

Miss McWilliam

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# REPORT

*of the*

## COUNCIL OF WOMEN CIVIL SERVANTS

(HIGHER GRADES)

(Approval No.: 202 C.S.)

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1928

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**Pamphlet**

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**COMMITTEE, 1928—1929.**

		<i>Representing</i>
MISS H. MARTINDALE, O.B.E.	-	Home Office
(Chairman)		
MISS M. F. BROWNE, M.B.E.	-	Ministry of Pensions
(Hon. Treas.)		
MISS E. M. FOSTER (Hon. Sec.)	-	Ministry of Labour
MISS D. IBBERSON (Asst. Hon. Sec.)	-	Ministry of Labour
MISS E. BASS, O.B.E.	-	Admiralty
MISS ALLEYNE, M.B.E.	-	Ministry of Agriculture
MISS FORD	}	Board of Education
MISS CARSON		
MISS E. ANDERSON	-	Foreign Office
DAME JANET CAMPBELL, D.B.E., M.D.	}	Ministry of Health
MISS E. WOODGATE		
MISS SCHOFIELD	-	Home Office
MISS F. H. DURHAM, C.B.E.	}	Ministry of Labour
MISS A. E. GARDNER, O.B.E.		
MISS M. J. CALE		
MISS E. SANDAY, O.B.E.	-	A.G. Dept., General Post Office
MISS C. M. MARWOOD, O.B.E.	-	M.O. Dept., General Post Office
MISS E. L. IRELAND	-	S.B. Dept., General Post Office
MISS E. G. LOOKER	-	National Savings Committee
MRS. LUCAS	-	Treasury
MISS S. GOURLAY CLARK	-	Public Trustee Office

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

**REPORT, 1927-1928.**

**Membership.**

The number of members at July, 1928, was 365, and the number of paid-up subscriptions for the year ending December, 1927, was 302. There were also six retired members.

During the year it was decided by the Executive Committee that the conditions for membership of officers employed in Departmental Classes were satisfied in the case of all the Assistant Inspectors of the Ministry of Health Insurance Department, and the Committee's previous decision that the post-1926 Assistants were not eligible was accordingly rescinded. It is hoped to welcome as members all those belonging to this class.

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

Admiralty	...	...	...	1
Ministry of Agriculture	...	...	...	2
Board of Education	...	...	...	55
Foreign Office	...	...	...	5
Ministry of Health	...	...	...	94
Home Office	...	...	...	29
Board of Inland Revenue	...	...	...	1
Ministry of Labour	...	...	...	109
Ministry of Pensions	...	...	...	6
General Post Office	...	...	...	46
National Savings Committee	...	...	...	3
Board of Trade	...	...	...	1
Treasury	...	...	...	1
Public Trustee Office	...	...	...	6
Retired (Associates)	...	...	...	6



### Meetings.

The Fifth Annual General Meeting of the Council was held on Saturday, November 5th, 1927, in the Lecture Hall of Bedford College, by kind permission of the Principal and Council of the College. Miss Martindale presided, and there were 115 members present, the largest number on record.

An interesting and instructive address was given by Sir John Anderson, Permanent Under Secretary of State for Home Affairs, on "Administrative Methods and Practice as affected by the existence of Parliamentary Control." (The main points of Sir John's speech will be found on pages 13-15). The discussion which followed was well sustained, and was participated in by the following members: Miss Ahrons (Board of Education), Miss Curtis (G.P.O.), Miss Glen (Scottish Board of Health), Miss Morrison (Ministry of Health), Miss Heath Pearson (Home Office), Miss Popert (Ministry of Labour), Miss Schofield (Home Office), and Miss Smyth (Ministry of Pensions). It was generally agreed that this innovation greatly added to the interest of the meeting, and the hope was expressed that it might be repeated.

