

P. Strachey

CITY OF LONDON POLYTECHNIC
FAWCETT COLLECTION

Calcutta House
Old Castle Street
London E1 7NT

REPORT

of the

COUNCIL OF WOMEN CIVIL SERVANTS

(APPROVAL NO 202 C.S.)

—
1936.
—

27 MARSHAM STREET, S.W.1

PAMPHLET

354.

41001

City of London Polytechnic
Fawcett Library

1110

REPORT

REFERENCE
ONLY

of the

COUNCIL OF WOMEN CIVIL SERVANTS

(Approval No.: 202 C.S.)

1936.

City of London Polytechnic
Fawcett Library

RICHMOND, SURREY:

PRINTED BY R. W. SIMPSON & Co. LTD., 70, SHEEN ROAD.

39 4002131 8

TELEPEN



X 12 05 55912

LIBRARY

Class 354.41001

14 FEB 1989

Date

Acc. No. 40021318

Names and Addresses of Officers, 1935—1936.

Chairman :

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

Vice-Chairman :

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

Hon. Treasurer :

MISS L. B. DAVIS, H.M. Inspector of Taxes, Stockport 2nd District, 36, St. Petersgate, Stockport, Cheshire.

Hon. Secretary :

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

Hon. Asst. Secretary :

MISS P. M. PRICE, Ministry of Health, Clipstone House, Clipstone Street, W.1.

Executive Committee.

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

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

MISS L. E. G. DUNN, Savings Bank Department, G.P.O., Blythe Road, W.14.

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

MISS R. M. GLEN, Staple Hall, Stone House Court, Bishopsgate, E.C.1.

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

MISS S. E. LEHFELDT, Ministry of Health, 40, Chancery Lane, W.C.2.

MISS A. M. ROTHBARTH, Ministry of Labour, Queen Anne's Chambers, S.W.1.

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

MISS D. SMYTH, 4, Lansdowne Court, Lansdowne Crescent, W.11.

Standing Sub-Committees.

Finance.

MISS LIMRICK

MISS L. B. DAVIS, *Convener.*

MISS ROGERS.

Journalistic.

MISS IRVING

DR. C. M. McDOWELL, *Convener.*

MRS. GULLAND.

MISS POWER.

Recruitment.

MISS IRVING, *Convener.*

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

Hospitality.

MISS ROTHBARTH, *Convener.*

MISS FORD. MISS M. CLAYTON. MISS E. ANDERSON. MISS LEHFELDT.

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

Committee of Representatives.

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

Chairman :

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

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, Treasury, 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, Board of Inland Revenue, National Savings Committee, Patent Office, Post Office and Board of Trade.

South Midlands and Eastern Region.

Secretary : MISS THOMAS, 2, Greestone Mount, Lindum Road, Lincoln.

South-Western and Wales Region.

Chairman : MISS TIVY, Oaklands, West Hill, Wraxhall, Somerset.
Secretary : MISS HASTINGS, 4, Henley Gr'Ve Mansions, Henleaze, Bristol

West Midlands Region.

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

Secretary : MISS E. E. M. WEBB, Employment Exchange, Corporation Street, Birmingham

North-Western Region (Manchester).

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

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

North-Western Region (Liverpool).

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

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

Yorkshire and East Midlands Region.

Chairman : MISS H. STOPFORD, 40, Otley Road, Leeds.

Secretary : MISS J. S. McGEORGE, Ministry of Health, 36, Park Row, Leeds.

Northern Region.

Chairman : MISS F. M. TANN, 310, Osborne Mansions, Osborne Avenue, Newcastle-on-Tyne 2.

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

Scottish Region.

Chairman : MISS D. SPENCE ALLAN, 19, Rose Street, Edinburgh.

Secretary : MISS G. S. KING, 1, Ashton Villas, Joppa, Midlothian.

Council of Women Civil Servants.

REPORT, 1935-1936.

Membership.

The membership of the Council is now 459 members and 31 associates.

ANNUAL GENERAL MEETING.

The thirteenth Annual General Meeting of the Council was held on 4th May, 1935, at Bedford College. Over 50 members were present, and a large number of proxy votes were presented. Apologies for absence were received from Misses Clayton, Jennings, Le Huquet, McCleverty, Power and Wall.

Miss Ford (Chairman) appealed to members of the Council to report to Miss Ibberson on what was happening in connection with the sub-committees which every Department was asked by the Treasury to set up to consider the report of Committee "F." It was difficult to discover what was being done, so Miss Ibberson was anxious to have information regarding the review of posts, the progress made in the matter of aggregation in non-aggregated Departments, alterations in the regulations affecting the retention of women officers after marriage, and similar questions.

1. *Adoption of Annual Report.*—Miss Rothbarth (Ministry of Labour) proposed, and Miss Irving (Home Office) seconded, the adoption of the Annual Report. Mrs. Parker (Ministry of Labour) asked if any further action had been taken on the question of the inspection of Junior Instruction

Centres. Miss Ford replied that the question was to be dealt with later. The Board of Education had not appointed any women to be in responsible main charge of the inspection of these Centres. The Centres were partly under the control of the Ministry of Labour and partly under the control of the Board of Education. The Council had made very definite efforts to induce the Board of Education to appoint women inspectors of such Centres, but no reply had been received to the Council's most recent letter, as was reported in the second number of the "Bulletin." Miss Ewan (Scottish Education Department) reported that no action had been taken by the Scottish Board.

The adoption of the Annual Report was carried unanimously.

Financial Report.—Miss Keith (Treasurer) said that there was nothing very different from last year to report. The income from the current year's subscriptions was a little more than had been spent on normal expenses. Miss Ford said the financial position was more satisfactory than she had ever known it. There was a definite balance of £80 in hand, and, looking at the estimated expenditure for 1935-36 she thought there might be a slight balance in 1935 to add to the £80.

Miss Wood (Department of Overseas Trade) proposed, and Miss Monkhouse (Board of Education) seconded, the adoption of the Financial Report, which was carried unanimously.

2. *Chairman's Speech.*—Miss Ford said that some definite progress had been made during the year. The Council had increased its membership by 44 and had now 473 members and 23 Associate members, and for the first time in recent years, it was financially solvent.

Miss Ford then gave a brief summary of the position with regard to the Council's three main objectives: equal opportunity, equal pay, and the abolition of the marriage bar. Equal opportunity was the hardest to cope with, and it was very difficult to measure progress. Departments might say they were giving equal opportunity to women, but, in practice, there were many ways in which it might be withheld. There was, however, some advance to record. There had

been definite progress in the Taxes and Inland Revenue Department, and Miss Barker's appointment as the first woman Assistant Commissioner of Prisons was a new opening for women. It was also gratifying that Miss Wall had been appointed to the Special Home Office Committee on matrimonial disputes, an unusual appointment for a woman Civil Servant. Moreover, the fact that the Council was now constantly asked to send representatives to important committees might be regarded as an extension of the field of opportunity. The Council was becoming recognised as an authority on the position of women in the Service, and this afforded opportunity for propaganda and led to important contacts.

On the other hand, so far, nothing had been heard of the Report of the Foreign Office Committee on the admission of women to the Diplomatic and Consular Services. In spite of letters and questions in the House, all that had been learned, so far, was that the report would be published. This was unsatisfactory, all the more so as the delay was holding up decision on the question of the admission of women to the Dominions and Colonial Offices. The Council would watch these two cases vigilantly during the coming year. It had also been a great disappointment that, in spite of vigorous work on the part of the Council, no women had been appointed to the administrative grades of the Unemployment Assistance Board, and only a small number to the grades of District and Assistant District Officers. On the debit side also was the fact that there was not yet a woman Civil Service Commissioner. The Executive felt that this was a key position with regard to recruitment to the Service, and they had accordingly appointed a sub-committee to work up the case for the appointment of a woman commissioner, which it was hoped to present to the appropriate quarter in due course. As she had already said, no women inspectors were appointed by the Board of Education to be responsible for the inspection of the new Junior Instruction Centres for boys and girls. The Council had done everything possible, but without success. At the same time, she thought that the women inspectors who assisted the men who were responsible had in fact a good deal of influence. Miss Ford then appealed to members to give the Executive as much information as possible as to how far the principle of equal opportunity was being applied in their own Departments.

Miss Ford touched briefly only on the Equal Pay position, as she said Miss Ibberson would deal with it later. With regard to the Marriage Bar, Miss Ford said that this year three women in the higher grades had been retained after marriage. She then described the action taken by the Council in the case of a refusal to retain a woman assistant principal; this matter had already been dealt with in the "Bulletin."

She also touched on the revision of the Constitution, the revised edition of the pamphlet, and the new venture of the quarterly "Bulletin." She alluded also to the recruiting activities of the Regions, emphasising the fact that the work of the Regions was vital to the development of the Council, and hoped that an account of all such work would be sent to Headquarters, so that it could be published in the "Bulletin."

Miss Ford concluded by saying that the time had come when she would have to ask members to accept her resignation, although she was as enthusiastic as ever on the Council and its work; her years of office following on the Royal Commission had been very heavy ones and had made great demands on her energies and time. She had hoped to resign that day, but for various reasons, the Executive Committee had asked her to stay till September or October, and she had consented. Miss Ford also expressed great regret that Miss Smyth had felt it necessary to resign her post as Secretary. Miss Smyth had been invaluable to the Council, as she had an unrivalled knowledge of the Civil Service as a whole. She had never spared herself in working for the Council, and her constant serenity and composure had been a great asset in times of stress. She proposed a warm vote of thanks to Miss Smyth, and also to Miss Keith the Treasurer, who retired this year. She also referred to the loss the Council had sustained in the retirement of Miss Aubertin and Miss Foster from the Service, and in the retirement of Miss McCleverty from the Executive Committee and of Miss Vickers, on her transfer to Norwich, from the post of Secretary of one of the London Regions.

