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SPECIAL ARTICLES, REVIEWS, ETC.

PNEUMOKONIOSIS AMONG MINERS.

REPORT OF ADVISORY COMMITTEE.

The Report of the Committee set up by the Minister of Fuel and Power in May, 1943,* to advise on the medical treatment and rehabilitation of coal miners in the Wales Region suffering from pneumokoniosis has recently been published.†

Whatever methods of treating pneumokoniosis may ultimately be discovered as a result of clinical research and experience, it is clear, the Committee state, that the strongest possible emphasis must be laid on the adoption of adequate measures of dust prevention and suppression. Only the lapse of time, however, will show whether particular methods of dust suppression, e.g., the water infusion and water-spraying methods that have been introduced in the South Wales coalfield, will result in a diminution in the incidence of pneumokoniosis, and continued observation over a number of years will be necessary in order to assess what constitutes a dust hazard.

On the basis of statistics covering the years 1939–1943, the Committee show that there has been an increase in recent years in the number of certified cases of pneumokoniosis, but this, they consider, may be partly due to increased applications for certificates resulting from the fact that miners are becoming increasingly apprehensive of the dangers arising from their occupation. In this connection, the Committee refer to the compensation and benefit schemes‡ established in 1943, to provide assistance to miners suffering from pneumokoniosis.

From evidence taken by a medical sub-committee formed to consider and report on the available knowledge and experience of the disease, the Committee conclude that this knowledge and experience is at present insufficient to enable them to recommend large-scale measures of treatment, including rehabilitation, and that further research into the cause, progression and

treatment of the disease is necessary. Accordingly, they recommend the early establishment, as a separate unit attached to an existing hospital, of a Treatment and Rehabilitation Research Centre, with accommodation for 30 patients, and equipped with facilities for clinical study and both long-term research and also short-term research which, they suggest, might take the form of investigating every six months the condition of men in various stages of the disease. It is also suggested that certified cases who have taken up employment outside mining should be induced to attend the Centre for examination, so as to provide information regarding the value of rehabilitation measures.

Further recommendations of the Committee propose that initial and periodical clinical and X-ray examinations should be carried out and be correlated with a scientific assessment of dust concentration and constitution, with the object of affording guidance as to the efficiency of dust suppression methods in arresting and reducing the incidence of the disease; that facilities should be provided for pathological research into the early dust changes in the lung, these findings to be correlated, where possible, with the X-ray findings; and that a Pneumokoniosis Bureau should be established to co-ordinate all aspects of work in connection with the disease.

REGISTRATION OF BOYS AND GIRLS.

A further registration of young persons subject to the Registration of Boys and Girls Order, 1941, takes place on 30th September, 1944, in accordance with standing arrangements under which such registrations are normally held on the last Saturday of each month to cover boys and girls attaining the age of 16 since the date of the previous registration.

Subject to the exemptions specified in the Order, the obligation to register on the above date applies to all British boys and girls resident in England and Wales or Scotland, who were born between 27th August, 1928, and 30th September, 1928, both dates inclusive.

* See the issue of this GAZETTE for June, 1943, page 78.

† Report of the Advisory Committee on the Treatment and Rehabilitation of Miners in the Wales Region Suffering from Pneumokoniosis. H.M. Stationery Office, price 3d. net (4d. post free).

‡ See the issue of this GAZETTE for July, 1943, page 96.

PAYMENT OF WAGES FOR HOLIDAYS.

Of the improvements in working conditions that have taken place in the United Kingdom during recent years, an outstanding feature has been the widespread extension of arrangements under which annual holidays with pay are granted to manual wage-earners.

In the Report* of a Committee which was appointed by the Minister of Labour in March, 1937, to investigate the extent to which holidays with pay were given to employed workpeople and the possibility of extending the provision of such holidays, it was estimated that at March, 1938, annual consecutive holidays with pay were being provided for about 7½ million workpeople, out of a total of about 18½ million then in the employment field.† The total of 7½ million at March, 1938, included about 3 million manual wage-earners to whom paid holidays were being granted under the provisions of collective agreements between employers (or their organisations) and the trade unions concerned, as compared with about 1½ to 1¾ million when the Committee was appointed in March, 1937.

Since the date of that Report there has been a wide extension of such agreements, over 1,100† of which are known to the Department to be now in operation, providing for annual holidays with pay for manual wage-earners in nearly all the industries in which conditions of employment are determined by collective bargaining between organisations of employers and workers. As the Conditions of Employment and National Arbitration Order, 1940, stipulates that conditions recognised by organisations representing substantial proportions of the employers and workers in any industry and district must be observed by employers generally in that industry and district, most of these agreements are now more widely effective than before the war. In addition, orders having statutory force have been made, under the Holidays with Pay Acts of 1938, directing that holidays with pay shall be granted to workers in respect of whom statutory minimum rates of wages have been fixed by Trade Boards in Great Britain and Northern Ireland, by Agricultural Wages Boards in Great Britain, and by the Road Haulage Central Wages Board. Similar orders have also been made by the Agricultural Wages Board for Northern Ireland as regards agricultural workers for whom minimum rates of wages have been fixed by the Board. It is estimated that some 10 million manual wage-earners are now covered by the collective agreements or statutory orders providing for annual holidays with pay, referred to above, apart from the large numbers of non-manual workers (shop assistants, clerks and salaried workers generally) to whom paid holidays are granted either by collective agreements or by other arrangements.

There is a wide diversity in the terms of the arrangements in operation in different industries, some particulars of which are given below.

I.—PROVISIONS OF COLLECTIVE AGREEMENTS.

The following Table shows the number of paid holidays granted, and the length of service required to qualify the workers for the holiday payment, in a number of industries in which payment for holidays is provided under the terms of collective agreements between employers, or their organisations, and trade unions. The particulars given cover all the principal agreements known to the Department to be in *general* operation in the larger industries, but owing to considerations of space it has been impracticable to include in the Table particulars of more than a limited selection of the numerous agreements current in the smaller industries, or in industries and services for which separate agreements are in operation in different districts. It should not, therefore, be assumed that holidays with pay agreements are in operation only in the industries, or in the particular districts, specified in the Table.

Industries.	Holidays paid for per annum (P.H. = Public Holiday).	Qualifying Service (a) for holidays other than Public Holidays.
MINING AND QUARRYING:—		
Coal mining	6 days	—
Chalk quarrying (England) ..	6 days	12 months
Ironstone mining (Cleveland) ..	6 days	50 weeks
Iron ore mining (West Cumberland)	6 days	50 weeks
Freestone quarrying (England and Wales)	6 days	(b)
Roadstone quarrying	6 days	50 weeks
Ballast, sand, etc., quarrying ..	6 days and 5 P.H. (plus proclaimed holidays)	12 months
Silica and moulding sands	6 days and 5 P.H.	12 months
TREATMENT OF NON-METALLIFEROUS MINING PRODUCTS:—		
Coke ovens and by-products works:—		
Durham	7 days	(b)
West Yorkshire	7 days	12 months
South Wales and Mon.	1 week	12 months
Cement manufacture	6 days and 5 P.H.	12 months
Cast stone and cast concrete products manufacture	6 days	50 weeks

