

Miss Stacey

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

(Approval No.: 202 C S.)

1931

PAMPHLET

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REFERENCE
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REPORT

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COUNCIL OF WOMEN CIVIL SERVANTS

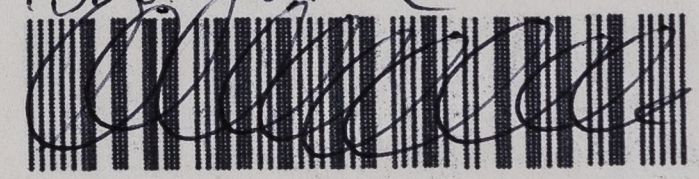
(HIGHER GRADES)

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Executive Committee, 1931-1932.

Officers	Representing
MISS SANDAY, O.B.E. (<i>Chairman</i>)	- A.G. Dept., General Post Office
MISS TANN (<i>Hon. Secretary</i>)	- Board of Education
MISS CLAYTON (<i>Hon. Asst. Secretary</i>)	- Board of Education
MISS KEITH (<i>Hon. Treasurer</i>)	- A.G. Dept., General Post Office

Committee, 1931-32.

Department	Represented by
Admiralty	- MISS BASS, O.B.E.
Agriculture and Fisheries, Ministry of	- MISS ALLEYNE, M.B.E.
British Museum (Natural History)	- MISS AUBERTIN
Board of Control	- MRS. PINSENT, C.B.E.
Education, Board of	{ MISS FORD MISS TANN
" " (Victoria and Albert Museum)	MISS CLAYTON
Trade, Board of	- MISS MCKERROW
Foreign Office	- MISS ANDERSON
Health, Ministry of	{ MISS O'BRIEN MISS MCCLEVERTY
Home Office (Children's Branch)	- MISS WALL
" " (Factory Dept.)	- MISS VICKERS
Inland Revenue, Board of	- MISS LE HUQUET
Labour, Ministry of	{ MISS IBBERSON MISS SMETON MISS WALLS
National Savings Committee	- MISS LOOKER
Overseas Trade, Dept. of	- MISS WOOD, M.B.E.
Pensions, Ministry of	- MISS SMYTH
Post Office (A.G.D.)	- MISS KEITH
" "	- MISS SANDAY, O.B.E.
" " (M.O.D.)	- MISS LE PLASTRIER
" " (S.B.D.)	- MISS IRELAND
Public Record Office	- MISS POTTER
Public Trustee Office	- MISS AYRES
Transport, Ministry of	- MISS PROCTER-GREGG
Treasury	- MRS. LUCAS
Co-opted Members	{ MISS FOSTER (Ministry of Labour). MISS BASTER (Board of Education).

Names and Addresses of Officers and Regional Secretaries, September, 1931.

PRESIDENT AND CHAIRMAN OF EXECUTIVE COMMITTEE.

Miss E. SANDAY, O.B.E., A.G.D., General Post Office, King Edward Building, London, E.C.

HON. TREASURER.

Miss A. KEITH, A.G.D., General Post Office, 86-88, Leonard Street, London, E.C.

HON. SECRETARY.

Miss F. M. TANN, 12, West Eaton Place, S.W. 1.

HON. ASSISTANT SECRETARY.

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

REGIONAL OFFICERS.

London and South-Eastern Region.

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

Miss BASTER, 25, St. Thomas's Mansions, S.E. 1.

(*Note.*—The allocation between Miss Alleyne and Miss Baster is on a Departmental basis, Miss Alleyne taking the Admiralty, Ministry of Agriculture, Board of Control, Ministry of Health, Ministry of Labour, Department of Overseas Trade, Ministry of Pensions, Public Record Office, Public Trustee Office, Ministry of Transport, Treasury, and Associate Members; and Miss Baster, the British Museum, Board of Education, Foreign Office, Home Office, Board of Inland Revenue, National Savings Committee, Post Office, and Board of Trade.)

South Midlands and Eastern Region.

Miss THOMAS, 97, Princess Road, Leicester.

South-Western and Wales Region.

Chairman: Miss A. M. FERGUSSON, Stanley House, Camden Road, Bath.

Secretary: Miss AUGUSTA DEANE, O.B.E., 40, Royal York Crescent, Clifton, Bristol.

West Midlands Region.

Miss M. DARLOW, 205, Corporation Street, Birmingham.

Assistant Secretary: Miss V. S. VARDON, 205, Corporation Street, Birmingham.

North-Western Region (Manchester).

Chairman: Miss MOYES, The Poplars, Normans Place, Altrincham, Cheshire.

Secretary: Miss LIMRICK, 30, Dickinson Street, Manchester.

Assistant Secretary: Miss FLEMING, 30, Dickinson Street, Manchester.

North-Western Region (Liverpool).

Chairman: Miss LEDWICH, Government Buildings, Victoria Street, Liverpool.

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

Yorkshire and East Midlands Region.

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

Secretary: Miss CONNELL, Oakroyd, Victoria Crescent, Horsforth, Leeds.

Northern Region.

Miss MURRAY, 13, Victoria Square, Newcastle-on-Tyne.

Scottish Region.

Miss R. M. GLEN, 89, West Campbell Street, Glasgow, C. 2.



Council of Women Civil Servants (Higher Grades).

REPORT, 1930-1931.

Membership.

The membership of the Council is now 479.

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

	No.
Admiralty	2
Agriculture and Fisheries, Ministry of ...	5
Agriculture, Department of, for Scotland...	1
British Museum (Natural History)	1
Control, Board of	3
Control, General Board of (Scotland) ...	1
Education, Board of, including the Victoria and Albert Museum	67
Education Department, Scottish	1
Foreign Office	6
Health, Ministry of	113
Health, Department of, for Scotland ...	8
Health, Board of, Welsh	4
Home Office	41
Inland Revenue, Board of	12
Labour, Ministry of	124
National Savings Committee	3
Overseas Trade, Department of	2
Pensions, Ministry of	8
Post Office	51
Prison Commission	1

	No.
Public Record Office	1
Public Trustee, Office of	4
Trade, Board of	1
Transport, Ministry of	1
Treasury	1
Associate Members	17

Secretaryship.

In November, 1930, Miss Ibberson, to the great regret of the Executive Committee, announced that she must resign the Secretaryship of the Council owing to being placed on inspecting work, which involved frequent absences from London. The Council owes a great debt of gratitude to Miss Ibberson for her untiring services during the arduous period of preparation for the statement to the Royal Commission.

She was succeeded by Miss F. M. Tann.

Statement Submitted by the Council to the Royal Commission.

The Council's Statement (which was circulated to all members) dealt with the following matters of interest to all women in the Civil Service:—

1. Equality of Recruitment and Opportunity.

This was mainly concerned with the exclusion of women from certain classes of posts and with the prejudice existing in certain Departments against their employment.

2. Equal Pay.

3. **Conditions of Retirement**, including the abolition of the marriage bar.

Copies of the Council's statement were sent to the heads of thirty-eight Departments of the Civil Service, to the chief organizations working for equality, and to a number of distinguished individuals who have, in the past, done good service for women. A small number of acknowledgements were received.

THE COUNCIL'S WITNESSES AT THE ROYAL COMMISSION.

On 14th October, 1930, Miss Sanday, Miss Ibberson and Miss Wall appeared before the Royal Commission on the Civil Service to be examined on the statement submitted by the Council. Miss Sanday dealt with that part of the statement concerned with the positions for which women are eligible, the opportunities offered them in the Civil Service, and the special question of aggregation and segregation. Miss Wall dealt with the section on remuneration, and Miss Ibberson with the section on superannuation and the marriage bar. The Chairman, Lord Tomlin, was very searching in his questions, and appeared unwilling to admit the existence of prejudice against women in the Civil Service. The Council's witnesses, however, had plenty of information to support their contentions, and in argument with the various Members of the Royal Commission, maintained the Council's case with vigour and ability.

A verbatim report of this evidence, published by H.M. Stationery Office, may be obtained for 3s. (Minutes of Evidence, 38th day, 14th October, 1930).

Supplementary Statement Sent to the Royal Commission.

In response to a request from the Chairman of the Royal Commission, a supplementary statement was prepared and submitted, giving some additional information on the following points: (1) Restrictions on the appointment of women, (2) equal pay outside the service, and (3) the application of the marriage bar.

Under (1) examples were given illustrating the limited range of posts open to women competing in the administrative examinations, as compared with those open to men, and figures were quoted showing how large a proportion of administrative posts were in fact filled by men who entered the Service through channels other than the administrative examina-

tions. Numerous cases of notices advertising vacancies in the Service were quoted which made no reference to the eligibility of women and from which, in fact, the natural implication to be drawn was that they were excluded.

Under (2) numerous instances were given of equal pay for men and women outside the Service, as, for example, in the London County Council and other local councils, the International Labour Office, the League of Nations, the Universities, the Dominions and Colonies, the Civil Services of Foreign Countries, also in political life and in the professions. Some evidence was tendered to illustrate the high salaries to which some women were able to attain in the commercial and industrial field. Details of a scheme for applying the principle of equal pay by instalments were also supplied.