3. *Financial Statement.*—Three items were discussed under the Financial Statement:—

(i.) *Continued Subscription to the Statistical Research Bureau.*—Miss Ibberson reported that the Bureau had during

the past year done a great deal of work which would be directly or indirectly useful to the Council, especially in connection with the Equal Pay campaign. She agreed that £20 was a large sum for the Council to pay, and, in accordance with instructions given at the last Annual General Meeting, she had endeavoured to secure lower terms, but nothing definite had yet been offered. Finally, after some discussion, Miss Ibberson proposed and Miss Tait seconded that the Council should continue its connection with the Bureau provided this could be done at a cost of not more than £10 per annum.

(ii.) *Part-time Paid Secretary.*—Miss Ford said that she thought that the members were now generally agreed that the time had come for the Council to have some paid help. Probably the work required would not average more than 1½ days a week and the sum required would be about £50 per annum. Miss Rothbarth (Ministry of Labour) proposed and Miss Glen (Unemployment Assistance Board) seconded that the Council should employ a part-time paid secretary at a salary of not more than £50. Miss Bastable (Board of Education) proposed £52 to make the salary £1 a week and Dr. Horner seconded the amendment. The resolution as amended was carried unanimously.

(iii.) *Expenses of Speaker to Regional Meetings.*—Miss Ford explained that the Regions wished to have speakers from Headquarters at their meetings, and Headquarters agreed that this was very desirable, but that there was no money to pay the fares. Previously, either the speakers had paid their own expenses or the Regions had paid them. After some discussion, a resolution was passed that a sum not exceeding £15 should be used to pay the fares of representatives from Headquarters to regional meetings, the position to be reviewed each year at the Annual General Meeting.

4. *Amendments to the Constitution.*—After considerable discussion, the revised Constitution, as circulated to members with the draft of the Annual Report, was carried with a few minor amendments. A large number of proxy votes were sent in.

5. *Appointment of Presidents and Vice-Presidents of the Council.*—Miss Ford said that a number of distinguished women Civil Servants on retirement were lost to the Council and that it would be desirable to secure them as presidents and vice-presidents. It might also be an advantage to attach distinguished outsiders to the Council by asking them to fill these offices. Miss Limrick (N.W. Region—Manchester), and Miss Connell (Yorkshire and East Midlands Region) said that their Regions were opposed to the admission of outside people, and Miss Pigott (West Midlands Region) said that her Region felt the same, but that they would consider the idea of retired civil servants as presidents and vice-presidents. Finally, it was agreed that further consideration of the proposal should be postponed to the next Annual General Meeting.

6. *Resolution of the Executive.*—“That the minutes of the meetings of the Executive Committee and of the Committee of Representatives shall be circulated only to members elected to those Committees.” Miss Smyth explained that at the last Annual General Meeting it was agreed, as an experiment, to issue a quarterly “Bulletin” to all members of the Council, in order to avoid sending minutes of Committees to anyone who was not an elected representative of the Committee. It was quite irregular to send minutes to non-members of Committees, and the practice was particularly undesirable in the case of Executive Committee minutes. Miss Limrick replied that there were two points at issue, the minutes of the Committee of Representatives and the minutes of the Executive. The “Bulletin” was to ordinary members a satisfactory substitute for the former, but regional secretaries felt completely out of touch with proceedings at Headquarters if they did not receive the minutes of the Executive. They came to meetings quite unprepared. Miss Pigott, Miss Connell and Miss Henshall (Secretary, N.W. Region—Liverpool) and the Hon. Miriam Pease (Home Office) supported this view. The question evidently aroused great feeling in the meeting. Members felt that by refusing to circulate the Executive minutes, the Executive appeared to be showing a lack of trust in elected regional representatives. Miss Pease, for the West Midlands

Region, stated that if the London Executive took this attitude, they must insist on having provincial representatives on the Executive. The resolution was lost by a large majority, and it was finally decided that the minutes of the Executive should be circulated to the chairman and secretary of each region.

7. *Resolution Proposed by the Executive.*—"That the policy of the Council is Equal Pay throughout the Service, and the Council will continue to work to secure it in the Higher Grades with which they are particularly concerned, but, if at any point they are confronted with the offer of closer approximation between the salaries of men and women, and if this is the best that can be obtained at the time, they will accept the offer as a stage in the achievement of Equal Pay." Miss Ibberson said that to explain the present position of equal pay they must go back to the Tomlin Commission. Owing to the inconclusive treatment of the subject in the report, the official side of the National Whitley Council refused to discuss equality with the staff side. As a result, the latter body determined to conduct a parliamentary campaign, and joined forces with a group under the chairmanship first of Major Hills and subsequently of Colonel Clifton Brown already working in the field in close co-operation with the London Society for Women's Service and the N.A.W.C.S. The staff side had set up an Equal Pay Committee and sent a speaker to address the Confederation's group of 20 M.P.'s who had undertaken to interest themselves in Service questions. The chairman of the group, Sir Ernest Graham-Little, had proved sympathetic and was to co-operate with the Hills group. A discussion on equal pay was arranged for the adjournment of the House and friendly M.P.'s briefed. Arrangements were also made for the subject to be discussed at various conferences, and a series of leaflets on different aspects had been printed and distributed to M.P.'s. An intensive campaign at the General Election was contemplated and all civil servants would be asked to help.

Meanwhile, the Treasury had taken advantage of the position to make an attack on the women's salaries. The women scientific workers and National Savings Commissioners

had seen their equality abolished, the position of women Tax Clerks and Employment Officers had been worsened in relation to the corresponding male grades. The staff side had therefore thought it necessary to set up an Unequal Pay Committee, in order to secure discussions with the Treasury, stop the flight from equal pay, and try to obtain immediate interim concessions, including the restoration of equality where recently abolished and the concession of general equality for the higher grades. It was hoped that this Committee could secure concrete improvements without waiting for the concession of full equality by Parliament.

The Council as such had no seat on either Committee, but Miss Ibberson herself sat as representing the Society of Civil Servants, and the arrangement was a friendly one designed to give the National Staff Side the advantage of knowing the senior women's views. The Council had let it be understood that it was favourable to the setting up of the Unequal Pay Committee and to the programme it had evolved. The Executive would like the Annual General Meeting to ratify this attitude by passing the resolution which stood on the agenda.

Miss Ford said that the resolution only suggested that if the Council got the chance of closer approximation between men and women's salaries, they should accept it, while making it perfectly clear that they still stood for complete equality of pay. Miss Glen said that she did not think they should turn down any offer that would be an improvement on the present position, and Miss Henshall said that her region was prepared to accept a compromise if advisable. Miss Smyth said she remembered an occasion when the Treasury offered a part of what the women wanted. This was refused and the women had got nothing since. Miss Ibberson said that the Staff side was very anxious that men should be associated with the Parliamentary campaign for equal pay. She therefore requested members to urge the mixed associations to pass equal pay resolutions. The resolution was carried unanimously.

8. *Election of Auditor.*—Miss Chapman (Public Trustee Officer) was elected auditor.

9. *Other Business.*—On the proposal of Miss Ewan, for the Scottish Region, it was decided to send a telegram of congratulation to the King on his Jubilee.

MAIN ACTIVITIES OF THE COUNCIL DURING THE YEAR 1935-1936.

The Executive Committee held eleven ordinary meetings and two special meetings during the year. The foremost of its activities has been the Equal Pay Campaign, which the Council, in co-operation with other organisations, has been vigorously pursuing throughout the year.

The other main questions with which the Executive has been concerned include the presentation to the Treasury of the case for the appointment of a Woman Civil Service Commissioner; representations to the Foreign Office in connection with an item, "The Status of Women," on the Agenda of the Autumn Session of the League of Nations, involving a suggestion that governments should be asked for details of the position of women in their countries, which would include the position of women in the public services; follow-up work in connection with Committee "F"; further pressure for publication of the Report of the Committee on the Admission of Women to the Diplomatic and Consular Services; representations to various appropriate bodies as to the increasingly intimate relationship between central and local government staffs, and the necessity of working for the appointment of a larger number of women, especially graduates, in Local Government Service.

Certain of these activities are described in some detail below, and further information will be found in the various issues of the "Bulletin."

The Council has co-operated with the National Association of Women Civil Servants by setting up a joint committee for informal consultation on matters of mutual interest.

Three meetings of the Committee of Representatives were held during the year, and were well attended. The question of proxy voting was raised, and in connection with

the recruitment of women to the administrative class, a member made the useful suggestion that it would be desirable to ascertain the number of women as compared with the number of men recently promoted to the Administrative Class. This question is being pursued.

The Executive Committee accepted this year the resignation of Miss Jennings from the post of Assistant Secretary, on her transfer to the Private Office of the Ministry of Labour to be Secretary to the Deputy Secretary of the Ministry. Miss Jennings has done very valuable work during her term of office and will be a great loss to the Council. Miss Wall has also had to resign from the Executive Committee owing to pressure of other duties, and no member of the Council will require to be told how much Miss Wall's skill and knowledge will be missed. Miss Davis, the Treasurer, was transferred to Stockport during the year, but has continued ably to carry on the work of Treasurer. Miss Dunn was co-opted to the Executive Committee in December, as Miss Tostevin's inability to attend the meetings, owing to her promotion to the post of Secretary to Sir Thomas Gardiner, left that important Department, the Post Office, with no representative on the Executive Committee. The Council also regrets to record the resignation of Misses Schofield and Connell from the offices of Chairman and Secretary of the Yorkshire and East Midland Region, after a number of years of valuable service. Their places have been taken by Miss Stopford and Miss McGeorge. Finally, the Council has secured its first overseas Associate Member in the person of Mrs. Reichold-White (née A. L. White, Ministry of Labour). Mrs. Reichold-White is to act as our Geneva correspondent on international affairs, especially women in public service. Members will remember a lively account of the debate on the "Status of Women" at the League Assembly, which she contributed to the December "Bulletin." In conclusion, it may be mentioned how greatly the appointment of Mrs. Fox as part-time Secretary has lightened the work of the honorary secretaries.

Equal Pay.

Co-operation in the Equal Pay campaign, which has been actively waged throughout the year, has overshadowed

the other activities of the Council during 1935-36. This campaign is not one which the Council can pursue independently, nor where, indeed, it was first in the field, and the events recorded below represent the results of the combined activities of a number of organisations, both inside and outside the Service.

