings, British Museum, W.C.1.

BRITISH MUSEUM (Natural History).

Gordon, I., Natural History Museum, South Kensington, S.W.7.
 Muir-Wood, H.M., Natural History Museum, South Kensington, S.W.7.
 Trewavas, E., 30, Holland Park, W.11.

BOARD OF CONTROL.

Crozier, A. J., 2, Court View House, Makepeace Avenue, N.6.
 Darwin, R., Aubrey Cottage, Aubrey Walk, W.8.
 Landon, C., Board of Control, Metropole Buildings, Northumberland Avenue, W.C.2.
 McFarlane, M., 23b, North Hill, N.6.
 Redfern, H., Board of Control, Metropole Buildings, Northumberland Avenue, W.C.2.
 Thomas, M.A., 26, Woodstock Road, W.4.

GENERAL BOARD OF CONTROL (SCOTLAND).

Fraser, K., M.D., 25, Palmerston Place, Edinburgh.
 Mill, Dr. Laura, 25, Palmerston Place, Edinburgh.

CIVIL SERVICE COMMISSION.

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

BOARD OF EDUCATION.

Adams, M. L., 15, Lydwell House, Albion Road, S.W.8.
 Anderson, A. L., 13, Buckingham Street, Strand, W.C.2.
 Archibald, J. D., 84B, Banbury Road, Oxford.
 Armstrong, H. V., Fairfield, Long Rigg, Riding Mill, Northumberland.
 Bardsley, K. J., Kenegie Hotel, Gulval, Penzance, Cornwall.
 Bastable, R. K., 9 Seymour House, Albion Road, S.W.8.
 Beevor, J. H., Kenilworth House, Windmill Road, Clapham Common, S.W.4.
 Biggs, W., Board of Education, Whitehall, S.W.1.
 Birch, E. M., 23 Amerland Road, West Hill, S.W.18.
 Brindley, F., Longsight House, off Doveston Road, Ashton-on-Mersey, Cheshire.
 Brown, G. M., 8, Endsleigh Crescent, Honiton-Clyst, Exeter.
 Brunt, C. M., 8, Hazledean Mansions, 350, London Road, Leicester.
 Clarke, E. R., 29, Abercorn Place, St. John's Wood, N.W.8.
 Collins, V. M. E., 186, Lichfield Court, Richmond, Surrey.
 Cornwall, L. E. F., M.B.E., Pensions Branch, B. of E., Chadwick Street, S.W.1.
 Cowper, C. L. H., Greenacre, Shanklin Avenue, Leicester.
 Cox, D. M., Craycombe Orchard, Pershore, Worcs.
 Davies, M., Ty Rhos, Radyr, Cardiff.
 Elliott, K. W., B. of E., Whitehall, S.W.1.
 Ellis, M. E., 26 Hickman Road, Penarth, S. Wales.
 Ferguson, C. S., Torlum, Stanford Road, Oakham, Rutland.
 Ford, E. A., Stoke Court, Stoke Poges, Bucks.
 Garside, Mrs. C. G., 42, York Street Chambers, Bryanston Square, W.1.
 Glasgow, M. C., 16, Grange Court, Headingley, Leeds.
 Goodfellow, S., Board of Education, Whitehall, S.W.1.
 Greaves, M. C. L., 23, Courtfield Gardens, S.W.5.

Gudgeon, M. B. H., Pensions Branch, B. of E., Chadwick St., S.W.1.
 Hale, E. M., Edenside, Wetheral, Carlisle.
 Hall, M. A., 2, East Avenue, Burnage Garden Village, Levenshulme, Manchester, 19.
 Hammonds, D. M., B. of E., 15, Marlborough Buildings, Bath, Somerset.
 Heap, Mrs. D., 7, Calthorpe Mansions, Five Ways, Birmingham.
 Hill, L. M. W., B. of E., Whitehall, S.W.1.
 Horniblow, E. H., C.B.E., 7, Ruskin Mansions, Queen's Club Gardens, W.14.
 Lockhead, G., Grange Cottage, Otley Road, Leeds, 6.
 Moodie, A. M., 55, Berriedale Avenue, Hove, Sussex.
 Mullett, L. N. S., Pensions Branch, B. of E., Chadwick Street, S.W.1.
 Murray, J. H., 19, Gambier Terrace, Liverpool, 1.
 Oakden, E. C., Green Gates, Bridgnorth, Salop.
 Palmer, I. P., 25, Gledhow Gardens, S.W.5.
 Palmer, N. M., 21, Oxford Terrace, Edgware Road, W.2.
 Parkes, Mrs., Heston Lodge, Upper Oakfield Park, Bath.
 Peel, N., 56, Holmefield Court, Belsize Grove, N.W.3.
 Perry, E. M., Harbury Fields, nr. Leamington, Warwick.
 Pountney, M. E. D., 12, Granville Court, Jesmond, Newcastle-on-Tyne 2.
 Price, O. Emmerson, Architect's Dept., B. of E., Whitehall, S.W.1.
 Schooley, B. M., St. George's Court, Bourneville, Birmingham.
 Shuckburgh, D. F., B. of E., Whitehall, S.W.1.
 Stedman, I. M., O.B.E., 68B, Park Road, Lenton, Nottingham.
 Strevens, I., O.B.E., Pensions Branch, B. of E., Chadwick Street, S.W.1.
 Summers, G. F., 22, Grange Court, Leeds, 6.
 Tann, F. M., 310, Osborne Court, Osborne Avenue, Newcastle-on-Tyne 2.
 Thomas, K. M., 2, Greestone Mount, Lindum Road, Lincoln.
 Wakefield, W. M. L., 9, Oxford Place (Flat I), Victoria Park, Manchester.
 White, A., Cæcerrig, Pontardulais, Glam.
 Winsor, N. M., Moor Edge, Nun's Moor Road, Newcastle-on-Tyne, 4.