Under (3), some further evidence was submitted to illustrate the extent to which women had hitherto been debarred from making application for retention after marriage by the rigidity of the official attitude on the subject as expressed in examination notices, staff rules and public pronouncements. Numerous cases were instanced in which the regulations against the permanent appointment to, or retention in, the service of married women had caused very real and unwarranted hardship.

Action Taken with Regard to Advertisements of Vacancies in the Board of Education Inspectorate.

In January, 1931, two vacancies in the Board of Education were advertised in the public Press:—

- (1) For a Staff Inspector (Man) of Modern Languages; and
- (2) For an Inspector (Man) of Special Schools.

The Council at once addressed the following letter to the Treasury on the subject:—

6th February, 1931.

THE SECRETARY,
H.M. TREASURY.

SIR,

I am desired by my Council to draw the attention of their Lordships to announcements (which have appeared in the public Press during January, 1931) of the intention of the Board of Education to appoint (1) a Staff Inspector (Man) of Modern Languages, and (2) an Inspector (Man) to assist in the inspection of Special Schools administered by the Medical Branch of the Board, particularly for the blind and deaf.

It will be observed that in both cases the announcements specifically reserve the post for men, and preclude, therefore, the consideration of qualified women.

In view of the statement, recently made by the Secretary of the Board of Education to the Royal Commission at present sitting on the Civil Service, to the effect that he was willing to make experiments in the direction of assigning subject staff inspector posts to women and would be glad to have the opportunity of appointing men and women quite indiscriminately to subject expert posts, I am to ask that their Lordships will enjoin on the Board that these posts shall be thrown open to women and that the consideration of the applications of candidates already received in each case shall be deferred until the posts have been re-advertised with a further date assigned, within which applications from women will be received.

With regard to the first of the posts, viz., that of Staff Inspector of Modern Languages, it is, no doubt, well known to their Lordships that Modern Languages is a subject in which many women have specialised at the Universities, and hold qualifications of outstanding merit. Moreover, it is a matter of common experience that women, generally, who have qualified in this subject have displayed at least as high a standard of linguistic aptitude and scholarship as men. On these grounds the exclusion of women from this appointment is particularly to be deprecated, as, apart from the injustice to women which is involved, it will restrict the field unduly and will be likely to exclude from consideration some of the best qualified candidates.

As regards the second post, viz., Inspector of Special Schools, it would appear that this is a post the nature of which renders it one of particular interest to women, and one in which a woman could render a very special service. Moreover, there are, in the history of the development of special schools for defective children, notable examples of pioneer work performed by women.

It is therefore urged with special insistence by my Council that opportunity be given to women with appropriate qualifications to make application and to be considered for appointment to both posts.

It is understood from evidence given by the Treasury to the Royal Commission on the Civil Service that the exclusion of women from certain posts in the Civil Service is a matter in which the Treasury is directly concerned. I am to ask, therefore, that their Lordships will inform my Council whether they will give favourable consideration to these representations and will take the matter up with the Board of Education, to which Department a copy of this letter is being sent.

I am, Sir,

Your Obedient Servant,

(Signed) E. SANDAY.

A copy of this letter was sent to the Board of Education and an interview was asked for. This request was granted on February 27th. A deputation consisting of the Chairman, Miss Ibberson (Ministry of Labour) and Miss Vickers (Home Office) was received by Sir Henry Richards, Mr. R. S. Wood and Mr. L. C. Duke, representing the Board of Education. An agreed report of this interview is appended.

Miss Sanday explained that the Council's policy (recently defined before the Royal Commission) was to promote the opportunities for women in the Civil Service and that the Inspectorships recently advertised by the Board of Education were therefore of special interest to the Council.

Women had been tacitly excluded from Staff Inspectorships in the past, but these advertisements made their exclusion formal.

This, in view of the evidence given before the Royal Commission by the Permanent Secretary of the Board and of the successful operation of aggregation in several other Departments, was a very great disappointment to the women in the Service. Miss Sanday instanced the very high standard of attainment reached by women in Modern Languages, and drew attention

to the fact that they held lectureships in common with men at Universities. By limiting the field of competition to men the Board was seriously limiting the opportunities of securing the best qualified candidate. With regard to the Inspectorship of Special Schools, in view of the leading part women had always taken in work connected with such schools, it was specially difficult to understand their exclusion.

She respectfully requested, therefore, that the Board might reconsider the matter and advertise these posts as open to both sexes and that they might also consider conferring with other Departments whose Inspectorates were already aggregated.

Miss Ibberson dealt with the question of prejudice against working with women, both amongst local authorities and the great public schools, and said that the experience of other Departments showed this to have been exaggerated.

Miss Ibberson drew attention to specific answers given by the Permanent Secretary to the Board to questions put to him by the Royal Commission (Nos. 9,648, 9,675, 9,683 and 9,703), and stated that they had given the Council reasonable cause to believe that the Board was prepared to consider the appointment of women to special subject posts as and when opportunity occurred.

In the ensuing discussion, the following points were made by the Board of Education representatives.

(1) That Sir Aubrey Symonds' evidence to the Royal Commission on the question of Staff Inspectorships was in their view intended to indicate that should a scheme of reorganisation in the direction of giving increased opportunity to women be decided upon, the Staff Inspectorships might provide a suitable point at

which to begin; and that women might be tried first in these posts rather than in others of similar importance.

They did not agree with the claim of the Council's representatives that the quotation from Sir Aubrey Symonds' evidence indicated that he was prepared at an early date and as a suitable opportunity offered to give women the chance of appointment to these posts.

(2) That no scheme of reorganisation nor any tentative steps in that direction would be considered until after the Royal Commission had reported.

Sir Henry Richards, in amplification of the above, explained that Sir Aubrey Symonds was away, and that no modification of existing arrangements would be contemplated in his absence. He added, that, had any such suggestion been brought forward he, Sir Henry, would have advised against it until after the report of the Royal Commission had been received.

Sir Henry Richards stated during the discussion that he considered that the case for a woman Inspector of Special Schools was stronger than that for a Woman Staff Inspector of Modern Languages. Much of the best psychological study of sub-normal children had been carried out by women, and it was realised that to advertise the Inspectorship of Special Schools for men only might exclude some possible candidates.

(3) That the Staff Inspectors were always responsible for a District and that District Inspectors were always men. If, therefore, a woman were appointed to a Staff Inspectorship, it would mean that a District Inspectorship would still remain vacant, unless the present distribution of the work were changed.

(4) That at present in the Board's Establishment there were two separate cadres of posts, one for men,

and one for women, and the two vacancies advertised occurred on the men's establishment. The officials of the Board had therefore no choice but to appoint men, and in the normal course the Staff Inspectorship would have been filled by the promotion of a man, in which case no comment would have been made. In reply to a question, it was made quite clear by the Officials of the Board that the Staff Inspectorships were included in the Male Establishment, and women were therefore not eligible for appointment to them.

In conclusion, Sir Henry Richards suggested that it would have been preferable for the Council to apply direct to the Board of Education for information as to these posts rather than to communicate with the Treasury.

Miss Sanday explained that as the Council was an organisation having members throughout the Departments and was concerned with matters affecting the position of women in the Service as a whole, they had necessarily to adopt the procedure of dealing always direct with the Treasury.

She further explained that the Council did not regard these advertisements as affecting only the interests of their Board of Education members, but as important to the whole position of women in the Service. The advertising of posts as for men only, where no statutory authority or reasonable ground for such action apparently existed, was a matter dealt with in the Statement submitted by the Council to the Royal Commission, and one of the Council's activities was to keep a watch on advertisements of Civil Service posts, with a view to following them up in the manner adopted on the present occasion.

Report of the Royal Commission.

The Report of the Royal Commission on the Civil Service has been published just as we go to press. The Executive Committee has asked the Royal Commission Sub-committee to prepare a summary of the report, showing in particular which of the reforms put forward in the Council's statement have been approved, which rejected, and which ignored. It is expected that this summary will be of great assistance to the Council in deciding upon any following up action that may be desirable.

The Report will naturally be one of the chief subjects for discussion at the next Annual General Meeting.

Annual General Meeting.

The Eighth Annual General Meeting of the Council was held by kind permission of the Principal and Council at Bedford College for Women on Saturday, 29th November, and was attended by eighty members. The President, Miss Sanday, O.B.E., took the chair. In her address, the Chairman referred to the strenuous work of the last year, mainly embodied in the statement submitted by the Council to the Royal Commission. This was a compromise between varied and strongly held points of view; not so much on the goal to be aimed at—for on this the Council's Members were agreed, but on the method of reaching it, as to which there was bound to be every variety of opinion. Miss Sanday acknowledged in particular the invaluable work done by Miss Wall, Miss Ford, Miss Anderson, Miss Tann and Miss Smyth, as well as that of the Executive Committee as a whole. She also expressed the Council's indebtedness to Miss Durham for her constant advice and assistance, and to the Federation of Women Civil Servants for their ready co-operation. She believed that the effect produced by the Council's evidence had been good and that whatever might be expected from the Royal Commission, there was already evidence of movement in the right direction within the Ser-

vice. The Council's status had been much enhanced, and its opinion and advice were likely to be increasingly sought in the future. It must maintain the forward position now occupied. The adoption of the Annual Report was moved by the Hon. Miriam Pease (Home Office, Factory Department), seconded by Miss Glen (Department of Health for Scotland), and was carried unanimously.