After an interval for tea and conversation the business meeting was opened by the Chairman (Miss Martindale), who referred to the signal services rendered to the Council by their late President, Miss Durham, and the regret which all members felt that she had found herself obliged to relinquish this office. She further said that action by the sub-committees set up to consider the question of training and the relative position of women inside and outside the Service had been suspended, in the first case in order that the more urgent matter of Aggregation or Segregation might be dealt with, and in the second, because it was learnt that an inquiry was now being carried on by an outside body, which covered

some of the same ground, and it was hoped that the results of this might be available later. In each case action would be resumed when convenient.

The adoption of the Annual Report was moved by Miss Ridgeway (Ministry of Labour), seconded by Miss Hill (Board of Education), and carried unanimously.

The Chairman then referred to the Trades Disputes Act, and the effect which the regulations made thereunder would have on the rules of the Society (see page 10). After considerable discussion, it was agreed that steps should be taken to amend the rules in such a way as to enable approval to be granted by the Registrar of Friendly Societies.

The adoption of the Balance Sheet was moved by Miss Deane (National Savings Committee), seconded by Miss Pearman (Ministry of Labour), and carried without discussion.

After a statement by the Hon. Secretary in regard to the objects of the Superannuation Rights Association, a resolution was passed, with three dissentients, to the effect that a grant of £15 be made by the Council to the Guarantee Fund of that Association.

A resolution was then moved, on behalf of the S.W. Regional Group, as follows:—

"That in view of the large number of women employed in Government offices, and the unsatisfactory health conditions obtaining in many of these buildings, this meeting desires the Executive Committee to press for the appointment of a woman on the higher administrative staff of the Office of Works."

A prolonged discussion ensued, in the course of which a rider was moved, on behalf of the N.W. Regional Group, to



the effect that a survey should be undertaken by the Council, and that the Executive Committee should, if any cases of urgent necessity were revealed as a result, bring immediate pressure to bear on the proper authorities to rectify the defective conditions disclosed.

The original resolution of the S.W. Group was thereupon withdrawn in favour of the N.W. Group's rider.

Opposition was expressed to this proposal, on the ground that such an inquiry might lead to a difficult position, that the departments themselves should insist on proper accommodation, and that the women's point of view could be obtained more effectively and earlier if there were more women in the Premises sections of Establishment Branches.

After attempts to find a formula which would meet the various points of view expressed, the previous question was moved, but was defeated by 24 votes to 14. A further resolution to the effect that the Executive Committee should set up a sub-committee to receive information in regard to office accommodation, ascertain the Office of Works standards, and make recommendations to the Executive, was withdrawn, as the necessary number of members to form a quorum was no longer present. The proceedings then terminated.

#### Committee Meetings.

Seven meetings of the Executive Committee have been held during the twelve months ending June 30th, 1928, the average attendance being 13. The attendance of members individually was as follows:—

Miss Alleyne	...	...	...	...	7
„ Anderson	...	...	...	...	6
„ Bass	...	...	...	...	3
„ Browne	...	...	...	...	4
„ Cale	...	...	...	...	4

Dame Janet Campbell	...	...	...	...	3
Miss Carson	...	...	...	...	2
„ Gourlay Clark	...	...	...	...	3
„ Durham	...	...	...	...	5
„ Ford	...	...	...	...	2
„ Foster	...	...	...	...	7
„ Gardner	...	...	...	...	1
„ Ibberson	...	...	...	...	5
„ Ireland	...	...	...	...	5
„ Looker	...	...	...	...	1
Mrs. Lucas	...	...	...	...	4
Miss Martindale	...	...	...	...	7
„ Marwood	...	...	...	...	5
„ Sanday	...	...	...	...	2
„ Schofield	...	...	...	...	7
„ Woodgate	...	...	...	...	3

#### Sub-Committees.

A Sub-Committee, consisting of Mrs. Lucas, Miss E. Anderson, Miss Ireland and Miss Alleyne, was set up to prepare a leaflet setting out particulars of the higher posts open to women in the Civil Service, and the methods of entry to the various classes. The Executive Committee thought this would be of value in assisting to secure an adequate supply of suitable candidates for the higher appointments, which is of vital importance if the position of women in the higher branches of the Service is to be consolidated and improved.