BOARD OF EDUCATION (VICTORIA AND ALBERT MUSEUM).

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

SCOTTISH EDUCATION DEPARTMENT.

Ewan, M. Ramsay, 15, Sinclair Terrace, Wick, Caithness.
 Frew, W. H., Scottish Education Department, 1, Castle Terrace, Edinburgh.
 Leitch, H. G., Room 101, Royal Technical College, Glasgow.
 Miller, J. Burgess, Scottish Education Department, 14, Queen Street, Edinburgh 2.
 O'Connor, Christine G., 76, Fergus Drive, Glasgow, N.W.
 Young, E. I., Scottish Education Department, 14, Queen Street, Edinburgh 2.

FOREIGN OFFICE.

Anderson, E., Room 14, 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.
 Lunn, H. C., Room 47, Foreign Office, Whitehall, S.W.1.
 Moore, M. V., M.B.E., Foreign Office, Whitehall, S.W.1.

MINISTRY OF HEALTH.

Brodie, G. J., M. of H., Whitehall, S.W.1.
 Gordon, Mrs., M. of H., Whitehall, S.W.1.
 O'Brien, J. F., M. of H., Whitehall, S.W.1.
 Sharp, E. A., M. of H., Whitehall, S.W.1.
 Sims, Dr. Carol, M. of H., Whitehall, S.W.1.

MINISTRY OF HEALTH (INSURANCE DEPARTMENT).

Agnew, Doris E., M. of H., Government Buildings, Victoria Street, Liverpool.
 Avent, N. B., M. of H., Bromyard Avenue, W.3.
 Bambridge, E., M. of H., Bromyard Avenue, W.3.
 Barker, E. M., M. of H., 9, East Park Terrace, Southampton.
 Beaumont, A. F., M. of H., Whitehall, S.W.1.
 Binnington, B., M. of H., Central House, Upper Woburn Place, W.C.1.
 Bird, W., M. of H., Bromyard Avenue, W.3.
 Black, A. B., 35, Bywater Street, S.W.3.
 Bonner, I. L., Government Buildings, Victoria Street, Liverpool.
 Brown, W. O., Government Buildings, Victoria Street, Liverpool.
 Buglass, J. D., 25, Holly Lodge Mansions, N.6.
 Campbell, C. A., M. of H., 35, Clipstone Street, W.1.
 Cates, E. C. M., 39, Compton Road, S.W.19.
 Churcher, A., 15, Brodrick Road, S.W.17.
 Clark, E. M., Guildhurst, Dorchester, Dorset.
 Clark, J. W., M. of H., 159, Great Charles Street, Birmingham.
 Cleary, B. A. D., M. of H., 40, Chancery Lane, W.C.2.
 Cohen, E. M., 76, Holly Lodge Mansions, N.6.
 Cohen, E. W., 334, Holly Lodge Mansions, N.6.
 Collins, B. G., 17, Glenthorne Avenue, Croydon.
 Dalrymple, M., M. of H., Bromyard Avenue, W.3.
 Drennan, H. M., Lauriston, 3, Green Dene, East Horsley, Surrey.
 Dunbar, I., 3, Woodlands Road, Tyndalls Park, Bristol.
 Fishwick, G. F., M. of H., Imperial House, South Street, Finsbury, E.C.2.
 Franklin, D., M. of H., 68-70, Baker Street, W.1.
 Goss, D. A., 3, Woodlands Road, Tyndalls Park, Bristol.
 Green, M., M. of H., 54, St. Petersgate, Stockport.
 Guthrie, O. M., M. of H., Central House, Upper Woburn Place, W.C.1.
 Haddock, G. L., M. of H., Britannic House, 114, Victoria Road, N. Southsea, Portsmouth.
 Hardy, J. P., 47, Lord Street, Rochdale.