Industries.	Holidays paid for per annum (P.H. = Public Holiday).	Qualifying Service (a) for holidays other than Public Holidays.
BRICKS, POTTERY, GLASS, CHEMICALS, ETC.:—		
Brick, tile, pipe, etc., manufacture (England and Wales) ..	1 week	12 months
Pottery manufacture	1 week	12 months
Flint glass manufacture (Stourbridge and other districts) ..	1 week	12 months
Plate and sheet glass manufacture (St. Helens and Doncaster)	6 days	12 months
Heavy chemical manufacture ..	1 week and 6 P.H. (plus proclaimed holidays)	12 months
Drug and fine chemical manufacture	6 days and 6 P.H.	12 months
Paint, colour and varnish manufacture	6 days and 6 P.H.	12 months
Soap and candle manufacture ..	1 week and 6 P.H.	12 months
METAL, ENGINEERING AND SHIPBUILDING:—		
Pigiron manufacture	7 days	50 weeks
Heavy steel manufacture	7 days	50 weeks
Engineering and allied industries	(c)	(c)
Shipbuilding and shiprepairing ..	(c)	(c)
Light castings manufacture	(c)	(c)
Railway workshops	1 week (d)	12 months
Electrical cable making	1 week	12 months
Gold, silver and allied trades:—		
Sheffield	1 week	12 months
Birmingham	1 week (6 days)	(b)
London	6 days and 6 P.H.	12 months
Brass manufacture (Yorkshire and Midlands)	(c)	(c)
Road vehicle repairing (public repair workshops)	1 week	12 months
Heating, ventilating and domestic engineering	6 days	(b)
TEXTILES AND CLOTHING:—		
Cotton spinning and manufacturing	2 weeks	(b)
Wool textile industry (West Riding)	1 week	(b)
Hosiery manufacture (Midlands, etc.)	6 days	50 weeks (b)
Jute manufacture	6 days	(e)
Flax and hemp:—		
Great Britain	6 days	(e)
Northern Ireland	6 days	12 months
Silk and other textile industries:—		
Leek	1 week and 6 P.H.	12 months
Macclesfield	1 week (6 days) and 6 P.H.	(b)
Textile bleaching, dyeing and finishing:—		
Lancashire, Yorkshire and Scotland	1 week and 6 P.H.	(b)
Northern Ireland	1 week	—
Hosiery bleaching, dyeing and finishing (Midlands)	6 days	(b)
Boot and shoe manufacture	1 week at Christmas and August and 3 days at Easter and Whitsun	(f)
Wholesale clothing manufacture	6 days and 6 P.H.	48 weeks
Shirt, collar and tie making	6 days and 6 P.H.	48 weeks
Laundering (Undertakings scheduled under Essential Work Order)	1 week and 6 P.H.	48 weeks
WOODWORKING:—		
Millsawing:—		
England and Wales	1 week or 6 P.H.	12 months
Scotland	1 week	(b)
Northern Ireland	1 week and Christmas Holiday	(b)
Home-grown timber trade:—		
England and Wales	1 week or 6 P.H.	6 months
Scotland	1 week	12 months
Furniture manufacture	1 week	42 weeks
Vehicle building (carriages, carts, etc.)	(c)	(c)
Coopering	1 week	12 months
FOOD AND DRINK:—		
Flour milling	1 week and 6 P.H.	6 months
Baking (g):—		
Northumberland and Durham:—		
Private traders	1 week	12 months
Co-operative Societies	6 days	48 weeks
Liverpool	6 days and 6 P.H.	48 weeks
Birmingham and district ..	1 week and P.H.	12 months
London (Co-operative Societies)	12 days	36 months
Cardiff	6 days and 6 P.H.	48 weeks
Edinburgh	6 days and 6 P.H.	6 months
Glasgow:—		
Co-operative Societies	12 days and 4 or 6 P.H.	12 months
Private traders	6 days and 4 P.H.	—
Belfast	1 week	12 months
Biscuit manufacture	6 days and 6 P.H.	48 weeks
Cocoa and chocolate manufacture	6 days and 6 P.H.	12 months
Sugar confectionery and food preserving	6 days and 6 P.H.	12 months
Beet sugar manufacture	(c) and 6 P.H.	(c)
Seed crushing, compound food and provender manufacture ..	1 week (6 days) and 6 P.H.	12 months
Brewing:—		
Burton-on-Trent	6 days and 6 P.H.	12 months
Edinburgh and Falkirk	1 week and 7 P.H.	12 months or two malting seasons

* Report of the Committee on Holidays with Pay; Cmd. 5724 of 1938.

† For the purpose of this estimate the Committee interpreted the word "workpeople" as covering manual workers generally, and non-manual workers in receipt of not more than £250 a year, including unemployed workers.

‡ Of this total, over 800 are general or district agreements, and about 300 are agreements covering individual firms.

For footnotes to Table see second column on page 145.

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Industries.	Holidays paid for per annum (P.H. = Public Holiday).	Qualifying Service (a) for holidays other than Public Holidays.	Industries.	Holidays paid for per annum (P.H. = Public Holiday).	Qualifying Service (a) for holidays other than Public Holidays.
PAPER, PRINTING, ETC.:			DISTRIBUTIVE TRADES:—		
Paper making	6 days and 4 P.H.	12 months	(continued).		
Printing, bookbinding, etc. ..	1 week and 6 P.H. (plus proclaimed holidays)	12 months	Retail meat trade (England and Wales)	6 days and P.H. (m)	6 months
Printing (London Daily News-papers)	2 weeks (h)	6 months	Retail bookselling, news-agency, stationery, tobacco and confectionery trades (England and Wales) ..	6 days and P.H. (l)	6 months
BUILDING AND ALLIED INDUSTRIES:—			Retail co-operative societies (g)		
Building	6 days	(b)	London	12 days and P.H.	36 months
Civil engineering construction ..	6 days	(b)	Northern Counties	10 days and P.H.	6 months
Electrical contracting (England and Wales) ..	6 days	(b)	North Eastern Area	8 days and P.H.	6 months
TRANSPORT:—			North Western Area	10 days and P.H.	6 months
Railway service (Main lines) ..	6 days (i)	12 months	Midlands	12 working days	24 months
Road passenger transport (municipal undertakings in Great Britain)	12 days	12 months	South Wales and Mon. ..	10 days and P.H.	24 months
Dock labour (Ports with schemes under Essential Work Order)	7 days (incl. Sunday) and 6 P.H.	Entered on books on or before 31st March	Scotland	12 days and P.H.	12 months
Merchant navy (ratings) ..	2 days war leave for each month served on articles	—	Wholesale grocery and provision trade (England and Wales)	6 days	12 months
PUBLIC UTILITY SERVICES:—			Milk distribution (Under-takings scheduled under Essential Work Order):—		
Government industrial establishments	6 days and 5 P.H.	12 months	England and Wales	10 days	12 months
Gas supply	1 week (j)	12 months	Scotland	14 days	12 months
Water supply:—			Cold storage	6 days and P.H.	12 months
Northern Counties	6 days and 6 P.H.	12 months	Coal distribution:— (g)		
Yorkshire	12 days	12 months	London	1 week	12 months
Lancashire, Cheshire, Cumberland and Westmorland ..	1 week and 6 P.H.	12 months	Manchester	1 week and 6 P.H. (plus proclaimed holidays)	12 months
Midlands	12 days incl. P.H.	12 months	Southampton	1 week and P.H.	12 months
South Midlands	14 days incl. P.H.	12 months	Leicestershire and Rutland ..	6 days and 6 P.H. (plus proclaimed holidays)	12 months
London	12 days and P.H.	12 months			
Home Counties, and Beds., Cambs., Hunts., Norfolk and Suffolk	12 days incl. P.H.	12 months	MISCELLANEOUS INDUSTRIES AND SERVICES:—		
South Wales and Mon. ..	2 weeks and 6 P.H.	12 months	Leather tanning and currying:		
Shift Day			London	1 week and 4 P.H. (f)	50 weeks
Workers (Days)			Liverpool and West of England	1 week and 6 P.H.	12 months
Electricity supply:—			East Midlands	Not specified (f)	50 weeks
North East Coast	10 or 14	7 & 6 P.H.	Made-up leather goods manufacture	1 week and 6 P.H.	6 months
North West area	14	14	Iron and steel scrap	6 days	12 months
Yorkshire, N. Lincs., North Notts., and North Derby ..	14	12	General waste reclamation (Undertakings scheduled under Essential Work Order)	6 days and P.H.	12 months
East Midlands	12½	12½	Ophthalmic optical industry ..	1 week and P.H. (plus proclaimed holidays)	48 weeks
West Midlands	14	12	Hairdressing	9 days and P.H.	12 months
		(6 in first year)	Cinema theatres:— (g)		
East Coast area	14	6 & 6 P.H.	London and Home Counties ..	1 week	12 months
Greater London	14	7 & 6 P.H.	South, West and East Lancs. ..	1 week	Engagement prior to 1st January.
Home Counties	14	7 & 6 P.H.	Birmingham and district ..	1 week	do.
South Coast area	14	12 incl. P.H.	Notts. and Derbyshire	1 week	do.
West of England	14	12 incl. P.H.	Bristol and West of England ..	1 week	do.
Devon and Cornwall	14	12	Glasgow and West of Scotland	6 days and days in lieu of P.H.	12 months
South Wales and Mon. ..	incl. P.H.	incl. P.H.	Northern Ireland	1 week	Engagement prior to 1st January.
Scotland	14	12	Cinematograph film production:—		
Northern Ireland	incl. P.H.	incl. P.H.	Weekly paid workers	12 days	12 months
	14	6 & P.H.	Hourly paid workers	6 days	6 months
Local Authorities' Non-trading Services:—					
Northumberland, Durham and N. Riding of Yorks. ..	6 days and 6 P.H. (plus proclaimed holidays)	12 months			
West Riding of Yorkshire ..	6 days and 6 P.H. (plus proclaimed holidays)	Agreed locally			
Lancashire and Cheshire ..	1 week and 6 P.H.	12 months			
East Midlands	6 days and 6 P.H. (plus proclaimed holidays)	—			
West Midlands	12 days incl. P.H.	48 months			
South Midlands	6 days and 6 P.H.	Agreed locally			
Eastern	1 week and 6 P.H.	12 months			
London	12 days incl. P.H. (k)	12 months (k)			
Southern Home Counties ..	6 days and P.H. (k) (plus proclaimed holidays)	12 months (k)			
Middlesex	6 days and P.H. (k) (plus proclaimed holidays)	12 months (k)			
Gloucester, Somerset and Wilts.	1 week and 6 P.H.	12 months			
Cornwall, Devon and Dorset ..	6 days and P.H. (plus proclaimed holidays)	12 months			
Glamorganshire	2 weeks and P.H.	12 months			
Monmouthshire	2 weeks and P.H.	12 months			
North Wales	12 days incl. P.H.	12 months			
Scotland	12 days incl. local holidays	12 months			
County council roadmen (various areas in England and Wales)	6 days or 1 week plus P.H. (usually 6)	12 months			
Land drainage authorities (Catchment Boards) in England and Wales ..	11 days incl. P.H.	12 months			
DISTRIBUTIVE TRADES:—					
Retail food trades (England and Wales)	6 days and P.H. (l)	6 months			
Retail grocery and provision trade (Scotland)	12 days	12 months			
Retail drapery, outfitting and footwear trades (England and Wales)	12 days and P.H.	12 months			
Retail drapery trade (Scotland) ..	12 days and P.H.	12 months			
Retail furnishing and allied trades (England and Wales) ..	12 days and P.H.	12 months			

For footnotes see second column of this page.

