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SPECIAL ARTICLES, REVIEWS, ETC.

CONCILIATION SCHEME FOR THE COAL MINING INDUSTRY.

ARRANGEMENTS FOR DETERMINING WAGES AND CONDITIONS OF EMPLOYMENT.

The Board of Investigation appointed in June, 1942,* under the chairmanship of the Rt. Hon. Lord Greene, O.B.E., to enquire into wages and wage-fixing machinery in the coal mining industry, have presented a Report submitting a scheme for the establishment of machinery to deal with questions of wages and conditions of employment in the industry.† The Board state that in considering this matter they have had regard to the special characteristics of the mining industry and to the background revealed by a study of the development of existing arrangements; they have also examined, by way of comparison, the procedure adopted in other industries. The conclusion they have reached is that there is an urgent need for the establishment of comprehensive conciliation machinery to provide for expeditious consideration of all questions arising as to wages and conditions of employment. They have not found it practicable to use any of the types of conciliation machinery adopted in other industries as a precedent, and they have accordingly set themselves to devise a scheme in which the special features of organisation in the coal mining industry are fully taken into account.

The Scheme provides for the establishment of a National Conciliation Board consisting of a Joint National Negotiating Committee and a National Reference Tribunal. The Negotiating Committee is to consist of 22 members, one half nominated by the Mining Association of Great Britain and one half by the Mineworkers' Federation of Great Britain. The National Tribunal is to consist of three permanent members, none of whom shall be engaged in the coal-mining industry or (save in the case of a member of the House of Lords who holds or has held high judicial office) a member of either House of Parliament. They are to be appointed for a period not exceeding five years by the Master of the Rolls (or by a Lord Justice of Appeal nominated by him) after consultation with the Mining Association and the Mineworkers' Federation.

The jurisdiction of the National Board extends to questions of a national character raised by either or both of the two National Associations (*viz.*, the Mining Association and the Mineworkers' Federation); questions relating to the interpretation of settlements reached by the Negotiating Committee or of agreements made between the two National Associations prior to the establishment of the National Board; district questions transferred to the National Board under the arrangements described below; and questions referred by the Minister

of Fuel and Power to the National Board for decision or report.

•Certain questions are within the exclusive jurisdiction of the National Tribunal, *viz.*, questions relating to the interpretation (a) of the Conciliation Scheme itself, (b) of an award or decision of the National Tribunal, and (c) of an award, decision or recommendation in relation to a question of a national character (other than an agreement between the two National Associations), made or given by any body or person previously to the day fixed for the coming into force of the Scheme, and questions referred by the Minister of Fuel and Power to the National Tribunal for decision or report. These questions are to be referred to and decided exclusively by the National Tribunal, but before deciding or reporting on any such question the National Tribunal must take into consideration the views of the Negotiating Committee or, in default of agreement, the views of the two sides of the Negotiating Committee. The Minister of Fuel and Power may, either on his own initiative or at the request of the tribunal, appear before the tribunal in person, or by a representative, and submit such observations and call such evidence as he may think desirable.

Questions of a national character, other than those within the exclusive jurisdiction of the National Tribunal or those referred by the Minister to the National Board, are to be discussed by the Negotiating Committee with a view to a settlement. If no settlement is reached within a period of five weeks, or such longer period as may be specially determined, the question is to be referred to the National Tribunal, sitting with assessors, for final decision. Every settlement reached by the Negotiating Committee and every award or decision of the National Tribunal on a national question (but in the case of a question referred by the Minister to the National Board or to the National Tribunal only with the consent of the Negotiating Committee) is to be binding upon the National and District Associations of employers and workpeople and upon their members for the time being, and these Associations undertake to endeavour to ensure that the terms thereof shall be observed by all employers and by all workers affected whether or not they be members of any of the District Associations.

Questions of a purely district character are to be dealt with in accordance with District Conciliation Agreements made between District Associations of employers and workmen. If in any area no such agreement has been arrived at within one month of the date fixed for the coming into force of the Scheme or within such period as the Negotiating Committee or the National Tribunal shall fix, the Negotiating Committee or, failing agreement, the National Tribunal is to establish such conciliation machinery for the area as it may think suitable, and any machinery so established is to be binding upon the District Associations concerned and their members in the same manner as if they had agreed thereto. Every District Conciliation Agreement must make provision for (a) a District Conciliation Board consisting of representatives of the District Associations who are parties to the agreement, (b) the appoint-

* See the issue of this GAZETTE for June, 1942, page 122.

† Third Report of the Board of Investigation into Wages and Machinery for determining Wages and Conditions of Employment in the Coal Mining Industry. H.M. Stationery Office, price 3d. net (4d. post free).

ment of a District Referee and reference to such Referee of questions which the District Conciliation Board has been unable to settle, (c) making the settlements reached by the District Conciliation Boards and the awards and decisions of the District Referee binding on the District Associations and their members, and (d) the transfer of district questions to the National Board in accordance with the Scheme.

District questions of special importance may be transferred from the district machinery and dealt with by the National Board in the same manner as national questions. Such transfers are to take place in the following cases:—(a) if the representatives of employers and workmen on the District Conciliation Board both resolve that the question be so transferred; (b) if the Negotiating Committee either on its own initiative or at the request of one or both of the district associations concerned resolves that it be so transferred; (c) if the National Tribunal upon a reference to it by either side of the Negotiating Committee decides that the question is likely to affect or extend to any one or more other districts or otherwise to assume an importance which will not be confined to the district concerned or seriously to affect the national interest; (d) in the case of a question which has been referred to the District Referee, if the District Referee upon the application of either the representative of employers or the representative of workmen on the District Conciliation Board in his discretion decides as in (c); and (e) if the question is one which arises from a failure to agree as to the making of a new agreement or the modification of a then existing agreement in relation to wages or conditions of labour or employment in the district, and either or both of the National Associations at the request of either or both of the District Associations concerned requires the question to be referred to the National Board.

The Scheme also includes provisions relating to the method of revision and rescission of settlements made by the Negotiating Committee and of awards and decisions of the National Tribunal owing to changed circumstances, the incorporation of settlements, awards and decisions in the contracts of employment between employers and workmen, arrangements for the adoption of the Scheme by non-federated employers, and the obligations of the parties to prevent stoppages of work while a question is being dealt with under the Scheme.

In submitting this Scheme, which is stated in the Report to have received the unanimous approval of the employers' and workers' organisations in the coal mining industry,* the Board of Investigation point out that it embodies the following features:—

- (1) It provides a comprehensive method of settling all questions of a national character;
- (2) It leaves purely district questions to be dealt with by district conciliation machinery, thus avoiding interference with the principle of district autonomy which in present circumstances is a fundamental element in the structure of the industry;
- (3) It provides for the transfer from District conciliation machinery to the National machinery established by the Scheme of any district question the special importance of which makes such a transfer desirable;
- (4) It provides for the immediate establishment of proper conciliation machinery for the final settlement of purely district questions, such machinery where not already in existence to be established by special district agreements made for the purpose and to comprise certain minimum requirements which the Board consider to be necessary for its efficient working.

The Board also point out that the Scheme is in no sense an emergency provision arising from war-time conditions. It is designed to be a permanent institution and they hope that it will provide an effective method of dealing with questions arising in the industry for the settlement of which no satisfactory machinery has previously existed. The Scheme does not provide procedure for the settlement of questions arising at individual pits except when they reach the stage of discussion under District Conciliation Agreements. It does, however, place the national and district organisations on both sides of the industry under an obligation to introduce as soon as possible improved methods to deal with pit disputes. In order to assist the industry in the establishment of suitable conciliation machinery in the districts and at the pits the Board append to their Report a model form of District Conciliation Agreement, which may be modified to suit the requirements of particular districts.

FATAL ACCIDENTS AT MINES AND QUARRIES IN 1942.

A "Provisional Statement of Number of Deaths by Accidents at Mines and Quarries in Great Britain, together with the Isle of Man, during 1942"† has been issued by the Ministry of Fuel and Power.

The Statement shows that, in all, 939 persons were killed by accidents which occurred during the year 1942 at mines and quarries in Great Britain, and the Isle of Man. The corresponding figures for 1941 and 1940 were 999 and 1,008 respectively. The total number of deaths caused by accidents in 1942, at mines under the Coal Mines Act, 1911, was 871, and of these 444 resulted from falls of ground.

* The Scheme was approved by the Mining Association and the Mineworkers' Federation prior to the publication of the Report. At a later date the representatives of the workers in Northumberland and Cumberland raised objections arising from the effect of the Scheme on an agreement of March, 1940.

† H.M. Stationery Office; price 1d. (2d. post free).

ESSENTIAL WORK (COALMINING INDUSTRY) ORDER, 1943.

The Minister of Labour and National Service has made the Essential Work (Coalmining Industry) Order, 1943,* which came into force on 6th April, and as from that date superseded the Essential Work (Coalmining Industry) Orders, 1941–43.

In the new Order an important amendment has been made to the definition of "normal working hours." For the purpose of the Order "normal working hours" means, in relation to a person employed in a scheduled undertaking—

(i) the hours which were ordinarily being worked in the undertaking on the morning, afternoon or night shift as the case may be, by the grade or class of persons to which that person belongs, per week or, if under any existing arrangement the work in the undertaking was spread in rotation over longer periods than a week, per week respectively in those longer periods, either at the date of the 7th September, 1942, or of the signing of this Order, at whichever of those dates the hours so ordinarily being worked were the longer; or

(ii) the hours that may from time to time after the coming into force of this Order be laid down in a district agreement in force in the district in which the undertaking is situated which is made between organisations representing respectively persons carrying on undertakings in the coalmining industry in that district and workers employed in such undertakings, or in any settlement, award, or decision reached, made or given under a scheme established for dealing with district questions in that district, or in the absence of such district agreement, settlement, award or decision, the hours that a Regional Controller of the Ministry of Fuel and Power may from time to time after consultation with the Regional Coal Board determine for the undertaking, and in any such case the provisions of paragraph (i) above, shall not apply;

provided that the normal working hours shall in no case be less than the hours calculated on the basis of the working in the undertaking of five morning, afternoon or night shifts per week by the grade or class of persons to which the person concerned belongs.

The previous Orders provided that it was a direct offence for a worker to "persistently behave at his work in such a manner as to impede the effective production of the work carried on in the undertaking." The terms of this provision have now been brought into line with those of Defence Regulation 58A, under the authority of which the Order was made, and it is now a direct offence for a worker to "impede the work of the undertaking."

As regards part-time workers, the new Order also embodies provisions similar to those already incorporated in the Essential Work (General Provisions) (No. 2) Order, 1942,† so that where an undertaking is scheduled under the Order part-time workers are excluded from the persons covered by the Certificate of Scheduling (unless the contrary is expressly stated in the Certificate) if their employment (i) began on or after 3rd September 1939, and (ii) in the opinion of the Minister (a) ordinarily involves not more than 30 hours' service weekly, and (b) is for the performance of such services as are not ordinarily performed or would not, but for the circumstances arising out of the war, ordinarily be performed by persons rendering not more than 30 hours' service weekly.

The new Order also brings the coalmining industry into line with industries covered by the Essential Work (General Provisions) Order in respect of the termination of employment in a scheduled undertaking. Thus, it is now provided that notice to terminate the employment may be given by either the employer or the worker before the permission of the National Service Officer has been obtained. However, although notice to leave or discharge may be given before the permission of the National Service Officer has been obtained, it cannot take effect without such permission.

THE FACTORIES (CANTEENS) ORDER, 1943.

The Minister of Labour and National Service has made the Factories (Canteens) Order, 1943,‡ embodying revised and more specific provisions relating to the obligations of occupiers of factories to establish and maintain canteens for their workers. The Order, which was made on 7th April, 1943, took effect on 19th April, and as from that date superseded the Factories (Canteens) Order, 1940, particulars of which were given in the issue of this GAZETTE for December, 1940.

Under the new Order the obligation on occupiers of factories to establish and maintain canteens applies as regards factories which employ more than 250 persons and are engaged on essential work, instead of, as under the earlier Order, to factories which employ more than 250 persons and are engaged on munitions work or work on behalf of the Crown. This obligation becomes effective as regards any particular factory only if a direction or notice in writing is served by the Chief Inspector

* Statutory Rules and Orders, 1943, No. 505. See page 60.

† See the issue of this GAZETTE for August, 1942, page 146.