The Treasurer's report was presented by Miss Keith, (Hon. Treasurer), who stated that the present position was that the Council was faced with a deficit of £22 0s. 10d., and had been obliged to borrow £30. The adoption of the Report was moved by Miss McCleverty (Ministry of Health), seconded by Miss Proctor-Gregg (Ministry of Transport), and adopted unanimously.

Miss Alleyne (Ministry of Agriculture), in presenting the Report of the Recruitment Sub-committee, stated that eighty-five new members had been secured, and that seven departments, this year, were represented for the first time in the Council's membership.

Resolutions.

1. The Chairman moved the following resolution:—

“That paragraph 1 of Rule 10 be amended to read:—

“The Subscription shall be 6s., payable by each member of the Council on the 1st January of each year.”

Miss Dingle, Secretary to the North-Western Region, Liverpool Group, moved as an amendment:—

“That the Council's Subscription remain at 3s. 6d.”

This was seconded by Miss Fisk (Ministry of Labour). The amendment having been put to the vote was lost, and the substantive resolution was then carried *nem. con.*

2. The Secretary proposed the following resolution:—
That Rule 2 of the Constitution be amended to read:—

“Women Civil Servants, who, previous to their retirement were eligible for membership may, on or after retirement, become Associate Members of the Council.”

Miss Darlow (Ministry of Labour) seconded. After some discussion as to the desirability of admitting persons who, although eligible for membership, had not seen fit to join the Council during their years of service, the Mover and Seconder agreed to defer the matter until the general review of organisation proposed in the next resolution.

3. Miss Wall proposed that in view of the increasing membership, the Executive Committee be requested to consider the organization of the Council with the view to the easier conduct of its business, and to report at the next Annual General Meeting. Miss Wall said that the Executive Committee threatened to become unwieldy in size. It had not constitutional power to set up sub-committees, but found it impossible to work without them. The time had come to consider whether the Executive, as at present constituted, should be consultative or advisory, and whether some smaller body should not be set up to work for it and to report to it.

Miss Smyth (Ministry of Pensions) seconded and the resolution was carried unanimously.

4. Miss Pease (Home Office) moved the following resolution:—

“That the Executive be asked to consider the possibility of clerical work being centralised so as to relieve Regional Secretaries of the circularisation to members of the minutes of Committee Meetings and the collection of subscriptions, and that this be arranged administratively as soon as possible.”

After some discussion, the resolution was carried by a large majority.

Miss Ford (Board of Education), in proposing a vote of thanks to the Chairman, said that during the past year Miss Sanday had been of exceptional value to the Council in three ways; first, by her unrivalled knowledge of the Service in all its ranks; secondly, by her balanced judgment; and, thirdly, by her remarkable zeal.

Miss Wall seconded, and the vote was carried with acclamation.

The Council's Reception, January, 1931.

A small Reception Sub-committee, consisting of Miss Ford, Miss Foster and Miss A. E. Gardner, in addition to the Officers, was responsible for the arrangements for the Reception held at the New Burlington Galleries on 23rd January, 1931. Invitations were sent to most of the Heads of Departments and their wives, to the Chairmen of the chief Civil Service organizations, and to a number of distinguished individuals. Individual members also invited numbers of guests, and about two hundred and eighty people were present on Friday evening, 23rd January. A programme of music was contributed by Miss M. M. Harrison and Mr. Ian Glennie, and some Swedish dances in costume were performed by a number of Swedish students residing in London. The general impression seems to have been that the reception was a great success, and owing to the generosity of members in inviting large numbers of guests and paying even for those who were not present, a profit of about £28 was made on this occasion. By a resolution of the Executive Committee, this balance has been transferred to the general fund of the Council.

PROCEEDINGS OF COMMITTEES.

The Executive Committee has met seven times since 30th June, 1930. At its meeting on 6th March, 1931, the Executive Committee appointed an Emergency Sub-committee consisting of:—

Miss Ford,
Miss Foster,
Miss Ibberson,

to act with the Officers on occasions when there was not time to call a full meeting of the Executive. At the same meeting, the executive appointed a Re-organisation Sub-committee, consisting of:—

Miss Anderson,
Miss Ford,
Miss McCleverty,
Miss Smyth,

to act with the Officers in drawing up proposals for re-organisation. This Sub-committee has met on seven occasions and drawn up a number of proposals, some involving amendments to the Constitution and Rules of the Council, and others outlining an improved procedure for recruitment of new members, distribution of announcements to members, and collection of subscriptions. These proposals were circulated to the Chairman and Secretary of each Regional Group and observations on them were asked for. The proposals which involve amendments to the Constitution and Rules will be placed before the next Annual General Meeting.

Regional Activities.

Several of the Regional Groups have now appointed Chairmen.

Miss A. M. Fergusson has for two years acted as Chairman of the South-Western and Wales Region.

Miss Moyes is Chairman of the North-Western (Manchester) Region.

Miss Ledwich is Chairman of the North-Western

(Liverpool) Region, and Miss Schofield Chairman of the Yorkshire and East Midlands Region.

The West Midlands Region has appointed Miss V. S. Vardon as Assistant Regional Secretary.

SCOTTISH REGION.

Owing to very scattered membership, it is not possible to have frequent group meetings in this region, but one meeting is held each year a few weeks before the Annual General Meeting, at which the agenda for that meeting is discussed and a representative of the region elected to attend it.

SOUTH-WESTERN AND WALES REGION.

Two very useful meetings have been held, one in Cardiff, in November, 1930, when fourteen members were present, and one visitor from another area, and the other in July, 1931, at Bath, when thirteen members were present. At the November meeting resolutions for the Council's Annual Meeting in London were adopted and passed, and a representative was appointed to the meeting. Evidence given before the Royal Commission on the Civil Service was discussed, and a very sincere vote of thanks was sent to the Members of the Executive for their admirable statement and the able manner in which they gave their evidence. At the July Meeting the report of the Re-organisation Sub-committee was read and discussed at length, and suggestions were forwarded for the consideration of the Executive Committee, the principal one being an amendment of the proposed constitution so as to include the Regional Secretaries on the Committee of Representatives. It is proposed to hold another meeting, if possible, in Bristol after the Royal Commission on the Civil Service has issued its report and before the date of the next Annual General Meeting.

The Hon. Miriam Pease, who has been Regional Secretary since December, 1929, has been obliged, owing to pressure

of work, to resign the Secretaryship, and has been succeeded by Miss Augusta Deane, O.B.E.

YORKSHIRE AND EAST MIDLANDS REGION.

Three meetings have been held during the year. At the first, held in October, 1930, Miss Schofield was appointed Chairman of the Group, and addressed the meeting on the work of the Executive Committee. At the second meeting, on 26th February, 1931, the delegate gave her report of the Annual General Meeting, and a discussion followed. On 24th June, 1931, a meeting was held to discuss the report of the Re-organisation Sub-committee. It is hoped to hold another meeting in October and a social gathering of some sort early in December for members and friends.

NORTH-WESTERN (MANCHESTER GROUP).

There are now thirty-seven members of this group. Miss Moyes continues as Chairman; Miss Limrick became Regional Secretary in January of this year, and Miss Fleming acts as Assistant Secretary. Two business meetings and one social meeting have been held during the year. The first on 27th October, was followed by a dinner at the Town and Counties Club, where we were fortunate in having as our guest Miss Ibberson, who gave us a very interesting account of the experiences of the Council's witnesses before the Royal Commission. The second meeting, which was also followed by a dinner, was held on 2nd February. The future organisation of the Council was discussed and suggestions made. The members also discussed the provisions of the Trade Disputes and Trade Unions Bill relating to the Civil Service, and a resolution strongly deprecating the repeal of Section 5 of the Trade Unions Act, 1927, was carried unanimously. The members agreed that it was not advisable that members of Civil Service organisations should be permitted to unite with outside organisations, which would have been the effect of the repeal of the section in question.

On 18th July the Social Meeting was held at Southport, where group members were pleased to welcome Miss Dingle, of the Liverpool Group, and her sister, and Miss Attborough, of the Yorkshire Group. It is hoped to hold another meeting in September.

Personal.

For the first time the Treasury has exercised its power of making an exception to the rule that requires women Civil Servants to resign their position on marriage. The exception has just been made in favour of Dr. Sybil Overton, Medical Inspector in the Factory Department of the Home Office.

Miss Dorothy Peto, Staff Officer in charge of the Women's Section of the Metropolitan Police at Scotland Yard, has been appointed by the Home Secretary as the first woman member of the Police Council for England and Wales.

Miss J. I. Wall has been appointed to act as Secretary of the Prison Commission for three months, during the absence of the Secretary on sick leave.