Length of the Holiday.—In the great majority of cases the number of days of holiday for which payment is made varies from 6 to 12 days; more than 12 days holiday is exceptional. Where the number of days is 12, it usually consists of 6 consecutive days of annual holiday and 6 public or statutory holidays. Where the period is 6 days or one week, it usually means that payment is made for a week's annual holiday and that there is no payment for public holidays, except for a special rate of payment to workers called upon to work on such days. During the war period there has been an extension, in a few

(a) In most cases the agreements include provisions for a shorter holiday, or reduced holiday payments, for workpeople with less than the full qualifying period of service.

(b) In this case payment for holidays is provided by the accumulation of a weekly "credit" in respect of each week's work performed during the twelve months preceding the holiday.

(c) In this case the holiday payment amounts to one-fiftieth of the appropriate time rate (one-fiftieth of actual wages in the case of vehicle building) for each full week's work performed in the year.

(d) Payment is not made in respect of Bank or Public Holidays on which work is not performed except that, in the case of workshop staff employed in locomotive running sheds and certain other workshop staff whose normal work is not suspended on Bank and Public Holidays, men required to work on Whit Monday or August Bank Holiday in England and Wales (or two comparable days in Scotland) receive a day off with pay at ordinary rate in lieu of each day so worked, or, if they are not required to work on those days, receive pay at ordinary rate for the holiday.

(e) In this case the payment for holidays is calculated on the basis of one-fiftieth of the total number of hours worked in ordinary time during an antecedent period of 12 months.

(f) In this case payment for holidays is provided by equal weekly contributions from employers and operatives.

(g) In this industry there is a large number of local or district agreements. The entries in the Table relate to a few typical agreements.

(h) Where Bank Holidays are worked no extra rate is paid, but a day or night off is allowed or an extra day added to the fortnight's holiday.

(i) A considerable proportion of the staff are required to work on Bank or Public Holidays but, by virtue of the guaranteed week arrangements, those who do not work receive payment for the holiday provided six week-day turns of duty are not worked in the same week. Men who are required to work on Whit Monday or August Bank Holiday (or two other comparable days in Scotland) receive a day off with pay at ordinary rate in lieu of each day so worked.

(j) In some districts provision is made for payment for additional days.

(k) Plus an additional day for each year's service above two (above one in the Southern Home Counties) up to a maximum of 12 days and Public Holidays.

(l) Branch managers and manageresses 12 days and Public Holidays.

(m) Branch managers and manageresses 10 days and Public Holidays.

industries, of the number of holidays for which payment is provided. In the cotton industry, for example, the holiday payment of one week's wages has been increased to two weeks' wages; and in the textile bleaching, dyeing and finishing trades, and in wholesale clothing manufacture, payment for six public holidays has recently been granted in addition to payment for the week's summer holiday.

Qualifications for Full Holiday or Full Payment.—The great majority of agreements make the grant of the full holiday payment dependent upon the worker having had a specified length of service, usually 12 months. In some cases the qualifying service must be worked within a particular period, beginning or ending on a certain date, while in others the period taken for this purpose is that preceding the date of the holiday. It is also commonly stipulated that such service must have been continuous. Many agreements, however, provide for cases in which employment has not been continuous with the same employer for the full period. This is the case in certain industries (building, engineering, cotton, etc.) in which the holiday pay accrues from week to week under a system of accumulated credits, as described below. The agreements frequently provide that workers with less than the full qualifying period of service shall receive a shorter holiday, or, if the full holiday is granted, less than the full amount of holiday pay. For example, in paint, colour and varnish manufacture, in which 12 months' service entitles a worker to six consecutive days' holiday with pay, workers with six months' service are entitled to three days' holiday and those with nine months' service to five days' holiday. Some agreements, however, do not include a definite scale, but merely provide that there shall be a *pro rata* holiday for workers with less than the full qualifying period of service. In general, these qualifying periods of service do not apply to public holidays, but there are instances in which the qualifying period of service required for payment for public holidays is shorter than that for the summer holidays. Payment for public holidays is sometimes also made conditional on the employees returning to work punctually on the day after the holiday. There are many instances in which payment for holidays is dependent on the worker not having lost, through his own fault, more than a certain number of days (*e.g.*, seven days) during the qualifying period. It is generally specified that absence due to sickness, accident, shortage of work, or other circumstances beyond the worker's control shall not be reckoned as time lost unless this absence exceeds a stated period (*e.g.*, four weeks). There are also some agreements which make the grant of paid holidays conditional upon good conduct or satisfactory service. Agreements which allow the full holiday payment irrespective of any conditions as to previous service are infrequent. An important exception is the agreement in the coal mining industry, which states that the amount of the holiday payment is independent of length of service, a worker being entitled to receive the payment in full if he is on the books of the colliery on the last pay-day before the annual holiday is taken.

Time at which Holiday is to be taken.—Many of the agreements indicate the period during which the holidays are to be taken. Usually the provision on this point is that the holidays shall be taken between specified dates in the summer months, *e.g.*, between 1st May and 30th September. This provision, however, is often qualified by such phrases as "unless otherwise arranged" or "as far as possible." Some of the agreements state only that the holiday is to be taken in the "summer" or before a certain date, *e.g.*, 31st October. It is usually left to the employer to decide at what time, within the specified period, holidays are to be taken, and whether they are to be taken by "staggering" the holidays of the individual workers, or by closing down the works for the holiday period. Thus, in heavy steel manufacture, where the normal holiday period is between May and September, the agreement provides that the management shall decide whether the holiday is given by means of a general stoppage or by working a relay system so as to ensure continuity of production throughout the year. Some agreements provide for consultation with, or due notice to be given to, the workpeople in regard to the dates of the holidays. A few agreements specify the actual holiday week during which the works shall close down. The agreement in the pottery industry, for example, states that the annual week's holiday shall be taken at the Stoke Wakes Week, except where otherwise agreed between the employer and the employee.

Rate and Form of Payment.—Many agreements provide that the holiday shall be "with pay" or "with full pay" without any definition. Other agreements, however, define the amount and form of payment, especially in regard to piece-workers. Thus, a number of agreements, while stipulating that time-workers shall be paid their ordinary time rate, provide that the piece-worker also shall receive his appropriate time rate. Another method of fixing the rate of holiday payment for piece-workers is to take the average weekly earnings calculated over a stated period. This provision occurs in the agreements for iron and steel manufacture, printing, and chemical manufacture, among others. In some cases it is stipulated that overtime payments and extra payments for week-end shifts shall be omitted in calculating this average. In a few cases the average is subject to a maximum (*e.g.*, £1 a day for blastfurnace workers), or to a minimum, as in the case of piece-workers in the gold, silver and allied trades in London, for whom payment is based on the average earnings for the preceding twelve months, with the proviso that the basis of payment shall not be less than 47

hours at the minimum day-work rate. In a few industries the system of averaging applies to time-workers as well as piece-workers. In a number of important agreements the payment consists of a flat rate not identical with the actual rate of wages received by the individual worker. Thus, in the pottery industry, payment for the week's annual holiday takes the form of prescribed amounts ranging from 15s. 6d. for youths under 16 years of age to 75s. for men aged 24 or over, and from 13s. for girls under 16 years to 40s. for women aged 24 or over.

Some important agreements provide for holiday payments to be made from credits provided weekly by the employer and accumulated in a special fund. Under such systems the holiday remuneration of the individual worker is strictly related to his record of attendances in the past year and, in some cases, to his earning capacity. In the building and civil engineering contracting industries the credits are paid into a central fund established for the whole of the combined industries. For each week's work, an operative is credited with the sum of 1s. 6d. in the form of holiday stamps to be affixed to his holiday credit card. The stamps and cards are purchased by the employer from a management company. When the holiday is taken a sum equal to the credits on the card is paid to the operative by the employer for whom he is working at the date of the holiday, the amount so paid being subsequently recovered by the employer from the company. An operative entering new employment hands over his card to his new employer. Other industries in which the amount of weekly credit is a flat amount, uniform for all occupations, include freestone quarrying, heating and domestic engineering, hosiery manufacture, textile bleaching, dyeing and finishing, and electrical contracting. In the engineering industry a national agreement provides that for each full week's work performed there shall be credited by the employer, as an *ex-gratia* allowance in respect of holidays, a sum representing one-fiftieth of the appropriate day-time rate plus time-worker's bonus. When less than a full week is worked the appropriate portion of the full week's allowance is to be credited, but overtime worked on any day in that week is set off against time lost. The credits are accumulated in a special fund maintained by each firm, and paid over to the workpeople at the recognised summer holiday period or at such other time as may be mutually agreed upon. Arrangements are made for the carrying forward of credits when a worker changes his employer, and for the payment of the accrued credits to the personal representatives of a deceased worker. Systems of weekly credits similar to that in the engineering industry have been adopted by agreement in other industries, including shipbuilding, light castings manufacture, brass working and beet sugar manufacture. An agreement covering both the spinning and the manufacturing sections of the cotton industry provides for two weeks' holiday pay on the basis of one twenty-fifth of the individual operative's actual gross earnings for the previous twelve months, including overtime. The firms set aside a sum equal to 4 per cent. of the total gross wages bill and pay it weekly into an "operatives' holiday account" opened by each firm with a bank. Similar systems, under which the weekly sum credited is a fraction or percentage of individual gross earnings, are in operation in the wool textile industry in Yorkshire, silk spinning and weaving at Macclesfield, mill-sawing in Scotland and vehicle building.