‡ Statutory Rules and Orders, 1943, No. 573. See page 60.

of Factories on the occupier of the factory; and by specific provisions now contained in the Order the procedure for bringing before the Courts cases of non-compliance with such a direction or notice has been altered in certain respects. More specific provisions are also contained in the Order relating to the service by the Chief Inspector of Factories of notices requiring the occupiers of factories covered by the Order to remedy defects in canteens.

THE NURSES AND MIDWIVES (REGISTRATION FOR EMPLOYMENT) ORDER, 1943.

An Order* under the above title was made by the Minister of Labour and National Service on 30th March, 1943, in the exercise of the powers conferred on him by Regulation 58A of the Defence (General) Regulations, 1939. In accordance with this Order British subjects of either sex, whatever their period of residence in this country, who were born after 31st March, 1883, and before 1st April, 1926, were required to register on 10th April, or, in certain cases between 12th and 17th April, at a local office of the Ministry of Labour and National Service (or, under special arrangements, at a hospital or similar institution), if they fall within any of the following classes or descriptions of persons:—

(i) All nurses whose names appear on the General or Supplementary State Registers of the General Nursing Council for England and Wales and the General Nursing Council for Scotland.

(ii) Nurses not State Registered but who hold a certificate of at least three years' training before 30th June, 1925, in a Training School approved by the General Nursing Council for England and Wales, or before 30th September, 1925, in a Training School approved by the General Nursing Council for Scotland.

(iii) State Certified midwives, whether practising or not, and women whose names have been but are no longer on the Roll of Midwives, except (a) those who were compulsorily retired by the local supervising authority under Section 5 (2) of the Midwives Act, 1936, or by the Local Authority under Section 4 (2) of the Maternity Services (Scotland) Act, 1937, on the ground of age or infirmity; and (b) those whose names have been removed from the Roll by direction of the Central Midwives Board, or the Central Midwives Board for Scotland under their penal powers.

(iv) Student nurses and pupil midwives.

(v) Persons who are or who have been nursing auxiliaries in the Civil Nursing Reserve, or who are or who have been V.A.D.'s or nursing members of the British Red Cross Society, St. John Ambulance Brigade or St. Andrew's Ambulance Association who have had not less than six months' full-time experience in nursing duties, whether or not they are now actually engaged in such duties.

(vi) Nursery nurses who hold a nursery nursing certificate after training at (a) a Nursery Training College; or (b) a Nursery approved by the National Society of Children's Nurseries.

(vii) Other persons who have had at least one full year of experience in the nursing of sick persons in a hospital or similar institution.

(viii) All persons who on 30th March, 1943, were employed in or engaged for the purpose of nursing sick or injured persons.

Certain classes of persons were specifically exempted by the Order from the obligation to register. The more important of these classes were members of the Armed Forces of the Crown, members of the W.R.N.S., A.T.S., or W.A.A.F., and members of the Nursing Services of the Crown or any reserves of those Services.

ALLIED POWERS (WAR SERVICE) ORDER, 1943.

By an Order in Council† made on 11th March, 1943, after consultation and in agreement with the Allied Governments concerned, the provisions of the Allied Powers (War Service) Act, 1942,‡ which impose the liability for war service on nationals of Allied Powers have been applied to the nationals of those Allied Powers whose Governments are temporarily established in the United Kingdom and who possess national Armed Forces, viz., Belgium, the Czechoslovak Republic, Greece, the Netherlands, Norway, Poland, Yugoslavia.

The effect of the Order, which came into operation on 1st April, 1943, is that after 1st June, nationals of any of the Allied Powers concerned who are of military age and have not already joined their own national Forces become liable to be called up to the British Forces under the National Service Acts, unless they have been granted certificates of exemption by their own Government. In the case of men who enter Great Britain after the date on which the Order became operative, the Order applies on and after the date on which they first enter Great Britain.

* Statutory Rules and Orders, 1943, No. 511. See page 60.

† Statutory Rules and Orders, 1943, No. 381. See page 60.

‡ See the issue of this GAZETTE for August, 1942, page 148.

The Allied Governments are able under Section 1 (2) of the Act to grant to their individual nationals a certificate of exemption from the effects of the Act. The deferment of the calling up of Allied nationals who do not hold such certificates but whose civilian work is essential to the war effort, and who cannot be replaced, will be arranged by the Ministry of Labour and National Service in agreement with the Allied Governments concerned, and the deferment will relate to calling-up both for the Allied and the British Forces. Thus, the question of the deferment of the calling-up of Allied nationals affected by the present Order in Council will be decided upon the facts of each individual case.

Applications for the deferment of the calling-up of an Allied national of any of the nationalities mentioned above who is of an age for military service may be made by the employer concerned or by the Allied national himself. The nearest Employment Exchange should be asked to supply a copy of the appropriate form of application (N.S.238) which should be returned duly completed within seven days to the Regional Office of the Ministry of Labour and National Service, in accordance with the instructions on the form.

This procedure should be followed in all cases in which deferment is claimed, even if a deferment has previously been granted, unless a man holds a certificate of exemption granted under Section 1 (2) of the Act.

DOCK LABOUR.

NEW TRANSFER SCHEME.

A revised Scheme relating to the transfer of dock workers from one port to another has been introduced by an agreement dated 31st March, 1943, and signed on behalf of the Minister of Labour and National Service, the Minister of War Transport, the National Dock Labour Corporation Ltd., the National Council of Port Labour Employers, the Transport and General Workers' Union, the National Union of General and Municipal Workers, and the National Amalgamated Stevedores and Dockers. The Scheme supersedes the transfer scheme contained in an agreement dated 6th October, 1939, as amended by an agreement dated 26th February, 1942.*

The Scheme provides that a worker transferred from one port to another within daily travelling distance shall be provided with free travelling facilities. A worker transferred to a port beyond daily travelling distance is provided, in addition, with a travelling allowance of 5s. for the journey and with subsistence money at the rate of 5s. a night. In the case of a week-end journey the travelling allowance is higher. Under the previous scheme, subsistence money continued during the whole of the period of transfer, but, under the new scheme, subsistence money will be discontinued (a) as from the date when the services of the worker are no longer required in the receiving port or (b) at the end of eight weeks in the receiving port, whichever is the earlier, except that in the case of married men or single men with dependants subsistence money may be continued subject to the conditions of the General Transfer Scheme of the Ministry of Labour and National Service. A worker whose family or dependants join him in the transfer area and who is no longer eligible for subsistence money may receive payments in respect of continuing liabilities in his home port under the conditions of the General Transfer Scheme, but subject to a maximum rate of 35s. a week.

A dock worker who is transferred from a port covered by one of the schemes administered by the Ministry of War Transport to a port not so covered is to continue, as under the previous scheme, to be guaranteed a minimum of eleven turns in each week. If the number worked falls short of eleven, the difference in the number of turns is (subject to the worker's attendance at each of the eleven normal calls and to his being available for work) to be credited to him at 7s. 6d. a turn.

A dock worker who is transferred from any port other than those administered by the Ministry of War Transport for work elsewhere is to be entitled to attendance money at a rate of 6s. a turn in respect of each turn for which he reports and is available for work, but is not allocated to employment or engaged for work. Such a worker is also entitled, unless he is on daily transfer, to a guarantee that his total earnings, including all overtime and attendance money, shall amount to not less than a full week's pay on the basis of a 44-hour week at the national minimum time rates for the greater or smaller ports, as the case may be, for every full pay week in which he remains available for work in the port to which he is transferred. This guarantee is subject to all the conditions governing the payment of attendance money, and is operative only during the first thirteen weeks in the receiving port, save that, in the case of a worker who is transferred to a port covered by a scheme administered by the Ministry of War Transport, it shall continue until such time as he may be placed on the local register.

Provision is also made in the Scheme with regard to household removal grants and sickness and injury during the period of transfer.

In all other respects, a transferred worker will work under the rates of pay and conditions applicable in the port to which he is transferred.

The Scheme is to operate as from 31st March, 1943, and is to be known as the National (Dock Labour) Transfer Scheme.

* For descriptions of the terms of these agreements, see the issues of this GAZETTE for October, 1939, page 360, and March, 1942, page 62.

ATTENDANCE MONEY.

The Essential Work (Dock Labour) Order, 1941, provides for the approval, by the Minister of Labour and National Service, of Dock Labour Schemes submitted to him by the National Dock Labour Corporation.* The terms of employment embodied in these Schemes are determined by an agreement made by the National Joint Council for Dock Labour dated 16th July, 1941. This agreement provided, *inter alia*, that dock workers employed at ports at which approved Schemes are in operation should be guaranteed attendance money at the rate of 5s. a turn in respect of eleven turns a week for which they reported and were available for work, but did not secure engagement.† An agreement made by the National Joint Council on 9th March, 1943, contains a provision that as from 1st March, 1943, the attendance money shall be increased to 6s. a turn, making a total of 66s. for a full week of 11 turns.

ADDITIONAL DOCK LABOUR SCHEMES.

A Dock Labour Scheme drawn up by the National Dock Labour Corporation Limited was approved by the Minister of Labour and National Service on 20th January for Ayrshire Ports (Ardrossan, Irvine, and Ayr and Troon). An approved Scheme for Cornish Ports came into operation on 11th January at Falmouth and Penryn, Porthleven, Penzance, Newlyn, Mousehole, St. Ives, Hayle and Portreath, and on 22nd February at Fowey, Par and Charlestown; the Scheme has not so far been applied at Truro. Schemes for other Ports have been referred to in earlier issues of this GAZETTE.‡

WAGES IN THE ENGINEERING INDUSTRY.

NATIONAL ARBITRATION TRIBUNAL AWARD.

The Minister of Labour and National Service, on 10th March, referred to the National Arbitration Tribunal for settlement, under the provisions of the Conditions of Employment and National Arbitration Order, 1940, a dispute existing between the members of Associations federated with the Engineering and Allied Employers' National Federation and members of the trade unions represented by the National Engineering Joint Trades Movement. The dispute arose out of a claim on behalf of the workers concerned for (a) an all round increase of 11s. a week, (b) an increase equivalent to 33½ per cent. of base rates, to all plain time-workers, and (c) the restoration of pre-June, 1931, conditions. The Tribunal, on 20th March, awarded :§

(1) that, subject to the provisions of sub-paragraph (3) of this paragraph, rates of remuneration be varied as follows, that is to say :

(a) As respects adult male time-workers :

(i) That the existing district basic rates be increased by 20s. per week of 47 hours by the transference thereto of that sum from the existing national bonus of 35s. 6d. per week.

(ii) That the existing national bonus of 35s. 6d. per week be adjusted by the transference therefrom of 20s. per week to the basic rates and by the addition thereto of 6s. per week by way of an advance, making a national bonus of 21s. 6d. per week.

(b) As respects adult male workers on systems of payment by results :

(i) That the existing district basic rates be increased by 20s. per week of 47 hours by the transference thereto of that sum from the existing national bonus of 33s. 6d. per week.

(ii) That the existing national bonus of 33s. 6d. per week be adjusted by the transference therefrom of 20s. per week to the basic rates, making a national bonus of 13s. 6d. per week.

(iii) That piece-work prices and "bonus or basis times" shall be such as will enable a workman of average ability to earn at least 27½ per cent. over basic time-rates as provided by this award, excluding national bonus.

(2) The Tribunal find against the claim in other respects.

(3) In the application of this award to time-workers :

(a) Individual merit rates shall be maintained.

(b) To the extent to which any time-worker, by reason of the receipt of lieu rates, compensatory or other bonuses, or merit rates commonly applied, is at present remunerated at a rate in excess of the district inclusive rate (*i.e.*, basic rate plus national bonus) applicable to him under the existing provisions, the 6s. advance in national bonus made by the award shall be *pro tanto* reduced. But this provision shall not apply to workers (such, for example, as skilled workers employed as maintenance men, inspectors, setters-up or markers-off) who are in receipt of additions to the minimum rate under joint national or district agreements.

(4) This award shall not operate to reduce the existing rates of workers who are in receipt of rates higher than those provided by the award.

(5) This award shall have effect as from the beginning of the first full pay period following the date hereof.

* See the issues of this GAZETTE for August, 1941, page 155, and October, 1941, page 208.

† See the issue of this GAZETTE for February, 1942, page 32.

‡ See the issues of this GAZETTE for February, 1942, page 32; April, 1942, page 84; June, 1942, page 123; and January, 1943, page 7.