Miss Hoyle is the first woman to be appointed to the position of Assistant Keeper in the British Museum (Bloomsbury).

Miss E. M. R. Russell-Smith has been appointed Private Secretary to the Permanent Secretary of the Ministry of Health.

Miss Martindale, O.B.E., was technical adviser to the British Government Delegates at the International Labour Conference held in May in Geneva. She served on two committees, (a) the committee to consider the revision of the Night Work Convention for women, and (b) the committee to draw up a questionnaire on the age of admission of children to non-industrial employment. In connection with the first of these committees she was in charge of the British Government amendment, and brought it before the full Conference.

Council of Women Civil Servants (Higher Grades).

Statement shewing Receipts and Expenditure during the Year 1st January to 31st December, 1930.

RECEIPTS.		£ s. d.	£ s. d.
To Balance Brought Forward from 31st December, 1929	...		105 0 6
„ Subscriptions in respect of:—			
Year.			
1928 3 at 3/6	...	0 10 6	
1929 23 at 3/6	...	4 0 6	
1930 329 at 3/6	...	57 11 6	
(Associates) 1930 4 at 2/-	...	0 8 0	
1931 { 2 at 3/6 }	...	2 15 0	
{ 8 at 6/. }	...		
		65 5 6	
„ Special Levies:—			
(a) Towards expenses of preparation of evidence for Royal Commission on Civil Service	...	52 18 5	
(b) Towards cost of copies of evidence	...	24 17 0	
		77 15 5	
„ To Sale of Special Number of “Opportunity”		0 2 6	
„ Bank Interest on Deposit Account to date of withdrawal, 4th July, 1930	...	0 6 4	
„ *Loan from Treasurer, 21st November, 1930		30 0 0	
		£278 10 3	

(Signed) A. KEITH, Hon. Treasurer.
9th February, 1931.

* Repaid 1st July, 1931.

EXPENDITURE.		£ s. d.	£ s. d.
By Stationery (Paper, Waxes, Files, Inks, etc.)			47 18 4½
„ Postage	...		21 4 2
„ Stamp Duty on Cheques and Postal Orders	...		0 11 4½
„ Typing and Neostyling	...		14 8 0
„ Hire of Typewriter	...		5 5 0
„ Salary of Typist	...		87 10 0
„ Insurance Stamps	...		1 8 0
„ Incidentals—use of room and gas fire, telephone calls, etc.	...		6 18 7
„ Publications:—			
(a) For use of Council	...	14 1 0	
(b) Copies of Council's Statement to the Royal Commission on the Civil Service (for distribution to members)	...	36 0 0	
(c) Copies of Special Number of “Opportunity” (for sale)	...	0 16 8	
		50 17 8	
„ Printing (Annual Reports)	...		19 7 6
„ Expenses of Annual General Meeting	...		4 3 9
„ Delegates' Fares to Annual General Meeting, 1929 (amount donated to funds)	...	1 11 0	
„ 1930	...	6 11 0	
		8 2 0	
„ Deposit for Hire of New Burlington Galleries for Council's “At Home,” in January, 1931			1 11 6
„ Balance at Bank	...	17 11 11	
Less Outstanding Cheques	...	8 10 0	
		9 1 11	
„ Cash in Hands of Treasurer	...	0 2 5	
		9 4 4	
		£278 10 3	

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

(Signed) G. H. AYRES, A.S.A.A.
3rd July, 1931.

Constitution and Rules.

I.—TITLE.

Council of Women Civil Servants (Higher Grades).

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 Executive Committee to be of comparable status, shall be eligible for membership of the Council. Applications for membership must be made on the prescribed form.

Women Civil Servants who, previous to their retirement, were members, may, on or after retirement, become Associates of the Council. Such Associates shall not be eligible to serve on the Executive Committee, nor shall 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 united views may be ascertained and expressed, and joint action taken where deemed advisable.

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

IV.—EXECUTIVE COMMITTEE.

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

The Executive Committee shall have power to co-opt, either temporarily or for its term of office, any member of the Council. Such co-opted members shall not at any time exceed three in number.

The Executive Committee shall be re-elected triennially. Retiring members shall be eligible for re-election. When a vacancy in the representation of a department occurs within six months of the triennial election, the retiring member shall be asked to nominate a Deputy to serve on the Committee for the intervening period.

V.—OFFICERS.

The Officers shall consist of Chairman, Hon. Treasurer, Hon. Secretary, and Hon. Assistant Secretary. They shall be appointed by each new Executive Committee from among the members of the Council, though not necessarily from the elected representatives forming the Committee. They shall hold office until replaced by Officers appointed by the next Executive Committee and shall be eligible for re-appointment.

VI.—MEETINGS OF THE COUNCIL.

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

VII.—MEETINGS OF THE EXECUTIVE.

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

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

VIII.—QUORUM.

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

IX.—REGIONAL SECRETARIES.

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

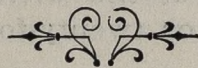
X.—FINANCE.

The Subscription shall be 5s., payable by each member of the Council on the 1st January of each year. In the case of Associates the subscription shall be 2s. per annum. Regional Secretaries shall be entitled to forward to the Treasurer at the end of June and December for settlement a statement of the amount of local expenses incurred by them for postage and stationery.

XI.—AMENDMENT OF CONSTITUTION AND RULES.

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

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

**New Draft Constitution and Rules.****I.—TITLE.**

Council of Women Civil Servants (Higher Grades).

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. Applications for membership must be made on the prescribed form.

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

III.—OBJECTS.

- 1.—To provide a means of communication between women in the higher branches of the Civil Service.
- 2.—To provide an organisation by which their views may be ascertained and expressed, and joint action taken where it is deemed advisable.
- 3.—To work for equality in regard to opportunity, status and pay as between men and women in the Civil Service.

IV.—COMMITTEE OF REPRESENTATIVES

The work of the Council shall be conducted by a Committee of Representatives, who shall be responsible to the Council. This Committee shall consist of the Officers and Regional Secretaries and of two representatives from each Department having not less than twenty or more than 100 members. Departments with less than twenty members shall be entitled to one representative only, and departments with over a hundred members to one additional representative in respect of each additional hundred or fraction of a hundred members. The representatives of each department on the

Committee shall be formally elected by the members in that department from among their number.

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

A third of the members of the Committee of Representatives shall retire each year, and shall be eligible for re-election. When a vacancy in the representation of a department occurs within six months of the triennial election for that department, the retiring member shall be asked to nominate a deputy to serve on the Committee for the intervening period.

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

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

V.—EXECUTIVE COMMITTEE.

A smaller Committee, to be known as the Executive Committee, shall be elected annually by the Committee of Representatives to carry on the ordinary work of the Council. The members shall be elected by means of written nominations and a written ballot.

The Executive Committee shall consist of ten members in addition to the Officers. The Committee shall meet ordinarily once a month, and the quorum for meetings shall be seven.

VI.—OFFICERS.

The Officers shall consist of Chairman, Hon. Treasurer, Hon. Secretary and Hon. Assistant Secretary. They shall be elected for a period of three years by the Committee of Representatives 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.—GENERAL MEETINGS OF THE COUNCIL.

A General Meeting of the Council shall be called at least once a year, at which the Annual Report of the Committee of Representatives shall be presented. Written notice of proposals to be brought forward at the Annual General Meeting shall be sent to

every Regional Secretary a reasonable time before the meeting is held, for the consideration of the members of Regional Groups. A Special Meeting of the Council may be called at the written request of the Committee of Representatives or of fifty members of the Council.

Fifty shall constitute a quorum for a General Meeting of the Council.

VIII.—REGIONAL SECRETARIES.

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

IX.—FINANCE.

The subscription shall be 6s. per annum, payable by each member of the Council on the 1st January in each year. In the case of Associate Members the subscription shall be 2s. per annum.

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.

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 (Higher Grades).

LIST OF MEMBERS, August, 1931.

In this List the following abbreviations are used:—

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

ADMIRALTY.

Bass, E., O.B.E., Admiralty, Whitehall.
Naish, M. G., H.M. Signal School, R.N. Barracks, Portsmouth.

MINISTRY OF AGRICULTURE.

Alleyne, S. M., M.B.E., Ministry of Agriculture and Fisheries, 10, Whitehall Place, S.W.1.
Green, M. L., Royal Botanic Gardens, Kew, Surrey.
Pratt, E. H., O.B.E., 10, Whitehall Place, S.W. 1.
Thursby-Pelham, D. E., Fisheries Laboratory, Lowestoft.
Wakefield, E. M., Royal Botanic Gardens, Kew, Surrey.

DEPARTMENT OF AGRICULTURE (SCOTLAND).

McIver (Mrs.), H. M., York Buildings, Queen Street, Edinburgh.

BRITISH MUSEUM.

Aubertin, D., Natural History Museum, South Kensington, S.W. 7

BOARD OF CONTROL.

Landon, C., Caxton House West, Tothill Street, S.W. 1.
McFarlane, M., 23b, North Hill, Highgate, N. 6.
Pinsent, Mrs., C.B.E., Caxton House West, Tothill Street, S.W. 1.