In the coal mining industry the method of determining the amount of the holiday payment is as follows. An award of the National Tribunal for the industry provides that (a) the total sum earned as wages in the calendar year prior to that for which holiday payments are to be made shall be ascertained and (b) from this total shall be deducted the sum actually paid during that period under any holidays with pay agreements. The resulting figure is divided by fifty and the sum so arrived at is divided among the workers in such manner and in such proportions as the Mining Association and the Mineworkers' Federation shall mutually agree. The payment made is thus equal to an average week's wage over the whole industry after taking into account the existence of one week's holiday with pay and six unpaid public holidays. The amount of holiday payment agreed upon in respect of the holiday for the year 1944, was £5 5s. for men 21 years and over, £4 4s. for youths of 18 to 20 years inclusive, £3 3s. for boys under 18 years, £4 4s. for women 21 years and over, and £3 3s. for girls under 21.

Contributory Schemes.—In a few cases arrangements have been agreed upon whereby the holiday payment is made from funds made up from equal contributions from employer and employee. The principal example of such an arrangement is the contributory holiday scheme adopted by the Joint Industrial Council for the boot and shoe manufacturing industry. Under this scheme weekly contributions are made by both employer and operative of 1s. 6d. for men 21 years and over, 1s. for youths 18-20 years inclusive and women 20 years and over, 10d. for girls 18-19 years inclusive and 6d. for boys and girls under 18 years. The contributions for each factory are paid into a "holiday provision account" at a bank, the account being controlled by a management committee of not less than two (half representing the employer and half the operatives). Withdrawals of specified amounts are made at the times of the usual holidays (3 days Easter and Whitsun, 1 week at Christmas and August). The total amount of the four withdrawals is £7 4s. in the case of men 21 years and over. Withdrawals are not to exceed the amount standing to the operatives' credit.

* The agreement originally provided for one week's holiday pay on the basis of one-fiftieth of gross earnings, but it was subsequently agreed to increase the payment to two weeks.

and no contributions are payable by employers in respect of those weeks for which operatives do not contribute. The scheme is subject to the operatives agreeing to deduction of their contributions from wages and signing the contribution card accordingly.

Other Provisions.—In some of the agreements provision is made for the payment of holiday allowances to employees who leave their employment before they have taken their holiday. In some instances such allowance is specifically debarred in the case of employees who leave their employment voluntarily or are dismissed for misconduct. The allowance usually consists of a payment proportionate to the time served since the date of the previous holiday or some other specified date. Thus, in the general printing trade, workers who change their employment receive, in lieu of annual holidays, allowances on the basis of one-thirteenth of their weekly wage for each period of four consecutive weeks of service, both from the employer from whom they have changed, in respect of the period between the preceding 30th June and the date of leaving their employment, and from the employer to whom they have changed, in respect of the period between the date of commencing the employment and the following 30th June. In some other agreements the scale of allowances is not defined with this degree of precision, but is merely required to be "proportionate" or "*pro rata*" to the service. A worker who leaves his employment does not of necessity receive his proportionate allowance at the time of leaving, but may have to wait until the next holiday period. Thus the agreement relating to the cotton industry provides that operatives who leave shall be given certificates of credits to be presented for payment at the next holiday period.

The acceptance by the worker of employment at another firm during his holiday period is prohibited by the terms of a few agreements, but as a rule the agreements make no reference to this question. The agreement relating to heavy steel manufacture, for example, provides that the acceptance by a worker of gainful employment during his holiday period is regarded as a violation of the agreement and any holiday payment made to him shall be refunded to the employer. Some agreements deny to the worker the option of taking the holiday or of continuing at work and drawing the holiday pay. Some others deal with the position of employees who are retained for maintenance or other special work while the establishment is closed down for general work during the holiday period. In such cases it is usually prescribed that these employees shall receive a paid holiday at a later date.

The position of casual, temporary or part-time workers in relation to payment for holidays is usually not specifically dealt with in the agreements. The conditions as to length and continuity of service, however, are often such as necessarily exclude workers of these types from the benefit of the paid holiday. In other agreements, on the other hand, the conditions are sufficiently elastic to make it possible for such workers to benefit to some extent from the holiday provisions. Thus, "regular jobbing hands" or "regular grass hands" in London newspaper printing offices receive holidays *pro rata* to those granted to full-time workers. In the boot and shoe manufacturing industry, war-time part-time workers whose employment involves not more than 30 hours' service weekly and whose employment began on or after 3rd September, 1939, are eligible to participate in the holiday provision scheme for the industry described above on the basis of paying half the normal rate of contribution and receiving half the normal rate of benefit. Part-time workers in the engineering industry, by virtue of a recommendation made by the employers' federation, are admitted to the holiday credit scheme outlined above.

Directions as to the time at which the holiday payment is to be made are contained in the agreements for some industries. The majority of such agreements provide that the holiday payment shall be made before the commencement of the holiday, as in the case of the agreements in the pottery and cement industries which specify the pay-day immediately preceding the holiday week as the time for paying out holiday money. Other agreements are less precise and simply provide that the payment should be made "in advance," or "at the commencement of the holidays," or "at the holiday period." A few agreements state that the holiday payment should not be made until the worker returns from his holiday. Thus the boot and shoe agreement states that payment should be made "at times to suit local arrangements, but preferably on the first working day after the holiday."

The full texts of some of the principal collective agreements which were in operation at the beginning of 1939, providing for holidays with pay, were given in a booklet entitled "Holidays with Pay" compiled by the Ministry of Labour and published by H.M. Stationery Office (price 9d. net.).

II.—PROVISIONS OF STATUTORY ORDERS.

Trade Boards.—Under the terms of the Holidays with Pay Acts of 1938, the Boards established under the Trade Boards Acts have power to direct that workers for whom statutory minimum rates of wages have been fixed shall be entitled to be allowed a holiday with pay of not more than one working week in a year. Accordingly, the Boards have issued directions,* which have been confirmed, with statutory force, requiring six

* Except in the jute trade and the flax and hemp trade in which payment for holidays is made under the provisions of collective agreements and the linen and cotton embroidery, lace finishing and drift nets mending trades in which the workers are mainly employed away from the employers' premises.

consecutive days* to be granted during the holiday season in each year as holidays with pay. The full period is conditional on the worker having served a qualifying period, usually of 48 weeks, with a shorter period for those with shorter service. The holiday payment is in general related to the amount to which the worker would be entitled for a normal week's work if paid at the appropriate minimum rate. It is payable on the last pay-day preceding the holiday, or, in some cases, not later than the first working day or the first pay-day after the holiday. If the worker ceases to be employed such holiday remuneration as has accumulated is to be paid to him. The orders make no provision for payment for public holidays, but, in some of the trades, voluntary agreements provide for such holiday payments.

Road Haulage.—Orders have also been made by the Minister of Labour and National Service, under the terms of the Holidays with Pay Act and the Road Haulage Wages Act, providing that an employer must allow to every worker in the road haulage industry in Great Britain, for whom a statutory rate of remuneration has been fixed, 6 consecutive days† holiday with pay between 1st April and 31st October. The full holiday is subject to the condition that the worker has been in the service of the employer for at least 48 weeks‡ immediately prior to 1st April and has not been absent for more than 7 days except for certain stated reasons. Holidays of proportionately shorter duration are allowed to workers whose previous employment amounts to less than 48 weeks. Payment is also to be made, equivalent to the wages for 8½ hours' work, to regular workers in respect of specified public holidays. Those called upon to work on such holidays are to be paid at double the rate otherwise appropriate.

Agriculture.—Under the provisions of the Agricultural Wages Regulation Acts and the Holidays with Pay Act, the Agricultural Wages Board for England and Wales has issued orders which provide that whole-time agricultural workers employed for time-work are to be allowed holidays with pay at the rate of one day for each two consecutive months of regular employment in a period of twelve months. The maximum number of days of paid holidays is thus six in each year of employment, apart from the four public holidays referred to below. Workers who are required to work seven days a week for 30 or more weeks during a year are allowed, in addition, a holiday on a Sunday. Where a worker is entitled to three or more days of paid holiday, three of those days must be consecutive. The remuneration is normally one-sixth of the weekly minimum wage for each day of holiday, and is to be paid on the pay-day immediately preceding the time when the worker is entitled to be allowed the holiday. The orders also provide that on four specified public holidays (varying in different districts) any employment shall be treated as overtime employment, and that the number of hours in respect of which the minimum weekly wage is applicable during the weeks in which those days fall shall be correspondingly less than in a normal week. The effect of this is that, in each of these four weeks, the worker either receives the day's holiday on full pay without having to make up the time or, if required to work on any of the days, he is entitled to overtime pay for all employment on that day.