A Debate on Equal Pay, both in industry and in the Civil Service, was held in the House on 7th June, on the occasion of the adjournment for the Whitsuntide recess. It was impossible in the short time available for all members of the Council to be circularised before the Debate, but a notice was sent to all Regional Secretaries and all members of the Committee of Representatives, asking them to interest their M.P.s, and to get into touch with as many Council members as possible, asking them to do the same. Members are no doubt familiar with the debate, which was chiefly remarkable for a statement by the then Financial Secretary to the Treasury that women Civil Servants did not give the same value to the State as men.

The Joint Committee on Women in the Civil Service of the London and National Society for Women's Service drew up a leaflet giving a reasoned refutation of certain statements in the Financial Secretary's speech. A special research worker was employed and the leaflet was distributed to all members of the Council in December. The Joint Committee also decided to take advantage, through its Parliamentary Committee, of Mr. Duff Cooper's offer to examine individual cases where Equal Pay had been arbitrarily taken from women civil servants or where particularly striking anomalies could be found of cases of women receiving salaries less than men under their control. The General Election and the transfer of Mr. Duff Cooper to the War Office intervened, but the matter may be taken up with his successor. The Joint Committee also held a public meeting on the subject of Equal Pay in the Civil Service on 16th March in the Caxton Hall. This was so well attended that an overflow meeting had to be held in St. Ermins. Professor Winifred Cullis was in the chair, and the meeting was addressed by Major Hills, Colonel Clifton Brown, Viscountess Astor and Miss Ellen Wilkinson. A resolution demanding equal pay for men and women in the

Civil Service was passed unanimously, and it was hoped that the Chancellor would receive a deputation of Members of Parliament on the subject. This was subsequently refused on grounds of pressure of business.

An excellent meeting dealing with the general question of equal pay organised by the National Union of Women Teachers was held on 25th November. At this meeting the case for the Civil Service women was fully expounded.

The most important event since 1920 in the Parliamentary history of the Equal Pay Campaign occurred on 1st April, when Miss Ellen Wilkinson introduced a motion in the House on the Civil Service estimates: "That in the opinion of this House the time has come when the Government should give effect to the resolution adopted by the House on 19th May, 1920, and forthwith place women employed in the 'common' classes of the Civil Service on the same scales of pay as apply to men in these classes." The case for Equal Pay was ably put by members on both sides of the House, only one member, the Duchess of Atholl, apart from the Financial Secretary to the Treasury, speaking against the motion.

Miss Wilkinson's motion was, in accordance with the customary procedure of the House on these occasions, in the form of an amendment to the proposal by the Chief Government Whip: "That Mr. Speaker do now leave the Chair." At the conclusion of the debate which followed the moving of the amendment, the Speaker put the question: "That the words proposed to be left out stand part of the question," that is, that the amendment should *not* be carried. This question was defeated by 156 votes to 148, 30 of the Government's supporters voting against the Government. Such a result admittedly constituted a vote in favour of the private member's resolution. The Speaker then omitted to put the resolution as an amendment to the resolution 'to leave the Chair, and put it as a substantive motion, when it was lost by 15 votes owing to the fact that a number of Government supporters abstained from voting. Members insisted that the House should be adjourned for the Government to state their proposals on the subject of equal pay. On the following day the Prime Minister made an uncompromising statement

and announced that the motion to go into Committee of Supply would be put for the second time on Monday, 6th April, as a question of confidence. The Speaker ruled that other questions, including foreign policy, could be raised in the debate, and when the day came he did not call on any of the supporters of equal pay to speak. The result was a foregone conclusion, as all Government supporters were practically obliged to obey the Whips. Nevertheless, the Government has ignored a defeat, and Civil Servants are beginning to face the very serious suggestion that equal pay is a subject on which the executive is not prepared to obey the legislature. The whole position is very disquieting, and only one thing is clear—that vigorous action must be continued without intermission.

Members are aware that, as equal pay is excluded from the ambit of Whitley discussion, the staff side of the National Whitley Council set up an Unequal Pay Committee to meet the Treasury on ground that is permitted, in order to stop the worsening of existing conditions, to recover lost ground and to secure definite concessions, without prejudice to the claim for full equality, which can only be secured through Parliamentary action. The official side consented to set up a joint body for discussion of these questions, and the first meeting was held on 24th July. At this meeting, the staff side presented its case for systematisation and improvement in women's salaries. Two subsequent meetings have served a good purpose in enabling the staff side to re-open with the Treasury and other high officials general discussion on the reasons for differentiation between men's and women's salaries and to point out the many anomalies existing and the recent worsening of the position.

The Equal Pay Committee of the National Whitley Council (Staff Side) issued during the year a number of excellent leaflets on various aspects of equal pay. The Executive arranged to purchase copies of six of these, which were circulated to all members, and which, it is hoped, proved useful ammunition in dealing with Parliamentary candidates at the General Election. The National Staff Side has played an extremely active part in securing both Parliamentary debates and enlisting the sympathy of M.P.'s for them.

At the request of the Staff Side Equal Pay Committee, which was endeavouring to arrive at an estimate of the cost of granting equal pay, a questionnaire was sent by the Executive to a sample of about 76 of the Council's members in aggregated posts. About 70 replies were received, a small number of which were from members in non-aggregated posts.

At a Special General Meeting of the First Division Association on 4th June, a resolution of the Home Office Branch advocating equal pay for men and women in the administrative and analogous grades was passed by a very large majority. This is excellent news, and means that the Civil Service Associations are now unanimous on equal pay. Women of the Service are greatly indebted to Miss Wall for her work in securing the passing of this resolution.

A large number of Parliamentary questions were addressed to Mr. Duff Cooper asking for the information upon which he based his conclusions that the work of men and women was not of equal value and on the question of sick leave. For these members are referred to the "Bulletin," where they have been fully reported. Efforts to secure statistics showing the absenteeism due to sick leave among men and women engaged on higher grade work have not been successful. The Executive, therefore, decided that the whole question of sick leave must be carefully studied, and a special sub-committee was appointed for this purpose, consisting of Miss Ibberson, Dr. Horner and the Misses Glen, Wall and Davis. Owing to the transfer of Miss Davis, the convener, the work of the sub-committee has been delayed, and it has so far been unable to report.

All members were circularised before the General Election and asked to write to Parliamentary candidates for their views on equal pay, and to forward replies to the Secretary. The response was rather disappointing, as only about 20 replies were received. These were communicated both to the Civil Service Equal Pay Committee and to the Joint Committee on Women in the Civil Service, and proved useful in the subsequent Parliamentary campaign. Two further whips were sent out in connection with the debate on the estimates, and it is believed that the results were most satisfactory.

During the year the Council took up with the Treasury the question of the abolition of equal pay for Scientific

Officers in the National Physical Laboratory. A reply was received from the Treasury stating that women officers already on this staff were to be placed on the newly-introduced male scales for their grades and on the old male scale when promoted, but that new women entrants would be put on the new (and lower) women's scales. This was said to be bringing these officers into line with differentiation in pay prevailing in other branches of the Department of Scientific and Industrial Research. The position is most unsatisfactory, but the Executive decided to leave further action for the moment to the Institution of Professional Civil Servants, which is also dealing with this case, and may take it to arbitration.

The Executive considered the question of a deputation to the Chancellor on equal pay, and a small sub-committee was appointed to go into the matter. The N.A.W.C.S. were invited to co-operate, but did not think the time propitious. Finally it was decided to take no action until after the Debate in the House on 1st April.

Women in the Diplomatic and Consular Services.

Another year has gone by and the report of the Foreign Office Committee on the Admission of Women to the Diplomatic and Consular Services has not yet been published,* and, in consequence, it has not been possible to proceed with pressing for the admission of women to the Dominions and Colonial Offices. Several questions on the subject have been asked in Parliament in the course of the year, and have always received the reply that pressure of more urgent work had prevented publication. In February the Executive decided to ask the Foreign Office to receive a deputation on the subject, and it was understood that a number of women's organisations which had given evidence before the Committee of enquiry were preparing a protest. On 17th February, however, Mr. Eden, in reply to a Parliamentary question, appeared to promise that publication would not be too long delayed, but said that he wished to read the report himself first. The Council decided to postpone action for a reasonable period, but apparently the report is still awaiting Mr. Eden's attention.

*The Report was published subsequently to the writing of this section and was the subject of a resolution at the Annual General Meeting.

Woman Civil Service Commissioner.

As the Chairman announced in her speech at the last Annual General Meeting, a sub-committee of the Executive was set up to prepare a case for the appointment of a Woman Civil Service Commissioner. The sub-committee held several meetings, and finally drafted a letter to the Treasury, which was approved by the Executive and dispatched in February. The letter was as follows:—

I am instructed by the Council of Women Civil Servants to bring to your notice as Head of the Civil Service, certain matters relating to the recruitment and selection of candidates for entry to the Service which have convinced my Council that men and women Civil Service Commissioners are necessary for the recruitment of a mixed Service, and that the early appointment of a woman as Civil Service Commissioner is desirable.

It is generally recognised that an important part of the functions of the Civil Service Commission is to relate recruitment for the Service to the educational system of the country, and, as you will be aware, the Macdonell Commission in 1914 recommended for this reason that Civil Service Commissioners should be possessed of wide experience of school and university education. Although in 1914 there were comparatively few women in the Civil Service, the Commission recommended that one or more women of experience should be included in the staff of the Commission to advise the Commissioners on the recruitment and employment of girls and women, presumably holding the view that men Commissioners could not be expected to have the necessary knowledge of women's educational institutions. In this opinion my Council entirely concurs. There is still sufficient difference and separation between the education of boys and girls to make it probable that an expert in one may have insufficient practical knowledge of the other, and in the interest of the public service it therefore appears to my Council to be inadvisable to confine the personnel of the Commissioners to members of either sex.