§ National Arbitration Tribunal Award, No. 326.

EDUCATION AND TRAINING AFTER THE WAR.

FACILITIES FOR MEMBERS OF THE FORCES AND OTHER WAR WORKERS.

In reply to a question in the House of Commons* on 25th March, regarding provision for the training of demobilised persons, the Minister of Labour and National Service stated that the Government fully recognise the need for assisting suitably qualified men or women to obtain after the war the further education or training which their war service has interrupted or prevented. Close attention had accordingly been given to this matter and the Government's plans were now sufficiently advanced to enable a statement to be made on the general nature of the arrangements proposed. The statement furnished by the Minister is set out below :—

Further Education for Demobilised Members of the Forces and other War Workers.

1. His Majesty's Government announce that plans have been approved for providing financial assistance to enable suitably qualified men and women, on demobilisation, to undertake or continue further education or training (*i.e.*, beyond the secondary school standard).

2. The aim of the scheme is to replenish the supply of persons qualified to fill responsible posts in the professions and industry, including agriculture and commerce. It is intended to cover training in professional, commercial and industrial concerns, as well as courses at universities, technical colleges and training colleges.

3. It will apply to those whose further education or training has been prevented or interrupted by their war service.

4. The scheme is primarily intended for His Majesty's Armed Forces and their auxiliary and nursing services, together with the Merchant Navy, police auxiliaries, full-time Civil Defence personnel and civil nursing reserve. A certain number of places will, however, be available for suitable candidates whose further education or training has been similarly prevented or interrupted by employment in other work of national importance.

5. Facilities of the kind which will be made available on general demobilisation will be afforded at once to suitable applicants who have been discharged on medical grounds from their war service and who are not required by the Ministry of Labour and National Service to undertake other forms of national service.

6. Inquiries should, until further notice, be addressed (a) in the case of candidates normally resident in England or Wales to The Secretary, Board of Education, Belgrave Square London, S.W.1, and (b) in the case of candidates normally resident in Scotland to The Secretary, Scottish Education Department, St. Andrew's House, Edinburgh, 1.

Further Education and Training in the Services.

7. It is intended that, so far as it is practicable and the exigencies of Service duties permit, corresponding opportunities for further education and training should be provided by the Service Departments during the period of resettlement before demobilisation is complete for men and women likely to remain in the Armed Forces for a substantial period.

Committee on Further Education and Training.

8. An interdepartmental committee, which will include representatives of the universities, is being appointed to ensure that the educational and training arrangements are closely related to the prospects of employment at home and abroad, and to secure co-ordination between the facilities to be provided outside and inside the Services.

Arrangements for Finding Employment.

9. Consideration has also been given to the development of arrangements for assisting persons with qualifications for the higher posts in the professions, industry and commerce to find opportunities of suitable employment during the period of resettlement after the war. These arrangements are to be centred in the Appointments Department of the Ministry of Labour and National Service, and an independent committee is being appointed to advise the Minister on the organisation of the work and the best methods of securing close co-operation with the appropriate professional, industrial and business organisations, and with the education authorities.

Lord Hankey has agreed to become Chairman of the inter-departmental committee on further education and training, and of the committee to advise upon the work of the Appointments Department.

In reply to a further question in the House of Commons on 8th April, the Minister stated that he was in consultation with representatives of the employers' organisations and trade unions concerned on the arrangements which may be necessary to enable young people whose apprenticeship has been interrupted by service in H.M. Forces to resume employment and complete their training when they are discharged from the Forces.

* Parliamentary Debates: House of Commons. Official Report, 25th March, 1943.

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

Rates of Wages.

The principal group of workpeople affected by increases in rates of wages or war bonuses during March were men and boys in the engineering and allied industries. An Award of the National Arbitration Tribunal provided that, subject to certain qualifications (*see* paragraph (3) of the Award, the terms of which are given on page 50), the existing district basic rates and national bonus of adult male time-workers should be adjusted (a) by the transfer of 20s. a week from the bonus to the basic rates, and (b) by the addition of 6s. a week to the bonus, the net effect being an increase of 20s. a week in the district basic rates, with a decrease of 14s. (*viz.*, from 35s. 6d. to 21s. 6d.) in the national bonus for time-workers. For adult workmen on systems of payment by results, the Award provided (a) that 20s. a week should be transferred from the national bonus to the district basic rates, and (b) that such piece-work prices and "bonus or basis times" should be as to enable a workman of average ability to earn (exclusive of national bonus) at least 27½ per cent. over the new basic time rates (*i.e.*, the old rates plus 20s. a week) instead of 25 per cent. over the old basic time rates as provided by an agreement of 1931. There were consequential adjustments in the rates of wages of youths and boys, and in those of women engaged on men's work. Further increases in the rates of wages of youths and boys, in addition to the increases resulting from the Award, were also granted during March. Statistics are not at present available as to the numbers of workpeople whose wage rates were increased under these arrangements, nor as to the aggregate amount of the increases in weekly rates of wages.

In other industries and services covered by the Department's statistics,* the changes in rates of wages reported during March are estimated to have resulted in an aggregate increase of nearly £40,000 in the weekly full-time wages of nearly 300,000 workpeople, and in a decrease of £300 in those of 15,000 workpeople. The industries in which wage rates were increased during March included flour milling, sugar confectionery, preserved foods and jam manufacture, cocoa and chocolate confectionery manufacture, printing and bookbinding, electricity supply, cinematograph theatres and the wholesale grocery and provision trade.

In the flour milling industry, the war supplements were increased by 3s. a week for men and women and 2s. a week for younger workers. Men employed in sugar confectionery, cocoa and chocolate confectionery, preserved foods and jam manufacture were granted an increase of 2s. a week and women an increase of 3s. 6d. a week. In general jobbing and newspaper printing and bookbinding in a number of towns in England and Wales, men received increases of 1s. 6d. to 4s. 6d. a week and women an increase of 1s. 6d. a week, as the second instalment of an increase arranged in August, 1942.† The war bonus for men employed in electricity supply undertakings was increased by ½d. an hour. For workpeople employed in cinema theatres there were percentage increases varying according to the amount of the minimum wage rates. In wholesale grocery and provisions distribution in England and Wales, increases were granted which ranged, according to age, from 1s. to 5s. a week for male workers and from 1s. to 3s. a week for female workers. Women, 21 years and over, employed in wholesale distribution by co-operative societies received an increase of 3s. a week, with smaller increases for younger female workers.

There were small decreases in the rates of wages of coal miners in Warwickshire and workpeople employed in the manufacture of pressed felt in the Rossendale Valley district.

Of the total increase of £40,000 (exclusive of increases resulting from the National Arbitration Award for the engineering industry), about £11,000 was the result of arrangements made by joint standing bodies of employers and workers; £11,000 was due to arbitration; 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 £300 took effect under the operation of sliding scales based upon fluctuations in the proceeds of the coal mining industry or in the cost of living.

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 74.

Hours of Labour.

No important changes were reported during March.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING MARCH.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decrease in <i>Italics</i> .)
Coal Mining	Warwickshire ..	1 Mar.	Workpeople employed in and about coal mines.	<i>Decrease of 1 per cent. on basis rates, leaving wages 96 per cent. above the basis rates.†</i>
	Radstock and Newbury districts of Somerset.	1 Mar.	Do.	Increase of 0.35 per cent. on basis rates, making wages 40.35 per cent. above the basis rates.†
	Scotland ..	1st day in 2nd pay period beginning in Mar.	Underground firemen ..	Minimum basis rate adopted of 10s. a shift. Minimum rate after change (including flat-rate and percentage additions) 18s. 5d. a shift.
Chemical, etc., Manufacture.	Great Britain (certain firms)§	1 Mar.	Shot firers ..	Minimum basis rate adopted of 9s. 4d. a shift. Minimum rate after change (including flat-rate and percentage additions) 17s. 8d. a shift.
			Workpeople employed in the heavy chemical and allied industries:— Engineering tradesmen ..	Increase of ½d. an hour in standard time rates; weekly war addition (previously granted) of 13s. converted into hourly war supplement of 3½d. and increased by 1d. an hour. Rates after change include: fitters, turners and electricians 1s. 10d. plus 4½d. war supplement.¶
			Engineering apprentices ..	Weekly war additions (previously granted) of 13s. for those 18 years and over and 6s. 6d. for those under 18 converted into hourly war supplements of 3½d. and 1½d. and increased by 1d. to 4½d. and 2½d. an hour respectively.
			Building tradesmen, coopers, wheelwrights and wagon repairers.	Increase of ½d. an hour in standard time rates. Rates after change: chemical plumbers 1s. 10½d., other building tradesmen, coopers, wheelwrights and wagon repairers 1s. 9½d., plus 4½d. an hour war supplement in each case.¶
Match Manufacture.	Great Britain	19 Mar.	Senior apprentices (all classes) 20 years of age and over.	Increase in basic time rate from 45s. to 60s. a week of 47 hours. Rate after change 1s. 3½d. an hour, plus war supplement of 4½d. an hour.
			Men, youths and boys ..	Increases of 1d. an hour in minimum rates for workpeople 17 years and over, and of ½d. for those under 17. Minimum rates after change: 8d. at 14 years increasing to 1s. 8d. at 21 years and over.
			Women and girls ..	Increase of ½d. an hour in minimum rates. Minimum rates after change: 6½d. at 14 years increasing to 11½d. at 18 years and over.
Engineering and Allied Industries.	Great Britain	Beginning of 1st full pay period after 20 Mar.	Workpeople employed in the engineering and allied¶ industries (except those whose rates of wages are regulated by wage movements in other industries, <i>e.g.</i> , building, electrical contracting):— Male timeworkers:	National bonus of 35s. 6d. a week adjusted by the transference therefrom of 20s. a week to basic rates and by the addition thereto of 6s. a week, making the national bonus 21s. 6d. a week, subject to the qualifications set out in Clause 3(b) of the Award.**
			Men ..	
			Apprentices, youths and boys	

* 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.

† See the issue of this GAZETTE for October, 1942, page 181.

‡ Flat-rate advances, previously granted in addition to basis rates and percentages, remained unchanged.

§ These increases applied to workers employed by firms (other than the Metal Group) which are constituent firms of Imperial Chemical Industries Ltd., including lime workers at Buxton and Colwyn Bay.

¶ In addition, the rates quoted are subject to augmentation under the Company's discretionary grading scheme.

¶ Workpeople in the allied industries include those employed by federated firms in railway carriage and wagon building, constructional engineering, sheet metal working, gas meter making, scale, beam and weighing machine making, metal rolling and brass working in various districts in Great Britain; drop forging and stamping, cycle, ammunition, cast-iron hollow-ware, spring, tube and wire rope, etc., trades in the Birmingham and Wolverhampton districts.

** These changes are the result of an Award of the National Arbitration Tribunal (*see* page 50). The Award relates to adult male workers only, but as the rates of juvenile male workers are related, on a percentage bases to those of skilled fitters, the rates of juvenile workers are consequently increased. (*See* also †† footnote.) As regards timeworkers, the Award provides that individual merit rates are to be maintained, but that, to the extent to which any timeworker, by reason of the receipt of lieu rates, compensatory or other bonuses, or merit rates commonly applied, is at present remunerated at a rate in excess of the district inclusive rate (*i.e.*, basic rate plus national bonus) applicable to him under existing conditions, the 6s. advance in national bonus is to be reduced proportionately; this provision, however, is not to apply to worker¶ (*e.g.*, skilled workers employed as maintenance men, inspectors, setters-up or markers-off) who are in receipt of additions to the minimum rate under joint national or district agreements. The Award is not to operate to reduce the existing rates of wages of workers who are in receipt of rates higher than those provided by the Award.