Orders made by the Scottish Agricultural Wages Board provide for holidays with pay, which, except in the Lothians district, are confined to workers employed for time-work. Generally, the holidays are at the rate of one day for two months' or eight weeks' employment, with a maximum of six or seven days of holiday in the year. It is usually provided that one period of not less than three consecutive days shall be allowed as a holiday. The holiday remuneration is not less than the appropriate daily proportion of the weekly minimum rate or nine times the appropriate hourly minimum rate, and is paid not later than the first regular pay-day after the holiday is taken. In all except one district workers who are required to work on New Year's Day are entitled to overtime payment for such work; if not required to work on that day they are nevertheless entitled to be paid the full weekly rate of wages for the week in which the holiday occurs.

The Agricultural Wages Regulation Act for Northern Ireland provides for the granting of paid holidays, in respect of continuous employment with the same employer, of six days in each period of twelve months or one day in respect of each period of two months. The Agricultural Wages Board established by the Act has power to fix the rate of remuneration for these holidays, and in accordance with this power orders have been issued fixing the daily rates of holiday remuneration for whole-time male workers of 16 years of age and over.

Catering.—The Catering Wages Act, 1943, which was designed to regulate the remuneration and conditions of employment of persons engaged in the supply of food for immediate consumption or the provision of living accommodation for guests and lodgers, empowered any Wages Board that may be set up under the Act to prepare proposals requiring all workers to be allowed holidays by their employers, and fixing holiday remuneration. A Wages Board has recently been established for industrial and staff canteen undertakings, but no order has yet been made providing for payment of wages for holidays in this industry.

* In order to meet special circumstances under war-time conditions, an order was made under Defence Regulation 58 AB which provided for the amendment of directions under the Holidays with Pay Act, so that in Trade Board trades and the Road Haulage Industry, the holidays with pay may be taken in not more than two spells if, by reason of circumstances arising out of the war, it is not practicable for the holiday to be taken in one continuous spell.

† For milk workers who are normally employed on 7 days a week, a holiday of 7 days is allowed after 49 weeks' employment.

WAGES BOARD FOR INDUSTRIAL AND STAFF CANTEEN UNDERTAKINGS.

The Industrial and Staff Canteen Undertakings Wages Board which was recently established* by the Minister of Labour and National Service has now been constituted. The Board consists of fifteen persons to represent employers and fifteen persons to represent workers, together with three independent members, Mr. William Gorman, K.C., Professor William Hamilton Whyte, M.A., and Miss Janet A. Kydd, M.B.E. Mr. Gorman has been appointed to be Chairman of the Board and Professor Hamilton Whyte to be Deputy Chairman.

This Wages Board is the first to be established under the Catering Wages Act, 1943.

The first meeting of the Board took place in London on 6th September.

UNEMPLOYMENT INSURANCE.

EMERGENCY POWERS (MERCANTILE MARINE EXCLUSION) REGULATIONS, 1944.

By the Unemployment Insurance (Emergency Powers) (Mercantile Marine Exclusion) Regulations, 1944,† made on 29th August, the Minister of Labour and National Service has provided for the exclusion from unemployment insurance under the British scheme of the employment of foreign nationals on ships which, although registered in the United Kingdom, are treated for certain purposes as foreign ships by virtue of Orders made by the Minister of War Transport under powers conferred by Section 15 of the Allied Powers (Maritime Courts) Act, 1941. Such an Order may be made by the Minister if he is satisfied, in pursuance of any arrangements made on behalf of His Majesty with the Government of any Power, that any British ship is to be wholly or mainly manned by nationals of that Power.

Orders under the Act have already been made by the Minister of War Transport in respect of ships now registered in the United Kingdom which are wholly or mainly manned by Free French seamen, and accordingly the employment of such seamen on the ships concerned is covered by the above-mentioned Regulations and is no longer insurable under the unemployment insurance scheme. If further Orders of the kind in question are made by the Minister of War Transport, the employment of the foreign seamen on the ships to which the Orders relate will likewise cease to be insurable under the scheme.

The Regulations referred to above came into force on 29th August, 1944; but they apply to seamen on ships covered by Orders of the Minister of War Transport as from "the appropriate date," i.e., the date of the commencement of the voyage next begun after the date of the relevant Order except where that date was before the date on which the Regulations came into force, in which case the appropriate date means the date of commencement of the voyage next begun on or after the date on which the Regulations came into force.

Corresponding Regulations‡ relating to the exclusion of foreign seamen from the British national health insurance scheme have been made by the Minister of Health.

ALLIED POWERS (WAR SERVICE) ACT.

APPLICATION TO UNITED STATES AND FRENCH NATIONALS.

The Allied Powers (War Service) (No. 2 and No. 3) Orders, 1944,§ have recently been made applying the Allied Powers (War Service) Act, 1942,|| to men in Great Britain who are nationals of the United States of America and of France, respectively. The Orders came into force on 1st September, 1944, and apply to men of the nationalities in question (a) as from 1st September, 1944, in the case of those in Great Britain on that date, and (b) on and after the date on which they first enter Great Britain in cases where this date is subsequent to 1st September, 1944.

The effect of the Orders is to render the men in question liable under the National Service Acts for service in the British Forces after 1st November, 1944, if they have not joined their own national Forces or been granted certificates of exemption by the competent United States or French authorities. Men covered by the Orders, however, will be given an opportunity to enlist in their own Forces before they are called up for the British Forces.

Employers of men whose civilian work is essential to the war effort will be given an opportunity of applying for the deferment of the men concerned, and a form of application (N.S.238) for this purpose may be obtained through the nearest Employment Exchange.

THE RECORDING OF SICKNESS ABSENCE IN INDUSTRY.

A Report* with the above title has recently been published by the Industrial Health Research Board of the Medical Research Council as their eighty-fifth Report.

In a preface to the Report the Board refer to the value to employers of records of sickness absence in industry, and point out that the need for using all available labour to the best advantage during the war led to a desire on the part of many firms to keep such records, and to a consequent demand for a practical method of recording sickness absence. To meet this demand, the Industrial Health Research Board appointed a Committee to consider the matter, and the present Report is the result of the Committee's work. Its object is to assist in meeting the outstanding need in industry for the adoption of a uniform method of calculating sickness rates, thereby enabling valid statistical comparisons to be made.

The Report, which is described as preliminary in view of possible modifications in the light of knowledge gained from its use, sets out the objects to be attained in the recording and analysis of sickness absence in industry, indicates methods that can most suitably be used for obtaining information, and describes the procedure according to which records should be maintained and the necessary summaries compiled. The forms recommended for use are reproduced, and examples are given to illustrate the calculation of sickness rates. In Appendices to the Report a nomenclature is given of diseases for the purposes of the classification of certified sickness and accidents, and notes are also given on the staff required and the cost of using the system of recording recommended in the Report.

MEDICAL SUPERVISION IN FACTORIES.

The Factory Department of the Ministry of Labour and National Service have issued a revised edition of their Memorandum on Medical Supervision in Factories,† first published towards the end of 1940 and summarised on page 308 of the issue of this GAZETTE for December, 1940.

The purpose of this publication is to set out briefly the objects of medical supervision in factories and the duties of the medical man undertaking such supervision; and the present edition brings up to date the information on these matters contained in the earlier edition. In particular, additional information is included regarding the employment and medical supervision of disabled persons.

EMERGENCY SERVICE IN THE ROYAL NAVY.

VOLUNTEERS FOR HARBOUR SERVICE CRAFT, ETC.

Arrangements are being made by the Admiralty for the recruitment of volunteers for a second cycle of service under the special scheme for manning harbour service craft and other small vessels, particulars of which were given on page 61 of the issue of this GAZETTE for April, 1944. Most of the men concerned will be those who have already served for a period during the first cycle, and forms will be sent direct to these men by the Admiralty, who will also issue forms to certain men who volunteered after recruitment for the first cycle had been closed. Recruitment is not being re-opened generally, but applications from volunteers will be considered at Local Offices of the Ministry of Labour and National Service. The terms of service will be the same as on the previous occasion, and men in employment will be required to obtain a declaration from their employers that they can be spared for this work.

INTERNATIONAL LABOUR CONFERENCE: 26th SESSION.

REPORT BY THE DELEGATES OF H.M. GOVERNMENT.

An account of the proceedings of the 26th Session of the International Labour Conference which was held at Philadelphia on 20th April to 12th May, 1944, was given on pages 92 and 93 of the issue of this GAZETTE for June.

A Report on the Conference, made to the Minister of Labour and National Service by the Delegates who were appointed to represent H.M. Government, has now been published by H.M. Stationery Office.‡ The Report contains a summary of the proceedings of the Conference, together with the texts of (a) the Declaration which was adopted concerning the aims and purposes of the International Labour Organisation and (b) the Recommendations and Resolutions adopted by the Conference.

* See the March issue of this GAZETTE, page 47.

† S.R. & O. 1944, No. 996. H.M. Stationery Office, price 1d. net (2d. post free).

‡ S.R. & O. 1944, No. 1037. H.M. Stationery Office, price 1d. net (2d. post free).