Hartland, M. H., 28a, Regent Street, Nottingham.
 Heath, B. M., M. of H., 76, Newton Street, Manchester.
 Henshall, E., 11, South View, Waterloo, Liverpool, 22.
 Howard, N., M.B.E., M. of H., Whitehall, S.W.1.
 Hughes, M. H., Government Buildings, Victoria Street, Liverpool.
 Hunter, V. E., M. of H., 76, Newton Street, Manchester.
 Hussey, A. M., M. of H., Bromyard Avenue, Acton, W.3.
 Jamieson, E. A. U., 35, Bywater Street, S.W.3.
 Jenrey, J. B., M. of H., Government Buildings, Victoria Street, Liverpool.
 Jennings, D. M., The Moorings, Deering Road, Reigate, Surrey.
 Jesse, M. D., The Corner Cottage, Bourne End, Bucks.
 Jones, P. L., Government Buildings, Victoria Street, Liverpool.
 Joseph, O. C., Government Buildings, Victoria Street, Liverpool.
 King, W. M., M. of H., 159, Great Charles Street, Birmingham.
 Leach, A. K., 53, Paulton's Square, S.W.3.
 Lehfeldt, S. E., 2, Montrose, 35, King's Road, Richmond, Surrey.
 Lenn, D., M. of H., 52, Broad Street, W.C.2.
 Limrick, M. F. R., M. of H., 54, St. Petersgate, Stockport.
 Littler, E., Union Bank Buildings, 230, Chapel Street, Salford 3, Lancs.
 Long, E. G., Room 202a, M. of H., Great Westminster House, Horseferry Road, S.W.1.
 Macklin, M. M., Government Buildings, Victoria Street, Liverpool.
 Marshall, M. A., 103, Penworthan Road, Streatham, S.W.16.
 McCathie, C. H. M., Rose Lawn, London Road, Worcester.
 McCleverty, E. A., 11a, De Vere Cottages, De Vere Gardens, W.8.
 McGeorge, J. S., M. of H., Government Buildings, Victoria Street, Liverpool.
 McKinlay, E. G., 34D, Lansdowne Crescent, W.11.
 Metherell, A. E., M. of H., Government Buildings, Victoria Street, Liverpool.
 Odell, D. M., 3, Military Road, Chatham.
 Pankhurst, M. A., M. of H., 9, Pavilion Parade, Brighton.
 Payne, D. A., 263, Dobcroft Road, Ecclesall, Sheffield, 11.
 Penton, A. M. S., 78, Calborne Road, Balham, S.W.12.
 Polson, M., O.B.E., M. of H., Bromyard Avenue, W.3.
 Price, P. M., 3, Sansome Place, Worcester.
 Prout, H. T., 176, London Road, Leicester.
 Race, E. M., 16, Upper Belgrave Road, Clifton, Bristol.
 Robertson, M. H. H., M. of H., 159, Great Charles Street, Birmingham 3.
 Ross, A. S., M. of H., Government Buildings, Victoria Street, Liverpool, 1.
 Ross, D. M., 18, West Lane, Baildon, Shipley, Yorks.
 Ross, N., 38, Podsmead Road, Gloucester.
 Russell, M. W., 3, Castle Street, Canterbury.
 Savill, E. M., M. of H., Bromyard Avenue, Acton, W.3.
 Scott, A. M. L., M. of H., 54, St. Petersgate, Stockport.
 Scrimgour, A., 38, Elms Road, Clapham Common, S.W.4.
 Sharp, G. D., M. of H., 256a, New Cross Road, S.E.14.
 Shearer, O. M., M. of H., Woodlands Road, Tyndall's Park, Bristol.
 Smith, W. M., 318, High Road, Wood Green, N.22.

Smith, G. R. A., 1, Somers Road, Reigate, Surrey.
 Stanton, M., 12, Bruton Way, Ealing, W.13.
 Stark, D., M. of H., Central House, Upper Woburn Place, W.C.1.
 Statham, E. M., 2, Westbrook Road, S.E.3.
 Steadman, B. H., M. of H., Citygate House, 39, Finsbury Square, E.C.2.
 Upham, L. A., M. of H., 40, Chancery Lane, W.C.2.
 Wilson, H. H., Government Buildings, Victoria Street, Liverpool.
 Woodgate, E. G., O.B.E., M. of H., Whitehall, S.W.1.
 Woollam, M. F. A., 2, Fold Street, Bolton.
 Woolway, M. E., M. of H., 35, Clipstone Street, W.1.

DEPARTMENT OF HEALTH FOR SCOTLAND.

Beattie, E. S., Department of Health for Scotland, 7, Athole Gardens, Hillhead, Glasgow, W.
 Buchanan, M. F., Department of Health for Scotland, Grassmarket, Edinburgh.
 Douglas, Dr. Charlotte A., Maternity and Child Welfare Department, Department of Health for Scotland, 12, Shandwick Place, Edinburgh.
 Fraser, E. D., Department of Health for Scotland, 38, John Finnie Street, Kilmarnock i.
 Galbraith, H., M.B.E., 89, West Campbell Street, Glasgow, C.2.
 Hackett, D., Department of Health for Scotland, 121a, Prince's Street, Edinburgh, 2.
 Halliday, A., Department of Health for Scotland, 89, West Campbell Street, Glasgow, C.2.
 Harper, J., Department of Health for Scotland, Grassmarket, Edinburgh.
 Lumsden, R. M., Department of Health for Scotland, 19, Rose Street, Edinburgh 2.
 Mackinnon, S. A., 38, John Finnie Street, Kilmarnock.
 Sanderson, A. W., Department of Health for Scotland, 19, Rose Street, Edinburgh.
 Spence, Allan, D., 19, Rose Street, Edinburgh, 2.
 Warburton, M., Department of Health for Scotland, 89, West Campbell Street, Glasgow, C.2.

WELSH BOARD OF HEALTH.

Evans, S., 31, Lon Isa, Rhiwbina, Cardiff.
 Warren, W., Audit Department, M. of H., Cardiff.

OFFICE OF HIGH COMMISSIONER FOR INDIA.

Bose, C. H., India House, Aldwych, W.C.2.

HOME OFFICE.

Davies, K. G., Home Office, Whitehall, S.W.1.
 Glyn-Jones, M., Home Office, Whitehall, S.W.1.
 Payton, D. M., Children's Branch, Home Office, Whitehall, S.W.1.
 Wall, J. I., 32, St. Thomas' Mansions, S.E.1.
 Williams, J. M., Home Office, Whitehall, S.W.1.

HOME OFFICE (AIR RAID PRECAUTIONS DEPARTMENT).

Lenfestey, A. J., Home Office, Air Raid Precautions Department, Horseferry House, Thorney Street, S.W.1.

HOME OFFICE (FACTORY DEPARTMENT).

