



THE MINISTRY OF LABOUR GAZETTE

VOL. LI.—No. 3.]

MARCH, 1943.

[PRICE SIXPENCE NET.]

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SPECIAL ARTICLES, REVIEWS, ETC.

TRAINING FOR THE BUILDING INDUSTRY.

GOVERNMENT PROPOSALS FOR MEETING POST-WAR LABOUR DEMANDS.

A Memorandum* setting out the Government's proposals for the expansion of the labour force in the building industry, so as to enable it to meet demands for building in the post-war years, has recently been published as a Command Paper.

The Memorandum, which was prepared by the Minister of Labour and National Service and the Minister of Works, points out that there will be an unprecedented demand and need for building in the years following the war. The Government have accordingly given close attention to the problems involved and consider it desirable to state now the line of action which they propose to follow in preparation for the post-war building task. In their study of the various problems the Government have given careful consideration to an exhaustive Report† on training for the industry, made to the Minister of Works by the Education Committee of the Central Council for Works and Buildings. Certain points arising from the Report have been further discussed with representatives of the industry, and the Government's proposals outlined in the Memorandum have been formulated on the basis of the agreement reached at the discussions.

The necessary expansion of the labour force, the Memorandum states, must be carefully planned in relation to a long-term programme of construction, and on the basis of the available facts the Government consider that a post-war construction programme designed for ten to twelve years will require the labour force in the building industry to be built up over a period to about 1,250,000 men. It will be an essential part of the expansion that recruitment into the industry shall be regulated so as to correspond as closely as possible with the estimated future demands of the construction programme, and a further condition of the satisfactory expansion of the labour force is the establishment, under adequate guarantees, of conditions of work which will, as far as possible, eliminate the casual form of engagement which was formerly the most unsatisfactory characteristic of employment in the industry. The Government consider that the nature and scope of any guaranteed payment in the industry should be determined by the negotiating machinery within the industry itself; they would favour the adoption by the building industry of measures for a guaranteed period of employment, and would, if requested, consider favourably the continuance during the immediate post-war period of the present statutory provisions controlling registered building

and civil engineering contracting undertakings, which require all such undertakings to observe the terms and conditions of employment agreed in the industry.

If the labour force of the building industry is to be expanded to the size indicated, the Memorandum remarks, there will be a large deficiency which cannot be made good by the normal method of recruitment and apprenticeship training of boys, and must, therefore, be met by the special training of adults on a large scale. For this purpose the Government propose a short-term plan for the provision by the Ministry of Labour and National Service of special training for up to 200,000 men during the first three or four years of the construction programme. The plan is based on the principle that the industry must fully participate in and be associated, both centrally and locally, with the administration of the schemes of training and the selection of trainees, and provides for the establishment of a Building Advisory Panel which, under the presidency of the Minister of Labour and National Service or his deputy, is to cover all relevant questions arising out of the building programme. Under the Panel there is to be a Special Training Committee responsible for considering technical and other matters, such as (i) the number of persons to be admitted to training over a given period; (ii) the proportion between different occupations; (iii) the methods to be adopted in selecting persons for training and the considerations affecting selection; (iv) the curriculum of training; (v) the nature of the trade test to be applied; (vi) the standard of proficiency to be attained to qualify for admission to the industry; (vii) the development of "retraining" schemes, for men already in the industry, to meet requirements of new processes and techniques. Local Advisory Committees, attached to the Employment Exchanges, are to be set up to assist in the selection of applicants for training and in other matters affecting training in the locality.

In working out the plan, both at Headquarters and locally, full account will be taken of the special requirements and interests of the civil engineering as well as the building industry. The Ministry of Labour and National Service will be responsible for providing the special training, whether it is given in Government Training Centres or in technical or similar institutions, but will work in close collaboration with the Education Departments and Ministry of Works.

The Government point out that, while it will not be necessary to put these arrangements into full effect until the end of the war is in sight, much preparatory work requires to be done; accordingly, they intend to establish the Headquarters organisation in the near future and to proceed with the local organisation at the appropriate time.

The arrangements have been devised on the assumption that the great part of the training will have to be given in this country, but consideration is to be given to the possibility of

* Training for the Building Industry. Cmd. 6428. H.M. Stationery Office, price 1d. net. (2d. post free).

† See page 36 of this issue.

providing training courses for men retained in the Armed Forces overseas.

The Memorandum proceeds to point out that there is a clear distinction between the permanent question of the recruitment and education of boys for the industry and the transitional question of making good the large deficiency of craftsmen that must occur in the immediate post-war years. With the object of putting recruitment and apprenticeship training in the industry on the soundest possible basis, the Government propose to take the initiative in establishing without delay an Apprenticeship and Training Council for the Building Industry. The Council will be primarily representative of the industry but will include representatives of other important interested bodies, as well as of all Government Departments concerned, and its primary functions will be to observe and advise on all matters concerning the recruitment, education and training of young persons for the industry, both for craftsmanship and management, and to encourage by all appropriate means the development of craft apprenticeship schemes and student apprenticeship schemes on a comprehensive basis. Some of the questions to which, it is thought, the Council will wish to devote early attention are indicated in the Memorandum as follows:—

(a) the comprehensive review of existing apprenticeship schemes; (b) the definition of minimum standards to which approved schemes should conform; (c) the maintenance of a register of apprentices in training under approved schemes and the issue of certificates on completion of training; (d) the promotion of publicity designed to stimulate interest in building as a career; and (e) practical methods of encouraging employers and apprentices to participate in approved schemes. The Council will not, the Government state, encroach upon the field of the joint industrial councils which handle such matters as the regulation of wages, hours and conditions of employment for craftsmen, apprentices and trainees alike.

Arrangements will be made to enable close liaison to be maintained between the Council and the organisation dealing with the special training of adults, in order that the apprenticeship and training programmes may be kept in step and considered together in relation to the estimated intake of labour required to fulfil the demands of the building programme.

REPORT BY CENTRAL COUNCIL FOR WORKS AND BUILDINGS.

In their Report on Training for the Building Industry,* to which reference is made above, the Education Committee of the Central Council for Works and Buildings have set out the results of a detailed examination which they have made of the problems relating to recruitment to the industry. In this connection they have considered not only the question of normal recruitment, covering apprenticeship training, technical education and training for management, but also the question of what additional provision by way of special training for adults will be needed to meet the anticipated deficiency in the skilled labour force of the industry in the immediate post-war years. The Report contains a number of recommendations on these subjects.

GOVERNMENT TRAINING SCHEME.

TRAINING FOR WAR-WORK IN THE ENGINEERING INDUSTRY.

Women, together with men not eligible for military service, are urgently needed for engineering work, in order to increase the output of munitions required by the expanding Armed Forces. Under the Government Training Scheme free facilities are provided for the training of workers in a number of engineering trades, and a general description of the courses of training thus provided is given in a leaflet (PL115/1943), entitled "Interesting War-Work in the Engineering Industry," which has recently been issued by the Ministry of Labour and National Service. The leaflet gives particulars of the types of training and the length of the courses that are available, the classes of persons eligible for training, the duration of the period of training and of the weekly training hours, and the rates of the weekly wage payments to men and women and the allowances to young persons.

Copies of the leaflet may be obtained upon application to any Employment Exchange, where any further information required may also be obtained, including the addresses of the various Government Training Centres and Emergency and Auxiliary Training Establishments.

HOLIDAYS IN INDUSTRY IN 1943.

For the guidance of industry the Government have recently issued the following statement regarding holidays in industry in 1943:—

"Representations have been received that it would be helpful to industry if the Government's views on holiday arrangements for 1943 were made known as early as possible. H. M. Government have given consideration to the matter and have had regard, among other considerations, to the fact that the war is in its fourth year and that consequently the need for reasonable holiday breaks will be even greater than in previous years, if maximum health and efficiency are to be maintained during what may prove to be the vital year both in the field and in the factories.

"Naturally, any recommendations to industry on this matter must depend for their observance on the exigencies of the war situation at the particular holiday period, but, subject to that reservation, the Government consider (a) that industrial agreements and common practice in relation to the annual holiday should continue, in general, to be observed in so far as they do not entail a holiday period of more than one week; (b) that on the occasion of Public Holidays in England and Wales the following days should, in general, be approved holidays:—24th April and Easter Monday, 26th April; 12th June and Whit-Monday, 14th June; 31st July and Monday, 2nd August; Christmas Day 25th December, and 27th December, or alternatively, New Year's Day 1st January, 1944, and 3rd January, 1944; (c) that in Scotland, similarly, arrangements should be made for a corresponding break to be given on the occasion of the holidays which are customarily observed in the spring, summer, autumn and at the New Year. As it is the practice for the actual dates of these holidays to be determined locally, it is not possible to indicate, as in the case of England and Wales, any fixed dates for their observance.

"The Government rely on all concerned to adhere to the suggested arrangements and to ensure that, so far as practicable, there shall be no loss of production by reason of the holidays.

"Owing to the special arrangements necessary in regard to both the production and the movement of coal, a separate announcement will be made by the Minister of Fuel and Power about holidays in the coal-mining industry.

"The Regional Boards (Ministry of Production) should take the initiative, in consultation with employers, in securing the necessary staggering of holiday plans in the respective regions and for this purpose should consult the Regional Transport Commissioner. In the shipbuilding and ship-repairing industries, corresponding action should be taken by the District Shipyard Controller in consultation with the Regional Transport Commissioner and with the Regional Board (Ministry of Production), as may be appropriate. It is emphasised that the difficulties of travelling during the summer months of 1943 and especially at weekends, will be very great, and employers and Trade Unions should take steps to warn workers of this fact. It should be remembered also that, as it will be necessary to preserve transport for essential movements of freight and the Armed Forces, it will not be possible to provide additional facilities for travel at Bank Holiday periods.

"The Local Authorities also should be brought into early consultation in order that they may have adequate opportunity of developing their "holiday-at-home" plans which, in general, made so valuable a contribution to a solution of the holiday problem in 1942.

"Payment for holidays, or payment for work done on days which would ordinarily be holidays, should be governed by existing law, or any provisions relating to this matter as laid down in existing agreements, or as modified by agreement with the Trade Union concerned, or Branch thereof, to suit particular arrangements that may be made."

INDUSTRIAL HEALTH.

APPOINTMENT OF ADVISORY COMMITTEE.

The Minister of Labour and National Service has appointed a Committee to advise him on technical and scientific matters arising from the work of the Factory and Welfare Department of the Ministry of Labour and National Service in relation to industrial health.

The Minister of Labour and National Service is Chairman of the Committee and Mr. G. Tomlinson, Joint Parliamentary Secretary to the Ministry, is Vice-chairman. Other members of the Committee are:—A. J. Amor, Esq., M.D., M.Sc., Deputy Chief Medical Officer, Ministry of Supply; Brigadier-General A. C. Baylay, D.S.O., Engineering and Allied Employers' National Federation and British Employers' Confederation; Professor Arthur W. Ellis, F.R.C.P., Medical Research Council, Regius Professor of Medicine, University of Oxford; J. Fox, Esq., C.B., O.B.E., D.Sc., F.I.C., Government Chemist; E. D. Fudge, Esq., C.B.E., Ministry of Fuel and Power; Sir Wilfrid Garrett, B.Sc., H.M. Chief Inspector of Factories; M. W. Goldblatt, Esq., M.D., Ph.D., Chairman of the Association of Industrial Medical Officers; Charles Hill, Esq., M.D., M.R.C.S., L.R.C.P., D.P.H., Deputy Secretary of the British Medical Association; Sir Wilson Jameson, K.C.B., M.D., F.R.C.P., LL.D., Chief Medical Officer, Ministry of Health; Miss A. Loughlin, O.B.E., Chairman, Trades Union Congress; The Lord Moran of Manton, M.C., F.R.C.P., President of the Royal College of Physicians; E. R. A. Merewether, Esq., M.D., M.R.C.P., F.R.S.Ed., H.M. Senior Medical Inspector of Factories; M. W. Paterson, Esq., O.B.E., M.C., M.R.C.S., L.R.C.P., Secretary of the Association of Certifying Factory Surgeons; Sir Thomas W. Phillips, K.C.B., K.B.E., Secretary of the Ministry of Labour and National Service; Professor J. A. Ryle, M.D., F.R.C.P., Professor of Social Medicine, Nuffield College, University of Oxford; William Scholes, Esq., Allied Association of Bleachers, Dyers, Printers and Finishers, and British Employers' Confederation; S. L. Smith, Esq., D.Sc., Department of Scientific and Industrial Research; J. L. Smyth, Esq., Secretary, Social Insurance Department, Trades Union Congress. The Secretary of the Committee is Mr. D. C. Barnes of the Ministry of Labour and National Service.