§ S.R. & O. 1944, Nos. 991 and 992, respectively. H.M. Stationery Office, price 1d. net each (2d. post free).

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

* *The Recording of Sickness Absence in Industry*. H. M. Stationery Office, price 4d. net (5d. post free).

† *Form 327 (Revised)*, June, 1944. Factory Department, Ministry of Labour and National Service. H.M. Stationery Office, price 2d. net (3d. post free.)

‡ *Cmd. 5547*. H.M. Stationery Office, price 2s. 6d. net (2s. 8d. post free).

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

Rates of Wages.

In the industries covered by the Department's statistics,* the changes in rates of wages reported to have come into operation during August resulted in an aggregate increase estimated at nearly £290,000 in the weekly full-time wages of about 1,200,000 workpeople.

The principal increase during the month affected women and girls employed in the engineering and allied industries, other than those whose wages are regulated solely by reference to the wages of male workers. For women of 18 years and over, the national bonus was increased by 4s. a week, and a special bonus payable to timeworkers was increased by 3s. 6d. a week at 18 years, 3s. at 19 years, 2s. 6d. at 20 years and 2s. at 21 years and over. There were also adjustments in the national bonus and basic rates by the transference of 12s. from the national bonus to the basic rates. It was also agreed that piecework prices and "bonus or basis times" should be such as to enable workers of average ability to earn at least 27½ per cent. over the new basic time rates (exclusive of the national bonus) instead of 25 per cent. over the old basic time rates. There were smaller increases and adjustments in the wages of girls under 18 years of age.

Other industries and services in which wage rates were increased during August included iron and steel manufacture, iron-ore mining, iron and steel wire manufacture, electrical cable making, textile bleaching, dyeing, finishing, etc., hosiery manufacture, flax spinning, boot and shoe repairing, tobacco manufacture, and the retail distribution of newspapers, books, stationery, tobacco, confectionery, etc.

The flat-rate additions to wages in the iron and steel industry (pig iron manufacture, iron puddling, steel melting and rolling, etc.) were increased in most districts by 1d. a shift for men and ½d. or ¼d. a shift for youths and boys, under the operation of sliding-scale agreements by which wage rates vary with movements in the official cost-of-living index number. Increases of similar amount took effect also in iron-ore mining in certain districts. Men and women employed in iron and steel wire

manufacture were granted an additional bonus of 3s. a week. In electrical cable making there was an increase of 4s. a week, for adult timeworkers and pieceworkers. In textile bleaching, dyeing, finishing, etc., in Yorkshire, Lancashire, Cheshire, Derbyshire and Scotland, the operation of cost-of-living sliding-scale agreements resulted in increases of 4d. a week for men and of smaller amounts for women and juveniles; in Scotland there were additional increases of various amounts for most classes of workpeople due to advances in basis time rates, with consequential increases in cost-of-living wages, and to the fixing of a guaranteed minimum rate for men on timework. For workpeople in the Midland hosiery manufacturing industry, the cost-of-living bonus was increased by 1d. or ½d. in the shilling on basic wages. Workpeople employed in flax spinning in Northern Ireland were granted an increase of 2s. 6d. a week. For men employed in boot and shoe repairing, the minimum time rates fixed under the Trade Boards Acts were raised by 3s. a week, with increases of 3s. or 1s. a week, according to occupation, for women. In tobacco manufacture, the Trade Board minimum time rates were raised, under a cost-of-living sliding scale, by 5½d. a week for men and 3½d. a week for women and juveniles. For men and women employed in the retail distribution of newspapers, books, stationery, tobacco, confectionery, etc., in England and Wales there were increases of 8s. and 6s. a week, respectively, with smaller increases for younger workers.

Of the estimated increase of £290,000, about £18,000 was the result of arrangements made by joint standing bodies of employers and workpeople (including £8,000 under cost-of-living sliding scales arranged by such bodies); £5,000 was due to the operation of other sliding scales based on the cost-of-living index figure; £11,000 took effect under arbitration awards; and most of the remainder was the result of direct negotiations between employers and workpeople or their representatives.

Hours of Labour.

No important changes in hours of labour were reported during August.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING AUGUST.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Mining and Quarrying.	Cumberland	28 Aug.	Iron-ore miners	War bonus increased† by ½d. a shift (2s. 4d. to 2s. 4½d.) for men and youths 18 years and over. (Bonus unchanged for boys).
	West Cumberland ..	do.	Limestone quarrymen	Flat-rate addition to wages, previously granted, increased† by 1d. a shift (2s. 1d. to 2s. 2d.) for men and youths 18 years and over, and by ½d. (1s. 0½d. to 1s. 1d.) for boys.
	South and West Durham ..	7 Aug.	Limestone quarrymen	Flat-rate addition to wages, previously granted, increased† by 1d. a shift (2s. 6d. to 2s. 7d.) for men and youths 18 years and over, and by ½d. (1s. 3d. to 1s. 3½d.) for boys.
	Cleveland	do.	Iron-ore miners	Flat-rate addition to wages, previously granted, increased† by 1d. a shift (3s. 6d. to 3s. 7d.) for men, by ½d. (2s. 7½d. to 2s. 8½d.) for youths 18 and under 21 years, and by ¼d. (1s. 9d. to 1s. 9½d.) for boys.
	North Lincolnshire ..	6 Aug.	Ironstone miners and quarrymen ..	Flat-rate addition to wages, previously granted, increased† by 1d. a shift (3s. 6d. to 3s. 7d.) for men, by ½d. (2s. 7½d. to 2s. 8½d.) for youths 18 and under 21 years, and by ¼d. (1s. 9d. to 1s. 9½d.) for boys.
	Nottinghamshire, Leicestershire and adjoining parts of Lincolnshire.	do.	Ironstone miners and limestone quarrymen.	Flat-rate addition to wages, previously granted, increased† by 0.8d. a shift for men, by 0.6d. for youths 18 and under 21 years, and by 0.4d. for boys.†
	Northamptonshire (excluding Corby). Banbury and district.	do.	Ironstone miners and quarrymen ..	Flat-rate addition to wages, previously granted, increased† by 0.8d. a shift for men, by 0.6d. for youths 18 and under 21 years, and by 0.4d. for boys.
	Corby	do.	Ironstone miners and quarrymen and limestone quarrymen.	Flat-rate addition to wages, previously granted, increased† by 0.8d. a shift for men, by 0.6d. for youths 18 and under 21 years, and by 0.4d. for boys.
	Scunthorpe (certain firms). do.	10 July§ 7 Aug.	Slag and tar-macadam workers .. do.	Increase of 1d. an hour on basic rates.||
	Various districts in Great Britain.	1 Aug.	Timeworkers, pieceworkers and shift workers employed at limestone and igneous rock quarries.	Flat-rate addition to wages, previously granted, increased† by 0.1d. an hour (4.5d. to 4.6d.) for men, by 0.075d. (3.375d. to 3.45d.) for youths 18 and under 21 years, and by 0.05d. (2.25d. to 2.3d.) for boys.¶
Refractory Goods Manufacture.	England and Wales ..	1st pay day after 9 Aug.	All workpeople, other than kiln-burners, kilnfiremen and boiler-firemen.	Increases of ½d. an hour in war bonus for men, and of proportionate amounts (according to area scales) for youths and boys. Minimum rates after change for men 1s. 0½d. to 1s. 2d. an hour, according to area, plus 5½d. war bonus, plus good timekeeping bonus of 4s. for a full recognised normal working week.**
	do.	do.	Kilnburners, kilnfiremen and boiler-firemen.	War bonus increased by 2s. a week for men 21 years and over and women 18 and over, by 1s., 1s. 3d. or 1s. 6d., according to age, for youths and boys and by 1s. or 1s. 3d. for girls. Good timekeeping bonus increased by 1s. 6d. a week in all cases. Standard minimum rates after change for adult workers: men 52s. a week plus 22s. war bonus plus 3s. 6d. good timekeeping bonus; women 31s. plus 15s. 6d. plus 3s. 6d.††

* The particulars of numbers affected by changes in rates of wages and working hours, and of the amount of change in 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 either of short time or of overtime.

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

‡ The flat-rate additions were supplemented by 1s., 9d., and 6d. a shift, for men, youths and boys respectively.

§ This increase was agreed on 3rd August, and was made retrospective to the date shown.

|| In some cases, an increase of ½d. an hour was granted to workers under 21 years.

¶ Wages continue to be supplemented by incentive bonuses of ½d. to 4d. an hour, according to output.

** This change applied to workers employed by firms which are affiliated to the National Joint Industrial Council for the Roadstone Quarrying Industry. It did not apply to limestone quarry workers in West Cumberland, South and West Durham, Portland and certain other districts, whose wages are governed by local agreements.