GENERAL BOARD OF CONTROL (SCOTLAND).

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

BOARD OF EDUCATION.

Anderson, A. L., 6, Chenies Street Chambers, W.C. 1.
Archibald, J. P., 6b, Northmore Road, Oxford.
Bastable, R. K., 116, Artillery Mansions, S.W. 1.
Baster, K. P., 25, St. Thomas's Mansions, Westminster Bridge, S.E. 1.
Beevor, J. H., 18, Springfield Mount, Leeds.
Biggs, W., 18, North Grange Road, Headingley, Leeds.
Boulton, E. F., 206, Addison House, Grove End Road, N.W.8.
Bowen, G., 24, Ullet Road, Liverpool.
Bradshaw, G. M., 12, Grange Court, Headingley, Leeds.
Brown, G. M., Holmside, Larkington Gardens, S. Gosforth, Newcastle-on-Tyne.
Brown-Smith, H., 4, Granville Park, Lewisham, S.E.13.
Clarke, E. R., 6, Orsett Terrace, W.2.
Collins, V. M. E., 3, Buckingham Palace Mansions, S.W. 1.
Cooke, B. F., 39, Newmarket Road, Norwich.
Cornwell, L. E. F., M.B.E., Pensions Branch, B. of E., Chadwick Street, S.W. 1.
Cox, D. M., Aidees Bungalow, Moor Grange Drive, Headingley, Leeds.
Cuming, E. L., 17, Bennett Street, Bath.
Daly, L., New Age Club, 7, Clifton Gardens, Maida Vale, W. 9.
Davies, M., Ty Rhos, Radyr, Cardiff.
Davies, S. E., 29, Clifton Crescent, Folkestone.
Dawson, M., 40, Greencroft Gardens, S. Hampstead, N.W. 3.
Ellis, M. E., Cader Villa, Dolgelly, N. Wales.
Ferguson, C. S., 616, Clive Court, Maida Vale, W.9.
Fergusson, A. M., Stanley House, Camden Road, Bath.
Ford, E. A., 20, Bramerton Street, Chelsea, S.W.3.
Garside, Mrs., The Cedars, Parktown, Oxford.
Glasgow, M. C., Board of Education, Whitehall.
Greaves, M. C. L., Warrender Hotel, Tavistock Square, W.C. 1.
Gudgeon, M. B. H., Pensions Branch, B. of E., Chadwick St., S.W. 1.
Hammonds, D. M., 3, Jesmond Dene Terrace, Newcastle-on-Tyne.
Heap, Mrs., Chapel Hill, Truro, Cornwall.
Henry, M. G., 443, Hagley Road, Birmingham.
Hewetson, R. E., Crescent House, Hillary Place, Leeds.
Heygate, A. M., 34, Lonsdale Road, Oxford.
Hill, M., 23, Courtfield Gardens, S.W.5.
Horniblow, E. H., C.B.E., 7, Ruskin Mansions, Queen's Club Gardens, W. 14.
Hutchinson, A. K., 1, Park Crescent, Portland Place, W.1.
Jones, F. A., Mirlees, Old Shoreham Road, Hove.
Koetter, A. E., 23, Chenies Street Chambers, W.C. 1.
Loveday, E., 26, Harborne Road, Edgbasten, Birmingham.
Luce, S., The Lodge, Bolton Road, Chiswick, W.4.
Mack, J., Old George Hotel, Salisbury.

McCall, E. P., 90, Lyncroft Mansions, Lyncroft Gardens, N.W. 6.
 Monkhouse, R. L., 5, Greencroft Gardens, S. Hampstead, N.W. 3.
 Moodie, A. M., 23, Street Lane, Roundhay, Leeds.
 Moore, E., Walden House, Lansdowne Road, Cheltenham.
 Morris, M. M., 6, Bateman Street, Cambridge.
 Murray, J. H., 13, Victoria Square, Newcastle-on-Tyne.
 Mullett, L. N. C., Pensions Branch, B. of E., Chadwick Street, S.W. 1.
 Palmer, N. M., 21, Oxford Terrace, Edgware Road, W.2.
 Pearson, E. A., 13, Russell Street, Bath.
 Peel, N., Hoe Mansions Hotel, Plymouth.
 Perry, E. M., 20, Sussex Gardens, London, W. 2.
 Rowlands, M. J., 26, Hickman Road, Penarth, S. Wales.
 Shuckburgh, D. F., Board of Education, Whitehall.
 Smith, Thyra, 25, Bressy Grove, Woodford, E. 18.
 Smythe, F. E. I., Edington, Somerset Road, New Barnet, Herts.
 Spencer, E. E., c/o Board of Education, Whitehall, S.W. 1.
 Stedman, J. M., 5, Longford Place, Victoria Park, Manchester.
 Strevens, I., M.B.E., Pensions Branch, B. of E., Chadwick Street, S.W. 1.
 Summers, G. F., 63, Westgate Road, Newcastle-on-Tyne.
 Tann, F. M., 12, West Eaton Place, S.W. 1.
 Thomas, K. M., 97, Princess Road, Leicester.
 Wakefield, W. M., 11, The Crescent, Woodthorpe, Nottingham.
 White, A., Cæcerrig, Pontardulais, Glam.

BOARD OF EDUCATION (VICTORIA AND ALBERT MUSEUM)

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

SCOTTISH EDUCATION DEPARTMENT.

Ewan, M. A., 63, Bank Street, Glasgow.

FOREIGN OFFICE.

Anderson, E., Foreign Office, Whitehall.
 Bigby, D. A., M.B.E., Foreign Office, Whitehall.
 Harris, N. M., Foreign Office, Whitehall.
 Lunn, H. C., Foreign Office, Whitehall.
 Moncrieff Anderson, M., Foreign Office, Whitehall.
 Moore, M. V., M.B.E., Foreign Office, Whitehall.

MINISTRY OF HEALTH.

Beaver, E. M., M.B.E., Ministry of Health, Whitehall.
 Campbell, Dame Janet, D.B.E., M.D., Ministry of Health, Whitehall.
 Colles, E. G., Ministry of Health, Whitehall.
 Gordon, Mrs., Ministry of Health, Whitehall.
 Hobbs, M., 3, Cecilia Road, Clarendon Park, Leicester.

Montagnon, T., Ministry of Health, Whitehall.
 O'Brien, J. F., Ministry of Health, Whitehall.
 Quinlan, M. A., Ministry of Health, Whitehall.
 Russell-Smith, E. M. R., 17, Walpole Street, S.W. 3.
 Walton Evans, B., 8, Woodbine Terrace, Exeter.
 Sharp, E. A., 73, Manor Park, S.E. 13.

MINISTRY OF HEALTH (INSURANCE DEPARTMENT).

Bambridge, E., Ministry of Health, c/o Ministry of Labour, Kew Gardens.
 Barker, E. M., 60, Springfield Place, Leeds.
 Bird, W., Ministry of Health, Acton.
 Bonner, I., Government Buildings, Victoria Street, Liverpool.
 Brown, W. G., Government Buildings, Victoria Street, Liverpool.
 Buglass, J. D., M.H., 221, Pentonville Road, N. 1.
 Carey, M., 7, Welbeck Road, Worsley.
 Carter, E. B., Clarendon House, Clayton Street, West, Newcastle-on-Tyne.
 Carter, L. M., 1, North Avenue, Ealing, W. 13.
 Churcher, A., M.H., 15, Brodrick Road, S.W. 17.
 Clark, E., 3, Woodland Road, Bristol.
 Clark, J. W., 14-16, New Kent Road, S.E.
 Clarke, E. E., The Anchorage, Windmill Road, Hampton Hill, Middlesex.
 Cleary, B. A. D., Toynbee Hall, Stepney, E.
 Cohen, E. M., 76, Holly Lodge Mansions, Highgate, N.6.
 Cohen, E. W., Broadway Chambers, Hammersmith.
 Collins, B., 17, Glenthorne Avenue, Croydon.
 Dalglish, M. M., Clipstone House, Clipstone Street, Fitzroy Square, W. 1.
 Dalrymple, M., Ministry of Health, Acton, W. 3.
 Douthwaite, D. A., 15, Northanger Road, Streatham Common.
 Drennan, H., Lauriston Green Dene, East Horsley, Surrey.
 Dunbar, I., 3, Woodland Road, Tyndalls Park, Bristol.
 Dykes, A., 36, Park Row, Leeds.
 Dyson, M., 28a, Regent Street, Nottingham.
 Earlam, A. E., 30, Dickinson Street, Manchester.
 Evans, N. G., 191, Corporation Street, Birmingham.
 Firth, A., 2, Manchester Street, W. 1.
 Fleming, D., 30, Dickinson Street, Manchester.
 Franklin, D., 52, Broad Street, London, W.C.2.
 Gardner, E. M., 47a, Dartmouth Park Hill, N.W. 5.
 Goss, D. A., 3, Woodland Road, Tyndall's Park, Bristol.
 Green, M. E., King's Chambers, Kingsway, Stoke-on-Trent.
 Guthrie, O. M., Toynbee Hall, Stepney, E.
 Haddock, G. L., Arcade Chambers, Commercial Road, Portsmouth.