* Report on Training for the Building Industry. H.M. Stationery Office, price 1s. net (1s. 2d. post free).

INDUSTRIAL HEALTH CONFERENCE.

The Minister of Labour and National Service has arranged for a special three-day Conference on Industrial Health to be held in London on 9th, 10th and 11th April. The Conference is designed to emphasise the importance of industrial health and to elicit further suggestions for promoting it.

SAFETY OF FACTORY WORKERS.

THE MAGNESIUM (GRINDING OF CASTINGS AND OTHER ARTICLES) ORDER, 1943.

The Minister of Labour and National Service has made the above Order* under Regulation 60 of the Defence (General) Regulations, 1939, requiring various precautions against explosions in factories in which is carried on the grinding or polishing of castings and other articles consisting wholly or mainly of magnesium as defined in the Order. The Order, which was made on 11th February and took effect on 15th March, 1943, includes detailed requirements as to appliances and arrangements for exhaust ventilation and for the safe removal and disposal of dangerous dust and other residues, precautions against the production of sparks, restrictions on smoking and open lights, and the provision of special overalls. It imposes various specific legal obligations on persons employed as well as obligations on the factory occupier.

NURSES SALARIES AND CONDITIONS OF SERVICE.

A Committee was appointed by the Minister of Health in November, 1941, to draw up agreed scales of salary and emoluments and related conditions of service for nurses in hospitals and in the public health services in England and Wales. The First Report of this Committee, which has recently been published,† contains recommendations as regards female nurses in general hospitals, children's hospitals, infectious diseases hospitals, sanatoria, tuberculosis hospitals, and other special hospitals except mental hospitals. Other nurses will be covered by a later Report, and midwives are being dealt with by a separate Midwives Salaries Committee. A Scottish Nurses' Salaries Committee, which was set up by the Secretary of State for Scotland at about the same time with similar terms of reference, has also issued an Interim Report‡ dealing with the salaries and working conditions of female nurses in general hospitals, midwives, health visitors, district nurses, etc., in Scotland.

Salaries and Emoluments.—The Reports make recommendations regarding salary scales, and also assess the total annual value at which the emoluments provided for resident nurses in addition to cash remuneration (*viz.* board, residence, personal laundry and the use and laundering of uniforms) are to be taken into account for superannuation purposes. For staff nurses the annual salary proposed by the Committee for England and Wales is £100 (or £90 for those registered as fever nurses only), rising by annual increments of £5 to £140. In sanatoria and other hospitals for the treatment of tuberculosis the scales are £10 a year higher. The salary recommended for staff nurses by the Scottish Committee is £100 a year rising by annual increments of £10 to £120 a year. The total annual value of emoluments for staff nurses is assessed at £90 by both Committees. In the case of non-resident staff nurses in England and Wales the emoluments are divided up into a living-out allowance of £65 a year which is added to the cash payment made to the nurse, and a sum of £25 as the value of emoluments (*viz.*, meals on duty and use and laundering of uniforms) provided by the hospital for non-resident nurses. The Reports also make detailed proposals as to salary scales and values of emoluments for matrons and assistant matrons, ward sisters, student nurses, and other members of hospital nursing staffs and, in the case of the Scottish Report, for midwives, health visitors, school nurses, district nurses, etc.

Hours of Service and Other Working Conditions.—The salary scales recommended in both Reports are based on a normal fortnight of 96 working hours (day or night), and it is recommended that this standard be adopted nationally for the profession, except for those in supervisory positions, as soon as circumstances permit. The proposals of the Committee for England and Wales include the provision for all nurses of one complete day off duty in each week, annual leave of 28 days with pay, and scales of sick pay. The Scottish Committee still has these questions under consideration. The question of superannuation and interchangeability of pension rights has been referred to a special Sub-Committee representative of both Salaries Committees.

The Minister of Health stated in the House of Commons on 11th February that he was communicating with local authorities and voluntary hospitals, commending to them the recommendations made in the Report for England and Wales and informing

them that the Government were prepared to pay both to local authorities and to voluntary hospitals 50 per cent. of any increased expenditure involved in giving effect to the recommendations. A similar statement was made by the Secretary of State for Scotland in reference to the Report for Scotland.

SPECIFIED CLASSES OF PERSONS (REGISTRATION) ORDER, 1943.

REGISTRATION OF CERTAIN MALE ENGINEERS.

By the Specified Classes of Persons (Registration) Order, 1943,* which was made by the Minister of Labour and National Service on 27th February, 1943, certain classes of male engineers born between 1st February, 1898, and 31st January, 1923, both dates inclusive, were required to attend at a Local Office of the Ministry of Labour and National Service between 22nd March and 27th March (both dates inclusive), and to register particulars of their educational record, industrial record, present employment, other employment in the last ten years, and any special qualifications.

The obligation to register applied to persons of the prescribed age in the following classes:—

(1) Male persons who have completed with any employer a general apprenticeship, whether under indentures or otherwise, in mechanical or electrical engineering, not being an apprenticeship confined to one particular engineering craft.

(2) Male persons who have completed with any employer an apprenticeship, whether under indentures or otherwise, confined to a particular engineering craft and who are employed on any kind of mechanical or electrical engineering work and *either* (a) hold an executive position above the rank of foreman, or (b) are wholly or mainly engaged in one or more of the following activities, *viz.*, (i) draughtmanship, (ii) rate fixing, (iii) time and motion study (iv) planning, (v) progressing, (vi) research, (vii) design, (viii) testing, (ix) plant installation, (x) technical sales.

(3) The following male persons, that is to say, (a) persons who have passed the graduate membership examination of the Institution of Mechanical Engineers or of the Institution of Electrical Engineers or who hold a degree, diploma, or other academic qualification exempting them from one of these examinations; (b) holders of the Higher National Certificate in mechanical or electrical engineering.

(4) Every male person who holds a certificate of competency as an engineer issued by the Board of Trade, the Ministry of Shipping or the Ministry of War Transport.

The following classes of persons, specified in the First Schedule to the Order as being exempt, were not required to register:—Male persons (i) serving as members of the crew of a ship other than a fishing boat; (ii) in receipt of pay from the Merchant Navy Reserve Pool; (iii) temporarily released from the Merchant Navy Reserve Pool; (iv) in receipt of pay from a shipping company as members of the company's sea-going staff.

REGISTRATION OF BOYS AND GIRLS ORDER.

FURTHER REGISTRATIONS.

Further registrations of boys and girls under the Registration of Boys and Girls Order, 1941,† were effected on 13th March, 1943. Subject to the exemptions specified in the Order, the obligation to register on this date applied to all boys and girls born between 13th September, 1926, and 13th March, 1927 (both dates inclusive) and, in addition, to boys and girls born between 14th March, 1925, and 12th September, 1926 (both dates inclusive), who had not already registered. Boys and girls in this latter age group were included for the reason that certain young persons who were evacuated overseas at the outbreak of the war have recently returned to this country. Some of them are now 16 or 17 years of age and were accordingly required to register under the Order.

The boys and girls are being interviewed and invited to join a youth organisation, if they have not already done so.

NATIONAL SERVICE ACTS.

FURTHER REGISTRATION OF YOUNG MEN.

In the further exercise of the powers conferred on him by the National Service Act, 1942,‡ to order the registration under the National Service Acts, 1939–1942, of young men as soon as they reach the age of 17 years 8 months, the Minister of Labour and National Service has ordered the registration on 3rd April, 1943, of young men born between 1st April and 30th June, 1925, both dates inclusive. After medical examination, the young men so registered will, subject to medical fitness, be called up as vacancies arise after their 18th birthday.

* Statutory Rules and Orders, 1943, No. 268. See page 46.

† First Report of Nurses Salaries Committee. Salaries and Emoluments of Female Nurses in Hospitals, February, 1943. Cmd. 6424. H.M. Stationery Office, price 9d. net (10d. post free).

‡ Interim Report of Scottish Nurses Salaries Committee, February, 1943. Cmd. 6425. H.M. Stationery Office, price 3d. net (4d. post free).

* Statutory Rules and Orders, 1943, No. 339. See footnote* on page 46.

† Statutory Rules and Orders, 1941, No. 2146. See the issue of this GAZETTE for January, 1942, pages 7 and 28.

‡ See the issue of this GAZETTE for January, 1943, page 6.

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR IN FEBRUARY.

Rates of Wages.

In the industries covered by the Department's statistics,* the changes in rates of wages reported to have come into operation in Great Britain and Northern Ireland during February resulted in an aggregate increase estimated at about £40,000 in the weekly full-time wages of nearly 170,000 workpeople, and in a decrease estimated at £3,000 in those of nearly 180,000 workpeople.

The industries and services in which wage rates were increased during February included merchant shipping, electrical cable manufacture, rope, twine and net manufacture, and the printing industry in certain towns in Scotland. The principal industries in which wage rates were reduced were iron and steel manufacture, iron-ore mining, tinplate manufacture and tobacco manufacture; the decreases were in all cases due to the operation of sliding-scale agreements under which rates of wages vary with the movements of the official cost-of-living index number.

The adoption of revised scales of pay for officers and other ratings in the Merchant Navy resulted in increases in pay of varying amounts. The increases ranged, in most cases, from 5s. to £4 a month or 4s. to 18s. a week in the case of officers and from 8s. 9d. to £2 7s. 6d. a month or 3s. to 10s. 11d. a week for other ratings. In electrical cable manufacture there were increases of 5s. a week for men on time-work, 6s. a week for women on time-work, 4s. a week for piece-workers, and smaller increases for juniors. The general minimum time rates and piece-work basis time rates fixed under the Trade Boards Acts for the rope, twine and net manufacturing industry were raised by 1d. an hour for men, 1½d. an hour (1d. or 1½d. an hour in Northern Ireland) for women, and ½d. to 1½d. an hour for younger workers. In the printing industry in many towns in Scotland, compositors and machine operators received increases of 2s. to 6s. a week. There were also increases for painters in London, for bakers in Northern Ireland, and for workers engaged in the cotton waste reclamation trade.

In the iron and steel industry (pig iron manufacture, iron puddling, steel melting and rolling, etc.), the flat-rate additions to wages were reduced in most districts, under cost-of-living sliding-scale arrangements, by 0·8d. a shift for men and 0·6d. or 0·4d. a shift for youths and boys. Decreases of similar amounts occurred also in iron-ore mining in certain districts and in tinplate manufacture. In tobacco manufacture, the Trade Board minimum time rates were reduced, under a cost-of-living sliding scale, by 4½d. a week for men and 3d. a week for women and juveniles.

Of the total increase of £40,000, about £37,000 was due to arrangements made by joint standing bodies of employers and workers, and nearly all the remainder was the result of direct negotiations between employers and workpeople or their representatives. The whole of the estimated decrease of £3,000 was due to the operation of sliding scales based on fluctuations in the cost of living.

The changes reported in January and February, 1943, in the industries covered by the statistics, are estimated to have resulted in a net increase of about £185,000 a week in the full-time wages of nearly 1,000,000 workpeople, and in a net decrease of £2,600 in those of nearly 160,000 workpeople. In the corresponding two months of 1942 there was a net increase of about £150,000 in the weekly full-time wages of over 1,500,000 workpeople, and a net decrease of about £2,200 in those of 80,000 workpeople.

Output Bonus in Coal Mining.—The amounts of increase in rates of wages quoted above, and the details in the Table below, do not include the bonuses on output in the coal mining industry referred to on page 40.

Hours of Labour.