†† The amounts of increase in the case of adult workers other than kilnburners, kilnfiremen and boilerfiremen were fixed by an arbitrator appointed under the Industrial Courts Act, those for other workpeople being subsequently fixed by agreement between the parties concerned.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Iron and Steel Manufacture.	Cleveland and Durham, West Cumberland and North Lancs., North Lincs., North Staffs., South Staffs., Bilston, Northants., and South Wales and Mon.	6 Aug.	Workpeople employed at blast-furnaces, except those whose wages are regulated by wage movements in other industries.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 6d. to 3s. 7d.) for men and for women and youths employed on men's work, by ½d. (2s. 7½d. to 2s. 8½d.) for youths 18 and under 21 years and for women† employed on youths' work and by ½d. (1s. 9d. to 1s. 9½d.) for boys and for girls doing boys' work.
	Nottinghamshire and Leicestershire.	1st pay day in Aug.	do.	
	Great Britain‡	7 Aug.	Workpeople employed at steel sheet rolling mills.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 6d. to 3s. 7d.) for men and women, by ½d. (2s. 7½d. to 2s. 8½d.) for youths and girls 18 and under 21 years, and by ½d. (1s. 9d. to 1s. 9½d.) for those under 18.
	North-East Coast Area.	6 Aug.	Iron puddlers and millmen ..	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 6d. to 3s. 7d.) for men, by ½d. (2s. 7½d. to 2s. 8½d.) for youths 18 and under 21 years, and by ½d. (1s. 9d. to 1s. 9½d.) for boys.
	West of Scotland ..	28 Aug.	Workpeople employed at iron puddling forges and mills and sheet mills.	Flat-rate addition to wages, previously granted, increased* by 1.4d. a shift (3s. 7.4d. to 3s. 8.8d.) for men, by 1.05d. (2s. 8.55d. to 2s. 9.6d.) for youths 18 and under 21 years, by 0.7d. (1s. 9.7d. to 1s. 10.4d.) for boys, by 0.8d. (1s. 10.4d. to 1s. 11.2d.) for women 21 and over, and by 0.4d. (11.2d. to 11.6d.) for girls. (The additional war bonuses of 5s. a week for men and married youths and of 2s. 6d. for other youths and boys remained unchanged.)
	Great Britain§	6 Aug.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, lademen, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.).	
	North-East Coast Area.	do.	Workpeople employed at steel rolling mills.	
	Barrow-in-Furness ..	do.	Rail millmen, merchant millmen, enginemmen, cranemen, etc.	
	Workington ..	do.	Steel millmen and labourers (data workers).	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 6d. to 3s. 7d.) for men and women 21 years and over, by ½d. (2s. 7½d. to 2s. 8½d.) for youths and girls 18 and under 21, and by ½d. (1s. 9d. to 1s. 9½d.) for those under 18.
	Scunthorpe ..	do.	Steel millmen, wagon builders and repairers.	
	Bilston ..	do.	Steel millmen, maintenance men, etc.	
	West of Scotland ..	do.	Millmen, gas producermen, enginemmen, cranemen, firemen and mill labourers, semi-skilled workers and general labourers and locomotive drivers and firemen employed at steel rolling mills.	
	South-West Wales ..	do.	Workpeople employed in Siemens steel manufacture, except bricklayers and carpenters.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (2s. 5d. to 2s. 6d.) for men and for women employed on men's work and by ½d. (1s. 2½d. to 1s. 3d.) for youths and boys, and for women employed on youths' and boys' work.
Engineering, etc.	Great Britain	1st pay period after 1 Aug.	Women and girls employed in the engineering and allied industries, other than those whose wage rates are regulated by the Trade Boards Acts, by agreements relating to other industries, or solely by reference to the wages of male labour.	Increases of (a) 4s. a week in national bonus for women 18 years and over and 1s. 6d., 2s. or 3s., according to age, for girls, and (b) 3s. 6d., 3s., 2s. 6d., and 2s. a week in timeworkers' bonus for women aged 18, 19, 20, and 21 and over, respectively, and 6d., 1s. 6d. or 2s., according to age, for girls. Transfer from national bonus to basic rates of 12s. a week for women 18 and over and of 4s., 7s. or 8s., according to age, for girls. Piece work prices and bonus or basis times to be such as will enable workers of average ability employed on systems of payment by results to earn at least 27½ per cent. (instead of 25 per cent. previously in operation) above the new basis rates.** Inclusive rate after change for women (21 years and over) on timework: 56s. (37s. basis rate, 14s. national bonus and 5s. timeworkers' bonus).
Galvanising	England and Wales††	7 Aug.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 6d. to 3s. 7d.) for men and women, by ½d. (2s. 7½d. to 2s. 8½d.) for youths and girls 18 and under 21 years, and by ½d. (1s. 9d. to 1s. 9½d.) for those under 18.
Tinplate Manufacture.	South Wales, Monmouthshire and Gloucestershire.	6 Aug.	Men, women and juveniles, excluding those engaged on maintenance work.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 6d. to 3s. 7d.) for men, and for women 21 years and over employed on men's work and by ½d. (1s. 9d. to 1s. 9½d.) for other women and juveniles.
Light Castings Manufacture.	England and Scotland	24 July	Men, youths and boys ..	Increases of 4s. a week in bonus for men, of 2s. 10d. for youths 19 and under 21 years, employed on time work in Scotland, of 2s. 5d. for other youths 18 and under 21 and of 1s. 1d. for boys. Rates after change, inclusive of bonus, for men on time rates include: moulders 94s. 7½d. a week, labourers 76s.
	do.	do.	Women and girls employed on work normally done by male labour.	Increases of 1s. to 3s. 3d. a week, according to age and period of service, in rates of wages for workpeople employed on time rates in skilled occupations and of 3s. (54s. to 57s.) for those employed as labourers. Increases of 3s. a week in bonus for women 21 years and over paid at piece rates and of 1s. or 2s. for younger workers. Rates after change for women 21 and over on time rates in skilled occupations, after 32 weeks' service: moulders 74s. 9d., grinders and polishers 71s. 3d., fitters and sheet iron workers 68s. 3d., dressers and berlin blackers 66s. 9d.
	do.	do.	Women and girls employed on work normally done by female labour (including hand and machine core-making).	Increases of 3s. a week in bonus for women 21 years and over, of 2s. for those 18 and under 21 and of 1s. for girls. Rates after change, inclusive of bonus: hand core makers 58s. a week, other women 51s.

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

† Women aged 21 years and over may not receive less than 4s. 8d. a shift, plus additions of 53.7, 62.5, 66.5 or 67.5 per cent., according to district, and a flat-rate addition of 3s. 7d.

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

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

|| Women and girls employed in the allied industries include those employed in non-ferrous metal manufacture and rolling, drop forging, and the hollow-ware spring, tube and wire trades. In addition, the increases applied to workpeople employed by federated firms in railway carriage and wagon building, constructional engineering, sheet metal working, gas meter making, scale, beam and weighing machine making and the manufacture of plastic material and finished articles.

¶ The increases in timeworkers' bonus are to apply only to females engaged on plain time rates or in receipt of individual merit rates. They are not to apply to females employed on any system of payment by results or in receipt of lieu rates, compensatory rates or bonuses, subject to the proviso that such workers are in no case to receive less than the appropriate plain timeworkers' rate of wages. In the case of female timeworkers who receive merit rates commonly applied because the work on which they are employed is of a higher grade than that normally covered by the women's standard schedule, such merit rates are to be treated in the same way as individual merit rates and the appropriate increase in timeworkers' bonus is applicable.

** The agreement provides, however, that no changes in piecework prices or times or bases of computation relating to payment by results shall be required during the war period because of the new schedule, subject to existing prices and times meeting the new standard of 27½ per cent. over the new basic rates.