The leaflet has received the approval of the Executive Committee, and arrangements have been made with Messrs. P. S. King and Son, 14, Great Smith-street, Westminster, S.W.1, for its publication and sale. The price is 6d., and it is hoped that members will do their utmost to make the leaflet known to those who are likely to be interested, and to extend its sale.



A new Sub-Committee was set up to consider such replies as had been received—the response was disappointing—in regard to the memorandum on Aggregation and Segregation which had been circulated. Certain general conclusions have been formulated, and have been adopted by the Executive Committee subject to the approval of the Regional Groups. If adequate support for these conclusions is forthcoming they will be adopted as the policy of the Council.

#### **Social Gatherings.**

No extraordinary gatherings have been held in the period under review, but the informal dinners which were inaugurated last year have been continued, and took place at the Florence Restaurant on October 17th, 1927, January 30th, and April 30th, 1928. On the last occasion a highly entertaining, but withal instructive, account was given by Miss Alleyne of the work of the Ministry of Agriculture, and it is hoped to make similar accounts of the work of other departments a feature of these dinners.

#### **Regional Activities.**

The usual business and social meetings have been held, but nothing calling for special comment has occurred.

#### **Regional Secretaries.**

There have been many changes in the secretaryship of the Regional Groups during the year, due mainly to official changes of station. Thus, Miss McCleverty (Ministry of Health), one of the originators of the Council, has been moved from Bristol to London, and has been succeeded by Miss Baster (Board of Education). Pressure of work and a subsequent change of station compelled Miss Jesse (Ministry of Health) to relinquish the secretaryship of the Manchester Group, and Miss Reading (Ministry of Labour), who had kindly consented to carry on the work, was, in fact, unable

to take it up, owing also to a change of station. Miss M. C. Anderson (Home Office) is acting temporarily until a permanent Regional Secretary for this Group can be found.

In the Midlands Area, Miss Darlow (Ministry of Labour) has succeeded Mrs. Robinson (retired), who has removed from Birmingham; and in the N.E. Area, Miss Ewart (Home Office) has succeeded Miss Ridgeway (Ministry of Labour). Owing to a change of station between Miss Dingle (Home Office) (Leicester) and Miss Forrest (Liverpool), these two Groups (S.M.E. and Liverpool) are at present without secretaries, but it is hoped that volunteers will shortly be forthcoming.

We owe a debt of gratitude to all those who have so kindly given of their scanty leisure to forwarding the objects of the Council, and take this opportunity of thanking each and all.

In the London Area, where more than half the total membership is concentrated, a second Regional Secretary, Miss Alleyne (Ministry of Agriculture), has been appointed to assist Miss Tann (Board of Education), and the members of headquarters departments, who previously received communications via their departmental representative on the Executive Committee, and were not attached to any Group, have been definitely allocated to one or the other of the London Regional Secretaries. It is hoped that this arrangement will facilitate the collection of subscriptions, and induce more of a corporate feeling among the London members.

#### **Personalia.**

The congratulations of the Council are offered to Miss Marwood (M.O. Department, G.P.O.) on receiving the honour of O.B.E. Their pleasure in this is, however, tempered with regret that her impending retirement from



the Service will deprive the Executive Committee of one of its most valued members, whose active interest and wise counsel have always been most generously placed at its disposal.

Congratulations also to Miss Popert and Miss Rees, both of the Ministry of Labour, on receiving the honour of M.B.E.

#### Retirements.

Miss E. E. Page (Ministry of Health, Insurance Department).

Miss Hullett (Ministry of Labour).

Miss Lunn (Board of Education), on marriage (Mrs. Whitehead).

Miss Tisdall (Ministry of Labour), on marriage (Mrs. Gray).

#### Trades Disputes Act, 1927.

The most noteworthy event of the year for the Civil Service was perhaps the issue of the Approved Associations Regulations made under the Trade Disputes Act, 1927, which require that after December 31st, 1927, Civil Servants shall not be members of any association whose primary object is to influence the pay or conditions of employment of its members, unless that association has been approved by the Treasury.