My Council considers that additional evidence of the need for the appointment of a woman as Civil Service Commissioner is furnished by the small number of women presenting themselves as candidates for entry to the Administrative Class, as well as by the general lack of information in women's schools and colleges, of which members of my Council have personal knowledge, concerning the administrative work of the Civil Service or the work involved in more specialised posts, for example, in Museums and in other posts more recently opened to women. It is appreciated that full information is always available on application, but whereas familiarity with the competitions for these posts as opportunities for able undergraduates is well established among the authorities of men's colleges and

their students, it has yet to be built up amongst women. As you are aware, the present arrangements produce only meagre results in the recruitment of women in these fields, and my Council feels that the tradition referred to cannot be created without continuous contact between those engaged in women's education and a woman Civil Servant Commissioner, who would combine the authority and, in particular, the expert knowledge attaching to that post with an intimate acquaintance with women's educational institutions.

My Council also feel that a woman in this senior position would be of great assistance in the work of Selection Boards. The absence of a woman Civil Servant from the Administrative Class Selection Board in 1933 has already formed the subject of representations from my Council to the Commission. Women have of late years been admissible to an increasing number of posts, and, if all grades of the Service are taken into consideration, the total number of women employed is now very large. In consequence the number of Selection Boards on which both sexes should be represented is also increasing and, in this connection, my Council wish me to draw your attention to the findings in paragraph 12 of the Report on Women's Questions, 1934. They would stress the need for a mixed panel to interview all candidates for common posts.

My Council appreciate the work done by the Director of Women Establishments at the Treasury in spreading knowledge of Civil Service vacancies among women and the fact that the Civil Service Commissioners have utilised her services on Selection Boards. They feel, however, that the whole ground cannot be covered from the Treasury, and that the work is more appropriate to the Commission.

My Council assume your agreement that the employment of women in the higher grades of the Civil Service has been proved to be in the public interest, and that to secure a substantial and regular flow of women candidates for such grades should be one of the aims of the Civil Service Commission as the recruiting and selecting authority. They hope that you will therefore consider favourably the course suggested in this letter.

The Treasury's reply of 10th March, which was signed by Mr. W. R. Fraser (Principal Assistant Secretary, Establishments Branch) was as follows:—

Your letter of the 14th February, 1936, addressed to Sir Warren Fisher, regarding the desirability of men and women Civil Service Commissioners has received careful consideration.

As regards your reference to the lack of information in women's schools and colleges on the subject of Civil Service appointments, I am to say that in the opinion of the Treasury it is the function of the schools and colleges to seek such information. The Civil Service Commissioners give wide publicity to appointments, whether they are to be filled by examina-

tion or by other methods, and they are always ready to supply further information in so far as this lies within their power. It would not be desirable, however, for them to act in such a manner as might give the appearance of thrusting information on women's schools and colleges; it is not their practice to do so in the case of men's schools and colleges. Despite the small entry of women candidates for the Administrative Class, the ample number of women and girls presenting themselves at other competitions, whether for the general classes or for specialised posts, does not suggest any lack of information.

As regards the inclusion of women on Selection Boards, I am to say that there was a woman member on each of the (duplicate) Administrative Class Viva Voce Boards in 1935. It is true that on this occasion neither woman member was a Civil Servant. On the other hand, the male members of the Board were, with the exception of the chairman, not Civil Servants. It should be remembered that the number of Selection and Interview Boards which the Civil Service Commissioners have to arrange is great, and it is not always easy to secure the services of women Civil Servants of suitable standing. It is the Commissioner's practice, whenever there are any women candidates for interview, to ensure that there is a woman member of the Board, who is, in fact, almost always a Civil Servant.

You express the opinion that it is inadvisable to confine the personnel of the Commission to members of either sex. I would point out, however, that appointments as Civil Service Commissioner are not limited to men. The staff of the Civil Service Commission is aggregated, and there is no bar against a woman becoming a Civil Service Commissioner. One of the Commissioner's Assistant Directors of Examinations has been a woman for a considerable time past.

It is assumed that you do not propose that a special post of Special Commissioner, open only to women, should be created. Such a step would be contrary to the general policy of aggregation."

The sub-committee will consider further action in the matter at an early date.

Marriage Bar.

No progress has apparently been made during the year. The Council have not heard of any case of a woman successfully applying for retention on marriage, although they have learned of a number of unsuccessful applications, mainly from younger women. In two cases the Council has written to the Departments concerned, inquiring the grounds on which the applications were refused. Replies are awaited.

As it was believed that the cases of certain women would have stood a better chance had their applications for retention been somewhat differently drawn, a sub-committee consisting of Miss Davis and Dr. C. M. McDowell was appointed to draft a note of advice to members intending to seek retention on marriage. This was published in the latest number of the "Bulletin."

A letter was also sent to the Board of Education protesting against the terms of an advertisement for Junior Assistants in the Library of the Science Museum, which stated that "female candidates must be unmarried or widows and must resign their appointments on marriage." The Board's reply was not satisfactory, and the matter will be pursued further.

During the year the conditions of appointment of Assistant Commissioners of National Savings were revised, so as to permit of the possibility of the retention of women after marriage. One woman Commissioner was permitted to remain after marriage in the Department last year. The position as regards H.M. Inspectors of Taxes is still undetermined.

Hospitality Sub-Committee.

The Executive appointed this year a standing Hospitality Sub-Committee, consisting of Dr. Horner and the Misses Anderson, Ford and Lehfeldt, with Miss Rothbarth as convener. The purpose of the sub-committee is, by arranging periodic social functions, to bring the Council into contact with other associations and individuals, both inside and outside the Service. The Sub-Committee has met once and agreed to recommend that the Council should hold an annual dinner.

Proceedings of Sub-Committees.

Finance Sub-Committee—The budget for the year 1935, as amended by votes at the Annual General Meeting for that year, was as follows:—

	£	£
ESTIMATED INCOME:		
400 Subscriptions at 10/- ...	200	
Less 40 paid in 1934 ...	20	
	—	180
Balance brought forward from 1934		80
		—
		260
ESTIMATED EXPENDITURE		231
		—
	Balance	£29
		—

It will be seen from the audited statement of receipts and expenditure for the year to 31st December, 1935, that income has exceeded the estimate and expenditure been kept well below it.

An even better result would have been shown had all subscriptions for the year 1935 been paid by the end of the calendar year, and it is hoped that the system now adopted of reminding members early in the year that the subscriptions to the Council become due on 1st January will result in a fully paid-up membership for 1936.

Of the balance of £77 14s. 6½d. shown in the Treasurer's statement, £50 has, with the sanction of the Executive Committee, been placed on deposit in a Trustee's account in the Post Office Savings Bank, and £27 14s. 6½d. remains to be carried forward to 1936.

The number of members using Banker's Orders has shown a very welcome increase. The number at December, 1935, was 98, and this has since been increased to 119. In view of the saving of time and expense to all concerned, members are again urged to consider completion of the order forms.

Attention is drawn to the fact that comparatively little use has been made of the £15 voted at the Annual General Meeting, 1935, towards the cost of fares of London representatives asked to speak at provincial centres.

Journalistic Sub-Committee.—Activities this year have been confined to the production of the Quarterly "Bulletin" at the end of June, September, December and April. There has been no dearth of material from Headquarters, and the chief task of the sub-committee has been to keep the "Bulletin" within its limits. In January the Executive Committee authorised the addition to the present eight-page "Bulletin" of anything up to four pages when it was found necessary.

Recruitment Sub-Committee.—A tea-party was arranged for those eligible for membership of the Council in London, on 31st March. Miss Wall took the chair, and Miss Ibberson gave an inspiring address. Some of those present had not previously heard of the activities of the Council, and it is hoped that good results will accrue from this meeting.

A re-issue of the leaflet on the Council's activities, for potential members, is at present under consideration, and suggestions for alterations or additions will be welcomed by the convener.



REPORTS OF REGIONAL SECRETARIES.

London and South-Eastern Region.

A meeting of the London Regions was held on November 12th, 1935, with Miss McCleverty in the chair.

Miss McCleverty's resignation from the chairmanship of the London Regions, owing to pressure of other work, was regretfully accepted. Dr. Horner proposed a vote of appreciation and thanks to Miss McCleverty for the work that she had done for the Council before and during the time that she had been Chairman. This was carried with applause. Miss S. M. Alleyne, M.B.E., was unanimously elected as the new chairman.

In the absence of Miss Ford, Miss D. F. Tait, Hon. Secretary of the Council, gave an account of the recent developments in the equal pay movement, and Miss Davis spoke of the work that was being done in connection with the removal of the marriage bar.

Dr. Horner read extracts from a speech made by Mr. Winston Churchill in the House of Commons in 1927 in connection with the Trades Disputes Bill, and the question of the right of Civil Servants to approach their Members of Parliament was discussed, and it was pointed out that a Civil Servant is primarily an individual, and as such can approach her Member.

There was also a discussion on the non-publication of the Report of the Royal Commission on the admission of women to the Diplomatic and Consular Services, and it was proposed that the Executive Committee be asked to consider the advisability of pressing for the publication of the Report as soon as possible after the General Election.

Dr. Horner spoke on the relative values of the two systems of superannuation.

A second meeting was held on March 31st, with Miss Alleyne in the chair. Miss Alleyne, in her first Chairman's

address, spoke of the enormous amount of work that is being done by the Officers of the Council and of the debt that all members and women in the Civil Service owe to them.

Miss Ford gave an up-to-date account of the recent activities in the equal pay movement, which was much appreciated.

Miss Rothbarth read a letter in the current day's "Times" going back to the old suggestion of equal pay with family allowances. Miss Ford said she had hoped that with all the hard work which had been accomplished in favour of complete equal pay, this view-point had been dealt with.

The resolutions to be brought up at the Annual General Meeting were discussed.

R. BASTABLE,
Regional Secretary.
London Region I.

W. M. IRVING,
Regional Secretary.
London Region II.

South-Western and Wales Region.

Although the members in this branch are very scattered, it has been found possible to hold three well-attended meetings during the year—an advance on the previous year, when only one was held. The meetings were at Newport, Bath and Bristol, by kind invitation of Miss Percival (Ministry of Labour), Miss Ferguson (Board of Education) and Miss Tall (Ministry of Labour).

At the Newport meeting (1st June, 1935) the resignation of Miss Lenn from the post of secretary was accepted with regret, and she was thanked for all the good work she had done. Miss Hastings resigned from the post of chairman, and was appointed secretary.