Hardy, J. P., 30, Dickinson Street, Manchester.
 Hartland, M. H., 36, Park Row, Leeds.
 Hartley, I. T., Government Buildings, Victoria Street, Liverpool.
 Henshall, E., Government Buildings, Victoria Street, Liverpool.
 Hogben, M. F., Fifteen Ways, Penn, Bucks.
 Howse, C. S., 256a, New Cross Road, S.E. 14.
 Hughes, M., Government Buildings, Victoria Street, Liverpool.
 Hunter, V. E., 30, Dickinson Street, Manchester.
 Hussey, A. M., Broadway Chambers, Hammersmith, W. 6.
 Jack, K. H. D., 14, Terrapin Road, Upper Tooting, S.W. 17.
 Jackson, B., 52, Halford Road, Richmond, Surrey.
 Jamieson, E. A. U.
 Jeffrey, J. B., Government Buildings, Victoria Street, Liverpool.
 Jennings, D. M., Broadway Chambers, Hammersmith.
 Jesse, M. D., 47a, Dartmouth Park Hill, N.W. 5.
 Johnson, M. E., 84, North Side, Wandsworth Common, S.W.
 Jones, E. M., 191, Corporation Street, Birmingham.
 Jones, M. F., 191, Corporation Street, Birmingham.
 Jones, M. D., 40, Chancery Lane, W.C. 2.
 Jones, P. L., Government Buildings, Victoria Street, Liverpool.
 Joseph, O. C., 23, Granard Road, Wavertree, Liverpool.
 Keirle, M. F., Ministry of Health, Whitehall, S.W. 1.
 Leach, A. K., 84, North Side, Wandsworth Common, S.W. 18.
 Ledwich, A., Government Buildings, Victoria Street, Liverpool.
 Lehfelddt, S. E., 36, Park Row, Leeds.
 Lenn, D., 3, Woodland Road, Tyndall's Park, Bristol.
 Limrick, M. F. R., 30, Dickinson Street, Manchester.
 Littler, E., Union Bank Buildings, Chapel Street, Salford.
 Lister, S. F., 142, Todmorden Road, Burnley.
 McCleverty, E. A., 11a, De Vere Cottages, De Vere Gardens, W. 8.
 McGeorge, J. S., Clipstone House, Clipstone Street, Fitzroy Square, S.W. 1.
 Macklin, M. M., Government Buildings, Victoria Street, Liverpool.
 Marriage, R. M. E., Dominion Buildings, South Place, E.C. 2.
 Marshall, M. A., 103, Penworthan Road, Streatham, S.W. 16.
 Metherell, A. E., Government Buildings, Victoria Street, Liverpool.
 Milledge, M., M.B.E., Ministry of Health, c/o Ministry of Labour, Kew, Surrey.
 Miller, J. H., Paragon Buildings, Jameson Street, Hull.
 Milliken, E. S., 79, Baker Street, W. 1.
 Morrison, E. J. D., King's Chambers, Kingsway, Stoke-on-Trent.
 Odell, D. M., 3, Military Road, Chatham.
 Otter, A. E., 219, Pentonville Road, London, N.1.
 Penton, A. M. S., 78, Calbourne Road, Balham, S.W. 12.
 Polson, M., O.B.E., Ministry of Health, Bromyard Avenue, Acton.
 Rainsforth, H. M., Government Buildings, Victoria Street, Liverpool.

Roche, M. M., 36, Park Row, Leeds.
 Roe, E. G., Ministry of Health, Whitehall, S.W. 1.
 Ross, A. S., 52, Broad Street, W.C. 1.
 Ross, D. M., 36, Shaftesbury Road, Ravenscourt Park, W. 6.
 Russell, M., 32a, Manor Row, Bradford.
 Savill, E. M., Ministry of Health, Bromyard Avenue, Acton.
 Scott, A. M. L., 19, Princess Street, Stockport.
 Searles, K., M.H., 191, Corporation Street, Birmingham.
 Sharp, G. D., 73, Manor Park, S.E. 13.
 Shearer, O. M., 3, Woodland Road, Tyndall's Park, Bristol.
 Stanton, M., Broadway Chambers, Hammersmith.
 Stark, D., 219, Pentonville Road, N. 1.
 Statham, E. M., 262, Burrage Road, S.E. 18.
 Steadman, B. H., Toynbee Hall, Commercial Street, Stepney, E.
 Sutherst, E. M., Dominion Buildings, South Place, Finsbury, E.C. 2.
 Thomas, G. A., M.H., Bromyard Avenue, Acton.
 Turner, E. E., M.B.E., 52, Broad Street, W. 2.
 Wheeler, A., 3, Woodland Road, Tyndall's Park, Bristol.
 Whitehouse, B. S., 65, London Road, Croydon.
 Wilde, E., Old Government House, Dee Hills Park, Chester.
 Woodgate, E. G., Ministry of Health, Whitehall.
 Wilson, H. H., Government Buildings, Victoria Street, Liverpool.
 Woollam, M. F. A., 30, Dickinson Street, Manchester.

DEPARTMENT OF HEALTH FOR SCOTLAND.

Allan, D. Spence, 19, Rose Street, Edinburgh.
 Boyle, J., 19, Rose Street, Edinburgh.
 Galbraith, H., 89, West Campbell Street, Glasgow, C. 2.
 Glen, R. M., 89, West Campbell Street, Glasgow, C. 2.
 Gorrie, I. C., 18, Rose Street, Edinburgh.
 Mackinnon, S. A., 38, John Finnie Street, Kilmarnock.
 Ritson, M., 121a, Princes Street, Edinburgh.
 Whitson, J. B., 89, West Campbell Street, Glasgow, C. 2.

WELSH BOARD OF HEALTH.

Evans, S., 31, Lon Isa, Rhiwbina, Cardiff.
 Jenkins, M. J., 81, Claude Road, Roath, Cardiff.
 Jones, B., 26, Diana Street, Roath, Cardiff.
 Rhys, Jones, Dr., City Hall, Cardiff.

HOME OFFICE (FACTORY DEPARTMENT).

Anderson, M. C., 501, Salisbury House, London Wall, E.C. 2.
 Andrew, K. R., 250, St. Vincent Street, Glasgow.
 Attenborough, E. M., 30, Carlton House Terrace, Haughshaw Road, Halifax.

Bradley, E. M., Ingledeane, Deane, Bolton.
 Chinn, V., 80, Highfield Lane, Keighley.
 Coombes, B. M., 33, Doughty Street, W.C. 1.
 Cox, E. G., 12, Seymour House, Albion Road, S.W. 8.
 Craven, C. M., 72, Bridge Street, Manchester.
 Crundwell, K., 102, Oakley Street, S.W. 3.
 Currie, J. N., 10, North Street, David Street, Edinburgh.
 Dennistoun, A. G., 51, King Street, Manchester.
 Dingle, E., St. Luke's Chambers, Bold Place, Liverpool.
 Drummond, R., 14, Hampstead Hill Gardens, N.W. 3.
 Dunch, D., 13, Chalcot Gardens, N.W. 3.
 Ewart, A. R., 17, Ormerod Road, Burnley, Lancashire.
 Farmer, A. M., 48a, Union Street, Aberdeen.
 Fletcher, M. E., 29, Bank Street, Dundee.
 Forrest, E. J., 7, Bigwood Court, N.W. 11.
 Fox, D. L., 31, London Street, Reading.
 Goode, W. M., 25, Burlington Road, Redland, Bristol.
 Hastings, A. W., St. Luke's Chambers, Bold Place, Liverpool.
 Heath-Pearson, L. M., 10a, High Street, Yeovil.
 Hopgood, J. B., 8, Frognal Gardens, N.W. 3.
 Horner, Mrs. Stuart, M.B., Home Office, Whitehall, S.W. 1.
 Johnson, D., 57, Rodney Place, Cheltenham.
 Keely, I. M. S., 4, St. George's Court, Bournville, Birmingham.
 Lorrain-Smith, I., 72, Bridge Street, Manchester.
 McLeod, E., 2, Middle Pavement, Nottingham.
 McWilliam, D., 6, Miles Road, Clifton, Bristol.
 Martindale, H., O.B.E., Home Office, Whitehall.
 Massey, M. E., 49, Maple Road, Bournville, Birmingham.
 Mitchell, G. M., 4, Hilary Place, Leeds.
 Moseley, H., Revenue Chambers, St. Peter's Street, Huddersfield.
 Pease, Hon. M., 7, Canynge Square, Clifton, Bristol.
 Sanderson, E., 9, The Drive, Wimbledon, S.W. 20.
 Schofield, E., 7, St. John's Square, Wakefield.
 Slocock, E. J., 27, Sussex Gardens, W. 2.
 Smith, M. M., 72, Bridge Street, Manchester.
 Taylor, F. I., Government Buildings, Newark Street, Leicester.
 Usher, D. E. E., Dykeford, 217, Chesterton Road, Cambridge.
 Vickers, P. M., 79, Beaufort Mansions, Beaufort Street, S.W. 3.
 Wilkins, M. M., 10, Earl Street, Trentham, Stoke-on-Trent.