†† The percentages by which the juvenile rates are related to the rate of skilled fitters have been increased by 2½d. at each age.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics</i> .)
Engineering and Allied Industries (<i>contd.</i>)	Great Britain ..	Beginning of 1st full pay period after 20 Mar.	Workpeople employed in the engineering and allied* industries— <i>continued from foot of previous page:—</i> Male workers on systems of payment by results: Men Apprentices, youths and boys Female dilutees whose rates of wages are related to those of men.	National bonus of 33s. 6d. a week adjusted by the transference therefrom of 20s. a week to basic rates, making the national bonus 13s. 6d. a week; piece-work prices and "bonus or basis times" to be such as will enable a worker of average ability to earn at least 27½ per cent. (in place of 25 per cent. previously in operation) over the increased basic time-rates excluding the national bonus.† Increases varying at different ages and in different districts, resulting from (a) adjustments consequential on the increases granted to men and (b) changes in the basis of computation of wage rates. The principles applying in respect of the adjustments in piece-work prices and "bonus or basis times" of the adult workers operate in respect of those of the junior male workers.† Increases dependent on probationary period reached and rates of men replaced.
	Great Britain and Northern Ireland.	Do.	Fitters, turners, etc., employed in federated shipyards, whose wages have hitherto been regulated by movements in the engineering industry.	Basic rates and bonuses adjusted in accordance with changes in the engineering and allied industries (<i>see above</i>).
	Thames district† ..	24 Mar.	Workpeople employed in ship-repairing:— Fitters, turners and brass finishers.	Increase of 1½d. an hour. Rate after change, 2s. 2½d. plus 1d. an hour for all hours worked.
Ship Building and Repairing.	Upper Thames District (Teddington to Oxford).	2nd full pay week after 19 Mar.	Moulders, firemen and trimmers Apprentices, youths and boys in engineering trades. Workpeople employed in shipyard boatbuilding and repairing:— Timeworkers— Adult males Apprentices Youths and boys employed on new work. Women	Increase of 6s. a week. Increases of 1s. 6d. to 3s. 7d. a week, according to age. Basic rates adopted, for a working week of 47 hours of 61s. 2d. for fully skilled plain timeworkers who have completed their apprenticeship and are 21 years of age and over, of 53s. 4d. for those employed on all painting work and of 41s. 7d. for labourers and general hands, plus bonus of 39s. 6d. in each case; charge hands and leading hands 2d. an hour above their normal rates.§ Basic rates adopted of 14s. 3d. a week following 1st year of apprenticeship increasing to 32s. 9d. at fifth year, plus bonus of 6s. 7d. to 19s. 9d. a week, according to year of apprenticeship. Basic rates adopted of 10s. 3d. a week at 15 years increasing to 32s. 9d. at 20 years, plus bonus of 6s. 7d. to 19s. 9d., according to age. Rates and conditions as applicable in the shipbuilding industry. Basic rates and bonuses adjusted in accordance with changes in the engineering and allied industries (<i>see above</i>).
Engineering, and Shipbuilding	Portsmouth (certain firms)||	Beginning of 1st full pay period after 20 Mar.	Mechanics and labourers, employed in engineering and shipbuilding, whose wages have hitherto been regulated by movements in the engineering industry.	Basic rates and bonuses adjusted in accordance with changes in the engineering and allied industries (<i>see above</i>).
Railway Workshops.	Great Central Section of the L. and N.E. Railway.	Do.	Railway shopmen, apprentices, youths and boys whose wages have hitherto been regulated by movements in the engineering industry.	Basic rates and bonuses adjusted in accordance with changes in the engineering and allied industries (<i>see above</i>).
Constructional Engineering.	Great Britain ..	1st full pay period after 20 Mar.	Workpeople (other than labourers¶) employed as plain timeworkers on outside steelwork erection.	Increase of 1½d. an hour. Rates after change include: sheeters 2s. 2½d. (London Area), 2s. 0½d. (outside London Area); riveters and crane drivers 2s. 1½d., 2s. 0½d., erectors, riveters' holders-up and sheeters' holders-up 2s. 0½d., 1s. 11½d., erectors' helpers 1s. 11½d., 1s. 10½d., rivet heaters (adults) 1s. 10½d., 1s. 9½d., burners—new work 2s. 1½d., 2s. 0½d., demolition or scrap work 2s. 0½d., 1s. 11½d. Basic rates and bonuses adjusted in accordance with changes in the engineering and allied industries (<i>see above</i>).
Brass Manufacture.	Rotherham, Sheffield, Doncaster, Halifax and Dewsbury districts.	Beginning of 1st full pay period after 20 Mar.	Men, apprentices, youths and boys	Increases of 6s. a week for timeworkers and pieceworkers (18 years of age and over) and of 2s. to 4s., according to age, for timeworkers under 18 years.
Machine Rivet, Nut and Bolt Manufacture.	Scotland ..	Do.	Men, youths and boys ..	Basic rates and bonuses adjusted in accordance with changes in the engineering and allied industries (<i>see above</i>).
Tube Manufacture.	Sheffield and Chesterfield.	Do.	Men, apprentices, youths and boys ..	Daywork rate adopted of 83s. 6d. (inclusive of bonus) for a week of 47 hours.
Malleable Ironfounding.	Walsall ..	1st pay day in Mar.	Men: Moulders Labourers Women 21 years and over	Increase of 6s. 6d. a week (59s. to 65s. 6d., or 1s. 4½d. an hour) in minimum rate inclusive of bonus. Increase of 7s. a week (43s. to 50s., or 1s. 0½d. an hour) in minimum rate inclusive of bonus.
Pressed Felt Manufacture.	Rossendale Valley .. district (certain firms).	31 Mar.	Men, women and juveniles ..	Decreases** of 3d. a week for men and of 2d. for women and juveniles. Minimum time rate after change for men: 74s. 5d. inclusive of special war bonus of 6s.
Stiffener Manufacture.	Great Britain ..	1 Feb.	Workpeople employed in stiffener manufacture (excluding those in stiffener departments connected with boot and shoe factory organisation):— Workpeople paid at time-rates.. Workpeople paid at piece-rates..	Minimum rates adopted, subject to variation in accordance with a cost-of-living sliding scale. Minimum rates for a cost-of-living figure over 90 and not exceeding 100: males 18s. a week of 46 hours at 15 years increasing to 70s. at 22 years and over; females 18s. at 15 years increasing to 46s. at 20 years and over. Minimum rates adopted, subject to variation in accordance with a cost-of-living sliding scale. Minimum rates for a cost-of-living figure over 90 and not exceeding 100: males 70s. a week of 46 hours plus 17 per cent.; females 46s. plus 17 per cent.
Flour Milling	Great Britain ..	1st full pay period following 15 Mar.	Men, women, youths, and girls (except road transport workers, mechanics, electricians and those whose wages are regulated by movements in other industries).	War supplements increased by 3s. a week for men and for women (20 years and over) and by 2s. for youths employed in mill or warehouse, and for girls.††

* See note ¶ on previous page.

† See notes ** and †† on previous page.

† These increases affected workpeople employed by members of the River Thames Dry Dock Proprietors' and Shiprepairers' Association.

‡ A repair allowance of 3s. (adults) and 1s. 6d. (apprentices, youths and boys) for a week of 47 hours is payable on repair work, except the repair of pleasure yachts.

§ These increases affected workpeople employed by members of the Portsmouth and District Engineering and Shipbuilding Employers' Association.

¶ Movements in the rates of wages of general labourers are governed by movements in the rates of outside general labourers in each district.

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

†† These increases were the result of an award by a single arbitrator appointed by the Minister of Labour and National Service.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Confectionery Manufacture and Food Preserving.	Great Britain	1st pay day in Mar.	Timeworkers and pieceworkers employed in cocoa and chocolate confectionery manufacture. Timeworkers and pieceworkers employed in sugar confectionery, preserved foods and jam manufacture.	War allowance increased by 2s. a week for men, by 3s. 6d. for women (18 years and over), and by proportional amounts for juveniles. Minimum time rates, after change, include: men, other than shiftworkers 67s., shiftworkers 73s. to 77s., plus war allowance of 7s. in each case; women, other than shiftworkers 39s., shiftworkers 45s. to 49s., plus war allowance of 6s. in each case.* Increases of 2s. a week in minimum time rates for men and for women 18 years and over, of 1s., 1s. 6d. or 2s. for youths and boys and of 1s. 6d. for girls. War allowance <i>decreased by 6d. a week for youths 20 and under 21 years</i> and increased by 6d. for youths 19 and under 20 years and by 1s. 6d. for women; war allowance granted of 1s. 6d. for girls 17 and under 18 years. Piece rates to be increased where necessary, to enable pieceworkers of average ability to earn not less than 25 per cent. (as formerly) above minimum time rates. Special allowances adopted for shiftworkers of 6s. for a full working week (average 44 hours) on two-shift system and of 7s. on three-shift system for the first and second shifts and of 10s. for the third shift (10 p.m. to 6 a.m.), with proportionate amounts for less than a full week. Special allowance adopted for nightworkers of 12s. 6d. for each full week (47 hours) engaged on night work (<i>i.e.</i> , hours worked at night, as distinct from continuous shift work), with proportionate amounts for less than a full week. Minimum time rates, after change, include: men, other than shiftworkers 69s., shiftworkers 75s. to 79s., plus war allowance of 3s. 6d. in each case, women other than shiftworkers 41s., shiftworkers 47s. to 51s., plus war allowance of 3s. in each case.†
Millsawing	Hull and Grimsby .. Great Britain ..	1 Dec., 1942‡ 8 Mar.	Woodcutting machinists and sawyers employed in sawmills (boxwood). Men and women employed in furniture (excluding bedding) manufacture.	Increase of 1d. an hour (1s. 8d. to 1s. 9d.).
Furniture Manufacture.	Northern Ireland ..	1 Mar.	Journeymen	Minimum hourly rates adopted, for a 47-hour week, of 1s. 6½d. for journeymen and 10½d. for journeywomen, plus current bonuses under Joint Industrial Council agreement (4½d. and 2½d. respectively), and of 1s. 3d. for male labourers (21 years and over) and 9d. for female labourers (19 years and over), plus current Trade Board bonuses (3d. and 2d. respectively).§
Board Manufacture.	Great Britain	1st full pay period following 26 Feb.	Apprentices (commencing apprenticeship under 18 years of age.) Workpeople employed in board mills (excluding building board and Fourdrinier board mills):— Day workers Shiftworkers Pieceworkers	Basic hourly rates adopted, subject to cost-of-living additions, for a 47-hour week. Rates after change: Belfast and Londonderry 1s. 7d., other districts 1s. 5½d., plus cost-of-living addition of 4d. in each case. Wage rates adopted of one-seventh of journeyman's rate in 1st year of apprenticeship increasing to one-half in 5th year. Minimum hourly rates adopted, for a 48-hour week, as follows: men 1s. 0½d. or 1s. 0¾d. (according to occupation), youths and boys 3¾d. at 14 years increasing to 10½d. at 20, women and girls 3d. at 14 years increasing to 7½d. at 18 and over; plus war bonuses of 4d. an hour for men, 2½d. for youths 18 years and under 20 and women 18 years and over, and 1½d. for boys and girls. Minimum hourly rates adopted, for a week of 44 hours on average, as follows: men—beatermen and machinemmen 1s. 5½d. an hour (continuous process mills) or 1s. 3½d. (intermittent process mills), others 1s. 2½d. or 1s. 1½d. (according to occupation), youths and boys 5½d. at 16 years increasing to 11½d. at 20; plus war bonuses of 4d. an hour for men, 2½d. for youths 18 years and under 20 and 1½d. for boys. Piece-work prices to be so fixed as to enable a worker of ordinary ability to earn not less than 20 per cent. above the minimum rate for a timeworker of the same grade or age. Increases in minimum rates of 1s. 6d., 2s. or 4s. 6d. a week for men, and of 1s. 6d. for women, according to occupation and locality.||
Printing and Bookbinding.	England and Wales (certain towns) and Isle of Man. England and Wales (certain towns).	1st pay day in Mar. Pay day in week ending 20 Mar.	Principal classes of workpeople employed in general jobbing, letterpress and newspaper printing and bookbinding (compositors, machine minders, printers' assistants, packers, warehousemen, machine feeders, electrotypers and stereotypers, bookbinders, etc.). Clerical workers (21 years and over) engaged in the production of morning and evening newspapers.	Increases in minimum rates of 1s. to 4s. 6d. a week, according to age and group, for men and of 1s. or 1s. 6d., according to age, for women.¶
Furnace Building.	Great Britain	8 Mar.	Bricklayers and masons Apprentices	Hourly rates adopted, for a normal working week of 44 hours, being the Grade "A" rates fixed, for the time being, for bricklayers and masons by the National Joint Councils for the Building Industry (1s. 11d. an hour in England and Wales and 1s. 11½d. in Scotland), or any higher district rates (<i>e.g.</i> , London, within a 15-mile radius of Charing Cross, 2s. 0½d., Liverpool, Birkenhead and Wirral districts 2s. 1d., Renfrewshire and Lanarkshire 2s.), supplemented in each case by 1d. an hour. Hourly rates adopted, for a normal working week of 44 hours, being percentages of the rates for bricklayers and masons, based on Grade "A" rates, as follows: 20 to 35 per cent. (according to age at entry) in 1st half of 1st year rising to 55 to 75 per cent. in 2nd half of 4th year.
Monumental Masonry.	Aberdeen Edinburgh Glasgow	1 Mar. 1 Mar. 1 Mar.	Cutters, turners, polishers, etc., employed in granite yards. Monumental masons and polishers Monumental masons and sculptors	Increase of ½d. an hour. Rates after change include: granite cutters, scabblers and toolsmiths 1s. 11d., granite polishers 1s. 10d. Increase of ½d. an hour. Rates after change include: monumental masons 2s., polishers 1s. 11d. Increase of ½d. an hour. Rates after change include: cutters, turners and scabblers 2s., polishers, bedsetters and sawmen 1s. 11d. Increase of ½d. an hour (4d. to 4½d.) in war bonus.**
Electricity Supply Industry.	Various districts in Great Britain and Northern Ireland.	1st pay period following 18 Mar.	Men, except those whose wages are regulated by movements in other industries.	