No important changes were reported during February.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING FEBRUARY.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics</i> .)
Mining and Quarrying.	Cleveland	1 Feb.	Iron ore miners	Flat-rate addition to wages (previously granted) decreased† by 0·8d. a shift (1s. 6·4d. to 1s. 5·6d.) for men and by 0·4d. (9·2d. to 8·8d.) for youths and boys.
	Nottinghamshire, Leicestershire, and adjoining parts of Lincolnshire.	7 Feb.	Ironstone miners and limestone quarrymen.	Flat-rate addition to wages (previously granted) decreased† by 0·8d. a shift (2s. 6·4d. to 2s. 5·6d.) for men, by 0·6d. (1s. 10·8d. to 1s. 10·2d.) for youths 18 and under 21 and by 0·4d. (1s. 3·2d. to 1s. 2·8d.) for boys under 18.‡
	Northamptonshire ..	7 Feb.	Ironstone miners and quarrymen and limestone quarrymen.	
	Banbury and district	7 Feb.	Ironstone miners and quarrymen ..	Flat-rate addition to wages (previously granted) decreased† by 0·8d. a shift (2s. 6·4d. to 2s. 5·6d.) for men and by 0·4d. (1s. 3·2d. to 1s. 2·8d.) for youths and boys.
	North Lincolnshire ..	1 Feb.	Ironstone miners and quarrymen ..	
	Corby	7 Feb.	Ironstone miners and quarrymen and limestone quarrymen.	Flat-rate addition to wages (previously granted) decreased† by 0·8d. a shift (2s. 6·4d. to 2s. 5·6d.) for men and by 0·6d. (1s. 10·8d. to 1s. 10·2d.) for youths 18 and under 21 and by 0·4d. (1s. 3·2d. to 1s. 2·8d.) for boys under 18.
Glass Manufacture.	South and West Durham.	1 Feb.	Limestone quarrymen	Flat-rate addition to wages (previously granted) decreased† by 0·8d. a shift (1s. 6·4d. to 1s. 5·6d.) for men and by 0·4d. (9·2d. to 8·8d.) for youths and boys.
	Gateshead, Sunderland and Knottingley.	26 Feb.	Pressed glass makers	War bonus decreased† by 1s. a week (15s. to 14s.) for men, by 6d. (11s. to 10s. 6d.) for women 21 years and over, and by 3d. to 6d., according to age, for youths, boys and girls.
Iron and Steel Manufacture.	Cleveland and Durham, West Cumberland and North Lancs., North Lincs., North Staffs., South Staffs., Bilston, Northants., and South Wales and Mon.	7 Feb.	Workpeople employed at blast-furnaces (except those whose wages are regulated by movements in other industries.)	Flat-rate addition to wages (previously granted) decreased† by 0·8d. a shift (2s. 6·4d. to 2s. 5·6d.) for men and for women employed on men's work, by 0·6d. (1s. 10·8d. to 1s. 10·2d.) for youths 18 years and under 21, and for women§ employed on youths' work, and by 0·4d. (1s. 3·2d. to 1s. 2·8d.) for boys under 18 years and for girls doing boys' work.
	Nottinghamshire and Leicestershire.	1st pay day in Feb.	Workpeople (excluding those engaged on maintenance work) at certain blastfurnaces.	Flat-rate addition to wages (previously granted) decreased† by 0·8d. a shift (2s. 4·8d. to 2s. 4d.) for men, by 0·4d. (1s. 2·4d. to 1s. 2d.) for youths and boys, by 0·8d. (1s. 0·8d. to 1s.) for women 21 years and over, and by 0·4d. (6·4d. to 6d.) for girls under 21.
	West of Scotland ..	Pay period beginning nearest 1 Feb.		
	Great Britain || ..	6 Feb.	Workpeople employed at steel sheet rolling mills.	Flat-rate addition to wages (previously granted) decreased† by 0·8d. (2s. 6·4d. to 2s. 5·6d.) for men and women 21 years and over, by 0·6d. (1s. 10·8d. to 1s. 10·2d.) for males and females 18 and under 21 and by 0·4d. (1s. 3·2d. to 1s. 2·8d.) for those under 18 years.
	West of Scotland ..	1 Feb.	Workpeople employed at iron puddling forges and mills and sheet mills.	Flat-rate addition to wages (previously granted) decreased† by 1·1d. (2s. 9d. to 2s. 7·9d.) for men, by 0·8d. (2s. to 1s. 11·2d.) for youths 18 and under 21, by 0·55d. (1s. 4·5d. to 1s. 3·95d.) for boys under 18, by 0·8d. (1s. 0·8d. to 1s.) for women 21 years and over, and by 0·4d. (6·4d. to 6d.) for girls under 21.
	North-East Coast Area.	7 Feb.	Workpeople employed at iron puddling furnaces and rolling mills.	Flat-rate addition to wages (previously granted) decreased† by 0·8d. (2s. 6·4d. to 2s. 5·6d.) for men, by 0·6d. (1s. 10·8d. to 1s. 10·2d.) for youths 18 years and under 21, and by 0·4d. (1s. 3·2d. to 1s. 2·8d.) for boys under 18 years.

* The particulars of numbers affected and amount of change in the weekly wages and hours of labour exclude changes affecting Government employees, agricultural workers, shop assistants and clerks, for which classes the information available is not sufficient to form a basis for statistics. Where information is available, however, details of changes in the wages and hours of these classes are shown in the list of principal changes recorded. The estimates of the effects of the changes on weekly wages are based on normal conditions of employment and do not take into account the effect of overtime working, etc.

† Under cost-of-living sliding-scale arrangements.

‡ Other flat-rate additions of 1s. a shift for men, 9d. a shift for youths 18 and under 21, and 6d. a shift for boys under 18, granted by an Arbitration Award dated 26th December, 1942, with retrospective effect to the 1st pay week in September, 1942, remained unchanged.

§ Women aged 21 years and over may not receive less than 4s. 8d. a shift, plus 66·5 per cent. (or in some cases 67·5 per cent.) and a flat-rate addition of 2s. 5·6d.

|| This decrease affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING FEBRUARY—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Iron and Steel Manufacture (contd.)	Great Britain*	7 Feb.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladlemen, furnace helpers, gas producers, semi-skilled workers and labourers, etc.).	Flat-rate addition to wages (previously granted) decreased† by 0.8d. (2s. 6.4d. to 2s. 5.6d.) for men and women 21 years of age and over, by 0.6d. (1s. 10.8d. to 1s. 10.2d.) for males and females 18 years and under 21, and by 0.4d. (1s. 3.2d. to 1s. 2.8d.) for those under 18 years.
	North-East Coast Area	7 Feb.	Workpeople employed at steel rolling mills.	
	Barrow-in-Furness ..	7 Feb.	Rail millmen, merchant millmen, enginemen, crane-men, etc.	
	Workington ..	7 Feb.	Steel millmen and labourers (datal workers).	
	Scunthorpe ..	7 Feb.	Steel millmen, wagon builders and repairers.	
	Bilston ..	7 Feb.	Steel millmen, maintenance men, etc.	
Electrical Cable Manufacture.	West of Scotland ..	7 Feb.	Millmen, gas producers, engine-men, crane-men, firemen and mill labourers, semi-skilled workers and general labourers and locomotive drivers and firemen employed at steel rolling mills.	Flat-rate addition to wages (previously granted) decreased† by 0.8d. a shift (1s. 5.6d. to 1s. 4.8d.) for men and for women employed on men's work and 0.4d. (8.8d. to 8.4d.) for youths and boys and for women employed on boys' work.
	South-West Wales ..	7 Feb.	Workpeople employed in Siemens steel manufacture.	
Galvanising	Great Britain ..	1st pay day in Feb.	Workpeople employed in the electrical cable making industry (except plumber-jointers, etc.):— Paid at time rates	Increases of 5s. a week of 47 hours for men, of 6s. for women 18 and over, of 4s. for youths 17 and under 21, of 3s. for boys under 17 and of 1s., 2s. or 3s., according to age, for girls. Rates after change: men—District I† 73s. 6½d. to 81s. 4½d. (according to occupation), District II† 70s. 6d. to 78s. 6d.; women 49s. to 53s. (inclusive of 3s. service bonus); youths and boys 21s. 1½d. to 50s. 3½d. (according to age); girls 20s. 9d. to 27s. 3d. (plus service bonus of 1s. after 2 months, 2s. after 4 months and 3s. after 6 months). Increases of 4s. a week of 47 hours for men and for women 18 years and over, of 3s. 2d. for youths 17 and under 21, of 2s. 4d. for boys under 17 and of 8d., 1s. 4d. or 2s., according to age, for girls. Flat-rate addition to wages (previously granted) decreased† by 0.8d. (2s. 6.4d. to 2s. 5.6d.) for men and women 21 years and over, by 0.6d. (1s. 10.8d. to 1s. 10.2d.) for males and females 18 years and under 21, and by 0.4d. (1s. 3.2d. to 1s. 2.8d.) for those under 18 years.
	England and Wales§..	6 Feb.	Galvanisers and ancillary workers (other than those engaged in the process of annealing) employed at steel sheet works.	
Tinplate Manufacture.	South Wales, Monmouthshire, and Gloucestershire.	7 Feb.	Men, women and juveniles (excluding those engaged on maintenance work).	Flat-rate addition to wages (previously granted) decreased† by 0.8d. a shift (2s. 6.4d. to 2s. 5.6d.) for men and for women (21 years and over) employed on men's work and by 0.4d. (1s. 3.2d. to 1s. 2.8d.) for other women and juveniles.
			Inside-workers (women 18 years and over).	
Hosiery Manufacture.	Dumfries ..	15 Feb.	Female learners	Basic minimum rates increased from 8d. an hour to 43s. 7d. for a full week of 48 hours for time workers and from 9d. an hour to 48s. a week for piece-workers (subject in each case to current deduction of 1d. in the shilling under cost-of-living sliding scale), and war bonus of 2s. 6d. for a 5½-day week withdrawn, resulting in net increases of 8s. 2d. a week (31s. 10d. to 40s.) in minimum rate for time workers and of 8s. 6d. (35s. 6d. to 44s.) in minimum weekly earnings for piece workers. Minimum time rates fixed of 17s. 6d. to 21s. 10d. (according to age at entry into trade) during 1st twelve months' service, rising to 30s. 6d. to 43s. 7d. during 4th twelve months' service (subject in all cases to current deduction of 1d. in the shilling under cost-of-living sliding scale); war bonuses of 2s. 6d. for a 5½-day week (18 years and over), 1s. 6d. (16 and under 18 years) or 1s. (under 16 years) withdrawn.
	Macclesfield ..	Pay day in week ending 13 Feb.	Men, youths, boys, women and girls	
Silk Dyeing and Finishing.			Youths and boys	Cost-of-living wage decreased† from 100 to 99 per cent. on basis rates. Minimum rates after change, for adults: men 63s. 8d. plus 7s. 6d. a week of 48 hours (special payment); women 18 years and over 39s. 10d., plus 4s. 6d. a week of 48 hours (special payment). New schedule of minimum rates adopted, of 35.042 per cent. of men's minimum rate at 14 years increasing to 85.915 per cent. at 20 in place of rates ranging from 30 to 85 per cent. of men's minimum rate. New schedule of minimum rates adopted, of 40.816 per cent. of women's minimum rate at 14 years increasing to 79.592 per cent. at 17 years, in place of rates ranging from 40 to 60 per cent. of women's minimum rate.
	Great Britain ..	21 Feb.	Girls (under 18 years)	
Asbestos Manufacture.			Workpeople paid at time rates:— Men, youths and boys	Increases of 1d. an hour in general minimum time rates for men, and of ½d. to 1½d. for youths and boys.|| Increases of 1½d. an hour in general minimum time rates for women 18 years and over, and of ½d. to 1d. for girls.|| Increases of 1d. an hour in piecework basis time rates for males, of 1½d. for females, and of approximately 5.8, 12.82 or 13.16 per cent. in general minimum piece rates.||
	Great Britain ..	3 Feb.	Women and girls	
Rope, Twine and Net Manufacture.			Workpeople paid at piece rates	Increases of 1d. an hour in general minimum time rates for men, and of ½d. to 1½d. for youths and boys.|| Increases of 1d. or 1½d. an hour in general minimum time rates for women 18 years and over and of ½d. or ¾d. for girls (¾d. for doffers, irrespective of age).|| Increases of 1d. an hour in piecework basis time rates for men, and of 1d. or 1½d. for women 18 years and over (¾d. for female doffers irrespective of age).||
	Great Britain ..	10 Feb.	Workpeople paid at time rates:— Men, youths and boys	
Baking	Northern Ireland ..	19 Feb.	Women and girls	Increases in general minimum time rates of 2s. 6d. to 4s. 6d., according to occupation and area, for men, and of 9d. to 3s., according to age and area, for apprentices, youths and boys. Minimum time rates for men, after change, include: bakers 82s. 9d. (Londonderry), 78s. 3d. (other districts), bakehouse labourers 67s. 6d., 64s.|| Increases in general minimum time rates of 2s. 6d. a week for bakers (over 21 years) and for workers with 2 years' service following 5 years' learnership and of 9d. to 2s., according to age and area, for other women, learners and girls. Minimum time rates for bakers, after change: 48s. (Londonderry), 45s. 6d. (other districts).|| Increases in general minimum time rates of 3s. a week (61s. 6d. to 64s. 6d.) for carters, drivers of lorries of carrying capacity 2 tons and under and stablemen and of 3s. 3d. (67s. to 70s. 3d.) for drivers of lorries of carrying capacity over 2 tons.|| Decrease† of 1s. a week in cost-of-living bonus. Rates after change (inclusive of bonus): maltmen 80s., brewery labourers 74s. Decreases† of 4½d. a week in general minimum time rates for men and of 3d. for women and juveniles, with corresponding decreases for pieceworkers.||
	Northern Ireland (excluding Belfast district).	19 Feb.	Workpeople paid at piece rates	
Brewing			Male and female workers (other than transport workers) employed in baking establishments other than home bakeries.†:— Men, apprentices, youths and boys.	Increases in general minimum time rates of 2s. 6d. to 4s. 6d., according to occupation and area, for men, and of 9d. to 3s., according to age and area, for apprentices, youths and boys. Minimum time rates for men, after change, include: bakers 82s. 9d. (Londonderry), 78s. 3d. (other districts), bakehouse labourers 67s. 6d., 64s.|| Increases in general minimum time rates of 2s. 6d. a week for bakers (over 21 years) and for workers with 2 years' service following 5 years' learnership and of 9d. to 2s., according to age and area, for other women, learners and girls. Minimum time rates for bakers, after change: 48s. (Londonderry), 45s. 6d. (other districts).|| Increases in general minimum time rates of 3s. a week (61s. 6d. to 64s. 6d.) for carters, drivers of lorries of carrying capacity 2 tons and under and stablemen and of 3s. 3d. (67s. to 70s. 3d.) for drivers of lorries of carrying capacity over 2 tons.|| Decrease† of 1s. a week in cost-of-living bonus. Rates after change (inclusive of bonus): maltmen 80s., brewery labourers 74s. Decreases† of 4½d. a week in general minimum time rates for men and of 3d. for women and juveniles, with corresponding decreases for pieceworkers.||
	Edinburgh district and Falkirk.	1 Feb.	Men	
Tobacco, etc., Manufacture.	Great Britain ..	1 Feb.	Men, women and juveniles	