At the Bath meeting (26th October, 1935) Miss Tivy (Ministry of Labour), was unanimously elected chairman. At the end of this meeting a small presentation was made

to Miss Ferguson on her approaching retirement from the Board of Education, as a token of regard and gratitude for all she had done in the past for the South-Western Region.

The third meeting was held during the exciting week-end of Miss Wilkinson's equal pay motion, and the branch were fortunate enough to have Miss Ibberson with them to give them an account of the progress of the campaign. Her excellent speech cleared up many points that had been exercising members' minds.

The only outside activity of the Region during the year was a meeting held at Redland High School, when Miss Lenn and Miss Hastings spoke on careers for women in the Civil Service. This was arranged by Miss Tivy as one of the vocational lectures of the Advisory Committee for Juvenile Employment. It was attended by girls from several schools.

A. W. HASTINGS,
Regional Secretary.

West Midlands Region.

Three well-attended meetings have been held during the year, two at the Three Counties Club, where the Chairman (the Hon. Miriam Pease) entertained the members to tea, and one at the Ministry of Labour, Birmingham, where the members entertained the Chairman to tea.

Miss G. E. N. Piggott's year of office as secretary terminated in January, and Miss E. E. A. Webb accepted the post for a similar period.

During the year the Chairman addressed a meeting of fifteen Head Mistresses of Secondary Schools at Stamford on "Careers for Women in the Higher Grades of the Civil Service."

At Birmingham in May the Group was represented on the platform and in the audience at a meeting arranged by the National Union of Women Teachers on the subject of "Equal Pay."

E. E. A. WEBB,
Regional Secretary.

South Midlands and Eastern Region.

There are no regional activities to report for the past year, but the membership has lately been enlarged by an influx of members in Leicester, Nottingham and Derby who were already members in other regions, and it is hoped to arrange a meeting early in June.

K. M. THOMAS,
Regional Secretary.

North-West Region (Manchester).

Three business meetings have been held during the year. These have been well attended, and the members have followed with interest the work done by the Council, especially with reference to equal pay. The Group have also discussed the case for a Woman Civil Service Commissioner and family allowances.

On 11th November, 1935, we were fortunate in having a visit from Miss Ibberson, who gave a very interesting address on the work of the Council, which was followed by a discussion on equal pay. We were very glad to see Miss Ibberson, and much appreciated her vigorous and informing speech.

On January 11th a theatre party was arranged to see Cochrane's revue, "Follow the Sun." This frivolous entertainment was much enjoyed by the members present.

M. F. R. LIMRICK,
Regional Secretary.

Yorkshire and East Midlands Region.

In May, 1935, the Region arranged a Social Evening at Powolny's Restaurant, to which eligible non-members were invited.

Two meetings have been held in 1936, one on 7th February, at which the resignations of Miss Schofield as chairman, and Miss Connell as secretary were accepted regretfully.

Miss Stopford and Miss McGeorge were elected to the respective offices. At the second meeting, on 4th May, the agenda for the Annual General Meeting was discussed, and a delegate appointed.

J. S. McGEORGE,
Regional Secretary.

Northern Region.

A meeting of this Region was held in March, at which Miss F. M. Tann agreed to become Regional Chairman, and a further meeting took place in May to discuss the agenda for the Annual General Meeting. The membership in this Region is small and very scattered, so that it is difficult to arrange well-attended meetings. It has been decided to ask the Yorkshire Region to notify the Northern of their meetings, so that any members in the neighbourhood of Leeds might be able to attend.

I. TULLY,
Regional Secretary.



COUNCIL OF WOMEN CIVIL SERVANTS.

Statement of Receipts and Expenditure for year to 31st December, 1935.

		RECEIPTS.					
		£	s.	d.	£	s.	d.
To Balance brought forward 31st Dec., 1934					81	8	1½
,, Subscriptions:—							
Year.	Members.	Amount paid.					
1934	1 at 10/-			10			
	21 at 7/6			7	17		
	1 at 6/- (bal.)			6			
	1 at 3/9 (bal.)			3			
				8 17 3			
	24						
1935	1 at 11/6			11			
	3 at 10/6			1	11		
	335 at 10/-			167			
	1 at 9/- (bal.)			9			
	8 at 7/6 (bal.)			3			
	6 at 5/- (bal.)			1	10		
	6 at 2/6			15			
				175 7 0			
	360						
1936	2 at 5/-			10			
	6 at 10/-			3			
				3 10 0			
	8						
Associate Members—							
1934	5 at 3/6			17			
	1 at 1/6 (bal.)			1			
				19 0			
	6						
1935	16 at 3/6			2	16		
	1 at 3/-			3			
	1 at 2/-			2			
	1 at 1/6			1			
				3 2 6			
	19						
1936	1 at 2/-						2 0
				191 17 9			
	,, Donation						6 6
	,, Postage refunded						6
	,, Sale of pamphlets						1 12 0
	,, Refund by British Federation of University Women of half loss on second edition of pamphlet						3 10 0
	,, Profits from party (Y. & E. M. Region)						7 0
	,, Tea Money (Annual General Meeting)						1 19 0
				£281 0 10½			

7th March, 1936.

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

		EXPENDITURE.		
		£	s.	d.
By	Rent of Office (27 Marsham Street)			20 0 0
	,, Typing and Neostyling			12 11 2
	,, Printing and Publications			51 17 6
	,, Stationery			11 0 1½
	,, Postage (including telegram to His late Majesty, May, 1935)			13 10 8½
	,, Part-time Secretary (from 1/9/35)			16 5 0
	,, National Health & Unemployment Ins.			1 12 1
	,, Typewriter			12 0 0
	,, Expenses of Annual General Meeting			5 1 6
	,, Delegates' Fares			31 13 0
	,, Equal Pay Campaign, contributions to—			
	(1) Society for Women's Service			
	(2) Civil Service National Whitley Council			15 16 3
	,, Civil Service Statistical Research Bureau			10 0 0
	,, Incidentals			1 19 0
	,, Balance at Bank 31/12/35	98	2	0
	,, Cheques received but not paid in		1	10 0
		99 12 0		
	,, Expenses for 1935 paid by cheque after 31/12/35			21 7 3
				78 4 9
	,, Petty Cash expenses owing to Treasurer			10 2½
		77 14 6½		

£281 0 10½

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

(Signed) I. G. CHAPMAN.
Incorporated Accountant.

Constitution and Rules

AS PASSED AT THE ANNUAL GENERAL MEETING, 1935.

I.—TITLE.

Council of Women Civil Servants.

II.—MEMBERSHIP.

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

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

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

III.—OBJECTS.

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

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

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

IV.—COMMITTEE OF REPRESENTATIVES.

The work of the Council shall be conducted by a Committee of Representatives, who shall be responsible to the Council. This Committee shall consist of the Officers, 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 a deputy, who shall be entitled to vote.

V.

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

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

The quorum shall be seven.

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

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

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

VI.

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

VII.

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

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

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

VIII.

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

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

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

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

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

IX.

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

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

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

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

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

X.—AMENDMENT OF CONSTITUTION AND RULES.

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

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

Council of Women Civil Servants

LIST OF MEMBERS, May, 1936.

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.

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

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

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

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

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

DEPARTMENT OF AGRICULTURE (SCOTLAND).

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

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

AIR MINISTRY.

Bradfield, F. B., Royal Aircraft Establishment, S. Farnborough, Hants.

BRITISH MUSEUM.

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

Gordon, I., " " " " " "

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., Caxton House West, Tothill Street, S.W.1.
 McFarlane, M., 23B, North Hill, Highgate, N.6.
 Redfern, H., Caxton House West, Tothill Street, S.W.1.

GENERAL BOARD OF CONTROL (SCOTLAND).

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

CIVIL SERVICE COMMISSION.

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

BOARD OF EDUCATION.

Anderson, A. L., 6, Chenies Street Chambers, W.C.1.
 Archibald, J. D., 84B, Banbury Road, Oxford.
 Armstrong, H. V., Fairfield, Long Rigg, Riding Mill, Northumberland.
 Bardsley, K. J., Hoe Mansion Hotel, Plymouth, Devon.
 Bastable, R. K., 9 Seymour House, Albion Road, S.W.8.
 Beevor, J. H., Crescent House, Hillary Place, Leeds, 2.
 Biggs, W., The Coach House, Meanwood Side, Leeds, 6.
 Birch, E. M., 23 Amerland Road, West Hill, S.W.18.
 Bowen, G., Batley, Grassendale Park, Liverpool 19.
 Bradshaw, G. 12, Litchfield Way, Onslow Village, Guildford.
 Brindley, F., Longsight House, off Doveston Road, Ashton-on-Mersey,
 Cheshire.
 Brown, G. M., 8, Endsleigh Crescent, Honiton-Clyst, Exeter.
 Brunt, C.M., Cravenhurst, New Walk, Leicester.
 Clarke, E. R., 29, Abercorn Road, St. John's Wood, N.W.8.
 Collins, V. M., Lichfield Court, Richmond, Surrey.
 Cornwell, L. E. F., M.B.E., Pensions Branch, B. of E., Chadwick Street,
 S.W.1.
 Cox, D. M., Aidees Bungalow, Moorgrange Drive, Headingley, Leeds.
 Davies, M., Ty Rhos, Radyr, Cardiff.
 Eland, G. M., Highcliffe, Clifton Gardens, Folkestone.
 Elliott, K. W., B. of E., Whitehall, S.W.1.
 Ellis, M. E., 26 Hickman Road, Penarth, S. Wales.
 Ferguson, C. S., 616, Clive Court, Maida Vale, W.9.
 Fletcher, R. M., Highfield Lawn, Highfield Road, Derby.
 Ford, E. A., 116, Swan Court, Chelsea, S.W.3.
 Garside, Mrs., 25, Leckford Road, Oxford.
 Glasgow, M. C., 28, St. Leonards Terrace, Chelsea, S.W.3.
 Greaves, M. C. L., 23, Courtfield Gardens, S.W.5.