* These increases resulted from an Arbitration Award under the Industrial Courts Act and affected workpeople covered by the Cocoa and Chocolate Section of the Interim Industrial Reconstruction Committee of the Cocoa, Chocolate, Sugar Confectionery and Jam Industries.

† These changes were agreed upon by the Sugar Confectionery, Preserved Foods and Jam Section of the Interim Industrial Reconstruction Committee of the Cocoa, Chocolate, Sugar Confectionery and Jam Industries.

‡ This increase was the result of an agreement concluded in March, 1943, and was made retrospective to the date stated above.

§ The rates, which are minima and do not prevent the operation of higher rates, are laid down in a National Labour Agreement of the British Furniture Trade Joint Industrial Council, the Agreement being subject to the minimum requirements of Furniture Manufacturing Trade Board Orders and applicable to districts not covered by district agreements with terms more favourable to the workers.

|| Increases of 1s. to 3s. a week, according to occupation and locality, for men and of 1s. to 2s. 6d. a week for women employed in the printing and bookbinding industry in England (excluding London), Wales and the Isle of Man took effect as from the first pay day in September, 1942, under an agreement which provided for a reduction in the number of "grades" in which the various towns are grouped for wages purposes and for the raising of the rates of wages for most grades. In towns classified in Grade 4 and in certain towns classified in Grade 3 of the new scheme, some of the increases due under the agreement exceeded 3s. a week in the case of men; also, in some towns now classified in Grade 4, the increases for women exceeded 2s. 6d. a week; in these towns the operation of the balance of the increases was postponed until the date shown above (*see* the issue of this GAZETTE for October, 1942, page 181.)

¶ Increases of 1s. to 3s. a week, according to age and group (localities are classified, for wages purposes, into "groups" according to population), for clerical workers 21 years and over engaged in the production of morning and evening newspapers in England (excluding London) and Wales took effect as from pay day in the week ending 19th September, 1942, under an agreement providing for the raising of rates of wages for most groups. In certain towns in which the increases under the agreement exceeded 3s. a week, the operation of the balance of the increase was postponed until the date shown above.

** This increase is the result of an Industrial Court Award. Proportional increases have been granted to women, apprentices, probationers and juniors. The undertakings affected are those which follow the wages agreements of the National Joint Industrial Council for the Electricity Supply Industry.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Distribution	England and Wales ..	8 Mar.	Women and girls employed in the milk distributive trade, on or in connection with any of the following operations:—pasteurizing, sterilizing, homogenizing, humanizing, cooling, separating, bottling, bottle washing or cleaning machinery or plant connected with any of the above operations or in churn washing or churn filling.	General minimum time rates increased by 5s. 6d., 7s. or 7s. 6d. a week according to area, for workers 21 years and over, by 2s. for those 18 and under 21, and by 1s. for those under 18. Minimum time rates after change: London district (City of London and Metropolitan Police District) 24s. at under 16 years increasing to 53s. at 21 and over, other municipal boroughs and urban districts with over 10,000 inhabitants 21s. 6d. to 50s., other urban districts and rural districts 18s. to 44s. 6d.*
	England and Wales ..	Pay day in week commencing 1 Mar.	Men, women and juvenile workers (except transport and clerical workers) employed in wholesale grocery and provisions distribution.	Increases of 1s. to 5s. a week, according to age, for male workers and of 1s. to 3s. for female workers. Minimum weekly rates after change: London area—males 22s. at 16 years increasing to 77s. at 21 and over, females 21s. at 16 years increasing to 48s. at 21 and over; elsewhere—males 21s. at 16 years increasing to 71s. at 21 and over, females 20s. at 16 years increasing to 45s. at 21 and over.†
	Great Britain	1st pay day in Dec., 1942.‡	Female distributive workers employed by Co-operative Wholesale Society Ltd. and Scottish Co-operative Wholesale Society Ltd.	War advance increased by 3s. a week (10s. to 13s.) for those 21 years and over, by 1s. 6d. (7s. to 8s. 6d.) for those 18 and under 21 and by 6d. (5s. 6d. to 6s.) for those under 18.
Toy Manufacture	Great Britain	26 Mar.	Men, youths, boys, women and girls	Increases of 1d. to 1½d. an hour in general minimum time rates for male workers and of 1½d. to 1½d. for female workers. General minimum time rates after change for workers 21 years and over: men—wood-cutting machinists 1s. 5½d., 1s. 6½d., or 1s. 7½d., according to qualification, body painters 1s. 6½d., other workers 1s. 5d.; women—body painters 11d., other workers 10½d.*
Boiler and Pipe Covering.	London Area	1st pay day in Mar.	Boiler and pipe coverers and other workers employed on thermal insulation (land contracts).	Increases of 3d. an hour (1s. 8½d. to 1s. 11½d.) in basic rate of fully qualified operatives, of 2d. plus 5 per cent. for other workers in receipt of a war bonus of 8s. a week and of 1d. plus 5 per cent. for those in receipt of a war bonus of 4s. a week; country allowance increased from 4s. to 5s. a day; war bonus of 8s. a week (4s. for those in receipt of rates less than 1s. 3d. an hour) discontinued.§
	Midlands and North of England (excluding Tyneside).	18 Feb.	Do.	Minimum rates of wages adopted, for a normal working week of 48 hours, as follows: fully qualified operatives (with 5 years' experience) 1s. 10d. an hour, charge hands—in charge of 3 coverers 1s. 11d.—in charge of 4 coverers 2s., learners 9d. an hour at 16 years and under increasing to 1s. 3d. at 20, adult beginners 1s. 6d.
Cinema Theatres	Great Britain ..	1 Mar.	Men, youths, boys, women and girls	War bonuses increased from 25 to 35 per cent. on minimum rates up to and including 40s. a week, from 25 to 33½ per cent. over 40s. and under 60s., from 20 to 33½ per cent. on 60s. and from 20 to 25 per cent. on over 60s.
Catering	Great Britain ..	1 Mar.	Men and women employed by the National Service Hostels Corporation Ltd. in industrial hostels.	Scales of minimum weekly rates adopted, as follows: catering workers, men—head cooks 120s., cook charge hands 100s., bakers and sweet cooks 80s., kitchen porters 55s., women (18 years of age and over)—head cooks 80s., cook charge hands 70s., bakers and sweet cooks 60s., caterers' storekeepers 55s., cooks 50s., caterers' clerks 40s. to 45s., kitchen porters, canteen charge hands, kitchen maid charge hands 40s., assistant cooks and bakers and sweet cooks' assistants 35s. to 45s., kitchen maids and canteen hands 30s. to 35s.; domestic workers, men—head hall porters 70s., house porters 55s., women (18 years of age and over)—house wardens 40s. to 50s., linen maids 40s. to 45s., housemaid cleaners 30s. to 35s.; clerical workers, women (18 years of age and over)—cashiers, bookkeeper clerks, receptionists and shorthand-typists 55s., clerk assistants 40s. to 45s.¶
	Belfast and district	Beginning of 1st full pay period after 19 Mar.	Vintners' assistants	Increase of 2s. 6d. a week. Rate after change: 57s. 6d. in first year after apprenticeship, increasing to 70s. after six years' service.¶
Slaughtering	Great Britain ..	1st pay day after 26 Mar.	Workpeople employed in slaughter-houses.	Increase of 4s. a week. Pieceworkers' rates and headage rates remain unchanged.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING MARCH.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Boiler and Pipe Covering.	London Area ..	1st pay day in Mar.	Boiler and pipe coverers and other workers employed on thermal insulation (land contracts).	Standard working hours in London increased from 47 to 48 a week (on country contracts the minimum working hours remain 58 a week).**

* 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 and National Service, obtainable from H.M. Stationery Office.

† These increases took effect as the result of an agreement by the National Joint Industrial Council for the Wholesale Grocery and Provision Trade (England and Wales). The rates quoted are minima and do not prevent the payment of higher rates or the operation of better conditions of employment.

‡ These advances were agreed upon on 3rd March, with retrospective effect to the date shown.

§ See also entry under "Principal Changes in Hours of Labour" below.

¶ The rates quoted apply to a normal working week of 48 hours, except in the case of head cooks, head hall porters and house wardens, for whom working hours are not defined. The rates are minima and do not prevent the payment of higher rates. In addition, full-time workers are provided with board and lodging valued at 21s. a week. Canteen and domestic workers are provided on loan with protective clothing, where available, which is laundered free of charge. In the case of occupations for which a scale of rates is shown above, the lower figure represents the starting rate and the maximum rate is reached by increments of 2s. 6d. a month.

¶ This increase was the result of an award by the National Arbitration Tribunal (Northern Ireland).

** See also entry under "Principal Changes in Rates of Wages" above.

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 March showed that the workers in four districts were entitled to receive a bonus. For adult workers the amounts of the bonus were as follows:—Leicestershire 1s. 6d. a shift, South Derbyshire and Somerset 1s. 3d. a shift, Shropshire 3d. 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 17th April.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st April, 1943.

		Food	All Items
Increase since July, 1914..		65%	98%
Change since 1st March, 1943	Index Points ..	nil	-1
	Per cent. ..	nil	-½*

FOOD.

At 1st April there was very little change, as compared with 1st March, in the average level of the retail prices of any of the articles of food included within the scope of these statistics.

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

Article.	Average Price (per lb. unless otherwise indicated) to the nearest ¼d., at—			Percentage Increase or Decrease (—) at 1st April, 1943, compared with	
	1st April, 1943.	1st Mar., 1943.	1st Sept., 1939.	1st Mar., 1943.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
Ribs ..	1 3½	1 3½	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	1	23
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 10	2 4	..	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 1	1 1	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	0 2	..	..
Eggs (fresh)§ .. each	0 1½	0 1½	5	..	1
Potatoes .. per 7 lb.	0 6½	0 6½	0 6½	..	5

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

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Mar., 1943.	1st April, 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	75
Breast ..	-3	-3	-3
Bacon† ..	35	102	102
Fish ..	116	185	185
Flour ..	26	59	60
Bread ..	42	55	56
Tea ..	52	85	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	60
Potatoes ..	33	41	40
All above articles (Weighted Average on July, 1914, basis)	38	65	65

On the basis of the figures given in the foregoing Tables the average level of retail food prices at 1st April, 1943, was about the same as at 1st March, 1943, nearly 20 per cent. higher than at the beginning of September, 1939, and about 65 per cent. higher than in July, 1914.

* A fall of 1 point on a total for "all items" of 199 (the figure for July, 1914, being 100) is equivalent to 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 March, 1943, and 1st April, 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 March, 1943, and 1st April, 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 April was about the same as at 1st March, 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 April was between 1 and 2 per cent. below the level of a month earlier. The average decrease in prices during the month was about 1 per cent. for men's suits and overcoats, about 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 April the average level of prices was about 71 per cent. higher than at 1st September, 1939, and about 255 per cent. above the level of July, 1914.