* These decreases affected mainly the employees of firms which are members of the Iron and Steel Trades Employers' Federation, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steels district), the Midlands, South Wales and the West of Scotland.

† Under cost-of-living sliding-scale arrangements.

‡ District I comprises London, Middlesex, Kent, Surrey, Essex, Hertfordshire, Buckinghamshire, Berkshire and Sussex, and District II the remaining counties of Great Britain.

§ This decrease affected mainly the employees of firms which are members of the Galvanising Conciliation Board.

|| These changes took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office.

¶ Home bakeries are bakeries (other than those producing 1 lb. or 2 lb. batch loaves or pan loaves exceeding 1 lb. in weight) in which the number of workers engaged in occupations within the scope of the Trade Board does not exceed six.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING FEBRUARY—*continued.*

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics.</i>)
Beet Sugar Manufacture.	Various districts in Great Britain.	1 Jan.*	Dayworkers and shiftworkers ..	Increase of 1d. an hour in minimum basic rates for day work in factories in Grades I and II (Grade III being merged in Grade II) and certain factories upgraded resulting in increases of 1d., 1½d. or 2d. an hour in minimum basic rates for day workers and shift workers: differential of 1d. an hour above day-work minimum agreed for a two-shift system of 8-hour shifts. Minimum basic rates after change for adult male day workers 1s. 5d. in Grade I factories, 1s. 4½d. in Grade II factories (women employed on men's work to receive 80 per cent. of men's rate during 1st month and 90 per cent. thereafter).
Printing	Aberdeen, Kirkcaldy, Kilmarnock, Falkirk, Dunfermline, Perth, Dumfries, Stirling, Inverness and certain smaller towns in Scotland.	Pay day in week beginning 1 Feb.	Compositors and machinemen, monotype keyboard operators and readers, and linotype operators.	Increases of 2s. to 6s. a week as a result of a reduction in the number of "grades" in which the towns are grouped for wages purposes, and also of the upgrading of certain towns. Rates after change: compositors and machinemen 87s. 6d., 84s. 6d., 81s. 6d. for Grades 1, 2 and 3 respectively; monotype keyboard operators and readers 92s. 6d., 89s. 6d., 86s. 6d.; linotype operators 95s., 92s., 89s.
	Edinburgh, Glasgow, Dundee, Aberdeen, Greenock, Kirkcaldy and certain smaller towns in Scotland.	Pay day in week beginning 30 Nov. 1942.†	Porters, letterpress machine feeders and other auxiliary workers, and female learners.	Increases of 1s. 6d. to 5s. 6d. a week for male and of 1s. to 5s. 6d. for female auxiliary workers, with corresponding increases for female learners, as a result of increases in Grade rates, of a reduction from 4 to 3 in the number of Grades and of the upgrading of certain towns. Rates after change for workers other than female learners: Grade 1—males 70s., females 41s.; Grade 2—68s., 39s. 6d.; Grade 3—66s. 6d., 38s.
Building	London district (within a 15-mile radius of Charing Cross).	1 Feb.	Painters	Increase of ½d. an hour. Rates after change: within a 12-mile radius of Charing Cross 2s. 0½d., 12 to 15 miles from Charing Cross 2s.
Merchant Shipping	Great Britain ..	1 Feb.	Navigating and engineer officers ..	Scales of pay revised and "differential payment"† merged with basic rates, resulting in most cases in net increases of 5s. to £4 a month, according to tonnage of vessel and rank and service of officer, for those on monthly articles and of 4s. to 18s. a week for those on weekly articles.§
			Radio officers	Scales of pay revised and "differential payment"† merged with basic rates, resulting in most cases in net increases of 10s. to £2 5s. a month according to passenger carrying capacity and tonnage of vessel and service of officer.§
			Refrigerator engineers, electrical engineers, boilermakers and plumbers.	Scales of pay revised and "differential payment"† merged with basic rates, resulting in net increases of 10s. to £2 7s. 6d. a month, according to type of vessel and rank and service of engineers, etc.§
			Deck, engine room and stokehold ratings.	Scales of pay revised and "differential payment"† merged with basic rates, resulting in net increases of 8s. 9d. to £1 10s. a month, according to tonnage of vessel and occupation, on monthly articles and 3s. to 7s. a week on weekly articles. Rates after change include: able seamen £14 a month (with free food) or £4 4s. a week (finding own food), firemen £14 10s. a month (with free food) after 6 months service, or £4 4s. a week (finding own food), boatswains £16 to £18 5s. a month (with free food), according to tonnage of vessel.§
Basket Making	Lancashire and Cheshire.	1 Feb.	Skip and basket makers	Scales of pay revised and "differential payment"† merged with basic rates, resulting in most cases in net increases of £1 2s. 6d. to £2 7s. 6d. a month or 6s. 2d. to 10s. 11d. a week, according to type of vessel and occupation of rating.§
		1st pay day in Feb.	Men, youths, boys, women and girls	Decrease|| of 1 per cent. on list prices, leaving wages 139 per cent. above the list.
Ophthalmic Optical Industry.	Great Britain ..	1st pay day in Feb.	Men, youths and boys	Scales of minimum rates of wages adopted, for a normal working week of 48 hours, as follows: mass production—males 22s. at 14 years increasing to 76s. at 21 and over, females 20s. to 48s.; prescription work—males 22s. at 14 years increasing to 84s. at 23 and over, females 20s. at 14 years increasing to 50s. at 21 (and to 52s. at 22 and 54s. at 23 and over, conditional upon 3 years' service in the industry).¶
Cotton Waste Reclamation.	Great Britain ..	22 Feb.	Women and girls	Increases of ½d. an hour in general minimum time rates for men and of ¼d. for youths and boys. General minimum time rates after change: 6½d. at under 15 years rising to 1s. 5d. at 21 and over (workpeople employed at piece rates to receive not less than the appropriate general minimum time rate).**
			Men, youths and boys	Increases of ½d. an hour in general minimum time rates for women 18 years and over, and of ¼d. for girls. General minimum time rates after change: 4½d. at under 15 years rising to 10d. (England and Wales) or 9½d. (Scotland) at 18 and over (workpeople employed at piece rates to receive not less than the appropriate general minimum time rate).**
General Waste Materials Reclamation.	Northern Ireland ..	22 Feb.	Women and girls	Increases of ½d. an hour in general minimum time rates for men 22 years and over, of ¼d. to 1d. for younger workers, and of 1½d. an hour in piecework basis time rate. Rates after change: general minimum time rates 6d. at under 16 years rising to 1s. 3d. at 22 and over, piecework basis time rate 1s. 4d.**
Cinematograph Film Production.	London	1st pay day in Feb.	Men, women and juvenile workers in film studios.	Increases of ½d. an hour in general minimum time rates for women 18 years and over, of ¼d. for girls under 18 and of 1d. an hour in piecework basis time rate. Rates after change: general minimum time rate 6d. at under 18 rising to 8d. at 20 and over, piecework basis time rate 9d.**
	London and district ..	1st pay day in Feb.	Laboratory workers employed in film processing and printing in the film production industry.	Bonus decreased|| by 4d. a week (15s. to 14s. 8d. for those paid weekly and 16s. to 15s. 8d. for those paid hourly) for workpeople 21 years and over and by 2d. (7s. 6d. to 7s. 4d. for those paid weekly and 8s. to 7s. 10d. for those paid hourly) for workpeople under 21. Bonus decreased|| by 3d. a week (10s. 3d. to 10s.) for those 21 years and over and by 1½d. (5s. 1½d. to 5s.) for those under 21.

* Date of operation of the agreement as a whole. The revised rates are payable from the date when the weighbridge in each factory was opened for the receipt of sugar beet during the campaign season of 1942.

† This change was the result of an agreement entered into in January, 1943, and made retrospective to the date stated above.

‡ "Differential payment" (£2 a month or 1s. 4d. a day, whilst actually on articles) was granted as from 1st January, 1941, as a temporary measure of alleviation to bring the remuneration of British crews more into line with the pay and allowances of crews of allied merchant navies.

§ "War risk money" of £10 a month or £2 6s. 8d. a week, paid in addition to standard rates of pay to officers and men whilst on articles, remained unchanged.

|| Under cost-of-living sliding-scale arrangements.

¶ These rates took effect as the result of an Agreement made by the Joint Industrial Council for the Ophthalmic Optical Industry. The rates quoted are minima and do not prevent the payment of higher rates.

** These increases took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office.

OUTPUT BONUS IN THE COAL MINING INDUSTRY.

Under the scheme providing for the payment of a bonus to workers in the coal mining industry for output in excess of a specified tonnage (see the issue of this GAZETTE for November, 1942, page 191), the calculation for the four weeks ended 20th February showed that the workers in three districts were entitled to receive a bonus. For adult workers the amounts of bonus were as follows:—Somerset and Leicestershire 1s. 6d. a shift, South Derbyshire 9d. a shift. These bonuses are payable for a period of four weeks, the first payment being made on the pay-day in the week ended 20th March.