Gudgeon, M. B. H., Pensions Branch, B. of E., Chadwick St., S.W.1.
 Hall, M. A., 2, East Avenue, Burnage Garden Village, Levenshulme,
 Manchester.
 Hammonds, D. M., B. of E., 39, Millbank, S.W.1.
 Heap, Mrs., Chapel Hill, Truro, Cornwall.
 Horniblow, E. H., C.B.E., 7, Ruskin Mansions, Queen's Club Gardens,
 W.14.
 Jones F. A., Mirlees, Old Shoreham Road, Hove.
 Lockhead, G., Grange Cottage, Otley Road, Leeds, 6.
 McCall, E. P., 90, Lyncroft Mansions, Lyncroft Gardens, N.W.6.
 Moodie, A. M., Walton House Private Hotel, Hove.
 Mullett, L. N. C., 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, N. M., 21, Oxford Terrace, Edgware Road, W.2.
 Parchment, L. D., 206, Rutland Road, West Bridgford, Nottingham.
 Parkes, Mrs., Heston Lodge, Upper Oakfield Park, Bath.
 Peel, N., 56, Holmefield Court, Belsize Grove, N.W.3.
 Perry, E. M., Harbury Fields, Leamington.
 Schooley, B. M., St. George's Court, Bourneville, Birmingham.
 Shuckburgh, D. F., Board of Education, Whitehall, S.W.1.
 Stedman, I. M., O.B.E., 24b Oak Road, Withington, 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., 310, Osborne Mansions, Osborne Avenue, Newcastle-on-
 Tyne, 2.
 Thomas, K. M., 2, Greestone Mount, Lindum Road, Lincoln.
 Wakefield, W. M. L., 22, Grange Road, Woodthorpe, Nottingham.
 White, A., Cæcerrig, Pontardulais, Glam.
 Winser, M. 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., 14, Queen Street, Edinburgh.
 Leitch, H. G., Room 101, Royal Technical College, Glasgow.
 O'Connor, Christine G., Room 101, Royal Technical College, Glasgow.
 Young, E. I., 32, Queen's Gate, Glasgow, W.2.

FOREIGN OFFICE.

Anderson, E., Foreign Office, Whitehall, S.W.1.
 Bigby, D. A. M.B.E., Foreign Office, Whitehall, S.W.1.
 Harris, N. M., Foreign Office, Whitehall, S.W.1.
 Lunn, H. C., Room 14, Foreign Office, Whitehall, S.W.1.
 Moncrieff-Anderson, M., Foreign Office, Whitehall, S.W.1.
 Moore, M. V., Foreign Office, Whitehall, S.W.1.

MINISTRY OF HEALTH.

Colles, E. G., M.B.E., M. of H., Whitehall, S.W.1.
 Gordon, Mrs., M. of H., Whitehall, S.W.1.
 Montagnon, T., M. of H., Whitehall, S.W.1.
 O'Brien, J. F., M. of H., Whitehall, S.W.1.
 Quinlan, M. 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., 36, Park Row, Leeds.
 Bambridge, E., M. of H., Bromyard Avenue, Acton, W.
 Barker, E. M., 36, Park Row, Leeds.
 Binnington, B., Central House, Upper Woburn Place, W.C.1.
 Bird, W., Ministry of Health, Bromyard Avenue, Acton.
 Black, A. B., 81, Swan Court, 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.
 Carter, E. B., Ministry of Health, New Telephone Buildings, St. Thomas Street, Sunderland.
 Cates, E. C. M., 39, Compton Road, S.W.19.
 Churcher, A., 15, Brodrick Road, S.W.17.
 Clark, E., Guildhurst, Dorchester, Dorset.
 Clark, J. W., M. of H., Clipstone House, Clipstone Street, W.1.
 Cleary, B. A. D., Ministry of Health, 40, Chancery Lane, W.C.2.
 Cohen, E. M., 76, Holly Lodge Mansions, Highgate, N.6.
 Cohen, E. W., 334, Holly Lodge Mansions, N.6.
 Collins, B., 17, Glenthorne Avenue, Croydon.
 Dalrymple, M., Ministry of Health, Bromyard Avenue, Acton, W.3.
 Drennan, H. M., Lauriston, Green Dene, East Horsley, Surrey.
 Dunbar, I., 3, Woodlands Road, Tyndalls Park, Bristol.
 Fishwick, G. F., Imperial House, South Street, Finsbury, E.C.2.
 Franklin, D., 68/70, Baker Street, W.1.
 Goss, D. A., 3, Woodlands Road, Tyndalls Park, Bristol.
 Green, M., M. of H., 76, Newton Street, Manchester.
 Guthrie, O. M., 52, Broad Street, W.C.2.
 Haddock, G. L., 111, Elm Grove, Southsea, Portsmouth.
 Hardy, J. P., 47, Lord Street, Rochdale.
 Hartland, M. H., 28a, Regent Street, Nottingham.
 Heath, B. M., 76, Newton Street, Manchester.
 Henshall, E., Government Buildings, Victoria Street, Liverpool.
 Hobbs, M., 26, Allandale Road, Leicester.
 Hogben, M. F., Fifteen Ways, Penn, Bucks.
 Hughes, M. H., Government Buildings, Victoria Street, Liverpool.
 Hunter, V. E., 76, Newton Street, Manchester.
 Hussey, A. M., M. of H., Bromyard Avenue, Acton, W.3.
 Jack, K. H. D., Britannia House, 7, Hall Ings, Bradford.
 Jamieson, E. A. U., M. of H., Insurance Dept., 14-16, New Kent Road, S.E.1.
 Jeffrey, J. B., 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., M. of H., 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.
 Ledwich, A., Government Buildings, Victoria Street, Liverpool.
 Lehfelddt, S. E., M. of H., 40, Chancery Lane, W.C.2.
 Lenn, D., 8, The Glen, Durdham Downs, Bristol.
 Limrick, M. F. R., 76, Newton Street, Manchester.
 Littler, E., Union Bank Buildings, Chapel Street, Salford.
 Macklin, M. M., Government Buildings, Victoria Street, Liverpool.
 Marriage, R. M. E., M. of H., Dominion Buildings, South Place, E.C.2.
 Marshall, M. A., 103, Penworthan Road, Streatham, S.W.16.
 McCleverty, E. A., 11a, De Vere Cottages, De Vere Gardens, W.8.
 McGeorge, J. S., 36, Park Row, Leeds.
 Metherell, A. E., Government Buildings, Victoria Street, Liverpool.
 Miller, J. H., Government Buildings, Spring Bank, Hull.
 Odell, D. M., 3, Military Road, Chatham.
 Pankhurst, M. A., M. of H., 40, Chancery Lane, W.C.2.
 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., Ministry of Health, Bromyard Avenue, Acton.
 Price, P. M., Clipstone House, Clipstone Street, W.1.
 Ross, A. S., Central House, Upper Woburn Place, W.C.1.
 Ross, D. M., 3, Rivercourt Road, W.6.
 Ross, N., 38, Podsmead Road, Gloucester.
 Russell, M. W., 3, Castle Street, Canterbury, Kent.
 Savill, E. M., Ministry of Health, Bromyard Avenue, Acton.
 Scott, A. M. L., 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., 33, St. Michael's Park, Cotham, Bristol.
 Smith, G. R. A., 99, North Side, Clapham Common, S.W.4.
 Stanton, M., 12, Bruton Way, Ealing, W.13.
 Stark, D., Central House, Upper Woburn Place, W.C.1.
 Statham, E. M., 2, Westbrook Road, S.E.3.
 Steadman, B. H., M. of H., Insurance Department. Citygate House, 39, Finsbury Square, E.C.2.
 Turner, E. E., M.B.E., M. of H., Bromyard Avenue, Acton.
 Upham, L. A., M. of H., Insurance Department, 40, Chancery Lane, W.C.2.
 Wilson, H. H., Government Buildings, Victoria Street, Liverpool.
 Wollam, M. F. A., 2, Fold Street, Bolton.
 Woodgate, E. G., O.B.E., M. of H., Whitehall, S.W.1.
 Woolway, M. E., Clipstone House, Clipstone Street, W.1.

DEPARTMENT OF HEALTH FOR SCOTLAND.

- Boyle, J., 19, Rose Street, Edinburgh.
 Buchanan, M. F., Department of Health for Scotland, Grassmarket, Edinburgh.
 Douglas, Dr. Charlotte, A., Department of Health for Scotland, 12, Shandwick Place, Edinburgh.
 Fraser, E. D., 38, John Finnie Street, Kilmarnock.
 Galbraith, H., 89, West Campbell Street, Glasgow, C.2.
 Halliday, A., Department of Health for Scotland, 89, West Campbell Street, Glasgow, C.2.
 Harper, J., Department of Health for Scotland, Grassmarket, Edinburgh.
 Mackinnon, S. A., 38, John Finnie Street, Kilmarnock.
 Spence, Allan, D., 19, Rose Street, Edinburgh.
 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.
 Jones, B., 15, Lon y Dail, 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, Dr. D. M., Children's Branch, Home Office, Whitehall, S.W.1.
 Wall, J. I., 32, St. Thomas' Mansions, S.E.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.
 Attenborough, E. M., H.M.I. Factories, Empire House, 159, Great Charles Street, Birmingham.
 Barr, R. A., H.M.I. Factories, 324 Grays' Inn Road, W.C.1.
 Bettenson, A. S., H.M.I. Factories, 4, Lansdale Street, Stoke-on-Trent.
 Bostock, O. B., 87, Clarendon Road, Manchester, 13.
 Bradley, E. M., H.M.I. Factories, 68/70, Baker Street, W.1.
 Brand, M., H.M.I. Factories, Prudential Buildings, St. Petersgate, Stockport, Cheshire.
 Chinn, V. E., H.M.I. Factories, Government Buildings, Newark Street, Leicester.
 Clark, D. M. O., 112, Coniston Drive, Edinburgh.
 Crosthwaite, A. A. A., 6, Queen's Road, Coventry.
 Crundwell, K., 41, Sidney Street, Cambridge.