As one of the objects of the Council is "to work for equality in regard to opportunity, status and pay as between men and women in the Civil Service," the advice of the Chief Registrar was sought as to whether an application for approval was necessary. He expressed the view that the regulations did require this, and that, in order to comply with the conditions for approval, the rules of the Council relating to retired members must be amended.

To meet these requirements, the following amendments of rules will be proposed by the Executive Committee at the next Annual General Meeting (and are meanwhile being acted upon):

RULE II.—All established women Civil Servants in the Administrative, Professional, and Executive Classes, and in such departmental grades as may be ruled by the Executive Committee to be of comparable status, shall be eligible for membership of the Council. Applications for membership must be made on the prescribed form.

Women Civil Servants who, previous to their retirement, were members, may, on or after retirement, become Associates of the Council. Such Associates shall not be eligible to serve on the Executive Committee, nor shall they be present or vote at any meeting of the Council or any Committee thereof.

RULE IV.—Delete second paragraph.

RULE X.—Add, after "each year," "In the case of Associates, the subscription shall be 2s. per annum."

#### Re-organisation of the Outdoor Staff of the Insurance Department, Ministry of Health.

As a result of the Report of the Committee appointed by the Minister of Health, to consider the work of the Outdoor Staff of the Insurance Department acting as separate staffs under the general control of the Chief Inspector, and to report on the desirability of any change in organisation, the following recommendations have been approved by the Minister, and are expected to become operative in the late autumn of 1928:—

A scheme of partial aggregation will come into force, *i.e.*, aggregation of work, under which the present restriction of women's work will disappear. Women Inspectors will be



placed in charge of districts on the same footing as men, no woman being debarred from being stationed in any specified town, or from taking charge of any district for which she is considered fitted.

No division of work on sex lines will in future be maintained, and there will be a mixed staff, with a minimum of one man on the staff of each woman inspector, and of one woman on the staff of each man inspector.

Women are to be regarded as eligible on the same footing as men for promotion to higher posts in the inspectorate, full regard being paid to the position and prospects of the existing officers of the two sexes under the present organisation. A common seniority list may be introduced at any time.

The post of Chief Woman Inspector will be converted into that of a Deputy Chief Inspector, and the post of Deputy Chief Woman Inspector into that of a Divisional Inspector (Woman) at Headquarters.

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## **Administrative Methods and Practice as affected by the Existence of Parliamentary Control.**

**Address by the Rt. Hon. SIR JOHN ANDERSON, G.C.B.,  
at the Annual General Meeting, November 5th, 1927.**

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The following are the main points of the address given by Sir John Anderson at the Annual General Meeting, at Bedford College, on November 5th, 1927:—

Much of the departmentalism, the red tape, criticised by unthinking people is inevitably the result of the existence of Parliamentary control.

There are certain essential differences between a private business and a Government concern—one distinguishing feature of the former is the narrowness of its scope. A Government department must be so organised that it can take up and deal with all sorts of matters which lie outside its normal administrative experience, since the scope of Government business may be extended at any time on the initiative of any private Member of Parliament. In a private business the test of success is the balance sheet, and shareholders have usually an opportunity for criticism only once a year. Not so in a Government department—any enterprise may be pulled up by the roots for inspection every day that Parliament is sitting.

What are the differences in method which are the necessary result of Parliamentary control? Elaborate records are necessary because, at a moment's notice, the Minister may have to deal with some small point arising out of the administration of his department, and, as a matter of credit, departments are anxious to make a good showing when questions are asked.



The public servant has to be extremely cautious in the conduct of public business not to do anything which cannot be fully justified. The business man can act with great promptitude and precision, but if he is suddenly called upon to explain or justify what he is doing, he is often at a loss.

The organisation of a public department must provide for absolute continuity—Parliament will not be content to be told, if things go wrong, that “our Mr. So-and-so was on his holiday.”