TRADE DISPUTES IN FEBRUARY.*

Number and Magnitude.—The number of disputes involving stoppages of work, reported to the Department† as beginning in Great Britain and Northern Ireland during February, was 75, as compared with 101 in the previous month and 63 in February, 1942. In these 75 new disputes about 11,500 workpeople were directly involved, and 3,900 workpeople indirectly involved (*i.e.*, thrown out of work at the establishments where the disputes occurred, though not themselves parties to the disputes). In addition, about 700 workpeople were involved, either directly or indirectly, in 8 disputes which began before February and were still in progress at the beginning of that month. The number of disputes in progress in February was thus 83, involving about 16,100 workpeople; the aggregate number of working days lost in these disputes during February is estimated at 34,000.

In the following Table an analysis is given, by groups of industries, of all disputes in progress in February:—

Industry Group.	Number of Disputes in progress in Month.			Number of Work-people involved in all Disputes in progress in Month.	Aggregate Duration in Working Days of all Disputes in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Mining and Quarrying..	..	24	24	5,700	10,000
Metal, Engineering and Shipbuilding ..	6	36	42	8,100	19,000
Building, etc. ..	..	4	4	500	2,000
Transport ..	1	3	4	1,100	2,000
Other Industries ..	1	8	9	700	1,000
Total, February, 1943 †	8	75	83	16,100	34,000
Total, January, 1943 †	6	101	107	24,200	44,000
Total, February, 1942 †	3	63	66	13,700	29,000

Duration.—Of 79 stoppages which ended in February, 28, directly involving 4,800 workpeople, lasted not more than one day; 25, directly involving 3,300 workpeople, lasted two days; 12, directly involving 1,400 workpeople, lasted three days; 8, directly involving 1,000 workpeople, lasted four to six days, and 6, directly involving 700 workpeople, lasted over six days.

Causes.—Of the 75 disputes beginning in February, 13, directly involving 1,300 workpeople, arose out of demands for advances in wages, 3, directly involving 100 workpeople, out of proposed reductions in wages, and 18, directly involving 4,000 workpeople, on other wage questions; 4, directly involving 400 workpeople, on questions as to working hours; 10, directly involving 3,100 workpeople, on questions respecting the employment of particular classes or persons; 22, directly involving 1,700 workpeople, on other questions respecting working arrangements; and 5, directly involving 900 workpeople, on questions of trade union principle.

Results.—Final settlements of disputes which terminated during February have been effected in the case of 69 disputes, directly involving 10,500 workpeople. Of these disputes, 15, directly involving 2,300 workpeople, were settled in favour of the workpeople; 35, directly involving 5,900 workpeople, were settled in favour of the employers; and 19, directly involving 2,300 workpeople, resulted in a compromise. In the case of 10 other disputes, directly involving 700 workpeople, work was resumed pending negotiations.

TOTALS FOR THE FIRST TWO MONTHS OF 1943 AND 1942†

Industry Group.	January and February, 1943.			January and February, 1942.		
	Number of Disputes beginning in period.	Number of Work-people involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.	Number of Disputes beginning in period.	Number of Work-people involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.
Mining and Quarrying	71	16,700	24,000	63	18,400	69,000
Engineering	32	10,900	23,000	15	5,100	6,000
Shipbuilding ..	16	1,600	4,000	6	400	1,000
Other Metal ..	26	3,900	15,000	9	700	1,000
Food, Drink and Tobacco ..	2	200	1,000	4	900	2,000
Building, etc. ..	7	2,600	4,000	11	3,100	6,000
Transport ..	9	2,800	5,000	7	1,600	3,000
Other Industries	13	900	2,000	9	800	1,000
Total ..	176	39,600	78,000	124	31,000	89,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING FEBRUARY.

Occupations‡ and Locality.	Approximate Number of Work-people involved.		Date When StopPage.		Cause or Object.	Result.
	Directly.	Indirectly.‡	Began.	Ended.		
COAL MINING:—						
Colliery workpeople — Yorkshire (one colliery).	81	1,521	19 Feb.	20 Feb.	Allegation by certain workmen that they had not been adequately paid for work done.	Workpeople's claim amended and settlement effected.
Colliery workpeople—Fifeshire (one colliery).	1,100	..	26 Feb.§	6 Mar.§	Dissatisfaction with the decision of the Local Appeal Board, which confirmed the dismissal of a number of strippers for serious industrial misconduct.	Work resumed pending negotiations.
ENGINEERING:—						
Fitters, turners, machinemen, crane-men, slingers and labourers—Glasgow (one firm).	2,162	427	9 Feb.	9 Feb.	Protest against proposed transfer of skilled operatives to other establishments, alleged by workpeople to involve reduction in earnings and increase in travelling costs.	Work resumed.
Engineering operatives—Yorkshire (one firm).	536	..	15 Feb.	15 Feb.	Against discontinuance by management of mid-morning tea break, owing to alleged abuse of the privilege.	Tea break restored for a trial period of six weeks on the understanding that there would be no further abuse.
Workpeople employed in machine tool manufacture—Worcester (one firm).	550	120	16 Feb.||	16 Feb.||	Objection to proposed introduction of time study methods in fixing piece-work rates.	Work resumed to permit of settlement of dispute by constitutional procedure; proposal to use time study methods subsequently withdrawn.
Marine engineering operatives—East Scotland.	774	..	20 Feb.	22 Feb.	Dissatisfaction with alleged protracted negotiations on a national wages claim.	Work resumed on advice of trade union officials.
BUILDING AND PUBLIC WORKS CONTRACTING:—						
Building trade craftsmen and labourers — Somersetshire (one firm).	196	..	1 Feb.	1 Feb.	Workpeople's objection to an agent, and demand for his removal, together with two other officials.	Work resumed; a Disputes Commission subsequently advised the setting up of a joint committee of representatives of employers and workpeople to deal with future complaints.
Labourers employed in civil engineering—Ayrshire (one firm).	200	..	11 Feb.	12 Feb.	Dispute respecting possibility of working in inclement weather conditions and payment of guaranteed wage.	Settlement effected, employers agreeing to pay wages in respect of one of the two days lost by the stoppage.
TRANSPORT:—						
Omnibus, trolleybus and tramcar drivers and conductors—Belfast.	640	..	16 Feb.	17 Feb.	For reinstatement of a conductor who had been dismissed for alleged incivility to a passenger.	Dismissed conductor offered alternative employment.

* Disputes involving less than 10 workpeople, and those which lasted less than one day, have, as usual, been omitted from the statistics, except when the aggregate duration (*i.e.*, number of workpeople multiplied by number of working days, allowing for workpeople replaced, etc.) exceeded 100 days.

† The figures given for the month under review are provisional and subject to revision: those for earlier months have been revised where necessary in accordance with the most recent information.

‡ The occupations printed in italics are those of workpeople indirectly involved, *i.e.*, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes.

§ Work was resumed on 1st March, but the stoppage recurred on 3rd March.

|| The stoppage lasted about half a day.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st March, 1943.

		Food	All Items
Increase since July, 1914..		65%	99%
Change since 1st February, 1943	Index Points ..	+1	nil
	Per cent. ..	+½*	nil

FOOD.

Following the increase of approximately 1½d. per lb. in the average price of tea, reported in last month's issue of this GAZETTE, there was a further increase of approximately 2½d. per lb. between 1st February and 1st March. This latter increase was the result of increases in prices by those retailers who had not hitherto raised their prices in conformity with the increase of 4d. per lb. permitted as from 24th January by the recent Order of the Minister of Food. There was little change, during the month, in the average level of the retail prices of any of the other articles of food included in these statistics.

The following Table compares the average retail prices in the United Kingdom at 1st March, 1943, with the corresponding prices at 1st February, 1943, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated) to the nearest ½d., at—			Percentage Increase or Decrease (—) at 1st Mar., 1943, compared with	
	1st Mar., 1943.	1st Feb., 1943.	1st Sept., 1939.	1st Feb., 1943.	1st Sept., 1939.
Beef, British—					
Ribs ..	s. d. 1 3½	s. d. 1 3½	s. d. 1 2½	..	11
Thin Flank ..	0 9½	0 9½	0 7½	..	27
Beef, Chilled or Frozen					
Ribs ..	1 1	1 1	0 9½	..	35
Thin Flank ..	0 6	0 6	0 4½	..	22
Mutton, British—					
Legs ..	1 5½	1 5½	1 3½	..	13
Breast ..	0 8	0 8	0 7½	..	8
Mutton, Frozen—					
Legs ..	1 0	1 0	0 10½	..	16
Breast ..	0 4	0 4	0 4	..	..
Bacon† ..	1 10½	1 10½	1 3	..	50
Fish ..	..	..	..	..	32
Flour .. per 7 lb.	1 5	1 5	1 1½	..	26
Bread .. per 4 lb.	0 9	0 9	0 8½	..	9
Tea ..	2 10	2 7½	2 4	7	21
Sugar (granulated) ..	0 3	0 3	0 3	..	—1
Milk .. per quart	0 9	0 9	0 6½	..	32
Butter—					
Fresh ..	1 8	1 8	1 4½	..	21
Salt ..	..	..	1 3½	..	31
Cheese ..	1 1	1 1	0 10	..	30
Margarine†—					
Special ..	0 9	0 9	0 6½	..	12
Standard ..	0 5	0 5	..	..	..
Eggs (fresh)§ .. each	0 1½	0 1½	..	..	1
Potatoes .. per 7 lb.	0 6½	0 6½	0 6½	..	6

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st February, 1943, and 1st March, 1943, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Feb., 1943.	1st Mar., 1943.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs ..	44	59	59
Thin Flank ..	15	46	46
Beef, Chilled or Frozen—			
Ribs ..	32	79	79
Thin Flank ..	1	24	24
Mutton, British—			
Legs ..	48	67	67
Breast ..	14	24	24
Mutton, Frozen—			
Legs ..	51	74	74
Breast ..	—3	—3	—3
Bacon† ..	35	102	102
Fish ..	116	185	185
Flour ..	26	59	59
Bread ..	42	55	55
Tea ..	52	73	85
Sugar (granulated) ..	46	45	45
Milk ..	92	154	154
Butter—			
Fresh ..	13	37	37
Salt ..	7	41	41
Cheese ..	16	51	51
Margarine† ..	—8	3	3
Eggs (fresh)§ ..	58	59	59
Potatoes ..	33	41	41
All above articles (Weighted Average on July, 1914, basis)	38	64	65

On the basis of the figures given in the foregoing Tables the average level of retail food prices at 1st March, 1943, was a little more than one-half of 1 per cent. higher than at 1st February, 1943, nearly 20 per cent. higher than at the beginning of September, 1939, and about 65 per cent. higher than in July, 1914.

* A rise of 1 point on a total of 164 for food (the figure for July, 1914, being 100), is equivalent to a little more than one-half of 1 per cent.

† The description of bacon specified for quotation is streaky, but where this kind was seldom being sold the returns relate to another kind, locally representative.

‡ On 1st February, 1943, and 1st March, 1943, two brands of margarine, "special" and "standard", were on sale at 9d. and 5d. per lb., respectively. The figures for 1st September, 1939, and July, 1914, are averages calculated from the prices of various brands on sale at those dates.

§ Of the two prices shown for eggs at 1st February, 1943, and 1st March, 1943, 2d. was for large eggs (in Ministry of Food category I) and 1½d. for small eggs (in category II). At 1st September, 1939, the average price for eggs, as shown by the returns received, was between 1½d. and 2d.

ITEMS OTHER THAN FOOD.

The average level of working-class *rents* (including rates) at 1st March was about the same as at 1st February, being about 1 per cent. above the level of 1st September, 1939, and about 64 per cent. above that in July, 1914.

As regards *clothing*, there was a further increase in the proportion of utility cloth and apparel on sale at prices below those of non-utility goods of corresponding quality, as a result of which the average level of clothing prices generally at 1st March was about 1 per cent. below the level of a month earlier. The average decrease in prices during the month was about one-half of 1 per cent. for men's suits and overcoats, between 1 and 2 per cent. for woollen materials, underclothing and hosiery, between 1 and 2 per cent. for cotton materials and hosiery, and about one-half of 1 per cent. for boots and shoes. Owing to the wide range of quotations, to changes in qualities, and to the variations in the extent to which different articles have been affected by price changes, it is not possible to make exact comparisons over a period of many years, but the available information (based on returns from representative retailers in a large number of towns) indicates that at 1st March the average level of prices was about 73 per cent. higher than at 1st September, 1939, and about 260 per cent. above the level of July, 1914.