- Currie, J. N. R., H.M.I. Factories, 68/70, Baker Street, W.1.
 Dennistoun, A. G., 2, Arcade Street, Wigan.
 Dimsdale, D., 1, Queen's Avenue, Bristol.
 Drummond, R., The Old Vicarage, Darley Abbey, Derby.
 Dunch, A. D. E., Room 38, Lion Chambers, John William Street, Huddersfield.
 Farmer, A. M., Craigmore, Primrose Hill, Cults, Aberdeenshire.
 Farquhar, 3, Cavendish Road, Leeds.
 Forrest, E. J., Beechcroft, St. David's Hill, Exeter.
 Forster, N. L., 1, Briarwood Terrace, West Park Road, Dundee.
 Fox, D. L., H.M.I. Factories, Mappin Buildings, Norfolk Street, Sheffield, 1.
 Goode, W. M., Home Office, Whitehall, S.W.1.
 Hastings, A. W., 4, Henley Grove Mansions, Henleaze, Bristol.
 Hopgood, J. B., Pipers, Harpenden, Herts.
 Irving, W. M., H.M.I. Factories, 324, Grays' Inn Road, W.C.1.
 Johnson, D., 17, Regent Street, Nottingham.
 Keely, I. M. S., 8, Stoneygate Road, Leicester.
 Lunn, I. M., H.M.I. Factories, 61a, The Broadway, Stratford, E.15.
 Macleod, E., Room 501, Salisbury House, London Wall, E.C.2.
 McWilliam, D., 15, Valley Road, Ipswich.
 Mitchell, G. M., H.M.I. Factories, Wellington Square, Ayr.
 Moseley, H., H.M.I. Factories, 68/70, Baker Street, W.1.
 Parker, E. M., Clent View, Goldthorn Road, Wolverhampton.
 Pease, Hon. Miriam, H.M.I. Factories, 159, Great Charles Street, Birmingham.
 Sanderson, E., 9, The Drive, Wimbledon, S.W.20.
 Scarlett, P. E., H.M.I. Factories, 159, Great Charles Street, Birmingham.
 Schofield, E., H.M.I. Factories, Lever Chambers, Ashburner Street, Bolton, Lancs.
 Smith, B. M., Room 501, Salisbury House, London Wall, E.C.2.
 Smith, M. M., H.M.I. Factories, 159, Great Charles Street, Birmingham.
 Slocock, E. J., O.B.E., 89, Finchley Road, N.W.8.
 Stuart Horner, Dr. Home Office, Whitehall, S.W.1.
 Sugden, M. W., H.M.I. Factories, 70, Victoria Street, S.W.1.
 Taylor, F. I., Home Office, Whitehall, S.W.1.
 Usher, D. E. E., Dykeford, 217, Chesterton Road, Cambridge.
 Vickers, P. M., 16, Thorpe Road, Norwich.
 Wilkins, M. M., Room 501, Salisbury House, London Wall, E.C.2.
 Wraith, I., 72, Bridge Street, Manchester.

HOME OFFICE (PRISON COMMISSION).

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

BOARD OF INLAND REVENUE.

- Chester, M. E., York House, Kingsway, W.2.
 Cotton, E. V., c/o H.M. Inspector of Taxes, Palace Chambers, White Rock, Hastings.
 Davis, L. B., H.M.I. of Taxes, 2nd District, 36, St. Petersgate, Stockport.

- Durie, J., H.M.I. of Taxes, William Deacon's Bank Chambers, The Batts, Rochdale.
 Ellis, C. M., H.M.I. of Taxes, Bridge Street, Taunton.
 Kelly, D. C., 47, Lynwood Grove, Orpington, Kent.
 Langwell, M., H.M.I. of Taxes, 3rd District, New Telephone Exchange, Downing Street, Wigan.
 Le Huquet, A. M., Room 39, Holborn Hall, Grays Inn Road, W.C.1.
 Miller, V. A., 32a, Camberwell Grove, S.E.5.
 Robson, M. J., H.M.I. of Taxes, Bull Ring, Northwich, Cheshire.
 Rogers, M., H.M.I. of Taxes, Sunlight House, Quay Street, Manchester.
 Thorrat, F. M., H.M.I. of Taxes, Kirkcaldy 2nd District, 12 Whytes Causeway, Kirkcaldy, Scotland.
 Walker, K., H.M.I. of Taxes, Southend 2, 122, Victoria Avenue, Southend.

MINISTRY OF LABOUR.

- Airey, M., M. of L., Sunlight House, Quay Street, Manchester.
 Allen, A. F., Employment Exchange, Burslem.
 Ashmore, E. M., M. of L., Queen Anne's Chambers, S.W.1.
 Atkinson, E. M., Employment Exchange, Walsall, Staffs.
 Baber, B. H., The Grange, Woodlands Road, Bristol.
 Barrett, M., Employment Exchange, Hull.
 Bartlett, V., Room 7, Sunlight House, Quay Street, Manchester.
 Beardsley, E. J., M.B.E., M. of L., Sunlight House, Quay Street, Manchester.
 Berry, M. E., Central Employment Exchange, 103, Waterloo Street, Glasgow, C.2.
 Blacklock, M. R., M. of L., 36, Lord Street, Southport.
 Blades, E., M. of L., Sunlight House, Quay Street, Manchester.
 Bowles, J. S., Ministry of Labour, Kew, Surrey.
 Brash, E., M. of L., Queen Anne's Chambers, S.W.1.
 Brunton, A. E., 59, Queen's Gardens, W.2.
 Byrne, F. E., Employment Exchange, Cheylesmore, Coventry.
 Cale, M. L., Ministry of Labour, Kew, Surrey.
 Campbell, J. M., 39, Drumsheugh Gardens, Edinburgh.
 Candy, F. M., M. of L., Sunlight House, Quay Street, Manchester.
 Carter, G. J., 17a, Cleveland Road, W.13.
 Chambers, L. M., Employment Exchange, Corporation Street, Birmingham.
 Coates, E. M., Employment Exchange, Newton Heath, Manchester.
 Cocq, Mrs. V. E. D. R., 59, Queen's Gardens, W.2.
 Connell, L. J., 12 Great George Street, Leeds, 1.
 Cooper, C., M. of L., Sunlight House, Quay Street, Manchester.
 Court, M. E., 281-9, Corporation Street, Birmingham.
 Cox, M. A., Quebec Chambers, Quebec Street, Leeds, 1.
 Craig, R. F., Carnalea, Elliot Avenue, Giffnock, Renfrewshire.
 Craven, G., The Grange, Woodland Road, Bristol.
 Davey, G. E., O.B.E., Montagu House, Whitehall, S.W.1.

- Diver, M., Employment Exchange, 102, Portland Street, Manchester.
 Dunstone, M. D., 59, Queens Gardens, London, W.2.
 Fisk, J. W., M. of L., Queen Anne's Chambers, S.W.1.
 Fraser, E. S., M. of L., Sunlight House, Quay Street, Manchester.
 Gill, K.M.F., 67, Alderney Street, S.W.1.
 Greenfield, E., Employment Exchange, Great George Street, Leeds, 1.
 Greenhalgh, N. F., 270, Oxford Road, Manchester, 13.
 Gridale, K. P., M. of L., Queen Anne's Chambers, S.W.1.
 Gulland, Mrs., Montagu House, Whitehall, S.W.1.
 Harrison, I., M. of L., Kew, Surrey.
 Jennings, A. M., Montagu House, Whitehall, S.W.1.
 Jones, A. G., 281-9, Corporation Street, Birmingham.
 Jones, B. M., Employment Exchange, Newton Heath, Manchester.
 Law, G., Employment Exchange, Beacon Hill, Witton Rd., Birmingham.
 Luke, A. E., M. of L., Queen Anne's Chambers, S.W.1.
 Macdonald, A. B., 8, Rothesay Place, Edinburgh.
 Maclean, J. M. R., Employment Exchange, Preston.
 Madeley, D. C. L., Montagu House, Whitehall, S.W.1.
 Marsh, A., 41, Cambridge Road, King's Heath, Birmingham.
 Matthews, M. E., 5, Cromer Terrace, Leeds 2.
 Mawson, E., Quebec Chambers, Quebec Street, Leeds, 1.
 Moorman, E. E. E., The Grange, Woodlands Road, Bristol.
 Morrison, A. M., 8, Richmond Hill, Clifton, Bristol.
 Moyes, A. T., 44, Drumsheugh Gardens, Edinburgh.
 Murray-Harris, A. M., Ministry of Labour, Kew, Surrey.
 O'Neill, V., Employment Exchange, 1, Snow Hill, E.C.1.
 O'Sullivan, L., Employment Exchange, Battersea, S.W.11.
 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., Quebec Chambers, Quebec Street, Leeds, 1.
 Peachey, M., Employment Exchange, Merton Road, Bootle.
 Pearman, M. E., Montagu House, Whitehall, S.W.1.
 Percival, N. G., M. of L., Dominions House, Cardiff.
 Piggott, G. E. N., Stanhope, Fentham Road, Gravelly Hill N., Birmingham.
 Pillers, I., 34, Tyndall's Park Road, Bristol.
 Popert, K. A., M.B.E., Montagu House, Whitehall, S.W.1.
 Power, B. M., Montagu House, Whitehall, S.W.1.
 Reading, M. P., Employment Exchange, Great Marlborough Street, W.1.
 Rees, G. A., Employment Exchange, Great Marlborough Street, W.1.
 Riddell, M. M. A., Ministry of Labour, Kew, Surrey.
 Roberts, C., M. of L., Dominions House, Cardiff.
 Robertson, I., Employment Exchange, 102, Portland Street, Manchester.
 Rothbarth, A. M., M. of L., Queen Anne's Chambers, S.W.1.
 Schirges, M. F., M.B.E., M. of L., 6, Richmond Terrace, Whitehall, S.W.1.
 Scott, W. W., Quebec Chambers, Quebec Street, Leeds, 1.
 Shaw, M. E. H., Employment Exchange, 54, Dock Street, Dundee.
 Shine, L. C. F., Employment Exchange, Shepherds Bush, W.12.

Skinner, A. L., Divisional Office, M. of L., 281-9, Corporation Street, Birmingham.

Sloan, I. H., O.B.E., Montagu House, Whitehall, S.W.1.

Smieton, M. G., Montagu House, Whitehall, S.W.1.

Smith, C. J. R., 44, Drumsheugh, Gardens, Edinburgh.