An elaborate system of financial checks has been developed in public departments in order that Parliament may be satisfied. The system of independent control, resulting from a direction of the Public Accounts Committee of the House of Commons, by which the Accounting Officer (appointed by the Treasury) took his observations upon the financial operations of his department direct to the Minister, has been somewhat modified. The modern theory is that financial control and administrative responsibility should go together, that the Treasury should secure economy within the departments not so much by the exercise of an independent check as by the introduction of the principles of economy into the departments concerned.

In many departments elaborate machinery has had to be set up for consultation with outside interests when a new departure or a new line of policy is contemplated. If agreement is arrived at beforehand, the chances of the measure in the House of Commons are greatly improved.

A public department cannot have the same freedom as a private enterprise in running its business. If the Post Office were to give specially favourable terms to certain members of the public it might be excellent business, but would certainly be made the subject of criticism in the press and the House of Commons. Private enterprise is not called upon to justify its action in such matters, and the result

is that public departments are regarded as not sufficiently adaptable.

These characteristics of Parliamentary control need not result in a lower standard of efficiency provided public servants realise what are the dangers consequent upon them which require to be guarded against—“departmentalism,” for instance, the tendency to treat all concrete problems as cases or files. Lord Curzon once minuted on an extreme example of this kind: “Departmentalism is not a moral delinquency, it is an intellectual hiatus.”

Then there is the danger of excessive caution, caused by fear of criticism. In spite of press and Parliamentary criticism, public servants should be prepared to take reasonable risks. In business, success is only achieved by taking risks, and by being willing sometimes to incur losses in the expectation that on the results as a whole a satisfactory profit will be shown.

Arising from the reluctance of the public servant to take risks, is the danger that in the public servant himself the critical faculties may be developed at the expense of constructive capacity.

In replying to the discussion, Sir John said that he entirely agreed with one of the speakers, who emphasised the value of Parliamentary control in raising the standard of public administration, in securing, as it did secure, a standard of probity which was quite unchallenged. In that respect Parliamentary control had served an extremely useful purpose, and, as he was careful to say at the beginning, he did not in any way deprecate Parliamentary control. It was, however, sometimes exercised in a capricious way, perhaps as a result of party politics, which sometimes induced criticism not for the purpose of remedying something which was thought to be wrong, but merely in order to embarrass the Government.



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

*Statement of Receipts and Expenditure, 1st January, 1927, to 31st December, 1927.*

RECEIPTS.	£	s.	d.
Balance in Hand on 1st January, 1927 ...	93	15	0
Subscriptions—1926 ... ..	5	1	6
1927 ... ..	51	9	0
1928 ... ..	2	6	6
Subscriptions to Luncheon to Danes ...	10	15	0
Interest on Amount on Deposit in Bank ...	1	17	11
	<u>£165</u>	<u>4</u>	<u>11</u>

EXPENDITURE.	£	s.	d.
Printing ... ..	14	0	0
Stationery ... ..	1	9	1
Postage ... ..	7	13	7½
Typing ... ..	6	5	9
Hire of Room, West Riding Ladies' Club	0	1	0
Expenses of Annual Meeting ... ..	6	1	3
Fares of Delegates to Annual Meeting ...	9	11	0
Fare of Hon. Secretary to Edinburgh ...	3	16	0
Expenses of Luncheon to Danes ... ..	25	15	6
Clerical Assistance to Hon. Secretary ...	0	5	0
Donation to Superannuation Rights Association ... ..	15	0	0
Cheques ... ..	0	5	0
Cash in Bank ... ..	71	7	1
Cash in Hand (Treasurer) ... ..	3	14	7½
	<u>£165</u>	<u>4</u>	<u>11</u>

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M. F. BROWNE, Hon. Treasurer.  
3rd March, 1928.

Audited and found correct,  
A. KEITH.



## Constitution and Rules.\*

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### I.—TITLE.

Council of Women Civil Servants (Higher Grades).