HOME OFFICE (CHILDREN'S BRANCH).

Wall, J. I., 14, Ormonde Mansions, 106, Southampton Row, W.C. 1.

HOME OFFICE (PRISON COMMISSION).

Size, M., H.M. Prison, Holloway, N. 7.

BOARD OF INLAND REVENUE.

Barratt, D. M., Clovelly, Friern Lane, Whetstone, Middlesex.
 Bates, D. M., Torr, Middlesdown Avenue, Purley, Surrey.
 Collins, R. B., 16, Chiddesden Road, Basingstoke.
 Colls, A. M. E., Broadway Chambers, High Street North, East Ham.
 Davis, L. B., 16, Kingston Lane, Teddington.
 Graham, D., 1, Parkfield Road, Manningham, Bradford, Yorks.
 Kelly, D. C., 34, Grasmere Road, Purley, Surrey.
 Le Huquet, A. M., First Floor, Imperial Court, Basil Street, Knights-
 bridge.
 Nevin, C. D., 115, Salisbury Road, Moseley, Birmingham.
 Rogers, M., Arkwright House, Parsonage Gardens, Manchester.
 Thorrat, F. M., Bullring, Northwich, Cheshire.
 Young, M. K., 212, Toller Lane, Bradford, Yorks.

MINISTRY OF LABOUR.

Allen A. F., 11, Wellington Road South, Stockport.
 Ashmore, E. M., Queen Anne's Chambers, S.W. 1.
 Atkinson, E. M., Ministry of Labour, Kew Gardens.
 Barratt, M., Quebec Chambers, Quebec Street, Leeds.
 Beardsley, E. J., M.B.E., N.W. Divisional Office, 53, Spring Gardens,
 Manchester.
 Berry, M. E., 59, Queen's Gardens, London, W.2.
 Bishop, G. M., Queen Anne's Chambers, S.W. 1.
 Blacklock, M. W., 17, Swinley Lane, Wigan.
 Blades, E., 53, Spring Gardens, Manchester.
 Bond, F. C., Queen Anne's Chambers, S.W. 1.
 Bowles, J. S., Ministry of Labour, Kew, Surrey.
 Brash, E., Queen Anne's Chambers, Broadway, S.W. 1.
 Brow, J. S., Ministry of Labour, Kew, Surrey.
 Brunton, A. E., 59, Queen's Gardens, W. 2.
 Cale, M. L., Ministry of Labour, Kew, Surrey.
 Candy, F. M., Ministry of Labour, 53, Spring Gardens, Manchester.
 Carter, G. J., 17a, Cleveland Road, W. 13.
 Chambers, L. M., 205, Corporation Street, Birmingham.
 Connell, L. J., Oakroyd, Victoria Crescent, Horsforth, Leeds.
 Cook, C. E., 59, Queen's Gardens, London, W.2.
 Cooper, C., Ministry of Labour, 53, Spring Gardens, Manchester.
 Cox, M. A., Ministry of Labour, Quebec Chambers, Quebec St., Leeds.
 Craven, G., Stansfield Chambers, George Street, Leeds.
 Cullis, M., Montagu House, Whitehall.
 Cumine, E. M., Ministry of Labour, Kew, Surrey.
 Cuthbertson, M. L., Lower Ford Street, Coventry.
 Darlow, M., 205, Corporation Street, Birmingham.

- Davey, G. E., O.B.E., Montagu House, Whitehall.
 Davey, T., Ministry of Labour, Kew, Surrey.
 Deane, A., O.B.E., 40, Royal York Crescent, Clifton, Bristol.
 Diver, M., Employment Exchange, Great Marlborough Street, W. 1.
 Durham, F. H., C.B.E., Montagu House, Whitehall.
 Fisk, J. W., Queen Anne's Chambers, S.W. 1.
 Foster, E. M., Montagu House, Whitehall.
 Fraser, E. S., Ministry of Labour, 53, Spring Gardens, Manchester.
 Grainger, B. M., Employment Exchange, Great Marlborough Street, W. 1.
 Gray, A. J., Queen Anne's Chambers, S.W. 1.
 Greenfield, E., Employment Exchange, Great George Street, Leeds.
 Greenwood, J., 53, Spring Gardens, Manchester.
 Gridale, K. P., Queen Anne's Chambers, S.W. 1.
 Hall, C. D., Ministry of Labour, 53, Spring Gardens, Manchester.
 Hallett, M., Ministry of Labour, Kew, Surrey.
 Harrison, I., 38, Drumsheugh Gardens, Edinburgh.
 Hoeck, M. C., 26, Buckingham Terrace, Edinburgh.
 Ibberson, D., Montagu House, Whitehall.
 Jackson, B., Ministry of Labour, 53, Spring Gardens, Manchester.
 Jenkins, M. E., Edwinstowe, Radyr, Cardiff.
 Jones, A. G., 205, Corporation Street, Birmingham.
 Jones, S. J., Ministry of Labour, Quebec Chambers, Quebec Street, Leeds.
 Knuckey, F., 55, Westcliff, Preston.
 Law, G., Beacon Hill, Wilton Road, Birmingham.
 Law, M., 26, Buckingham Terrace, Edinburgh.
 Lawson, S. P., Ministry of Labour, Quebec Chambers, Quebec Street, Leeds.
 Levy, S. E., 9, Fallowfield Road, Wavertree, Liverpool.
 Luke, A. E., Queen Anne's Chambers, S.W. 1.
 Maclean, J. M. R., 59, Grenfel Road, Clubmoor, West Derby, Liverpool.
 Madeley, D. C. L., Ministry of Labour, Kew, Surrey.
 Marshall (Mrs.), E., 9, Moor House, Moorland Road, Leeds.
 Marson, L. S., Employment Exchange, Horton Lane, Bradford.
 Mawson, E., Employment Exchange, Horton Lane, Bradford.
 Mellors, B. M., M.B.E., Montagu House, Whitehall.
 Morrison, A. M., 8, Richmond Hill, Clifton, Bristol.
 Morrison, M. W., Ministry of Labour, Kew, Surrey.
 Moyes, A. T., The Poplars, Normans Place, Altrincham, Cheshire.
 Murray-Harris, A. M., Ministry of Labour, Kew, Surrey.
 Nanson, M. E., Queen Anne's Chambers, Broadway, S.W. 1.
 O'Neill, V., Employment Exchange, 211-221, Marylebone Rd., London.
 Outhwaite, A., Queen Anne's Chambers, S.W. 1.
 Owen, E. C., M.B.E., Garthmadog, Winchester Avenue, Penylan, Cardiff.

- Palmer, M. E., Employment Exchange, 57, Bradshaw Gate, Bolton.
 Parker (Mrs.), E. M., Montagu House, Whitehall.
 Peachey, M., Derbyshire House, Upper Brook Street, Manchester.
 Pearman, M. E., Montagu House, Whitehall.
 Percival, N. G., Law Courts, Cardiff.
 Pigott, G. E. N., 205, Corporation Street, Birmingham.
 Pillers, I., 34, Tyndall's Park Road, Bristol.
 Popert, K. A., M.B.E., 94, Corporation Street, Birmingham.
 Power, B. M. Le Poer, Montagu House, Whitehall, S.W. 1.
 Purgold, I. M., Queen Anne's Chambers, S.W. 1.
 Reading, M. P., Employment Exchange, 60, Great Marlborough Street, London.
 Rees, G. A., 59, Queen's Gardens, W. 2.
 Richmond, A. C. M., M.B.E., Queen Anne's Chambers, S.W. 1.
 Riddell, M. M. A., Ministry of Labour, Kew, Surrey.
 Roberts, C., M.L., Law Courts, Cardiff.
 Rothbarth, A. M., Queen Anne's Chambers, S.W. 1.
 Segar, J., Montagu House, Whitehall, S.W. 1.
 Shaw, M. E. H., Employment Exchange, 54, Dock Street, Dundee.
 Shine, L. C. F., Employment Exchange, 59, Queen's Gardens, W. 2.
 Skinner, A. L., Queen Anne's Chambers, S.W. 1.
 Sloan, I. H., Montagu House, Whitehall, S.W. 1.
 Smieton, M. G., Montagu House, Whitehall, S.W. 1.
 Smith, C. J. R., 44, Drumsheugh Gardens, Edinburgh.
 Spalding, E., 26, Buckingham Terrace, Edinburgh.
 Spinks, E. M., Employment Exchange, New Bridge Street, Newcastle-on-Tyne.
 Stabler, M., 59, Queen's Gardens, W. 2.
 Stedman, P. M., Ministry of Labour, Kew, Surrey.
 Stone, F., Employment Exchange, 8, Albion Street, Leicester.
 Straton, M.A., 270, Oxford Road, Manchester.
 Tait, D. F., Queen Anne's Chambers, S.W. 1.
 Thornhill, H. M., Ministry of Labour, Quebec Chambers, Quebec Street, Leeds.
 Tivy, E., Employment Exchange, Oaklands, West Hill, Wraxall, Somerset.
 Tomlinson, E. M., Queen Anne's Chambers, S.W. 1.
 Trent, E. E. M., Employment Exchange, Waverley Road, Small Heath, Birmingham.
 Troup, A. G., Queen Anne's Chambers, S.W. 1.
 Tully, I., Ministry of Labour, Quebec Chambers, Quebec St., Leeds.
 Vardon, V. S., 205, Corporation Street, Birmingham.
 Wallace, D. A., Dalham Lodge, Mayfield Road, Whalley Range, Manchester.
 Wallace, H., 40, Buckingham Terrace, Edinburgh.
 Walls, K. M., Montague House, Whitehall, S.W. 1.