Anderson, M. C., H.M.I. Factories, 68/70 Baker Street, W.1.
 Andrew, K. R., H.M.I. Factories, 250, St. Vincent Street, Glasgow C2.
 Attenborough, E. M., H.M.I. Factories, 159, Great Charles Street, Birmingham.
 Barr, R. A., H.M.I. Factories, 21, Rutland Street, Leicester.
 Bell, H.M.I. Factories, 1, Queen's Avenue, Bristol.
 Bettenson, A. S., 29, Belgrave Road, Newcastle, Staffs.
 Blackburn, E. K., 26, Lyndhurst Road, Hollins, Oldham, Lancs.
 Bostock, O. B., 6e, Bath Road, Reading.
 Brand, M. H.M.I. Factories, Prudential Buildings, St. Petersgate, Stockport.
 Chinn, V. E., H.M.I. Factories, Government Buildings, Newark Street, Leicester.
 Clark, D. M. O., 20, Melville Street, Edinburgh.
 Combes, B. M., 58, Richmond Hill, Richmond, Surrey.
 Crosthwaite, A. A. A., 6, High Street, Kenilworth, Warwick.
 Crundwell, K., 41, Sidney Street, Cambridge.
 Currie, J. N. R., H.M.I. Factories, 68/70, Baker Street, W.1.
 Dennistoun, A. G., H.M.I. Factories, 123, West Street, Sneffield
 Dimsdale, D., H.M.I. Factories, 123, West Street, Sheffield.
 Drummond, R., 128, Selby Park Road, Birmingham.
 Dunch, A. D. E., H.M.I. Factories, Room 38, Lion Chambers, John William Street, Huddersfield.
 Farmer, A. M., Craigmole, Primrose Hill, Cults, Aberdeenshire.
 Forrest, E. J., Beechcroft, St. David's Hill, Exeter.
 Forster, N. L., H.M.I. Factories, 250, St. Vincent Street, Glasgow, C.2.
 Fox, D. L., H.M.I. Factories, 38, Lion Chambers, John William Street, Huddersfield.
 Goode, W. M., Home Office, Whitehall, S.W.1.
 Hastings, A. W., H.M.I. Factories, 68/70, Baker Street, W.1.
 Hopgood, J. B., H.M.I. Factories, 72, Bridge Street, Manchester, 3.
 Irving, W. M., H.M.I. Factories, 324, Grays Inn Road, W.C.1.
 Keely, I. M. S., 8, Stonegate Road, Leicester.
 Lunn, I. M., H.M.I. Factories, 159, Great Charles Street, Birmingham.
 Macleod, E., H.M.I. Factories, Citygate House, Finsbury Square, E.C.2.
 McWilliam, D., 15, Valley Road, Ipswich.
 Mitchell, G. M., H.M.I. Factories, 64, Wellington Chambers, Ayr.
 Moseley, H., H.M.I. Factories, 68/70, Baker Street, W.1.
 Ogilvie, S., Watery Butts, Errol, Perthshire.
 Parker, E. M., Clent View, Goldthorn Road, Wolverhampton.
 Pease, Hon. Miriam, H.M.I. Factories, 67, Victoria Street, Wolverhampton.
 Potts, K. H., H.M.I. Factories, 1, Queen's Avenue, Bristol.
 Sanderson, E., 9, The Drive, Wimbledon, S.W.20.
 Scarlett, P. E., H.M.I. Factories, 159, Great Charles St., Birmingham.

Schofield, E., H.M.I. Factories, Lever Grange, Bradford Road, Bolton, Lancs.
 Shaw, L. A., 17, Vincent Square Mansions, S.W.1.
 Smith, B. M., H.M.I. Factories, Citygate House, Finsbury Square, E.C.2.
 Smith, M. M., H.M.I. Factories, 180, New Cross Road, S.E.14.
 Stuart Horner, Dr., Home Office Factory Department, Artillery House, Artillery Row, S.W.1.
 Sugden, M. W., H.M.I. Factories, 70, Victoria Street, S.W.1.
 Taylor, F. I., O.B.E., Home Office, Whitehall, S.W.1.
 Usher, D. E. E., Home Office, Whitehall, S.W.1.
 Vickers, P. M., H.M.I. Factories, Castle Hill, Rochdale.
 Wilkins, M. M., H.M.I. Factories, Citygate House, Finsbury Square, E.C.2.
 Wraith, I., H.M.I. Factories, 72, Bridge Street, Manchester.

HOME OFFICE (PRISON COMMISSION).

Barker, Lilian, C.B.E., Home Office, Whitehall, S.W.1.
 Glover, Dr. Anne R., 35, Anson Road, N.7.
 Size, M., H.M. Prison, Holloway, N.7.

BOARD OF INLAND REVENUE.

Barker, M. F., 6, Malford Grove, Snaresbrook, E.18.
 Cotton, E. V., c/o H.M. Inspector of Taxes, Palace Chambers, White Rock, Hastings.
 Davis, L. B., M.B.E., H.M.I. Taxes, 2nd District, 36, St. Petersgate, Stockport.
 Durie, J., H.M.I. Taxes, Mason Street, Motherwell, Lanarkshire.
 Ellis, C. M., H.M.I. Taxes, Shepherd's Bush District, Broadway Chambers, W.6.
 Faux, G. W., H.M.I. Taxes, 9th District, 84, Newhall Street, Birmingham 3.
 Kelly, D. C., 47, Lynwood Grove, Orpington, Kent.
 Langwell, M., H.M.I. Taxes, 44, Buccleuch Street, Dumfries.
 Le Huquet, A. M., Room 39, Holborn Hall, Grays Inn Road, W.C.1.
 Miller, V. A., Special Commissioners, Board of Inland Revenue, Turnstile House, W.C.1.
 Robson, M. J., H.M.I. Taxes, Post Office Buildings, Abbey Street, Accrington, Lancs.
 Rogers, M., H.M.I. Taxes, Chelsea District, Brew House, 125, Old Brompton Road, S.W.7.
 Walker, K., c/o H.M.I. Taxes, Gloucester 1, Midland Chambers, Station Road, Gloucester.

MINISTRY OF LABOUR.