In the *fuel and light* group, the average levels of prices of coal and of gas were about the same at 1st March as at 1st February. Prices of coal averaged about 30 per cent. higher than at 1st September, 1939, and about 153 per cent. above the level of July, 1914: prices of gas averaged about 30 per cent. higher than at 1st September, 1939, and about 100 per cent. higher than in July, 1914. There was little change during the month in the prices of lamp oil, candles and matches. In the fuel and light group as a whole the average level of prices at 1st March was about the same as at 1st February, about 34 per cent. higher than at 1st September, 1939, and about 144 per cent. higher than in July, 1914.

As regards *other items** included in these statistics, there were relatively few changes in prices during February. In the group as a whole the average level of prices at 1st March was about the same as at 1st February, about 50 per cent. higher than at 1st September, 1939, and about 168 per cent. above the level of July, 1914.

ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 1st March, 1943, is approximately 99 per cent. over the level of July, 1914, the same figure as at 1st February, 1943, as compared with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, *no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.*

The rise of 44 points since the beginning of September, 1939, is equivalent to about 28 per cent. Of these 44 points, about 4 points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and about 2½ points are due to increases resulting from the Purchase Tax.

SUMMARY TABLE : ALL ITEMS.

Average Percentage Increases as compared with July, 1914.

Year.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1920 ..	125	130	130	132	141	150	152	155	161	164	176	169
1921 ..	165	151	141	133	128	119	119	122	120	110	103	99
1922 ..	92	88	86	82	81	80	84	81	79	78	80	80
1923 ..	78	77	76	74	70	69	69	71	73	75	75	77
1924 ..	77	79	78	73	71	69	70	71	72	76	80	81
1925 ..	80	79	79	75	73	72	73	73	74	76	76	77
1926 ..	75	73	72	68	67	68	70	70	72	74	79	79
1927 ..	75	72	71	65	64	63	66	64	65	67	69	69
1928 ..	68	66	64	64	64	65	65	65	65	66	67	68
1929 ..	67	65	66	62	61	60	61	63	64	65	67	67
1930 ..	66	64	61	57	55	54	55	57	57	56	57	55
1931 ..	53	52	50	47	47	45	47	45	45	45	46	48
1932 ..	47	47	46	44	43	42	43	41	41	43	43	43
1933 ..	42	41	39	37	36	36	38	39	41	41	43	43
1934 ..	42	41	40	39	37	38	41	42	43	43	44	44
1935 ..	43	42	41	39	39	40	43	43	43	45	47	47
1936 ..	47	47	46	44	44	44	46	46	47	48	51	51
1937 ..	51	51	51	51	52	52	55	55	55	55	56	56
1938 ..	59	57	56	54	55	55	59	56	56	55	56	56
1939 ..	55	55	53	53	53	53	56	55	55	65	69	73
1940 ..	74	77	79	78	80	81	87	85	87	89	92	95
1941 ..	96	97	97	98	100	100	99	99	99	99	100	101
1942 ..	100	100	100	99	100	99	100	101	100	100	100	100
1943 ..	99	99	99	..	..	..	..	..	..	..	..	..

A detailed account of the method of compilation of these statistics, "The Cost of Living Index Number: Method of Compilation," is obtainable, price 3d. net, from H.M. Stationery Office, at the addresses shown on page 46 of this GAZETTE.

* Soap, soda, domestic ironmongery, brushes, pottery, tobacco and cigarettes, fares and newspapers.

FOOD CONTROL.

Since the issue of the Orders referred to in the February issue of this GAZETTE, further Orders relating to food control have been made by the Minister of Food.

As from 21st February, the 1942 Order controlling the retail prices of canned vegetables was replaced by a new Order amending the previous maximum prices for some varieties of canned vegetables.

As a result of other recent Orders the maximum retail prices of certain kinds of meat offal, of green onions and of smoked salmon have been amended, and maximum prices have been fixed for some additional varieties of cereal breakfast foods.

Canned pressed beef has been added to, and white groats removed from, the list of foods included in the points rationing scheme, as from 7th March.

The Ministry of Food has now made arrangements whereby copies of all Statutory Rules and Orders made by the Ministry are available for inspection by the public at Food Offices.

RETAIL PRICES OVERSEAS.

In the following paragraphs a summary is given of the latest information contained in official publications received since last month's issue of this GAZETTE was prepared, relating to changes in retail prices and the cost of living in oversea countries.

UNITED STATES OF AMERICA.

At the middle of November, 1942, the official cost-of-living index figure showed a rise of 0.7 per cent. over the figure for the middle of October, 1942, and of 21.5 per cent. over that for June, 1939. For food alone the official index figure at the middle of November, 1942, showed increases of 1.2 and 40.2 per cent. over the figures for the previous month and for August, 1939, respectively.

CANADA.

At 1st December, 1942, the official cost-of-living index figure was 0.2 per cent. higher than the figure for 2nd November, 1942, and 17.9 per cent. above that for 1st September, 1939. For food alone the corresponding percentage increases were 0.3 and 33.6, respectively.

NEW ZEALAND.

In October, 1942, the official cost-of-living index figure showed an increase of 0.6 per cent. over the figure for September, 1942, which was also 0.6 per cent. higher than that for the previous month. As compared with the figure for August, 1939, those for October and September, 1942, showed increases of 13.8 and 13.1 per cent., respectively. For food alone the index figure for October, 1942, was 1.6 per cent. higher than that for September, 1942, which was 1.9 per cent. above the figure for the previous month; and the figures for October and September, 1942, were respectively 10.5 and 8.7 per cent. above that for August, 1939.

INDIA.

In November, 1942, the official cost-of-living index figure for the working classes in Bombay showed a rise of 3.5 per cent. over the figure for October, 1942, which was 1.2 per cent. higher than that for the previous month. As compared with the figure for August, 1939, the figures for November and October, 1942, showed increases of 69.5 and 63.8 per cent. For food alone the index figures for November and October, 1942, each showed a decline, as compared with the figure for the previous month, of 0.5 per cent., but they were higher than the figure for August, 1939, by 75.9 and 76.8, per cent., respectively.

UNION OF SOUTH AFRICA.

In November, 1942, the official cost-of-living index figure showed a rise of 0.8 per cent. over the figure for October, 1942, which was similarly 0.8 per cent. higher than the figure for the previous month. As compared with the figure for August, 1939, those for November and October, 1942, showed increases of 21.0 and 20.0 per cent. respectively. For food alone the figure for November, 1942, was 1.7 per cent. higher than that for the previous month and 28.0 per cent. above that for August, 1939, the corresponding figures for October, 1942, being 1.7 and 25.9 per cent., respectively.

SOUTHERN RHODESIA.

In December, 1942, the official cost-of-living index figure showed no change as compared with the figure for the previous month, when it was 14.5 per cent. higher than the figure for August, 1939. For food alone the index figure was 0.4 per cent. lower in December than in November, 1942, but 15.2 per cent. higher than in August, 1939.

PORTUGAL.

In November, 1942, the official (weighted) index figure of the cost of food, fuel and light, and certain other household articles in Lisbon was 1.7 per cent. higher than the figure for October, 1942, and 47.5 per cent. above that for August, 1939. The figure for 15th November, 1942, in the separate official series of (unweighted) index figures relating to the whole of Portugal showed increases of 3.0 and 55.6 per cent., respectively, over those for October, 1942, and August, 1939.

EMPLOYMENT OVERSEAS.

UNITED STATES OF AMERICA.

It is estimated by the United States Department of Labour that the number of wage-earners employed in manufacturing industries in November, 1942, was 0.8 per cent. higher than in October, 13.2 per cent. higher than in November, 1941, and 56.6 per cent. higher than in 1939.

CANADA.

According to returns received by the Dominion Bureau of Statistics from 13,265 firms employing at least fifteen persons, the total number of workpeople employed at 1st November was 1.2 per cent. higher than at 1st October, 1942, and 9.4 per cent. higher than at 1st November, 1941; it was 83.5 per cent. above the average number for the year 1926.

Returns rendered by trade unions with a total membership of over 389,000 showed that the percentage rate of unemployment among their members at the beginning of November, 1942, was 0.7. The corresponding figures for the beginning of October, 1942, and the beginning of November, 1941, were 0.8 and 3.1, respectively.

UNION OF SOUTH AFRICA.

Returns received by the Office of Census and Statistics from selected industrial establishments, together with information relating to mining and transport undertakings, showed that employment in October, 1942, was 1.3 per cent. lower than in September and 1.8 per cent. lower than in August, but 0.4 per cent. higher than in October, 1941. In arriving at these figures, no allowance has been made for the expansion of industry due to the opening up of new industrial establishments.

ÉIRE.

The number of persons on the live registers of the Employment Exchanges at 27th February was 85,714, compared with 88,435 at 30th January, 1943, and 96,836 at 28th February, 1942.

UNEMPLOYMENT FUND ACCOUNTS, 1941-1942.

The audited accounts of the Unemployment Fund for the year ended 31st March, 1942, together with the Report of the Comptroller and Auditor-General thereon have been published.* The General Account and the Agricultural Account are shown separately; the latter shows the amounts attributable to the insurance of persons employed in agriculture, while the General Account includes all other receipts and payments of the Fund.

General Account.—The receipts during 1941-42 amounted to £77,485,100, of which £76,199,370 represented contributions from employers and employed persons and the Exchequer. There was an increase in the contribution income of £6,487,148 as compared with the previous year; the increase is attributable to the expansion of employment in the munitions, etc., industries, to the operation for a full year of higher rates of contributions, and to the insurance of the additional class of non-manual workers under the Unemployment Insurance Act, 1940.

The total expenditure during 1941-42 was £8,709,554, as compared with £26,405,241 in the previous year. Owing to the continued fall in the number of persons registered as unemployed there was a further substantial reduction in the expenditure on benefit, and payments amounted to £5,804,554 as compared with £19,802,089 in the previous year, although the increased benefit rates provided for by the 1940 Act were in operation for the full year. The cost of administration chargeable to this account also decreased from £4,255,811 to £2,589,072.

The discharge of the funded debt having been completed in 1940-41, the balance in hand rose, in the circumstances described above, from £29,210,939 at 1st April, 1941, to £97,986,484 at the end of the financial year.

Agricultural Account.—The receipts for the year 1941-42 amounted to £1,456,246 of which £1,360,183 represented contributions by employers, employed persons and the Exchequer. Contribution income was £34,569 less than in the year before, but benefit payments amounted to only £195,834 as compared with £451,080 in the previous year. Accordingly, the balance rose from £4,058,114 at 1st April, 1941, to £5,145,463 at 31st March, 1942.

Investments.—The total balance in the Fund (General and Agricultural Accounts combined) at 31st March, 1942, was £103,131,947 and deposits by employers in respect of deferred and other stamping arrangements amounted to £117,376. Investments held by the National Debt Commissioners totalled £103,150,403. The cost price of the holdings of various securities were as follows: 2½ per cent. Conversion Stock, 1944-49, £6,775,326; 2 per cent. Conversion Stock, 1943-45, £12,359,208; 2½ per cent. National War Bonds, 1946-48, £39,987,000; 2½ per cent. National War Bonds 1949-51, £31,820,400; 2½ per cent. National War Bonds, 1949-51 Series A, £11,210,750 and Treasury Bills £997,719.

* H.C. 33 of 1942-3. H.M. Stationery Office, price 2d. net.

FATAL INDUSTRIAL ACCIDENTS.