### II.—MEMBERSHIP.

All Women Civil Servants in the administrative, professional and executive classes, or in such Departmental grades as may be ruled by the Executive Committee to be equivalent to any of these, shall be eligible for membership of the Council. Retired Women Civil Servants may retain their membership of the Council. Application for membership must be made on the prescribed form.

### III.—OBJECTS.

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

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

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

### IV.—EXECUTIVE COMMITTEE.

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

The Executive Committee shall have power to co-opt for its term of office any retired Civil Servant who has been a member of the Council. Such co-opted members shall not at any time exceed three in number.

The Executive Committee shall be re-elected triennially. Retiring members shall be eligible for re-election.

### V.—OFFICERS.

The Officers shall consist of Chairman, Hon. Treasurer, Hon. Secretary, and Hon. Assistant Secretary. They shall be appointed by each new Executive Committee from among the members of the Council, though not necessarily from the elected representatives

\* See proposed amendments to Rules II., IV. and X., page 11.



forming the Committee. They shall hold office until replaced by Officers appointed by the next Executive Committee and shall be eligible for re-appointment.

#### VI.—MEETINGS OF THE COUNCIL.

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

#### VII.—MEETINGS OF THE EXECUTIVE.

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

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

#### VIII.—QUORUM.

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

#### IX.—REGIONAL SECRETARIES.

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

#### X.—FINANCE.

The Subscription shall be 3s. 6d., payable by each member of the Council on the 1st January of each year. Regional Secretaries shall be entitled to forward to the Treasurer at the end of June and December for settlement a statement of the amount of local expenses incurred by them for postage and stationery.

#### XI.—AMENDMENT OF CONSTITUTION AND RULES.

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

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

### Appendix I.

#### List of Permanent Posts held by Women with a Maximum Salary of £300 per annum and Upwards, 1928.

##### ADMIRALTY.

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

##### MINISTRY OF AGRICULTURE.

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

2 Higher Grade Clerks ..... £230—£300.

##### Education and Research Division.

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

1 Assistant Inspector ..... £130—£200.

##### Fisheries Department.

1 Assistant Naturalist ..... £200—£320.

##### Botanic Gardens, Kew.

1 Assistant ..... £250—£450.

##### BOARD OF AGRICULTURE FOR SCOTLAND.

1 Inspector ..... £200—£300.

1 Plant Pathologist (temporary) ..... £450.

##### AIR MINISTRY.

##### Meteorological Office.

3 Senior Professional Assistants..... £200—15—£300.

##### BRITISH MUSEUM and NATURAL HISTORY MUSEUM.

None.

##### CABINET SECRETARIAT.

None.



**CHARITY COMMISSION.**

None.

**CIVIL SERVICE COMMISSION.**

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

**COLONIAL OFFICE.**

None.

**BOARD OF CONTROL (Mental Deficiency).****England and Wales.**

1 Commissioner ..... £1200—£1500.  
 1 Woman Inspector ..... £400—£650.

**Scotland.**

1 Deputy Commissioner ..... £600.

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

None.

**CROWN AGENTS FOR THE COLONIES.**

None.

**BOARD OF CUSTOMS AND EXCISE.**

2 Higher Grade Clerks ..... £230—£300.

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

None.

**ECCLESIASTICAL COMMISSIONERS.**

None.

**BOARD OF EDUCATION.**

1 Assistant Principal Officer ..... £200—20—£400.  
 1 Principal Staff Officer ..... £450—20—£550.  
 4 Higher Executive Officers ..... £300—£400.  
 4 Executive Officers ..... £100—£300.  
 4 Higher Clerical Officers ..... £230—£300.

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

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

**Special Inquiries and Reports Branch.**

1 Librarian ..... £300—15—£400.

**Victoria and Albert Museum.**

2 Assistants ..... £230—£390.

**SCOTTISH EDUCATION DEPARTMENT.**

3 Inspectresses for Domestic Subjects... £300—15—£500.  
 (One with allowance of £50 for acting as Principal Inspectress.)