In the *fuel and light* group, the average levels of prices of coal and of gas at 1st April showed little change as compared with 1st March. 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 29 per cent. higher than at 1st September, 1939, and about 99 per cent. higher than in July, 1914. There were no appreciable changes 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 April was about the same as at 1st March, 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 March. In the group as a whole the average level of prices at 1st April was about the same as at 1st March, 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 April, 1943, is approximately **98 per cent. over the level of July, 1914**, as compared with 99 per cent. at 1st March, 1943, and 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 43 points since the beginning of September, 1939, is equivalent to about 28 per cent. Of these 43 points, about 4 points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately 2 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	58	60	60
1938 ..	59	57	56	54	56	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	98								

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 60 of this GAZETTE.

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

TRADE DISPUTES IN MARCH.*

Number and Magnitude.—The number of disputes involving stoppages of work, reported to the Department† as beginning in Great Britain and Northern Ireland during March, was 152, as compared with 100 in the previous month and 66 in March, 1942. In these 152 new disputes about 35,500 workpeople were directly involved, and 10,300 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 1,600 workpeople were involved, either directly or indirectly, in 7 disputes which began before March and were still in progress at the beginning of that month. The number of disputes in progress in March was thus 159, involving about 47,400 workpeople; the aggregate number of working days lost in these disputes during March is estimated at 122,000.

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

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..	3	43	46	16,400	49,000
Metal, Engineering and Shipbuilding ..	2	78	80	24,400	56,000
Transport ..	..	8	8	3,400	11,000
Other Industries ..	2	23	25	3,200	6,000
Total, March, 1943 † ..	7	152	159	47,400	122,000
Total, February, 1943 †	9	100	109	20,300	42,000
Total, March, 1942 † ..	4	66	70	14,300	44,000

Duration.—Of 148 stoppages which ended in March, 51, directly involving 12,300 workpeople, lasted not more than one day; 47, directly involving 6,700 workpeople, lasted two days; 15, directly involving 4,000 workpeople, lasted three days; 25, directly involving 9,100 workpeople, lasted four to six days, and 8, directly involving 1,400 workpeople, lasted over six days.

Causes.—Of the 152 disputes beginning in March, 40, directly involving 9,600 workpeople, arose out of demands for advances in wages, 6, directly involving 2,800 workpeople, out of proposed

reductions in wages, and 33, directly involving 9,300 workpeople, on other wage questions; 6, directly involving 1,000 workpeople, on questions as to working hours; 26, directly involving 5,800 workpeople, on questions respecting the employment of particular classes or persons; 35, directly involving 5,200 workpeople, on other questions respecting working arrangements; and 2, directly involving 700 workpeople, on questions of trade union principle. Four stoppages, directly involving 1,100 workpeople, were in support of workpeople involved in other disputes.

Results.—Final settlements of disputes which terminated during March have been effected in the case of 118 disputes, directly involving 29,600 workpeople. Of these disputes, 20, directly involving 4,400 workpeople, were settled in favour of the workpeople; 67, directly involving 12,500 workpeople, were settled in favour of the employers; and 31, directly involving 12,700 workpeople, resulted in a compromise. In the case of 30 other disputes, directly involving 3,900 workpeople, work was resumed pending negotiations.

TOTALS FOR THE FIRST THREE MONTHS OF 1943 AND 1942†

Industry Group.	January to March, 1943.			January to March, 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 ..	140	36,000	81,000	101	29,200	107,000
Brick, Pottery, Glass, Chemical, etc. ..	10	400	2,000	4	300	1,000
Engineering ..	72	26,000	53,000	18	5,900	7,000
Shipbuilding ..	43	6,900	27,000	10	800	1,000
Other Metal ..	38	5,800	18,000	14	1,200	3,000
Building, etc. ..	16	4,300	8,000	19	3,700	7,000
Transport ..	17	6,200	15,000	9	1,600	4,000
Other Industries	20	2,100	4,000	15	1,800	3,000
Total ..	356	89,700	208,000	190	44,500	133,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING MARCH.

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)	1,624	731	2 Mar.	6 Mar.	Workpeople's dissatisfaction with progress of negotiations in respect of a number of grievances concerning wages.	Settlement effected providing for submission of certain claims to arbitration and a compromise agreement on other points.
Haulage workers and other colliery workpeople—Yorkshire (one colliery)	50	2,000	2 Mar.	10 Mar.	For payment of guaranteed wage under provisions of Essential Work Order to haulage workers rendered idle during a previous stoppage of work.	Work resumed on advice of trade union officials.
Colliery workpeople—Yorkshire (one colliery)	106	1,550	4 Mar.	6 Mar.	For payment of guaranteed wage under provisions of Essential Work Order to certain surface workers rendered idle during a previous stoppage of work.	
Colliery workpeople—Yorkshire (one colliery)	944	250	25 Mar.	27 Mar.	Dissatisfaction with wages, and other grievances.	Agreement reached following a resumption of work.
ENGINEERING :— Engineering operatives—Warwickshire (one firm).	4,000	..	8 Mar.	8 Mar.	Dispute respecting revision of piece-work prices for a particular job.	Work resumed on conditions in operation prior to stoppage, pending decision of a Works Conference.
Engineering operatives—Yorkshire (one firm).	1,000	..	12 Mar.	15 Mar.	Alleged delay, on the part of employers, in the introduction of a production bonus scheme.	Agreement reached as to date from which production bonus scheme would be operated.
Engineering operatives—West Riding of Yorkshire (certain firms).	2,500	..	25 Mar.§	29 Mar.||	Dissatisfaction of workers employed on bonus schemes with an award of the National Arbitration Tribunal. See page 50 of this GAZETTE.	Work resumed on the terms of the award.
Engineering operatives—Lancashire (three firms).	836	..	29 Mar.¶	7 Apr.¶		
SHIPBUILDING :— Welders and apprentices, platers, riveters, caulkers, etc.	556	1,597	18 Mar.	26 Mar.	Objection by welders to the training of labourers as dilutee welders.	Settlement effected providing that trainees shall in future be selected from unemployed skilled men of any trade, preference being given to riveters, caulkers, etc., members of the trade union concerned.
TRANSPORT :— Carters, etc.—Belfast	700	..	22 Mar.	3 Apr.	For increase in wages and improvement in working conditions.	Work resumed unconditionally.
Dock workers—Belfast	800	..	30 Mar.	3 Apr.	In sympathy with the carters, etc., involved in above dispute.	

* 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.

§ At some establishments the stoppage began on the night of 24th March or on 26th March.

|| At most of the establishments affected work was resumed on 29th March.

¶ The stoppages occurred on different dates and lasted for varying periods between 29th March and 7th April.

UNEMPLOYMENT FUND.

The following Table shows, *approximately*, the income and expenditure of the Unemployment Fund* in Great Britain for the periods stated:—

	Thirteen weeks ended		
	27th Mar., 1943.	26th Dec., 1942.	28th Mar., 1942.
	£	£	£
(1) <i>General Account</i>			
Contributions received from:—			
Employers	6,223,000	6,255,000	6,407,000
Employed persons ..	6,222,000	6,255,000	6,406,000
Exchequer	6,227,000	6,256,000	6,415,000
Miscellaneous Receipts	1,613,000	97,000	716,000
Total Income ..	20,285,000	18,863,000	19,944,000
Benefit	727,000	787,000	1,182,000
Cost of Administration	422,000	687,000	680,000
Miscellaneous Payments	72,000	76,000	71,000
Total Expenditure	1,221,000	1,550,000	1,933,000
(2) <i>Agricultural Account</i>			
Contributions received from:—			
Employers	134,000	110,000	172,000
Employed persons ..	133,000	110,000	171,000
Exchequer	134,000	110,000	172,000
Miscellaneous Receipts	67,000	4,000	48,000
Total Income ..	468,000	334,000	563,000
Benefit	64,000	10,000	129,000
Cost of Administration	51,000	41,000	64,000
Miscellaneous Payments	1,000	1,000	1,000
Total Expenditure	116,000	52,000	194,000

FINANCIAL CONDITION AT END OF 1942.

The Unemployment Insurance Statutory Committee have presented to the Minister of Labour and National Service their Tenth Report on the General Account and their Seventh Report on the Agricultural Account, relating to 31st December, 1942.†

As the Committee are no longer able to make the reasoned comparison between the resources and prospective liabilities of the Unemployment Fund which was possible in peace time, the Unemployment Insurance (Emergency Powers) (Amendment) Regulations, 1943,‡ have been made by the Minister of Labour and National Service to relieve the Committee of the obligation of making the recommendations which they would otherwise be required to make, if, as a result of such a comparison, a surplus or deficiency were declared. In these circumstances the Report is confined to a simple statement of the financial condition of the Fund. Details of the General Account and the Agricultural Account are given in an Appendix to the Report.

General Account.

The Report shows that the receipts for the calendar year 1942 amounted to about £79 million, of which all but about £2 million represented insurance contributions by employers, employed persons and the State. The expenditure was rather more than £6½ million, of which nearly £3½ million was for unemployment benefit, the remainder being for administrative expenses and minor items. Income during the year thus exceeded expenditure by nearly £72½ million. The balance at the end of 1942 was £152½ million, as compared with £79½ million at the end of 1941.

Agricultural Account.

Receipts amounted to £1,597,654 and expenditure to £354,138. Income accordingly exceeded expenditure by £1,243,516, which, with the balance of £4,894,452 carried forward at the end of 1941, made a net balance at 31st December, 1942, of £6,137,968.

The balances on these Accounts have been invested by the National Debt Commissioners as they accumulated, mainly in National War Bonds.

UNEMPLOYMENT ALLOWANCES.

For the period of thirteen weeks ended 27th March, 1943, expenditure on unemployment allowances (excluding the cost of administration) amounted to approximately £526,000, compared with £545,000 during the thirteen weeks ended 26th December, 1942, and £679,000 during the thirteen weeks ended 28th March, 1942.

Comparison of the figures for the March quarter of 1943, with those for earlier periods is affected by the increases, as from 17th August, 1942, in the rates of unemployment allowances, provided for by the Unemployment Assistance (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1942 (see the issue of this GAZETTE for August, 1942, page 146).

* A detailed account of the Fund is presented to Parliament annually (see H.C.33 of Session 1942-43 for the period ended 31st March, 1942).

† H.C. 72 of Session 1942-43. H.M. Stationery Office; price 2d. net. (3d. post free).

‡ Statutory Rules and Orders, 1943, No. 167. See summary on page 25 of the issue of this GAZETTE for February, 1943.

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 March† was 220 as compared with 179‡ in the previous month and with 220‡ in March, 1942. Details for separate industries are given below:—

MINES AND QUARRIES.		Factories—continued.	
Under Coal Mines Acts:		Paper, Printing, etc.	2
Underground	73	Rubber Trades . . . . .	..
Surface	8	Gas Works . . . . .	..
Metalliferous Mines . .	2	Electrical Stations . . . . .	..
Quarries	6	Other Industries	3
TOTAL,			
MINES AND QUARRIES	89		
Factories.		WORKS AND PLACES UNDER	
Clay, Stone, Cement, Pottery and Glass		SS. 105, 107, 108, FACTORIES	
Chemicals, Oils, Soap, etc.		Act, 1937.	
Metal Extracting and Refining		Docks, Wharves, Quays and Ships	8
Metal Conversion and Founding (including Rolling Mills and Tube Making)		Building Operations	18
Engineering, Locomotive Building, Boilermaking, etc.		Works of Construction . . .	4
Railway and Tramway Carriages, Motor and other Vehicles and Aircraft Manufacture . . .		TOTAL, FACTORIES ACT	102
Shipbuilding			
Other Metal Trades . . .		RAILWAY SERVICE.	
Cotton		Brakesmen, Goods Guards	4
Wool, Worsted, Shoddy..		Engine Drivers, Motor-men	2
Other Textile Manufacture		Firemen	2
Textile Printing, Bleaching and Dyeing		Guards (Passenger) . . . .	..
Tanning, Currying, etc. . .		Labourers	1
Food and Drink		Mechanics	6
General Woodwork and Furniture		Permanent Way Men . . .	3
		Porters	2
		Shunters	4
		Other Grades	5
		Contractors' Servants . . .	..
		TOTAL, RAILWAY SERVICE	29
		Total (excluding Seamen)	220

INDUSTRIAL DISEASES.