Stabler, M., Palace Court Hotel, Pembridge Square, W.2.

Stedman, P. M., Ministry of Labour, Kew, Surrey.

Stone, F., Employment Exchange, Charles Street, Leicester.

Straton, M. A., 3, Whitworth Park Mansions, Manchester.

Tait, D. F., M. of L., Queen Anne's Chambers, S.W.1.

Tall, C., 14, Burlington Road, Bristol 6.

Tancock, W. E., M. of L., Queen Anne's Chambers, S.W.1.

Thornhill, H. M., 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.

Troup, A. G., M. of L., Queen Anne's Chambers, S.W.1.

Tully, I., Employment Exchange, Newcastle-on-Tyne.

Vardon, V. S., Greek Street Chambers, Leeds, 1.

Wales, J. A., Byways, Vine Lane, Hillingdon, Uxbridge, Middlesex.

Walker, J. C., Employment Exchange, Lauriston Place, Edinburgh.

Wallace, D. A., 44, Drumsheugh Gardens, Edinburgh.

Wallace, H., la Ramsay Gardens, Edinburgh.

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.

Whitehead, L., 17, Springfield Mount, Leeds.

Whitfield, M., 281-9, Corporation Street, Birmingham.

Wilde, M. M., M. of L., Queen Anne's Chambers, S.W.1.

Williams, C. E., M. of L., Queen Anne's Chambers, S.W.1.

Williams, H., 281-9 Corporation Street, Birmingham.

Williams, J., Employment Exchange, Merton Road, Bootle, Liverpool.

Williams, M. A., 24, Cholmely Park, N.6.

LAND REGISTRY.

Price, E. M., Land Registry, Lincoln's Inn, W.C.2.

NATIONAL LIBRARY OF SCOTLAND.

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

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.

Deane, D., 1, Great Minster Street, Winchester.

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

Looker, E. G. D., 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.

Wood, F. M., M.B.E., 35, Old Queen Street, S.W.1.

MINISTRY OF PENSIONS.

Browne, M. F., O.B.E., Restharrow, Abbots Langley, Herts.

Coulson, R. E., 123, Grove End Gardens, N.W.8.

Cox, M. S., 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.

Anderson, D. B., M.O.D., G.P.O., Holloway, N.7.

Anderson, I. D., S.B.D., Blythe Road, W.14.

Arnold, I. J., M.O.D., General Post Office, Holloway, N.7.

Bartholomew, M. A., A.G.D., General Post Office, E.C.1.

Bell, A. S., M.O.D., G.P.O., Holloway, N.7.

Bexfield, F. E., M.O.D., G.P.O., Holloway, N.7.

Blackburn, B., A.G.D., G.P.O., 80-8 Leonard Street, E.C.2.

Blake, A. D., M.O.D., G.P.O., Holloway, N.7.

Brady, E., S.B.D., General Post Office, Blythe Road, W.14.

Chandler, G., A.G.D., G.P.O., King Edward's Building, E.C.1.

Chandler, M. E., L.T.S., Cornwallis House, Waterloo Road, S.E.1.

Comfort, G. C., M.O.D., General Post Office, Holloway, N.7.

Cook, J., S.B.D., G.P.O., Blythe Road, W.14.

Cranna, M. V., M.O.D., G.P.O., Holloway N.7.

Curtis, M., Secretary's Office, G.P.O., E.C.1.

Daniels, H. E., M.O.D., G.P.O., Holloway, N.7.

Drennan, M. G. D., A.G.D., General Post Office, Endell Street, W.C.2.

Dunn L. E. G., S.B.D., G.P.O., Blythe Road, W.14.

Fraser, A., S.B.D., G.P.O., Blythe Road, W.14.

Frost, E. M., S.B.D., G.P.O., Blythe Road, W.14.

Gate, E. M., M.O.D., G.P.O., Holloway, N.7.

Gordon-Macleod, S. J., S.B.D., G.P.O., Blythe Road, W.14.

Grassie, M. I., M.O.D., General Post Office, Holloway, N.7.

de Gruchy, A. D., S.B.D., Blythe Road, W.14.

Harbert, N. M. A., S.B.D., Blythe Road, W.14.

Higgins, A. M., S.B.D., G.P.O., Blythe Road, W.14.

Hobbs, E. M., M.O.D., G.P.O., Holloway, 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., Holloway, N.7.
 Keith, A., A.G.D., General Post Office, King Edward Building, E.C.1
 Lee, B. M., S.B.D., G.P.O., Blythe Road, W.14.
 Le Plastrier, E. M., O.B.E., M.O.D., General Post Office, Holloway, N.7
 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., Holloway, N.7.
 Mackie, B. L. T., M.O.D., G.P.O., Holloway, N.7.
 Mahlendorff, E. M., M.B.E., L.T.S., Cornwall House, Waterloo Road, S.E.1.
 Margach, M., S.B.D., G.P.O., Blythe Road, W.14.
 Meagher, H. J., S.B.D., General Post Office, 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.
 Nicol, K. C., M.O.D., General Post Office, Holloway, N.7.
 Nichols, H. M., M.O.D., General Post Office, Holloway, N.7.
 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.
 Pollott, W. E., A.G.D., G.P.O., King Edward Building, E.C.1.
 Robinson, G. K., S.B.D., G.P.O., Blythe Road, W.14.
 Ryde, F. A., Heathfield, Mountgrace Road, Potters Bar, Middlesex.
 Sale, M. B., 154, Battersea Park Road, S.W.11.
 Saunders, E., L.T.S., Cornwall House, Waterloo Road, S.E.1.
 Spalding, A. J., M.O.D., G.P.O., Holloway, N.7.
 Strangways, I. F. G., S.B.D., G.P.O., Blythe Road, W.14.
 Thomson, M. C., Savings Bank Dept., General Post Office, Blythe Road, W.14.
 Tiddy, E., S.B.D., General Post Office, Blythe Road, W.14.
 Tostevin, E. M., Secretary's Office, General Post Office, E.C.1.
 Vokes, L. M., A.G.D., G.P.O., King Edward Building, E.C.1.
 Watson, D. M., M.O.D., G.P.O., Holloway, N.7.
 Welch, E. E., S.B.D., General Post Office, Blythe Road, W.14.
 Wheeler, F. A., L.T.S., Cornwall House, Waterloo Road, S.E.1.
 Wheeler, E. G., S.B.D., G.P.O., Blythe Road, W.14.

PUBLIC TRUSTEE OFFICE.

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

BOARD OF TRADE.

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

MINISTRY OF TRANSPORT.

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

H.M. REGISTER HOUSE, EDINBURGH.

Cameron, A. I., Ph.D., 25, Thorburn Road, Colinton, Midlothian.
 MacGregor, G. G., M.A., LL.B., Melford Hotel, 54, Melville Street, Edinburgh.

TREASURY.

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

UNEMPLOYMENT ASSISTANCE BOARD.

Darlow, M., U.A.B., 9, Gore Street, Manchester.
 Dingle, E., Westminster Buildings, Theatre Square, Nottingham.
 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., 65, Renfield Street, Glasgow, C.2.
 Harvey, M. L., U.A.B., 9, Gore Street, Manchester.
 Hayes, S. M. R., U.A.B., 194-202, Old Kent Road, S.E.1.
 Ibberson, 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.
 Smyth, D., 4, Lansdowne Court, Lansdowne Crescent, W.11.
 Stopford, H., 160, Otley Road, Leeds.
 Wallace, J. Hope, 2, Lansdowne Place, W.C.1.
 Williams, M. C., U.A.B., 9, Gore Street, Manchester.

WAR OFFICE.

Clapham, D. P., War Office Research Department, Woolwich, S.E.18.
 Farrar, M. E., 47, Killyon Road, Clapham, S.W.8.
 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.), Women's United Services Club, 23, Courtfield Gardens, S.W.5.
 Anderson, Dame Adelaide, D.B.E., (late Home Office,) 11, Broomfield Road, Kew Gardens, Richmond, Surrey.
 Ash, A. B. (late B. of E.), 102, Clifton Hill, Abbey Road, N.W.8.
 Baster, K. P. (late B. of E.), 25, St. Thomas' Mansions, S.E.1.
 Boulton E. F. (late B. of E.), The Old Granary, Lords Well Lane, Crowborough, Sussex.

- Bowie, M., (late M. of L.), 82, St. George's Road, S.W.1.
 Bryce, Mrs., Graham (late H.O.), 10, Clothorne Road, Didsbury, Manchester.
 Callis, C. L. (late B. of E.), 15, Circus Road Mansions, St. John's Wood, N.W.8.
 Campbell, Dame Janet, D.B.E. (late M. of Health), Dene, Granville Road, Limpsfield, Surrey.
 Davies, S. E. (late B. of E.), 55, Lewisham Hill, S.E.13.
 Durham, F. H., C.B.E. (late M. of L.), Hawkern, Otterton, Budleigh Salterton, Devon.
 Escreet, H. C. (late H.O.), 12, Ashley Gardens, S.W.1.
 Fergusson, A. M. (late B. of E.), 4, Deacon's Hill Road, Elstree, Herts.
 Greenall, R. H. (late B. of E.), The Bergman Osterberg Training College, Dartford Heath, Kent.
 Greig, Mrs. J. M. (late Patent Office), 14, Veronica Road, S.W.17.
 Ireland, E. L. (late G.P.O.), 3, Avonmore Mansions, W.14.
 Lea, M. K., M.B.E., 32, Abbey Road Mansions, N.W.8.
 Lewis, M. B., O.B.E. (late M. of L.), Palace Houses, Bayswater Road, W.2.
 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.
 Reichold-White, 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.
 Sillitoe, H. H. (late B. of E.), 59, Temple Fortune Hill, N.W.11.
 Squire, R., O.B.E., (late Home Office), 72, Carlton Hill, N.W.8.
 Thornton, J. (late M. of L.), 66, The Avenue, Moordown, Bournemouth.
 Walton Evans, B. (late M. of H.), 8, Woodbine Terrace, Exeter.
 Wamsley, L. W., O.B.E. (late M. of H.), 25, Chenies Street Chambers, W.C.1.
 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.

REPRINT

PAMPHLET