**MINISTRY OF EDUCATION, NORTHERN IRELAND.**

2 Inspectors ..... £300—£550.

**ELECTRICITY COMMISSION.**

None.

**EXCHEQUER AND AUDIT DEPARTMENT.**

None.

**FOREIGN OFFICE.**

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

**FORESTRY COMMISSION.**

None.

**REGISTRY OF FRIENDLY SOCIETIES.**

None.

**GOVERNMENT ACTUARY'S DEPARTMENT.**

None.

**GOVERNMENT CHEMIST'S DEPARTMENT.**

None.



**MINISTRY OF HEALTH.**

1 Principal Officer .....	£600—£750.
2 Assistant Principal Officers .....	£200—20—£400.
1 First-Class Clerk .....	£300—£400.
4 Clerks, Higher Grade .....	£230—£300.
1 Controller of Typists .....	£300—£400.

**Accountant-General's Department.**

1 Accountant .....	£450—20—£550.
1 Assistant Accountant .....	£300—15—£400.
3 Examiners (1 acting) .....	£100—£300.
11 Clerks, Higher Grade (2 acting) .....	£230—£300.

**Audit Staff.**

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

1 Chief Woman Inspector .....	£600—20—£700.
1 Deputy Chief Woman Inspector .....	£450—20—£550.
21 Inspectors (3 acting) .....	£400—15—£500.
212 Assistant Inspectors .....	£100—£300.
1 Superintending Clerk (acting) .....	£450—£550.
8 First-Class Clerks (3 acting) .....	£300—£400.
11 Second-Class Clerks (3 acting) .....	£100—£300.
36 Clerks, Higher Grade (17 acting) .....	£230—£300.

**Inspectorate (other than Insurance).**

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

**Medical Department.**

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

**SCOTTISH BOARD OF HEALTH.**

1 Member of the Board .....	£1000—50—£1200.
1 Medical Officer .....	£600—£1000.
1 Housing Assistant .....	£200—10—£300.
2 Higher Executive Officers .....	£300—15—£400.
1 Executive Officer .....	£100—£300.
2 Higher Clerical Officers .....	£230—£300.

**Insurance Inspectorate.**

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

\* See note on Reorganisation of Inspectorate, page 11.

**WELSH BOARD OF HEALTH.**

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

**HOME OFFICE.****Factory Department.**

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

**Prison Commission.**

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

**Children's Branch.**

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

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

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

**HOUSE OF COMMONS.**

None.

**IMPERIAL WAR MUSEUM.**

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

None.

**INDIA OFFICE.**

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

(1 Unestablished Principal of Women Staff, £450.)

**Estate Duty Office.**

1 Examiner ..... £150—15—£400.

**MINISTRY OF LABOUR.****Treasury Classes.**

1 Assistant Secretary ..... £850—50—£1000.

2 Principal Officers ..... £600—25—£750.

2 Assistant Principal Officers (Para. 51) ..... £200—20—£400.

(One on personal scale, £300—15—£450.)

2 Accountants (Kew) (Senior Executive) ..... £450—20—£550.

9 Assistant Accountants (Higher Executive) ..... £300—15—£400.

1 Higher Executive Officer ..... £400—£500.

11 Executive Officers ..... £100—£300.

3 Staff Clerks ..... £300—£400.

(2 on personal scales to £450.)

94 Higher Grade Clerks ..... £230—£300.

**Departmental Classes.**1 Senior Woman Inspector ..... £525—20—£600.  
(Employment Department.)1 Deputy Chief Inspector ..... £525—20—£600.  
(Trade Boards.)

10 First Class Officers ..... £475—20—£550.

23 Second Class Officers ..... £300—15—£400.

104 Third Class Officers ..... £200—£300.

**MINISTRY OF LABOUR, N. IRELAND.**

3 Higher Executive Officers ..... £300—£400.

1 Technical Inspector ..... £300—£400.

**METROPOLITAN POLICE.**

None.

**MINES DEPARTMENT.**

None.

**NATIONAL DEBT OFFICE.**

None.