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

I. Cases.	
LEAD POISONING.||	
Among Operatives engaged in:	
Smelting of Metals .. ..	..
Plumbing and Soldering ..	..
Shipbreaking .. ..	..
Printing .. ..	..
Other Contact with Molten Lead	2
White and Red Lead Works .. ..	..
Pottery .. ..	..
Vitreous Enamelling ..	..
Electric Accumulator Works .. ..	..
Paint and Colour Works ..	2
Coach and Car Painting ..	..
Shipbuilding .. ..	..
Paint used in Other Industries.. ..	..
Other Industries .. ..	..
Painting of Buildings..	2
TOTAL	6
OTHER POISONING.	
Aniline	4
Toxic Jaundice	3
Toxic Anaemia	1
TOTAL	8

I. Cases—continued.	
ANTHRAX.	
Wool	2
EPITHELIOMATOUS ULCERATION (SKIN CANCER).	
Pitch	9
Tar	4
Paraffin	1
Oil	2
TOTAL	16
CHROME ULCERATION.	
Manufacture of Bichromates .. ..	..
Dyeing and Finishing ..	..
Chrome Tanning	2
Chromium Plating	2
Other Industries	8
TOTAL	12
Total, Cases... ..	44
II. Deaths.	
EPITHELIOMATOUS ULCERATION (SKIN CANCER).	
Oil	1

* Statistics of fatal accidents to seamen are not available.

† For mines and quarries, weekly returns are furnished and the figures cover the 5 weeks ended 3rd April, 1943, in comparison with the 4 weeks ended 27th February, 1943, and the 4 weeks ended 28th March, 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.

¶ In addition to the cases included in the Table, one case of lead poisoning was reported among plumbers not employed in factories.

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 overseas countries.

UNITED STATES OF AMERICA.

At the middle of December, 1942, the official cost-of-living index figure showed a rise of 0.5 per cent. over the figure for the middle of November, 1942, and of 22.1 per cent. over that for June, 1939. For food alone the official index figure at the middle of December, 1942, showed increases of 1.2 and 41.9 per cent. over the figures for the previous month and for August, 1939, respectively.

NEW ZEALAND.

In November, 1942, the official cost-of-living index figure was 0.7 per cent. higher than the (revised) figure for October, 1942, and 14.3 per cent. above that for August, 1939. For food alone the corresponding percentage increases were 0.9 and 10.7 respectively.

Revised figures for October, 1942, showed increases of 0.4 and 13.5 per cent. for all items compared with September, 1942, and August, 1939, respectively. For food alone the corresponding increases were 1.0 and 9.7 per cent.

INDIA.

In December, 1942, the official cost-of-living index figure for the working classes in Bombay was 5.6 per cent. higher than the figure for the previous month and 79.0 per cent. above that for August, 1939. For food alone the corresponding percentage increases were 6.1 and 86.6, respectively.

UNION OF SOUTH AFRICA.

In December, 1942, the official cost-of-living index figure showed no change as compared with the figure for the previous month, which was 21.0 per cent. higher than that for August, 1939. For food alone the index figure in December, 1942, showed a decline of about 0.1 per cent. below the figure for the previous month, but a rise of 27.9 per cent. over the figure for August, 1939.

SOUTHERN RHODESIA.

In January, 1943, the official cost-of-living index figure showed an increase of 0.3 per cent. over the figure for the previous month, and of 14.9 per cent. over that for August, 1939. For food alone the index figure in January, 1943, was 0.4 per cent. higher than in December, 1942, and 15.7 per cent. higher than in August, 1939.

CEYLON.

In August, 1942, the official index figure of the working-class cost-of-living in Colombo Town showed an increase of 4.0 per cent. over the figure for July, 1942, and of 78.2 per cent. over that for August, 1939. For food alone the corresponding percentage increases were 4.0 and 108.0 respectively.

ÉIRE.

In mid-February, 1943, the official cost-of-living index figure showed no change as compared with the figure for mid-November, 1942, which was 57.8 per cent. higher than that for mid-August, 1939. For food alone the index figure for mid-February, 1943, was 2.8 per cent. below the figure for mid-November, 1942, but 53.8 per cent. higher than that for mid-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 December, 1942, was 1.5 per cent. higher than in November, 15.0 per cent. higher than in December, 1941, and 59.0 per cent. higher than in 1939.

According to estimates made by the United States Bureau of the Census, the total number of unemployed persons in the United States of America in December, 1942, was 1,500,000, as compared with 1,700,000 in November 1942, and 3,800,000 in December, 1941. These figures include persons employed on public emergency work projects.

CANADA.

According to returns received by the Dominion Bureau of Statistics from over 13,000 employers, the total number of workpeople in employment at 1st December in industry other than agriculture was 1.7 per cent. higher than at 1st November, 1942, 10.5 per cent. higher than at 1st December, 1941, and 86.5 per cent. above the average number for the year 1926.

Returns rendered by trade unions with a total membership of over 398,000 showed that the percentage rate of unemployment among their members at the beginning of December, 1942, was 0.8. The corresponding figures for the beginning of November, 1942 and the beginning of December, 1941, were 0.7 and 3.3 respectively.

UNION OF SOUTH AFRICA.

Returns received by the office of Census and Statistics indicate that the number of workpeople employed in manufacturing establishments generally, mining and transport in November, 1942, was 1.5 per cent. lower than in October and 0.6 per cent

lower than in November, 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 March was 78,813, compared with 85,714 at 27th February. The decrease between the two dates is stated to be due partly to the operation of an Order made under the Unemployment Assistance Act, 1933, restricting during the period from 10th March to 26th October, 1943, the eligibility for unemployment assistance of a particular class of persons living in rural areas. At 28th March, 1942, the number of persons on the live registers was 90,681; this total is comparable with the figure for 27th March, 1943.

LEGAL CASES AFFECTING LABOUR.

FACTORIES ACT, 1937—FAILURE TO FENCE DANGEROUS MACHINERY.

Newby v. Angus Stuart Ltd.—Angus Stuart Ltd. the occupiers of a factory at 9 Wellclose Square, Stepney were summoned by a Factory Inspector at the Thames Police Court for an alleged infringement of Section 13 (1) of the Factories Act, 1937, in that a part of the transmission machinery in the said factory, to wit the shafting belt and pulley by which the motion of a prime mover was transmitted to a flour weighing machine, was not securely fenced, in consequence whereof George Burley, a lad of 16, suffered bodily injury.

On 30th December, 1941, the belt slipped off the pulley of the hopper and Burley was ordered by the forewoman to replace it. In order to do so, he stood with one foot on a bench and the other on a window sill. He could not have reached the belt and pulley from the floor. He replaced the belt whilst the transmission shafting was in motion and as he turned round after replacing it, the belt slipped off again and caught his left arm against the pulley wheel and broke it and tore his fingers. There was a stop switch in the room by which the transmission machinery could have been stopped, but this was not used. The transmission machinery was not fenced in any way. The shafting could have been fitted with a sleeve but the pulley wheel could only have been fenced by fitting a wire guard. If a guard had been fitted it would have been necessary to remove it in order to replace the belt.

At the hearing in the Police Court, the Magistrate, being of the opinion that the transmission machinery was in such a position as to be as safe to every person employed or working on the premises as it would be if securely fenced, dismissed the Information. The Factory Inspector appealed by way of case stated. The Divisional Court, consisting of Mr. Justice Charles, Mr. Justice Stable and Mr. Justice Hallett, allowed the appeal and ordered that the case should be remitted to the Magistrate with a direction to find the offence proved. In the course of his judgment, Mr. Justice Charles stated that the fact that the transmission machinery was out of reach did not justify the conclusion reached by the Magistrate. His Lordship referred to the case of *Atkinson v. London and North Eastern Railway Company*, 1926 (1.K.B.313), in which it had been held that the mere fact that an unfenced shaft was 13 ft. above the ground was not sufficient to show that it was in such a position as to be equally safe to every person employed or working in the factory, as it would be if it were securely fenced; and to the case of *Findlay v. Newman Hender and Company*, 1937 (4.A.E.R. 58), in which the occupier of a factory had been convicted for not fencing transmission gear, although it was 12½ ft. above the floor and the injured workman had had to climb a pipe in order to reach it. In the present case the injured youth had only to get one foot on a bench and the other on a window sill.—*Divisional Court*, 30th March, 1943.

Davies v. Batger & Co. Ltd.—Batger & Co. Ltd., the occupiers of a factory at 566 Cable Street, Stepney, were summoned at the Thames Police Court on two Informations preferred by a Factory Inspector alleging contraventions of Section 14 (1) of the Factories Act, 1937. The proceedings arose out of an alleged failure of the Defendants securely to fence the revolving arms of a trough type paste mixing machine, in consequence whereof a worker, named Ida Lily Thompson, suffered bodily injury. On 7th April, 1942, Ida Lily Thompson was scraping the inside sides of the trough while the blades were revolving. The top of the trough was 40 ins. above the floor and the trough could be tilted. The Defendants had provided a cover made of wood with mesh wire of ¼ in. mesh in the centre for use when the blades were revolving, but this cover was not on the trough. While Ida Lily Thompson was scraping the inside sides of the trough her right hand was caught by the revolving arms and severely crushed and injured.

At the conclusion of the evidence in the Police Court, the Defendants contended that the cover provided for use was the best type of guard fence that could be provided and that if it had been used the machine would have been perfectly safe. The Magistrate accepted these contentions and dismissed the Informations. The Factory Inspector appealed by way of case stated. The Divisional Court, consisting of Mr. Justice Charles, Mr. Justice Stable and Mr. Justice Hallett, allowed the appeal and directed that the case should be remitted to the Magistrate with a direction to find the offence proved. In the view of the Court the fact that the Defendants had provided a guard did not avail them if while the machinery was in motion the guard was not in use.—*Divisional Court*, 1st April, 1943.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS,

1940-1942.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During March, 1943, the National Arbitration Tribunal issued twelve awards,* Nos. 318 to 329. Four of these are summarised below; and another, relating to the engineering industry, is given in full on page 50. The other seven awards relate to cases affecting individual firms or other employing bodies.

Award No. 318 (3rd March).—Parties: Mr. A. L. Horne, Moreton-in-Marsh, Gloucestershire; and the Retail Food Trades Joint Industrial Council for England and Wales on behalf of the employers' organisations and trade unions represented on the Council. *Question raised:* Whether the employer concerned is in breach of his obligation to observe "the recognised terms and conditions" by reason of his refusal to pay to an employee the rate of wages which has been settled as proper to be paid to such employee under the agreed procedure of the Retail Food Trades Joint Industrial Council for England and Wales. *Award:* The Tribunal found that the employer had, from 10th October, 1942, been in breach of the obligation placed upon him by Article 5 of the Conditions of Employment and National Arbitration Orders, 1940-1942.

Award No. 323 (5th March).—Parties: Members of the Northumberland Coal Owners' Association and members of the Northumberland Miners' Mutual Confident Association employed by them. *Claim:* For revised rates of overtime payment during the week and at week-ends. *Award:* The Tribunal found against the claim.

Award No. 325 (18th March).—Parties: Members of the Hawick Hosiery Manufacturers' Association and members of the National Union of General and Municipal Workers, Scottish District, employed by them. *Claim:* That the average earnings of a piece-worker over a specified period should be regarded as the time-rate applicable to such worker for the purpose of the guaranteed wage clause of the Essential Work (General Provisions) Order. *Award:* The Tribunal found against the claim.

Award No. 326 (20th March).—Parties: The members of Associations federated with the Engineering and Allied Employers' National Federation and members of the Trade Unions represented by the National Engineering Joint Trades Movement employed by them. *Claim:* For certain increases in wage-rates and the restoration of the conditions obtaining before 1931. *Award:* See page 50.

Award No. 329 (29th March).—Parties: The members of the Monmouthshire and South Wales Coal Owners' Association and members of the South Wales and Monmouthshire Colliery Winding Enginemen's Association and Provident Trade Union employed by them. *Claim:* For an increase in the wage rate of colliery winding enginemen for Sunday night work and for the retrospective payment to colliery winding enginemen of cost-of-living allowance for the seventh shift in the week. *Award:* The Tribunal found against the claim.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During March, 1943, the National Arbitration Tribunal (Northern Ireland) issued six awards, Nos. 180-185. Two of these awards are summarised below. The remaining four awards relate to cases affecting only individual employers.