Weaving, E. A., 4, Holyrood Place, The Hoe, Plymouth.
 White, J., Quebec Chambers, Quebec Street, Leeds.
 Whyte, E., Montague House, Whitehall, S.W. 1.
 Whitehead, L., 17, Springfield Mount, Leeds.
 Whitfield, M. M., 94, Corporation Street, Birmingham.
 Wild, E. G., 270, Oxford Road, Manchester.
 Williams, C. E., 30, Philbeach Gardens, S.W. 5.
 Williams, M. A., 32, Cholmely Park, N. 6.
 Williams, R., Ridgemeade, Almonsbury, nr. Bristol.
 Wilson, L. A., 131, Park Grove, Hull.
 Wright, E. M., Employment Exchange, John William Street, Huddersfield.
 Younger, J. A., O.B.E., 44, Drumsheugh Gardens, Edinburgh.

NATIONAL SAVINGS COMMITTEE.

Deane, D., Artillery Mansions, 75, Victoria Street, S.W. 1.
 Looker, E. G. D., Sanctuary Buildings, Great Smith Street, S.W. 1.
 Macrae, E. N., Sanctuary Buildings, Great Smith Street, S.W. 1.

DEPARTMENT OF OVERSEAS TRADE.

Wood, F. M., M.B.E., Dept. of Overseas Trade, 35, Old Queen Street, S.W. 1.
 Edwards, M. L., Dept. of Overseas Trade, 35, Old Queen Street, S.W. 1.

MINISTRY OF PENSIONS.

Browne, M. F., M.B.E., Restharrow, Abbots Langley, Herts.
 Cox, M. S., Pensions Issue Office Acton, W. 3.
 Hitchcock, M. F. T., Pensions Issue Office Acton, W. 3.
 Hough, E. M., Pensions Issue Office Acton, W. 3.
 Hyslop, E. T., 28, Castelnau Gardens, S.W. 13.
 Smyth, D. K., Pensions Issue Office, Acton, W. 3.
 Thorne, G. A., Pensions Issue Office, Acton, W. 3.

GENERAL POST OFFICE.

Aiken, E. W., S.B.D., Blythe Road, W. 14.
 Arnold, I. J., M.O.D., Holloway, N. 7.
 Bartholomew, M. A., A.G.D., General Post Office, E.C. 1.
 Blackburn, B., A.G.D., Dudley House, Endell Street, W.C. 2.
 Boulding, K. A., A.G.D., 86-88, Leonard Street, E.C. 2.

Brown, E. M., M.O.D., Holloway, N. 7.
 Budd, I., A.G.D., General Post Office, E.C. 1.
 Butterfill, E. M., S.B. Dept., Blythe Road, W.
 Camp, E. M., M.O.D., Holloway, N. 7.
 Chapman, J. M., M.O.D., Holloway, N. 7.
 Crassie, M.I., M.O.D., Holloway, N. 7.
 Crawford, A. J. D., M.O.D., Holloway, N. 7.
 Curtis, M., S.B.D., Blythe Road, W. 14.
 Davis, A. J., A.G.D., General Post Office, E.C. 1.
 Dodd, C., M.O.D., Holloway, N. 7.
 Drennan, M. G. A., A.G.D., 86-88, Leonard Street, E.C. 2.
 Dunn, L. E. G., M.O.D., Holloway, N. 7.
 Frost, E. M., S.B.D., Blythe Road, W. 14.
 Good, J. V., P.O. Medical Dept., General Post Office, E.C. 1.
 de Gruchy, A. D., S.B.D., Blythe Road, W. 14.
 Harriss, M., L.T.S., Cornwall House, Waterloo Road, S.E. 1.
 Harry, M. J., M.O.D., Holloway, N. 7.
 Heaton, A. L., S.B.D., Blythe Road, W. 14.
 Hellier, M., P.O. Medical Department, G.P.O., E.C. 1.
 Hickson, K. E., S.B.D., Blythe Road, W. 14.
 Holloway, A., S.B.D., Blythe Road, W. 14.
 Ireland, E. L., S.B.D., Blythe Road, W. 14.
 Irwin, E., S.B.D., Blythe Road, W. 14.
 Jackson, T. M., M.O.D., Holloway, N. 7.
 Keith, A., A.G.D., 86-88, Leonard Street, E.C. 2.
 Le Plastrier, E. M., M.O.D., Holloway, N. 7.
 Littlejohn, M., S.B.D., Blythe Road, W. 14.
 Low, J., S.B.D., Blythe Road, W. 14.
 Mahlendorff, E. M., L.T.S., Cornwall House, Waterloo Road, S.E. 1.
 Mills, P. B., S.B.D., Blythe Road, W. 14.
 Morgan, I. F., M.O.D., Holloway, N. 7.
 Newport, E. M., L.T.S., Cornwall House, Waterloo Road, S.E. 1.
 Nicol, K. C., M.O.D., Holloway, N. 7.
 Nichols, H. M., M.O.D., Holloway, N.
 Norris, F. L., M.O.D., Holloway, N. 7.
 Renwick, A. A., M.O.D., Holloway, N. 7.
 Ridges, H. M., S.B.D., 77, South End Road, N.W. 3.
 Rolfe Fisher, E. E., P.O. Medical Department, G.P.O., E.C. 1.
 Ross, E. M., M.B.E., L.T.S., Cornwall House, Waterloo Road, S.E. 1.
 Sanday, E., O.B.E., A.G.D., King Edward's Buildings, E.C. 1.
 Saunders, E., L.T.S., Cornwall House, Waterloo Road, S.E. 1.
 Slatter, C., S.B.D., Blythe Road, W. 14.
 Steer, F. G., A.G.D., Dudley House, Endell Street, W.C. 2.
 Thompson, R. A. M., A.G.D., Dudley House, Endell Street, W.C. 2.
 Tostevin, E. M., Secretary's Office, General Post Office, E.C. 1.
 Underwood, M. C., M.B.E., A.G.D., General Post Office, E.C. 1.

Whitaker, S. E., S.B.D., Blythe Road, W. 14.
Wood, A. I., M.O.D., Holloway, N. 7.

PUBLIC RECORD OFFICE.

Potter, E. S., Public Record Office, Chancery Lane, W.C. 2.

PUBLIC TRUSTEE OFFICE.

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

BOARD OF TRADE.

McKerrow, A. M., Board of Trade, Gt. George Street, S W. 1

MINISTRY OF TRANSPORT.

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

TREASURY.

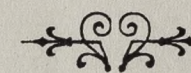
Lucas (Mrs.), H. M., Treasury, Whitehall.

ASSOCIATE MEMBERS.

Ahrons, E. J. (late B. of E.), 73, Harrington Gardens, S.W.
Anderson, Dame Adelaide, D.B.E. (late Home Office), 36, Gloucester Court, Kew.
Ash, A. B. (late of B. of E.), 102, Clifton Hill, Abbey Road, N.W. 8.
Bowie, M. (late M.L.), 7, St. George's Square, S.W. 1.
Callis, E. (late B. of E.), 151, King Henry's Rd., Hampstead, N.W. 3.
Escreet, H. C. (late Home Office), 39, Woburn Square, W.C. 1.
Greenall, R. H. (late B. of E.), The Bergman Osterberg Physical Training College, Dartford Heath, Kent.
Lea, M. K., M.B.E., c/o Mrs. E. B. Nevinson, Morland, Cobham, Surrey.
Paterson, M. M. (late Scottish Board of Health), C.B.E., J.P., Crauford, Lesswade, Midlothian.

Philpott, Mrs. (late M. of L.).
Shepherd, Mrs. (late B. of E.), 19, Paulton's Square, Chelsea, S.W. 3.
S.W. 3.
Sillitoe, H. (late B. of E.), 59, Temple Fortune Hill, N.W. 11.
Squire, R., O.B.E. (late Home Office), 72, Carlton Hill, N.W. 8.
Tanner, O. G. (late B. of Inland Revenue), The Briars, Milbourne Lane, Esher.
Thornton, J. (late M.L.), 136, Hanover Road, Brondesbury Park, N.W.
Wamsley, L. W., O.B.E. (late M. of H.), 25, Chenies Street Chambers, W.C. 1.
Wark, A. E., C.B.E. (late B. of E.), 20, Bramerton Street, Chelsea.

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



PAMPHLET

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