The number of workpeople, other than seamen,* whose deaths from accidents in the course of their employment occurred or were reported in Great Britain and Northern Ireland in February† was 180 as compared with 235‡ in the previous month and with 214‡ in February, 1942. Details for separate industries are given below:—

MINES AND QUARRIES.		Factories—continued.	
Under Coal Mines Acts:		Paper, Printing, etc.	4
Underground	49	Rubber Trades .. .. .	..
Surface	1	Gas Works	1
Metalliferous Mines	1	Electrical Stations	1
Quarries	6	Other Industries	5
TOTAL,			
MINES AND QUARRIES	57	WORKS AND PLACES UNDER	
		SS. 105, 107, 108, FACTORIES	
		Act, 1937.	
Factories.		Docks, Wharves, Quays	
Clay, Stone, Cement, Pot-		and Ships	8
tery and Glass	1	Building Operations	21
Chemicals, Oils, Soap, etc.	3	Works of Construction	2
Metal Extracting and			
Refining	2	TOTAL, FACTORIES ACT	107
Metal Conversion and			
Founding (including		RAILWAY SERVICE	
Rolling Mills and Tube		Brakesmen, Goods Guards	2
Making)	9	Engine Drivers, Motor-	
Engineering, Locomotive		men .. .. .	..
Building, Boilermaking,		Firemen .. .. .	..
etc.	11	Guards (Passenger) .. .. .	..
Railway and Tramway		Labourers .. .. .	..
Carriages, Motor and		Mechanics	4
other Vehicles and Air-		Permanent Way Men	2
craft Manufacture	10	Porters	2
Shipbuilding	9	Shunters	1
Other Metal Trades	3	Other Grades	4
Cotton	2	Contractors' Servants .. .. .	..
Other Textile Manu-			
facture	2	TOTAL, RAILWAY SERVICE	15
Textile Printing, Bleach-			
ing and Dyeing	1	Construction or Repair of	
Tanning, Currying, etc. ..	1	Railway	1
Food and Drink	4		
General Woodwork and		Total (excluding Seamen)	180
Furniture	7		

INDUSTRIAL DISEASES.

The Table below shows the number of cases§ and deaths§ in Great Britain and Northern Ireland reported during February under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926:—

I. Cases.		I. Cases—continued.	
LEAD POISONING.		ANTHRAX.	
Among Operatives		Wool	1
engaged in:		Handling and Sorting of	
Smelting of Metals .. .. .	..	Hides and Skins	2
Plumbing and Soldering	1	TOTAL	3
Shipbreaking .. .. .	..	
Printing .. .. .	..	EPITHELIOMATOUS ULCERATION	
Other Contact with		(SKIN CANCER).	
Molten Lead	1	Pitch	4
White and Red Lead		Tar	1
Works	1	Paraffin .. .. .	..
Pottery .. .. .	..	Oil	2
Vitreous Enamelling .. .. .	..	TOTAL	7
Electric Accumulator			
Works .. .. .	..	CHROME ULCERATION.	
Paint and Colour Works .. .. .	..	Manufacture of Bichrom-	
Coach and Car Painting .. .. .	..	ates	1
Shipbuilding .. .. .	..	Chrome Tanning	1
Paint used in Other		TOTAL	2
Industries	2		
Other Industries	1	Total, Cases	24
Painting of Buildings .. .. .	..	
TOTAL	6	II. Deaths.	
		POISONING, OTHER THAN LEAD.	
OTHER POISONING.		Toxic Anaemia	1
Aniline	3		
Toxic Jaundice	1	ANTHRAX.	
Toxic Anaemia	1	Wool	1
TOTAL	5	Total, Deaths	2
COMPRESSED AIR ILLNESS	1		

* Statistics of fatal accidents to seamen are not available.

† For mines and quarries, weekly returns are furnished and the figures cover the 4 weeks ended 27th February, 1943, in comparison with the 4 weeks ended 30th January, 1943, and the 4 weeks ended 28th February, 1942.

‡ Revised figure.

§ Cases include all attacks reported during the month, and not previously reported, so far as is known, during the preceding 12 months. Deaths include all fatal cases reported during the month, whether or not included (as cases) in the same or previous returns.

LEGAL CASES AFFECTING LABOUR.

INJURY TO WORKMAN BY EXPLOSION OF ENEMY CANNON SHELL.

In *Smith v. Davey Paxman and Company (Colchester) Limited*, the Court of Appeal had to deal with a claim for workmen's compensation which was made by a crane driver employed by the Company, who carried on business as boilermakers. An enemy plane had crashed and some boys employed by the Company, after searching for souvenirs, had found an enemy cannon shell. After passing through several hands this shell a few days later found its way to an electrical fitter who placed it in a drawer in the workshop where the workman was employed. The fitter told another workman named Marriott that he proposed to hand it in. Marriott, who had the key to the drawer, took out the shell and started to saw it, as a result of which an explosion took place which killed Marriott and severely injured the workman making this claim, who, in the course of his duty, had gone to Marriott for some special oil for his crane. The act of Marriott in sawing the shell was done in breach of a regulation which said that no one was to do any but the employers' work in the shop, and in defiance of a notice which stated that at another factory nearby 10 men had been killed as a result of having a German cannon shell in their possession. The County Court Judge awarded the workman compensation under the Workmen's Compensation Act and the employers now appealed.

The Court of Appeal rejected the employers' contention that the injury came within the Personal Injuries (Emergency Provisions) Act, 1939. That Act included provision for injuries caused by impact on any person of anything dropped from aircraft, but the word "impact" required something to be done by the enemy and contemplated a definite connection between the enemy act and the injury complained of. Here the injury was too remote. The Court held that the workman was entitled to Workmen's Compensation and they dismissed the employers' appeal. The mere presence of the workman in that dangerous spot exposed him to risk.—*Court of Appeal*, 10th February, 1943.

UNEMPLOYMENT INSURANCE ACTS—INSURABILITY OF SLAUGHTERMEN EMPLOYED AT ABATTOIRS.

An appeal under section 84 of the Unemployment Insurance Act, 1935, to a Judge of the High Court was brought by Halifax Wholesale Meat Traders (Contracts) (hereinafter referred to as "the Association") against formal decisions of the Minister of Labour and National Service given under sections 4 and 12 of the said Act, that certain slaughtermen employed since January, 1940, at the Corporation abattoir, Halifax, were employed persons within the meaning of the Unemployment Insurance Acts and that the Association were their employers.

Prior to the outbreak of war slaughtering was done at the abattoir by licensed slaughterers, who were independent contractors and worked for the various butchers in the district at head rates, i.e., they were paid according to the number of cattle slaughtered. In January, 1940, the Ministry of Food took over the slaughtering of all cattle throughout the country and invited tenders for slaughterhouse contracts. A number of firms of wholesale meat traders in Halifax formed themselves into this Association and submitted a tender to the Ministry of Food which was accepted. It was a term of the arrangement between the Ministry and the Association that the latter were prohibited from transferring or assigning, directly or indirectly, to any person or persons whatever any portion of the contract without the written permission of the Ministry. The slaughtering of the animals continued to be done by the regular and licensed slaughtermen at the abattoir. The men worked in gangs arranged between themselves and were paid at head rates. The payments due were collected from time to time from the Association by a member of each gang appointed by the men themselves and the men themselves decided how the money was to be shared between them.

The formal decisions of the Minister were given on applications made by the Association. As stated above, the Association now appealed and witnesses were called on both sides. Dealing with the Association's contention that the men were independent contractors, Mr. Justice Singleton said that the Association retained the right to supervise and to say how the work should be done. When certain questions arose as to how particular joints should be cut, or how the tongue of an ox should be dealt with, instructions were given to the men by the Association and these instructions were followed. In the view of the learned Judge the Minister had correctly decided that the slaughtermen were employed by the Association under contracts of service, and he accordingly dismissed the appeal.—*High Court of Justice*, 26th February, 1943.

BOARD FOR MINING EXAMINATIONS.

EXAMINATIONS FOR CERTIFICATES OF COMPETENCY AS MANAGERS AND UNDER MANAGERS OF MINES AND FOR CERTIFICATES OF QUALIFICATION AS SURVEYORS OF MINES.

Circumstances permitting, the written parts of the examinations for first and second class certificates of competency as managers and under-managers of mines will be held on 26th and 27th May, 1943, at six centres, viz., Glasgow, Newcastle-on-Tyne, Doncaster, Wigan, Cardiff and Stoke-on-Trent. The

oral parts of the examinations, to be attended only by those candidates who qualify in the written tests, will be held at the same centres on 21st July, 1943.

The written part of the examination for certificates of qualification as surveyors of mines will be held at the same centres on 27th May, 1943, and the oral and practical examination, to be attended only by those candidates who qualify in the written test, in July, 1943.

Intending candidates should apply after 12th March for the necessary forms, stating whether they have previously attended any of the Board's examinations. The completed applications should be returned to the Secretary as soon as possible, and must in any case be received not later than 8th April, 1943.

Letters should be addressed to the Secretary, Board for Mining Examinations, Ministry of Fuel and Power, Dean Stanley Street, Millbank, London, S.W.1.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS, 1940-1942.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During February, 1943, the National Arbitration Tribunal issued eleven awards,* Nos. 307 to 317. Two of these awards, which relate to a substantial part of an industry in a particular area or are otherwise of special interest, are summarised below. The other nine awards relate to cases affecting individual firms or other employing bodies.

Award No. 309 (5th February).—Parties: Members of the Clyde Shipbuilders' Association and members of the National Union of General and Municipal Workers employed by them. *Claim:* For the same rate of allowance to be paid to unskilled workers as is paid to semi-skilled and skilled workmen working in confined spaces of (1) new warships and (2) vessels being converted for naval purposes. *Award:* The Tribunal found in favour of the claim.

Award No. 317 (19th February).—Parties: The Worthing Borough Council and members of the National Union of Teachers employed by them. *Claim:* For the payment to teachers of the second war bonus recommended by the Burnham Committee. *Award:* The Tribunal awarded that the bonus should be paid as from 17th February 1942, the date on which in their view the dispute first arose, up to 30th June, 1942.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During February, 1943, the National Arbitration Tribunal (Northern Ireland) issued eight awards, Nos. 172-179. Seven of these awards, which relate to the whole or a substantial part of an industry or trade in a particular area, or are otherwise of special interest, are summarised below. The remaining award relates to a case affecting a single employing body.

Award No. 172 (29th January).—Parties: The London, Midland & Scottish Railway Co. (Northern Counties Committee), The Great Northern Railway (Ireland), and The Belfast and County Down Railway, and certain employees of the three companies. *Claim:* "That fitters' helpers and boilermakers' helpers, when employed with craftsmen in the running sheds, shall be paid the same special allowance in respect of 'dirty' money as is paid to craftsmen." *Award:* The Tribunal awarded in favour of the claim.

Award No. 173 (2nd February).—Parties: The Belfast Members of the Northern Ireland Coal Importers' Association and certain of their employees. *Claim:* That the rates of wages and overtime payable to carters, motormen and assistants shall be increased as follows:—(i) Wages: 5s. per week increase on present rates. (ii) Overtime: after 5.30 p.m. on first five days of the week payment to be time and a third on base rate per hour; after 12.30 p.m. on Saturdays, to be time and a half. (iii) Ships Work: shunting, tubbing, box-carting or bunkering to be paid at rate of time and a third from 5.30 p.m. to 10 p.m.; after 10 p.m., time and a half. *Award:* (i) Overtime: (a) Monday to Friday (inclusive)—For work done after 5.30 p.m., time and one quarter for the first 2 hours and time and one half thereafter; (b) Saturday—For work done after 1.30 p.m., time and one half. (ii) Ships Work: (a) Monday to Friday (inclusive)—For work done after 5.30 p.m., time and one quarter for the first 2 hours and time and one half thereafter; (b) Saturday—For work done after 1.30 p.m., time and one half. The Tribunal found that the other part of the claim, as set out above, had not been established and they awarded accordingly.