Airey, M., M. of L., Sunlight House, Quay Street, Manchester.
 Ashmore, E. M., M. of L., Queen Anne's Chambers, S.W.1.
 Atkinson, E. M., Employment Exchange, 184, Birmingham Road, Walsall, Staffs.

Baber, B. H., 5b, Elton Road, Clifton, Bristol 8.
 Balmain, J. M., M. of L., Sunlight House, Quay Street, Manchester.
 Barrett, M., 12, Westbourne Avenue, Hull.
 Bartlett, D. V., M. of L., Room 544A, Salisbury House, London Wall, E.C.2.
 Beardsley, E. J., M.B.E., M. of L., Sunlight House, Quay Street, Manchester.
 Beaumont, G. M., M. of L., Quebec Chambers, Quebec Street, Leeds 1.
 Berry, M. E., Central Employment Exchange, 103, Waterloo Street, Glasgow, C.2.
 Blades, E., M. of L., Sunlight House, Quay Street, Manchester.
 Bowyer, M. E., Montagu House, Whitehall, S.W.1.
 Frash, E. M., M. of L., Salisbury House, London Wall, E.C.2.
 Brown, H. D., M. of L., 44, Drumsheugh Gardens, Edinburgh.
 Brunton, A. E., M. of L., 59, Queen's Gardens, W.2.
 Burns, J., Gateshead Exchange, Gateshead, Co. Durham.
 Byrne, F. E., Employment Exchange, Cheylesmore, Coventry.
 Campbell, J. M., M. of L., Quebec Chambers, Quebec Street, Leeds 1.
 Candy, F. M., M. of L., Sunlight House, Quay Street, Manchester.
 Carter, G. J., 17a, Cleveland Road, W.13.
 Chambers, L. M., Employment Exchange, 287 Corporation Street, Birmingham.
 Cocq, Mrs. V. E. D. R., M. of L., 59, Queen's Gardens, W.2.
 Coates, E. M., M. of L., 59, Queen's Gardens, W.2.
 Connell, L. J., Employment Exchange, Eastgate, Leeds 1.
 Constantine, I., M. of L., Metropole Buildings, Northumberland Avenue, W.C.2.
 Cook, W. E., Employment Exchange, Worcester.
 Cooper, C., M. of L., Sunlight House, Quay Street, Manchester.
 Court, M. E., 19, Musters Road, W. Bridgford, Nottingham.
 Cox, M. A., Employment Exchange, Preston, Lancs.
 Craig, R. F., Carnalea, Elliot Avenue, Giffnock, Renfrewshire.
 Craven, G., M. of L., Trade Boards Department, 34, Tyndalls Park Road, Bristol 8.
 Creed, O. F., M. of L., Trade Boards Department, 34, Tyndalls Park Road, Bristol 8.
 Dawson, M., Employment Exchange, Trafford Road, Salford 5.
 Diver, M. M. of L., Sunlight House, Quay Street, Manchester.
 Elliott, M. H., Employment Exchange, Edgware Road, W.2.
 Ewart, E. J., Montagu House, Whitehall, S.W.1.
 Fisk, J. W., M. of L., Queen Anne's Chambers, S.W.1.
 Fleming, 48a, Seymour Grove, Old Trafford, Manchester.
 Fraser, E. S., M. of L., Salisbury House, Finsbury Square, E.C.2.
 Fraser, M., c/o Woodcroft, 102, Edgley Road, Stockport.
 Gibb, C. F., Employment Exchange, Great Marlborough Street, W.1.
 Gill, K. M. F., M. of L., Salisbury House, London Wall, E.C.2.
 Godson, D. M., M. of L., Salisbury House, London Wall, E.C.2.
 Green, B., M. of L., Metropole Buildings, Northumberland Avenue, W.C.2.
 Greenfield, E., Employment Exchange, 12 Great George Street, Leeds 1.

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 Grisdale, K. P., M. of L., Metropole Buildings, Northumberland Avenue, W.C.2.
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 Hall, G. R. E., M. of L., Sunlight House, Quay Street, Manchester 3.
 Harrison, I., M. of L., Kew, Surrey.
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 Jones, B. M., Employment Exchange, Newton Heath, Manchester 10.
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 Law, G., Employment Exchange, Beacon Hill, Witton Rd., Birmingham.
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 McKenzie, G. G., Employment Exchange, Oban.
 Mackie, M. A., Employment Exchange, Megan Street, Bridgeton, Glasgow.
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 Murray-Harris, A. M., M. of L., Kew, Surrey.
 Nelson, B., Employment Exchange, Openshaw, Manchester.
 O'Neill, V., Employment Exchange, 1, Snow Hill, E.C.1.
 Outhwaite, A., M. of L., Queen Anne's Chambers, S.W.1.
 Owen, E. C., M.B.E., Garthmadog, 198, Lake Road East, Cardiff.
 Parker, Mrs. E. M., M. of L., Quebec Chambers, Quebec Street, Leeds 1.
 Peachey, M., Employment Exchange, Merton Road, Bootle.
 Pearman, M. E., Montagu House, Whitehall, S.W.1.
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 Power, B. M., M. of L., Metropole Buildings, Northumberland Avenue, W.C.2.