Award No. 184 (12th March).—Parties: The members of the Belfast Flour Millers' Association and certain of their employees. *Claim:* "For the rates of pay and conditions of employment as obtain in a class A mill under the National Joint Industrial Council to be made applicable in Belfast flour mills." *Award:* That during the unexpired period of the present emergency, the members of the Belfast Flour Millers' Association shall observe the decisions of the National Joint Industrial Council for the Flour Milling Industry in so far as wages and hours of employment are concerned.

Award No. 185 (19th March).—Parties: The Belfast and District Members of the Belfast and Ulster Licensed Vintners' Association and certain of their employees. *Claim:* An increase of 7s. 6d. per week on the rates of wages of assistants and charge hands as set out in the National Arbitration Tribunal award dated 13th February, 1942, with proportionate increases in the rates for apprentices, the increases to take effect from 1st February, 1943. *Award:* An increase of 2s. 6d. per week on the existing rates of wages of assistants, making the wage scale as follows:—Assistants: First year after apprenticeship £2 17s. 6d.; second year after apprenticeship, £3 2s. 6d.; third year after apprenticeship, £3 7s. 6d.; after completing six years' service, £3 10s. The award is on the basis that nothing therein shall operate to reduce existing rates of remuneration. The Tribunal found that the other parts of the claim had not been established and they awarded accordingly.

INDUSTRIAL COURTS ACT 1919 AND CONCILIATION ACT, 1896.

INDUSTRIAL COURT AWARDS.

During March, 1943, the Industrial Court issued three awards, Nos. 1900-1902, which are summarised below.

Award No. 1900 (18th March).—Parties: Trade Unions' Side and Employers' Side of the National Joint Industrial

Council for the Electricity Supply Industry. *Claim:* That the existing war bonus be increased. *Award:* The Court awarded an increase of ½d. an hour in the war bonus.

Award No. 1901 (26th March).—Parties: Employees' Side and Employers' Side of the Joint Industrial Council representative of employers and workpeople connected with slaughterhouses in the meat trade. *Claim:* For an increase of 10s. a week to weekly workers and an increase of 10 per cent. to workers engaged on piece work and head rates. *Award:* The Court awarded an increase of 4s. a week to weekly workers, the piece work rates and head rates to remain unchanged.

Award No. 1902 (31st March).—Parties: National Association of Local Government Officers and the County Borough of West Ham. *Claim:* For the application of the cost-of-living increases recommended by the National Joint Council for Local Authorities' Administrative, Technical and Clerical Services. *Award:* The Court awarded that the cost-of-living increases should take effect as from 1st January, 1943.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During March, 1943, six awards (one of which related to a dispute reported under the Conditions of Employment and National Arbitration Orders, 1940-1942) were issued by Single Arbitrators appointed under the Industrial Courts Acts, 1919. One of these awards is summarised below. The other five awards relate only to individual undertakings.

Parties: The Spen Valley and District Carriers' and Strap Makers' Union and the Employers' Federation of Card Clothing Manufacturers. *Claim:* An increase to the base rate as agreed in February, 1941. *Award:* The Arbitrator decided that the claim by the Union had not been established.

In addition, an award was issued by an Independent Chairman appointed under the Conciliation Act, 1896, at the request of the two Sides of the National Joint Industrial Council for the Flour Milling Industry, providing for increases in the "War Supplements" to existing wage rates.

TRADE BOARDS ACTS AND HOLIDAYS WITH PAY ACT.

NOTICES OF PROPOSAL.

During March, 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, in the case of Boards in Great Britain, or at 31 Eglantine Avenue, Belfast, in the case of Boards in Northern Ireland.

Jute Trade Board (Great Britain).—Proposal J.(68), dated 2nd March, 1943, to vary minimum rates of wages for male and female workers.

Rubber Manufacturing Trade Board (Great Britain).—Proposal R.U.(12), dated 3rd March, 1943, to vary minimum rates of wages for male and female workers.

Stamped or Pressed Metal Wares Trade Board (Great Britain).—Proposal Q.(53), dated 4th March, 1943, to vary minimum rates of wages for male and female workers.

Boot and Shoe Repairing Trade Board (Great Britain).—Proposal D.(73) dated 8th March, 1943, to fix minimum rates of wages for a certain class of work for male and female workers.

Aerated Waters Trade Board (England and Wales).—Proposal A.(22), dated 9th March, 1943, to vary minimum rates of wages for male and female workers.

Cutlery Trade Board (Great Britain).—Proposal C.T.(32), dated 10th March, 1943, to vary minimum rates of wages and holiday remuneration for male and female workers.

Baking Trade Board (Scotland).—Proposal BKS.(9), dated 19th March, 1943, to vary minimum rates of wages for certain classes of workers.

Keg and Drum Trade Board (Great Britain).—Proposal K.D.(25), dated 23rd March, 1943, to vary minimum rates of wages for male and female workers. This proposal supersedes proposal K.D.(24).

Linen and Cotton Embroidery Trade Board (Northern Ireland).—Proposal N.I.E.(N.25), dated 1st March, 1943, to vary minimum rates of wages for female workers.

Baking Trade Board (Northern Ireland).—Proposal N.I. Bk.(N.18), dated 22nd March, 1943, relating to holidays with pay, cancelling Notice N.I.Bk.(N.15), dated 4th January, 1943.

Paper Box Trade Board (Northern Ireland).—Proposal N.I.B.(N.26), dated 29th March, 1943, to vary minimum rates of wages for male and female workers.

CONFIRMING ORDERS.

During March, 1943, the Minister of Labour and National Service 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.

Toy Manufacturing Trade Board (Great Britain).—Order Y.(31), dated 16th March, 1943, confirming a variation of minimum rates of wages for male and female workers and specifying 26th March, 1943, as the date from which such rates became effective.

Tobacco Trade Board (Great Britain).—Order N.(26), dated 23rd March, 1943, confirming the fixing of piece work basis time rates for a certain class of male and female workers and the provision of minimum rates of wages for a new grade of operatives.

* See footnote * on page 60.

* H.M. Stationery Office; price 1d. net each. See page 60.

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.

- 372† *Order in Council adding Regulation 47 AD to the Defence (General) Regulations, 1939.*—By this Order in Council, made by His Majesty on 11th March, 1943, provision is made for the insertion in the Defence (General) Regulations of a new Regulation, 47 AD, which prescribes, *inter alia*, that it shall be lawful, notwithstanding any enactment or rule of law to the contrary, for any agreement relating to service in a British ship (not being a Dominions ship) to include an undertaking by the master or any member of the crew to transfer to any ship which may be required by the Minister of War Transport for war operations.
- 373† *Order in Council adding Regulation 47 AE to the Defence (General) Regulations, 1939.*—This Order in Council, made by His Majesty on 11th March, 1943, provides for the insertion in the Defence (General) Regulations 1939, of a new Regulation, 47 AE, stipulating that the agreement under which the master or a member of the crew of a British ship (not being a Dominions ship) is employed or engaged shall not, unless the Minister of War Transport otherwise directs, be terminated by reason of the requisition of the ship by or on behalf of His Majesty. The expiration of the agreement by effluxion of time is not, however, to be affected by the Regulation.
- 377 *The Defence (Good Friday and St. Patrick's Day) Regulations, 1943.*—These Regulations, contained in an Order in Council made by His Majesty on 11th March, 1943, made special provision, similar to that made by corresponding Regulations in 1942 (see the issue of this GAZETTE for March, 1942, page 80), for the non-observance of the 23rd April, 1943 (Good Friday) and, in Northern Ireland, the 17th March, 1943 (St. Patrick's Day) as compulsory holidays under certain enactments.
- 381 *The Allied Powers (War Service) Order, 1943.*—See summary on page 49.
- 384 *The Goods and Services (Price Control) (Isle of Man) Order, 1943.*—This Order in Council, made by His Majesty on 11th March, 1943, provides that, subject to specified modifications and adaptations, the Prices of Goods Act, 1939, as amended by the Goods and Services (Price Control) Act, 1941 (see the issues of this GAZETTE for December, 1939, and August, 1941) shall extend to the Isle of Man.
- 437 *Order in Council substituting a new Regulation for Regulation 54 CA of the Defence (General) Regulations, 1939.*—By this Order in Council, made by His Majesty on 22nd March, 1943, the original Regulation 54 CA, particulars of which were given in the note regarding Statutory Rules and Orders, 1943, No. 195 on page 46 of last month's issue of this GAZETTE, has been revoked and superseded by a new Regulation 54 CA embodying revised provisions according to which competent authorities specified in Regulation 54 C may give directions appointing experienced persons to be directors of war production undertakings.
- 465 *The Temporary Workers in Agriculture (Scotland) (Minimum Wages) Order, 1943, dated March 5, 1943,* made by the Secretary of State for Scotland under Regulation 25A of the Defence (Agriculture and Fisheries) Regulations, 1939.—This Order increases the rates of wages and of overtime payments laid down in The Temporary Workers in Agriculture (Scotland) (Minimum Wages) Order, 1942, for workers temporarily employed in agriculture in Scotland under certain Government Schemes.

S.R.&O.
1943, No.

Title.

- 505 *The Essential Work (Coalmining Industry) Order, 1943,* dated March 26, 1943, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.—See summary on page 48.
- 511 *The Nurses and Midwives (Registration for Employment) Order, 1943, dated March 30, 1943,* made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.—See summary on page 49. 2d. (3d. post free).
- 573 *The Factories (Canteens) Order, 1943, dated April 7, 1943,* made by the Minister of Labour and National Service under Regulation 60 of the Defence (General) Regulations, 1939.—See summary on page 48.

STATE BURSARIES AND ENGINEERING CADETSHIPS.

Under arrangements recently announced by the Board of Education, the Scottish Education Department and the Ministry of Labour and National Service, boys and girls of specified age who are personally suitable for technical work in the Forces or for responsible civilian employment of national importance are to be considered for the grant this summer of State Bursaries. Boys, other than those employed in engineering, may also be granted Engineering Cadetships.

In order to be eligible for consideration, candidates must have made application to the appropriate Education Department by 1st May.

Male applicants both for Bursaries and Cadetships must have been born on or after January 1st, 1925, and before July 1st, 1926. Female applicants for Bursaries must have been born on or after October 1st, 1924, and before July 1st, 1926.

OFFICIAL PUBLICATIONS RECEIVED.

[NOTE.—The prices shown are net and, except in the case of publications of the International Labour Office, do not include postage.*]

BRICK INDUSTRY.—*Third Report of the Committee on the Brick Industry.* Ministry of Works. (Price 9d.)

INDUSTRIAL HEALTH.—*Report of a Committee appointed to consider Methods of Suppression and Removal of Dust containing Silica in the Tile Making and Electrical Porcelain Fittings Sections of the Pottery Industry.* Ministry of Labour and National Service. (Price 6d.)

MINING.—(i) *Third Report of the Board of Investigation into Wages and Machinery for determining Wages and Conditions of Employment in the Coal Mining Industry.* (Price 3d.)—See summary on page 47. (ii) *Provisional Statement of Number of Deaths by Accidents at Mines and Quarries in Great Britain together with the Isle of Man during the year 1942.* Ministry of Fuel and Power. (Price 1d.)—See summary on page 48.

NATIONAL SERVICE.—*Selected Decision given by the Umpire during January, 1943, in respect of an Application for Postponement of Liability to be called up for Service under the National Service Acts, 1939-1942.* N.S. Code 2. Pamphlet No. 1/1943. Ministry of Labour and National Service. (Price 2d.)

UNEMPLOYMENT INSURANCE.—(i) *Unemployment Insurance Statutory Committee: Reports on the Financial Condition of the Unemployment Fund on 31st December, 1942.* Ministry of Labour and National Service. H.C. 72 of 1942/43. (Price 2d.)—See summary on page 57. (ii) *Selected Decisions given by the Umpire on Claims for Benefit during the Three Months ended 31st December, 1942.* U.I. Code 8B. Pamphlet No. 3/1942. Ministry of Labour and National Service. (Price 2d.)

YOUTH SERVICE.—*Youth in a City: An account of an experiment of Youth Service in its Initial Stages.* Board of Education. (Price 2d.)

JOINT PRODUCTION COMMITTEES IN GREAT BRITAIN.—*Studies and Reports Series A (Industrial Relations) No. 42.* Published in the United Kingdom for the International Labour Office by P. S. King and Staples Ltd., 14 Great Smith Street, London, S.W.1. (Price 2s.)

* 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.
† Orders 372-375 have been issued together in one publication, price 1d. net (2d. post free).

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