**NATIONAL INSURANCE AUDIT DEPARTMENT.**

None.

**NATIONAL SAVINGS COMMITTEE.**

2 Local Commissioners ..... £350—£550.

1 Superintendent of Female Staff ..... £300—£400.

1 Assistant Superintendent ditto ..... £230—£300.

**DEPARTMENT OF OVERSEA TRADE.**

1 Higher Clerical Officer ..... £230—£300.

**PAYMASTER-GENERAL'S OFFICE.**

None.

**MINISTRY OF PENSIONS.**

1 Assistant Principal Officer ..... £300—£400.

1 Senior Staff Officer ..... £350—£450.

3 Higher Executive Officers ..... £300—£400.

5 Staff Officers ..... £300—£400.

4 Executive Officers ..... £100—£300.

28 Higher Clerical Officers ..... £230—£300.

1 Controller of Typists ..... £230—£300.

**Medical Services.**

1 Matron in Chief ..... £470 inclusive.

**POST OFFICE.****Secretary's Office.**

Woman Establishment Officer ..... £800.

**Medical Department.**

1 Principal Woman Medical Officer ..... £500—20—£650.

3 Assistant Women Medical Officers ..... £250—15—£450.

**Savings Bank, Money Order and Accountant-General's Departments, and London Telephone Service.**

2 Superintendents ..... £550—20—£700

1 Superintendent ..... £500—20—£600.

1 Superintendent ..... £400—15—£500.

11 Deputy Superintendents ..... £400—15—£500.

40 Staff Officers or Assistant Superintendents ..... £300—15—£400.

1 Superintendent Exchange Staff ..... £320—£420.

236 Higher Clerical Officers ..... £230—£300.



**POST OFFICE, SCOTLAND.**

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

**PRISON COMMISSION.**

See under Home Office.

**PRIVY COUNCIL OFFICE.**

None.

**PUBLIC PROSECUTIONS DEPARTMENT.**

None.

**PUBLIC RECORD OFFICE.**

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

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

**ROYAL COMMISSION ON ANCIENT MONUMENTS.**

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

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

**National Physical Laboratory.**

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

**GEOLOGICAL SURVEY.**

None.

**STATE MANAGEMENT'S DISTRICTS (Carlisle).**

None (1 Superintendent of Hotels, unestablished.)

**STATIONERY OFFICE.**

None.

**SUPREME COURT OF JUDICATURE.**

None.

**BOARD OF TRADE.**

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

**MINISTRY OF TRANSPORT.**

1 Executive Officer .....	£100—£300.
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**TREASURY.**

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

**WAR OFFICE.**

None (apart from officers of Nursing Service).

**OFFICE OF WORKS.**

None.

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## Appendix II.

### Names and Addresses of Hon. Treasurer and Hon. Secretaries (July, 1928).

#### Treasurer.

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

#### Secretary.

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

#### Assistant Secretary.

MISS IBBERSON, Ministry of Labour, Whitehall, S.W.1.

#### Regional Secretaries.

##### LONDON AND SOUTH-EASTERN REGION.

MISS TANN (Board of Education), 12, West Eaton Place, S.W.1.  
MISS ALLEYNE, M.B.E. (Ministry of Agriculture), Whitehall  
Place, S.W.1.

##### SOUTH MIDLANDS AND EASTERN REGION.

Vacant.

##### SOUTH-WESTERN REGION.

MISS BASTER, (Board of Education), 1, Alma Vale Road, Clifton,  
Bristol.

##### WEST MIDLANDS REGION.

MISS DARLOW (Ministry of Labour), 94, Corporation Street,  
Birmingham.

##### NORTH-WESTERN REGION.

MISS M. C. ANDERSON (Home Office), 51, South King Street,  
Manchester.  
Liverpool.—Vacant.

##### YORKSHIRE AND EAST MIDLANDS REGION.

MISS EWART (Home Office), 18, Springfield Mount, Leeds.

##### NORTHERN REGION.

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

##### SCOTTISH REGION.

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