- Reading, M. P., Employment Exchange, Great Marlborough Street, W.1.
 Rees, G. A., Employment Exchange, Great Marlborough Street, W.1.
 Reisner, Mrs. A. M., Montagu House, Whitehall, S.W.1.
 Riddell, M. M. A., M. of L., Kew, Surrey.
 Riddelsdell, M., M. of L., Montagu House, Whitehall, S.W.1.
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 Roberts, C., M. of L., Dominions House, Cardiff.
 Robertson, I., Employment Exchange, 102, Portland Street, Manchester.
 Rothbarth, A. M., 30, Quex Road, N.W.6.
 Schirges, M. S., M.B.E., Montagu House, Whitehall, S.W.1.
 Schofield, E., Employment Exchange, Great George Street, Leeds 1.
 Scott, W. W., Battersea Employment Exchange, Blackmore Road, S.W.11.
 Shaw, M. E. H., Employment Exchange, 54, Dock Street, Dundee.
 Shine, L. C. F., Employment Exchange, Shepherds Bush, W.12.
 Shortland, D. A., M. of L., Salisbury House, London Wall, E.C.2.
 Skinner, A. L., M. of L., 281-9, Corporation Street, Birmingham.
 Sloan, I. H., O.B.E., Montagu House, Whitehall, S.W.1.
 Smieton, M. G., M. of L., 6, Richmond Terrace, S.W.1.
 Smith, C. J. R., M. of L., 44, Drumsheugh Gardens, Edinburgh.
 Sower, F. W., Employment Exchange, Ashton-under-Lyne, Manchester.
 Spatchet, E. G., 44, Gledhow Wood Grove, Roundhay, Leeds 8.
 Spooner, O., 11, Conyngham Road, Victoria Park, Manchester.
 Stabler, M., M. of L., Exchange Buildings, Queen Street, Newcastle-on-Tyne.
 Stedman, P. M., M. of L., Kew, Surrey.
 Stone, F., Employment Exchange, Charles Street, Leicester.
 Straton, M. A., M. of L., Exchange Buildings, Queen Street, Newcastle-on-Tyne.
 Tait, D. F., M. of L., Queen Anne's Chambers, S.W.1.
 Tall, C., 24, Westfield Road, Bristol 6.
 Tancock, W. E., M. of L., Queen Anne's Chambers, S.W.1.
 Thornhill, H. M., M. of L., Quebec Chambers, Quebec Street, Leeds, 1.
 Tivy, E., Oaklands, West Hill, Wraxhall, Somerset.
 Tomlinson, E. M., M. of L., Queen Anne's Chambers, S.W.1.
 Tomson, D. M., Employment Exchange, Rochdale, Lancs.
 Troup, A. G., M. of L., Queen Anne's Chambers, S.W.1.
 Tully, I., Employment Exchange, New Bridge Street, Newcastle-on-Tyne.
 Vardon, V. S., Employment Exchange, Bradford, Yorks.
 Wadsworth, H. N., M. of L., 281, Corporation Street, Birmingham.
 Wales, J. A., Byways, Vine Lane, Hillingdon, Uxbridge.
 Walker, J. C., M. of L., 44, Drumsheugh Gardens, Edinburgh.
 Wallace, D. L. A., M. of L., 44, Drumsheugh Gardens, Edinburgh.
 Wallace, H. J., M. of L., 44, Drumsheugh Gardens, Edinburgh 3.
 Walls, K. M., M. of L., 59, Queen's Gardens, W.2.
 Webb, E. E. A., M. of L., 281-9, Corporation Street, Birmingham.
 White, J., Employment Exchange, New Bridge Street, Newcastle-on-Tyne.
 Williams, H., M. of L., 281-9, Corporation Street, Birmingham.

- Williams, J., Employment Exchange, Merton Road, Bootle, Liverpool.
 Williams, M. A., 24, Cholmely Park, N.6.
 Wylie, M. M., Juvenile Employment Exchange, Turriff Street, Glasgow.

LAND REGISTRY.

- Kirkby-Gomes, I. H., Rutland House, Greenways, Hinchley Wood, Esher, Surrey.
 Price, M., Land Registry, Lincoln's Inn, W.C.2.

NATIONAL LIBRARY OF SCOTLAND.

- Calderwood, A., National Library of Scotland, Parliament House, Edinburgh 1.

HOUSE OF LORDS.

- Court, M. F. D., 85, Chelsea Gardens, S.W.1.

NATIONAL PHYSICAL LABORATORY.

- Gaylor, M. L. V., D.Sc., N.P.L., Teddington.

NATIONAL SAVINGS COMMITTEE.

- Geer, A. E., Sanctuary Buildings, Great Smith Street, S.W.1.

DEPARTMENT OF OVERSEAS TRADE.

- Ehrenfest M. W., St. Dorothy's, 47, Lonsdale Road, Barnes, S.W.13.

MINISTRY OF PENSIONS.

- Brakell, C., Ministry of Pensions, Sanctuary Buildings, Great Smith Street, S.W.1.
 Coulson, R. E., 123, Grove End Gardens, N.W.8.
 Cox, M. S., O.B.E., Ministry of Pensions, Sanctuary Buildings, Great Smith Street, S.W.1.
 Hitchcock, M. F. T., Pensions Issue Office, Acton, W. 3.
 Hyslop, E. T., 80, Sutton Court, W.4.

GENERAL POST OFFICE.

- Adamson, J. A. V., A.G.D., G.P.O., E.C.1.
 Anderson, D. B., M.O.D., G.P.O., N.7.
 Ardin, S., A.G.D., G.P.O., Citygate House, Finsbury Square, E.C.2.
 Argent, R. B., S.B.D., G.P.O., Blythe Road, W.14.
 Bell, A. S., M.O.D., G.P.O., N.7.
 Bexfield, F. E., M.O.D., G.P.O., N.7.
 Blackburn, B., A.G.D., G.P.O., Citygate House, Finsbury Square, E.C.2.
 Blake, A. D., M.O.D., G.P.O., N.7.
 Bohli, M. A., S.B.D., G.P.O., Blythe Road, W.14.
 Chandler, G., A.G.D., G.P.O., King Edward Buildings, E.C.1.
 Chandler, M. E., L.T.S., Cornwall House, Waterloo Road, S.E.1.
 Clark, M. O., S.B.D., G.P.O., Blythe Road, W.14.