Award No. 174 (4th February).—Parties: The members of the Belfast Casing Manufacturers' Association and certain of their employees. *Claim:* (i) The normal working week to be one of 48 hours. (ii) The rate of wages to be increased (a) to 1s. 9d. per hour for all workers who have served an apprenticeship of 5 years or have reached the age of 21 years, whichever should come first; (b) to 1s. 10d. per hour for casual labourers and (c) to £4 15s. a week for leading hands and yardsmen. (iii) Boys and youths: 1st year, £1 5s. per week; 2nd year, £1 10s.; 3rd year, £1 15s.; 4th year, £2 10s.; 5th year, £3. (iv) Overtime to be paid at the rate of time and a quarter for the first two hours, and time and a half thereafter. Other parts of the

claim related to the proportion of boys or youths to be employed, holidays with pay, the recruitment of workers, and the provision of protective clothing. *Award:* The parties to the dispute having agreed on the acceptance of items numbered (i) and (iv) above and also those relating to the recruitment of workers and protective clothing, the Tribunal awarded accordingly. As regards items (ii) and (iii) above, the Tribunal awarded that the basic rate for adults over 21 years be increased to 1s. 5d. per hour plus the existing bonus of 5s. per week and that boys and youths be paid 19s. a week at 16 years of age, 23s. at 17 years, 29s. at 18 years, 36s. at 19 years, and 46s. at 20 years of age, plus the existing bonus of 2s. 6d. per week. The award also made provision respecting other items of the claim.

Awards Nos. 175 and 176 (5th February).—Parties: The members of The Flax Spinners' Association, Ltd., and The Irish Power Loom Manufacturers' Association, and certain employees of the member firms. *Claim:* That the members of the above Associations shall observe the terms of a Memorandum of Agreement, dated 12th January, 1942, between the Engineering and Allied Employers' National Federation and the Amalgamated Engineering Union regarding wage conditions of certain classes of skilled time workers. *Award:* That the members of the above named Associations shall observe the terms of the Memorandum of Agreement referred to above, subject to the following qualification:—That the members of the Flax Spinners' Association, Ltd. and the Irish Power Loom Manufacturers' Association shall, in interpreting this award, regard the undermentioned classes of tradesmen in their employment as coming within the scope of the said Memorandum of Agreement, viz., (a) fitters, (b) turners, (c) machinists.

Award No. 177 (9th February).—Parties: The members of the Londonderry Employers' Federation Ltd. (Tonnage Section) and certain of their employees. *Claim:* That workers engaged in discharging cargoes of cement, basic slag, briquettes and Welsh coal shall be paid "dirty money" at the rate of 6d. per ton in addition to the normal tonnage rates. *Award:* That workers engaged in discharging cargoes of briquettes shall be paid 4d. per ton per gang over and above the normal tonnage rate for the discharge of coal by tub. The Tribunal found that the other parts of the claim as set out above had not been established and they awarded accordingly.

Award No. 179 (12th February).—Parties: The members of the Northern Ireland Brickmakers' Association and certain of their employees. *Claim:* "(i) An increase of 1d. per hour for time workers; (ii) an increase of ½d. per 1,000 bricks for piece workers; (iii) double time for overtime, Saturday afternoon and Sunday; (iv) piece workers to be paid at piece rate earnings for holiday periods; (v) firemen and kiln-burners to be paid time-and-a-half on shifts between 10 p.m. on Saturday and 6 a.m. on Monday." *Award:* (i) Overtime rate for work done after the normal stopping time on Saturday afternoon and on Sunday to be double the normal time rate; (ii) piece-workers to be paid for holiday periods at piece rate earnings; (iii) firemen and kiln-burners to be paid at the rate of time and one-half when working on shifts between 10 p.m. on Saturday and 6 a.m. on Monday. The Tribunal found that the other parts of the claim as set out above had not been established and they awarded accordingly.

INDUSTRIAL COURTS ACT, 1919 AND CONCILIATION ACT, 1896.

INDUSTRIAL COURT AWARDS.

During February, 1943, the Industrial Court issued three awards, Nos. 1897-1899, two of which relate to the whole or a substantial part of an industry, or are otherwise of special interest, and are summarised below. The other award related only to a single undertaking.

Award No. 1898 (12th February).—Parties: Transport and General Workers' Union and Board of Admiralty as Trustees for Greenwich Hospital. *Claim:* That the rates of pay of stokers, trimmers and sewing women employed at the Royal Hospital School should be brought into line with those paid to similar classes of workers in Admiralty Industrial Establishments. *Award:* The Court awarded in favour of the claim.

Award No. 1899 (19th February).—Parties: Transport and General Workers' Union and United Dairies (London) Ltd. *Claim:* For an improvement in the rates of wages of various classes of workpeople employed in the retail and processing sections, including rota inspectors, roundsmen and roundswomen and transport workers. *Award:* The Court awarded an increase in the wages of rota inspectors, roundsmen and roundswomen, and made certain provisions in respect to night work.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During February, 1943, six awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. Three of the awards, which relate to the whole or a substantial part of an industry or occupation in a particular area or are otherwise of special interest, are summarised below. The other three awards relate only to individual undertakings.

Parties: The Basket Skip and Hamper Makers' Federation and the Employers' Federation of Cane and Willow Workers' Associations of Great Britain and Ireland. *Question raised:* Interpretation of the bonus agreement of 1922 and at which stages bonus changes should be put into operation. *Award:*

* Obtainable from H.M. Stationery Office; price 1d. net each. See page 46.

The Arbitrator defined the agreement and included in his award a percentages table for future guidance.

Parties: Amalgamated Society of Wood-Cutting Machinists and the Plymouth Employers' Association. *Claim*: Increase in wages for workers employed in saw mills by members of the Employers' Association. *Award*: The Arbitrator decided against the claim.

Parties: The Workers' Side and the Employers' Side of the Interim Industrial Reconstruction Committee for the Cocoa, Chocolate, Sugar Confectionery and Jam Industries. *Claim*: For an increase in the wage rates in the two agreements relating to (a) the cocoa and chocolate industries, and (b) the sugar confectionery, preserved foods and jam industries, with proportionate increases for piece workers and juveniles covered by the agreements. *Award*: The Arbitrator awarded increased war allowances for male and female employees in the cocoa and chocolate industries, the rates for juveniles being left to the parties to determine. The hearing of the claim for the sugar confectionery, preserved foods and jam industries was adjourned at the request of the parties as negotiations were proceeding.

CIVIL SERVICE ARBITRATION TRIBUNAL.

During February, 1943, the Civil Service Arbitration Tribunal issued two awards,* Nos. 72 and 73. The first award related to a claim for increases in the allowances for (a) motor driving and (b) cycle cleaning for postmen, auxiliary postmen, mail porters, boy messengers, cleaners and certain other grades employed by the Post Office; the second award related to a claim for basic rates of remuneration for women tracers employed by the Ministry of Aircraft Production, respectively.

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

During February, 1943, proposals to vary minimum rates of wages were issued as shown below. Further information may be obtained, by persons engaged in the respective trades, on application to the Secretary of the Board concerned at Sunnyside Mansions Hotel, Knowsley Road, Southport, Lancashire.

Keg and Drum Trade Board (Great Britain).—Proposal K.D.24, dated 3rd February, 1943, to vary minimum rates of wages for female workers.

Toy Manufacturing Trade Board (Great Britain).—Proposal Y.(30), dated 9th February, 1943, to vary minimum rates of wages for male and female workers.

General Waste Materials Reclamation Trade Board (Great Britain).—Proposal D.B.(31), dated 22nd February, 1943, to vary minimum rates of wages for male and female workers.

CONFIRMING ORDERS.

During February, 1943, the Minister of Labour and National Service in Great Britain and the Ministry of Labour in Northern Ireland, made Orders* in pursuance of the powers conferred by the Trade Boards Acts, confirming minimum rates of wages as varied by the Trade Boards indicated below.

Cotton Waste Reclamation Trade Board (Great Britain).—Order C.W.(35), dated 10th February, 1943, confirming a variation of minimum rates of wages for male and female workers, and specifying 22nd February, 1943, as the date from which such rates became effective.

Milk Distribution Trade Board (England and Wales).—Order M.D.(36), dated 20th February, 1943, confirming a variation of minimum rates of wages for a certain class of female workers, and the regrading of areas, and specifying 8th March, 1943, as the date from which such rates became effective.

Rope, Twine and Net Trade Board (Northern Ireland).—Order N.I.R.(40), dated 6th February, 1943, confirming the variation of general minimum time rates, piecework basis time rates and general overtime rates for male and female workers, and specifying 10th February, 1943, as the date from which such rates became effective.

Baking Trade Board (Northern Ireland).—Order N.I.Bk.(17), dated 8th February, 1943, confirming the variation of general minimum time rates and general overtime rates for certain classes of male and female workers employed in establishments other than Home Bakeries, and specifying 19th February, 1943, as the date from which such rates became effective.

General Waste Materials Reclamation Trade Board (Northern Ireland).—Order N.I.W.R.(18), dated 12th February, 1943, confirming the variation of general minimum time rates, piecework basis time rates, and general overtime rates for male and female workers, and specifying 22nd February, 1943, as the date from which such rates became effective.

STATUTORY RULES AND ORDERS.

Particulars are given below of Orders made by the Minister of Labour and National Service which have been published in the series of *Statutory Rules and Orders* since the last issue of this GAZETTE was prepared, as well as of other Orders, so published, relating to matters with which the Ministry is concerned, either directly or indirectly. The price of each Order,* unless otherwise indicated, is 1d. net (2d. post free). S.R.&O.

1943, No.	Title.
194†	<i>Order in Council adding Regulation 47AC to the Defence (General) Regulations, 1939</i> .—[This Order, made on 10th February, 1943, provides that, in cases where a seaman is ordered to join a ship under the Defence Regulations and neglects or refuses to sign the agreement with the crew (ship's articles), the signature of the seaman can, in effect, be placed on the articles for him, so that his legal position is thereby assimilated to that of a seaman who has voluntarily joined the ship in the ordinary way.]
195†	<i>Order in Council adding Regulation 54CA to the Defence (General) Regulations, 1939</i> .—[This Order extends the powers conferred on specified competent authorities by Regulation 54C of the Defence Regulations so as to enable those authorities, subject to specified conditions, to give directions appointing any experienced person to be a director of a war production undertaking in cases where this is deemed necessary for the purpose of improving the efficiency of the undertaking.]
268	<i>The Magnesium (Grinding of Castings and Other Articles) Order, 1943</i> , dated February 11, 1943, made by the Minister of Labour and National Service under Regulation 60 of the Defence (General) Regulations, 1939.—[See summary on page 37.]
339	<i>The Specified Classes of Persons (Registration) Order, 1943</i> , dated February 27, 1943, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.—See summary on page 37.]

OFFICIAL PUBLICATIONS RECEIVED.

[NOTE.—The prices are net, and do not include postage.*]

COLONIAL DEVELOPMENT AND WELFARE.—*Development and Welfare in the West Indies, 1940-1942*. Report by Sir Frank Stockdale, K.C.M.G., C.B.E. Colonial No. 184. (1s. 6d.)

COMPENSATION FOR WAR INJURIES.—(i) *Report from the Select Committee on Equal Compensation*. (3d.) (ii) *Proceedings of the Committee, Minutes of Evidence, Appendices and Index relating to the Report of the Committee*. (4s. 6d.) H.C.53.

INDUSTRIAL TRAINING.—(i) *Training for the Building Industry*. Memorandum by the Minister of Labour and National Service and the Minister of Works. Cmd. 6428 (1d.) See page 35 of this GAZETTE. (ii) *Report on Training for the Building Industry*. Central Council for Works and Buildings (Education Committee). (1s.) See page 36 of this Gazette.

NURSES' SALARIES.—(i) *First Report of Nurses' Salaries Committee. Salaries and Emoluments of Female Nurses in Hospitals*. Cmd. 6424. (9d.) (ii) *Scottish Nurses' Salaries Committee. Interim Report*. Cmd. 6425. (3d.) See page 37, of this GAZETTE for summaries of these Reports.

UNEMPLOYMENT FUND.—*Unemployment Fund Accounts, 1941, showing the Receipts and Payments for the year ended 31st March, 1942; together with the Report of the Comptroller and Auditor General thereon*. H.C. 33. (2d.) See page 43 of this GAZETTE.

* Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from H.M. Stationery Office at the addresses below.
† This Order and other Orders have been published together as *Statutory Rules and Orders, 1943 Nos. 193-200*, price 1d. net (2d. post free).

LONDON: PUBLISHED BY HIS MAJESTY'S STATIONERY OFFICE.

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S.O. Code No. 72-3-3-43