Cohen, G., S.B.D., G.P.O., Blythe Road, W.14.
 Comfort, G. C., M.O.D., G.P.O., N.7.
 Cook, J., S.B.D., G.P.O., Blythe Road, W.14.
 Cottle, C. E., S.B.D., G.P.O., Blythe Road, W.14.
 Cranna, M. V., M.O.D., G.P.O., N.7.
 Daniels, H. E., M.O.D., G.P.O., N.7.
 Drennan, M. G. A., A.G.D., G.P.O., Endell Street, W.C.2.
 Dunn L. E. G., O.B.E., S.B.D., G.P.O., Blythe Road, W.14.
 Fleming, M. G., M.O.D., G.P.O., N.7.
 Foden, G. U., S.B.D., G.P.O., Blythe Road, W.14.
 Fraser, A., S.B.D., G.P.O., Blythe Road, W.14.
 Gate, E. M., M.O.D., G.P.O., N.7.
 Gordon-Macleod, S. J., S.B.D., G.P.O., Blythe Road, W.14.
 Grassie, M. I., M.B.E., M.O.D., G.P.O., N.7.
 Harbert, N. M. A., M.O.D., G.P.O., N.7.
 Higgins, A. M., S.B.D., G.P.O., Blythe Road, W.14.
 Hobbs, E. M., M.O.D., G.P.O., N.7.
 Hogg, M. G., S.B.D., G.P.O., Blythe Road, W.14.
 Hudson, D. L., S.B.D., G.P.O., Blythe Road, W.14.
 Hustwitt, A. I., A.G.D., G.P.O., King Edward Building, E.C.1.
 Jenkins, M. S., M.O.D., G.P.O., N.7.
 Jones, M. G., S.B.D., G.P.O., Blythe Road, W.14.
 Keith, A., A.G.D., G.P.O., King Edward Building, E.C.1.
 Levy, A., A.G.D., G.P.O., Dudley House, Endell Street, W.C.2.
 Louden, E. M., A.G.D., G.P.O., Dudley House, Endell Street, W.C.2.
 Love, M. J., M.O.D., G.P.O., N.7.
 Mackie, B. L. T., M.O.D., G.P.O., N.7.
 Margach, M., S.B.D., G.P.O., Blythe Road, W.14.
 Mears, R. H., A.G.D., G.P.O., King Edward Building, E.C.1.
 Murdoch, M. J. E., S.B.D., G.P.O., Blythe Road, W.14.
 Nichols, H. M., M.O.D., G.P.O., N.7.
 Nicol, K. C., M.O.D., G.P.O., N.7.
 Nottage, M., S.B.D., G.P.O., Blythe Road, W.14.
 Orchard, A., L.T.S., Cornwall House, Waterloo Road, S.E.1.
 Page, M. M., A.G.D., G.P.O., King Edward Building, E.C.1.
 Perry, A. G., S.B.D., G.P.O., Blythe Road, W.14.
 Phillips, D. M., S.B.D., G.P.O., Blythe Road, W.14.
 Pollott, W. E., A.G.D., G.P.O., King Edward Building, E.C.1.
 Roberts, E. A., M.O.D., G.P.O., N.7.
 Robinson, G. K., S.B.D., G.P.O., Blythe Road, W.14.
 Ryde, F. A., M.O.D., G.P.O., N.7.
 Sale, M. B., 3, St. John's Road, Putney, S.W.15.
 Saunders, E., L.T.S., Cornwall House, Waterloo Road, S.E.1.
 Shufflebotham, E. M., S.B.D., G.P.O., Blythe Road, W.14.
 Spalding, A. J., M.O.D., G.P.O., N.7.
 Starr, H. M. G., S.B.D., G.P.O., Blythe Road, W.14.
 Thomson, M. C., S.B.D., G.P.O., Blythe Road, W.14.
 Tostevin, E. M., Headquarters Building, G.P.O., E.C.1.
 Vokes, L. M., A.G.D., G.P.O., King Edward Building, E.C.1.
 Watson, D. M., M.O.D., G.P.O., N.7.
 Welch, E. E., S.B.D., G.P.O., Blythe Road, W.14.

Wheeler, E. G., S.B.D., G.P.O., Blythe Road, W.14.
 Wheeler, F. A., L.T.S., Cornwall House, Waterloo Road, S.E.1.

PUBLIC TRUSTEE OFFICE.

Ayres, G. H., Public Trustee Office, Kingsway, W.C.2.
 Chapman, I. G., Public Trustee Office, Kingsway, W.C.2.
 Miles, G. E., 34, Woburn Square, W.C.1.
 Russell, M. A., Public Trustee Office, Kingsway, W.C.2.

SCOTTISH JUVENILE WELFARE AND AFTER-CARE OFFICE.

Harrison, H. R., Scottish Juvenile Welfare and After Care Office, 11, Manor Place, Edinburgh 3.

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., Ministry of Transport, 6, Whitehall Gardens, W.C.2.

H.M. REGISTER HOUSE, EDINBURGH.

MacGregor, G. G., M.A., LL.B., Melford Hotel, 54, Melville Street, Edinburgh.

UNEMPLOYMENT ASSISTANCE BOARD.

Begg, J. B., U.A.B., 24, Harland Street, Glasgow, W.4.
 Cloke, M., U.A.B., 8, The Headrow, Leeds.
 Darlow, M., M.B.E., U.A.B., 9, Gore Street, Manchester 1.
 Dingle, E., U.A.B., 21, Canning Street, Liverpool, 8.
 Fox, W. M., U.A.B., Thames House, S.W.1.
 Gardner, E. M., Arcade Chambers, Stafford Street, Hanley, Stoke-on-Trent.
 Glen, R. M., Staple Hall, Stone House Court, Bishopsgate, E.C.1.
 Grainger, B. M., U.A.B., 194-202, Old Kent Road, S.E.1.
 Gray, A. J., U.A.B., 65, Renfield Street, Glasgow, C.2.
 Harvey, M. L., U.A.B., 9, Gore Street, Manchester 1.
 Hayes, S. M. R., U.A.B., 194-202, Old Kent Road, S.E.1.
 Hope-Wallace, J., U.A.B., Thames House, S.W.1.
 Ibberson, D., U.A.B., Thames House, S.W.1.
 Inglis, J. M. B., U.A.B., 65, Renfield Street, Glasgow.
 Mackie, D., U.A.B., Thames House, S.W.1.
 Nanson, M. E., U.A.B., Thames House, S.W.1.

Smith, E. L., U.A.B., 9, Gore Street, Manchester 1.
 Smyth, D., 4, Lansdowne Court, Lansdowne Crescent, W.11.
 Thom, F. M., U.A.B., 28, Walker Street, Edinburgh, 3.
 Williams, M. C., U.A.B., 9, Gore Street, Manchester 1.

WAR OFFICE.

Clapham, D. P., War Office Research Department, Woolwich, S.E.18.
 Farrer, M. E., War Office Research Department, Woolwich, S.E.18.
 Fletcher, D. B., War Signals Experimental Station, Woolwich Common, S.E.19.
 Fletcher, M. R., War Office Research Department, Woolwich, S.E.18.

ASSOCIATE MEMBERS.

Ahrons, E. J., (late B. of E.), 12, Buckingham Court, Kensington Park Road, W.11.
 Alleyne, S. M., M.B.E. (late Ministry of Agriculture), 67, Bedford Gardens, W.8.
 Baster, K. P. (late B. of E.), 25, St. Thomas' Mansions, S.E.1.
 Boulton, E. F. (late B. of E.), The Old Granary, Lords Well Lane, Crowborough, Sussex.
 Bowie, M. (late M. of L.), 82, St. George's Square, S.W.1.
 Bryce, Mrs. Graham (late H.O.), 3, Darley Avenue, W. Didsbury, Manchester 20.
 Cale, M. L. (late M. of L.), 3, Bedford Row, Worthing.
 Callis, C. L. (late B. of E.), 15, Circus Road Mansions, St. John's Wood, N.W.8.
 Campbell, Dame Janet, D.B.E. Dene, Granville Road, Limpsfield, Surrey.
 Davey, G. E., O.B.E. (late M. of L.), 52, Brookfield, West Hill, Highgate, N.6.
 Davies, S. E. (late B. of E.), 55, Lewisham Hill, S.E.13.
 Deane, D. (late National Savings Committee), The Old Thatch, Nether Wallop, Hants.
 Dineley, Mrs. D. (late British Museum), The Priory, Berwick St. John, Shaftesbury, Dorset.
 Durham, F. H., C.B.E. (late M. of L.), Hawkerne, Otterton, near Budleigh Salterton, Devon.
 Eland, G. M. (late B. of E.), National Training College for Domestic Subjects, 72-78, Buckingham Palace Road, S.W.1.
 Escreet, H. C. (late H.O.), 12, Ashley Gardens, S.W.1.
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 Greenall, R. H. (late B. of E.), The Bergman Osterberg Training College, Dartford Heath, Kent.

Greig, Mrs. A. B. (late Patent Office), 11, The Ridge Way, Sanderstead, Surrey.
 Lea, M. K., M.B.E. (late M. of H.), 32, Abbey Road Mansions, N.W.8.
 Le Plastrier, E. M., O.B.E. (late G.P.O.), Springlands, Wendover Road, Stoke Mandeville, Aylesbury, Bucks.
 Lewis, M. B., O.B.E. (late M. of L.), 40, Guessens Court, Welwyn Garden City, Herts.
 McCall, E. P., (late B. of E.), 90, Lyncroft Gardens, N.W.6.
 Martindale, H., C.B.E. (late Treasury), 12, Ashley Gardens, S.W.1.
 Mellors, B., M.B.E. (late M. of L.), Lingdale, Mount Hooton Road, Nottingham.
 Monkhouse, R. L., O.B.E. (late B. of E.), 5, Greencroft Gardens, N.W.6.
 Paterson, M. M., C.B.E., J.P. (late Department of Health for Scotland). Crauford, Lasswade, Midlothian.
 Reichhold, Mrs. A. (late M. of L.), 68, Rue de Montchoisy, Geneva, Switzerland.
 Sanday, E., O.B.E. (late G.P.O.), Fifteen Ways, Penn, Bucks.
 Shepherd, Mrs. (late B. of E.), 19, Paulton's Square, Chelsea, S.W.3.
 Slocock, E. J., O.B.E., (late H.O.), 12a, Washington House, Basil Street, S.W.1.
 Smith, E. L. (late Public Trustee Office), 6, The Meadway, Chelsfield, Farnborough, Kent.
 Thornton, J. (late M. of L.), 66, The Avenue, Moordown, Bournemouth.
 Thorpe, Mrs. J. L., (late I.Rev.), Doon, Cley Hall Drive, Spalding, Lincs.
 Wamsley, L. W., O.B.E. (late M. of H.), 25, Chenies Street Chambers, W.C.1.
 Wood, F. M., M.B.E. (late Department of Overseas Trade), 19, Ashcombe Gardens, Weston-super-Mare.
 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.

PAMPHLET