†† This increase affected mainly the employees of firms which are members of the Galvanising Conciliation Board.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Malleable Ironfounding.	Walsall	1st full pay period after 28 Aug. 6 Aug.	Men, youths and boys employed as dayworkers.	War advance for men of 4s. a week, or less as the case may be, so as to provide a minimum inclusive rate of 75s. 6d.; and war advances for youths and boys ranging, according to age, from 17½ to 62½ per cent. of 4s. a week.*
Tube Manufacture.	Newport, Mon., and Landore.		Men, youths and boys	Increase† of 0.75d. a shift (2s. 9½d. to 2s. 10½d.) for men and of 0.375d. (1s. 4½d. to 1s. 5½d.) for youths and boys.
Iron and Steel Wire Manufacture.	Great Britain ..	1st full pay after 18 Aug. do.	Men, women, youths, boys and girls	Bonus of 3s. a week, additional to the existing cost-of-living bonus and <i>ex gratia</i> payments, granted to men and women 21 years and over, and of 1s. 6d. to youths, boys and girls.*
Wire Rope Manufacture.	Great Britain ..	do.	Men, women, youths, boys and girls	Increases of 3s. a week for men and women 21 years and over and of 1s. 6d. for youths, boys and girls.
Electrical Cable Manufacture.	Great Britain ..	3rd pay day in July.	Men, youths, boys, women and girls employed as timeworkers and pieceworkers, except plumber joiners, etc.	Increase of 4s. a week for men (in which is merged the increase of 1s. a week granted in March to men employed on timework in Class I occupations who had completed a probationary period of 3 months) and for women 18 years and over, of 1s. to 3s. 6d., according to age, for youths and boys and of 1s. to 2s. for girls. Rates after change for timeworkers: men—District I 77s. 6½d. to 92s. 2½d., according to class of occupation, District II 74s. 6d. to 89s. 6d.; women—53s. to 57s. according to class of occupation.†
File Manufacture.	Smethwick, Darlaston, Dudley and Wolverhampton District.	Pay day in week ending 26 Aug. 25 Aug.	Workpeople employed as pieceworkers in file re-cutting.	Bonus granted, of 4s. a week for men and of proportional amounts for women, youths, boys and girls, subject in all cases to a weekly attendance of 47 hours.
Silk and Other Textiles.	Leek	25 Aug.	Men, youths and boys	Increases of 6s. 6d. a week in standard time rates for men and of 3s. 10d. to 11s. 1d. for youths and boys. Standard time rates (inclusive of cost-of-living bonus) after change, for a week of 48 hours: men—weavers, dyers 75s., mixers 75s. to 83s., according to years of service, dyeing machine men 75s. 6d., 76s. 6d., 77s. 6d., according to manning of machines, fully qualified braid speeders and knitting tacklers 77s., others 71s. 6d.; youths and boys 22s. 6d. at 14 years rising to 65s. 9d. at 20½ and under 21. (Youths and boys employed as mixers to receive an additional 1s. a week in 1st year and 2s. thereafter). Piece-work rates for adults to be adjusted, where necessary, to permit a section of workers of average efficiency to earn, on average over a month, basic rates of 15 per cent. above standard time rates.
	do.	do.	Women and girls	Increases of 4s. a week in standard time rates for women 21 years and over and of 3s. 7d., 3s. 9d. or 3s. 10d. for girls. Standard time rates (inclusive of cost-of-living bonus) after change, for a working week of 48 hours: women 46s. 6d., girls 18s. 9d. at 16 rising to 43s. 3d. at 20 and under 21. Piece-work rates for adults to be adjusted, where necessary, to permit a section of workers of average efficiency to earn, on average over a month, a basic rate of 20 per cent. above standard time rate.
Silk Dyeing and Finishing.	Macclesfield district ..	Pay day in week ending 19 Aug.	Men, youths, boys, women and girls	Cost-of-living wage increased† from 32s. to 32s. 4d. a week for men, from 21s. to 21s. 3d. for women 18 years and over, by 2d., 3d. or 4d. a week, according to age, for youths and boys and by 2d. for girls. Minimum rates after change for adult timeworkers: men 75s. 4d., women 18 and over 46s. 9d.
Flax Spinning	Northern Ireland ..	28 Aug.	Workpeople employed in flax spinning	Increase of 2s. 6d. a week.
Hosiery Manufacture.	Midlands (various districts).§	1st pay day in Aug.	Men, women and juvenile workers ..	Bonus increased† from 10d. to 11d. in the 1s. on basic weekly wages up to and including 60s. for male and 36s. for female workers. On basic wages over these amounts the bonus is increased from 10d. to 11d. in the 1s. for the first 60s. for males and 36s. for females and from 9d. to 9½d. for the remainder.
	Dumfries	do.	Women and girls	Abatement† by ½d. in the shilling of the current deduction from basis rates, leaving a net deduction of ½d. in the shilling from these rates. Minimum rates after change for women: timeworkers 43s. 11d. a week (48 hours), pieceworkers 48s. 1d.
	Hawick	1st full pay period after 28 Aug. Pay day following 2 Aug.	Men and women	Increases in the lowest ranges of base rates, as follows: males—base rates of 36s. to 39s. a week increased to 40s.; females—base rates of 24s. to 27s. increased to 28s.¶
Hosiery and Knitwear Manufacture.	Scotland (except Hawick district).	Pay day following 2 Aug.	Women and girls	Bonus granted of ½d. in the 1s. on gross earnings of timeworkers and pieceworkers.
Lace and Net Dressing and Curtain Finishing.	Nottingham and district.	1st pay day in Aug. do.	Bleachers, dyers and dollymen ..	Increases† of 1d. an hour for men, of ½d. for youths 18 and under 21 years, and of ½d. for boys.
	do.	do.	Dressing room hands	Increase of ½d. an hour for women 18 years and over. Rates after change for women, include: side hands 1s. an hour plus 2s. a week time bonus, takers off, takers down 1s. 0½d., plus 2s.
	do.	Week beginning 14 Aug.	Bleachers, dyers and dollymen ..	Increases of 1½d. an hour for men, of 1d. for youths 19 and under 21 years and of ½d. for boys 15 and under 19. Rates after change: men—bleachers and dyers 1s. 9½d., dollymen 1s. 10½d.; youths and boys—6½d. at 14 years rising to 1s 5½d. at 20 and under 21.
Parachute Manufacture.	Great Britain	Beginning of 1st full pay period after 31 Aug.	Men, youths and boys paid at time rates.	Minimum rates of wages fixed, for a normal working week of 47 hours, as follows:—labourers 21 years and over 1s. 8d. an hour; youths and boys 8½d. at 15 rising to 1s. 5d. at 20.¶
	do.	31 Aug.	Women and girls paid at time rates	Minimum rates of wages fixed, for a normal working week of 47 hours, as follows:—women 18 years and over—new unskilled entrants to the trade and women employed on non-productive work 1s. an hour, hand workers, layers up and markers 1s. 1d., viewers and examiners 1s. 2d. and 1s. 1d., sewing machinists 1s. 2d., skilled cutters 1s. 3½d.; girls—8d. at 15 rising to 10½d. at 17.¶
	do.	do.	Workpeople paid at piece rates ..	Piecework rates to be arranged so as to yield to the worker of average ability not less than 25 per cent. above the normal minimum rate for the job.¶
Textile Bleaching, Dyeing, Finishing, etc.	Yorkshire (majority of firms) and certain firms in Lancashire.**	3rd pay day in Aug.	Workpeople employed in bleaching, dyeing and finishing (except foremen, charge hands, clerical, technical and welfare staffs, mechanics, plumbers, joiners, electricians, transport drivers, mates, porters, firers, enginemen, greasers, stuff pressers, cloth pressers, watchmen and caretakers).	Cost-of-living wage increased† from 32s. to 32s. 4d. a week for men and from 21s. to 21s. 3d. for women 18 years and over on timework, from 80 to 80½ per cent. on basis rates for men and women on piecework (except pressers), from 60 to 60½ per cent. for handpressers by 2d., 3d. or 4d. a week, according to age, for youths and boys and by 2d. for girls. Minimum weekly rates after change for adult timeworkers: men 75s. 4d. a week, women 46s. 9d., including cost-of-living wage addition and supplementary payment in each case.

* These changes were the result of awards of the National Arbitration Tribunal.

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

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

§ Including Leicester, Loughborough, Nottingham, Mansfield, Sutton-in-Ashfield, Ilkeston, Derby, Hinckley and Coventry districts.

¶ These increases were the result of an award of the National Arbitration Tribunal. The base rates continue to be supplemented by a bonus of 40 per cent. and by certain flat-rate additions.

¶ These rates were awarded by the National Arbitration Tribunal and were to be reduced by 1d. an hour in respect of persons employed in factories in South West England. The Award was not to operate to prejudice the position of any worker in receipt of a higher rate than that provided by the award.

** These increases applied to workers employed by firms which are members of the Yorkshire Master Dyers' Committee, the Bradford Dyers' Association Ltd., and the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms). Except in a few cases in the Bradford area, the change did not apply in the dyeing and finishing departments of those woollen and worsted manufacturers who do their own dyeing and finishing.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Textile Bleaching, Dyeing, Finishing, etc. contd.	Lancashire, Cheshire, Derbyshire (majority of firms) and certain firms in Yorkshire.*	3rd pay day in Aug.	Workpeople employed in bleaching, dyeing and finishing (except foremen, charge hands, clerical, technical and welfare staffs, mechanics, joiners, plumbers, electricians, transport drivers, drivers' mates, porters, firers, enginemen, greasers, machiner printers, block printers, engravers, watchmen and caretakers).	Cost-of-living wage increased† from 32s. to 32s. 4d. a week for men on timework, from 31s. to 31s. 4d. for men on piecework, from 21s. to 21s. 3d. for women 18 years and over, by 2d., 3d. or 4d. a week, according to age, for youths and boys and by 2d. for girls. Minimum weekly rates after change for adult timeworkers: men 75s. 4d., women 46s. 9d. including cost-of-living wage addition and supplementary payment in each case.
	do.	do.	Firers, enginemen, greasers and assistant firers employed in dyeing, etc., works.	Cost-of-living wage increased† from 37s. 6d. to 37s. 10d. a week. Minimum weekly rate after change for firers 84s. 4d.
	Middleton	do.	Workpeople employed in bleaching, dyeing, printing and finishing.	Cost-of-living wage increased† by 4d. a week for men and by 3d. for women. Minimum weekly rates after change: men 75s. 4d., women 47s. 3d.
	Scotland‡	do.	Workpeople employed in bleaching, dyeing, calico printing and finishing (except foremen, charge hands, clerical, technical and welfare staffs, mechanics, joiners, plumbers, electricians and similar craftsmen and their labourers, transport drivers, drivers' mates, porters, firers, enginemen, greasers, machine printers, block printers, engravers, stuff pressers, cloth pressers, watchmen and caretakers). Timeworkers:— Men 21 years and over	(a) Increase in minimum basis time rate of 2s. a week (27s. to 29s. 6d.). (b) Guaranteed minimum wage adopted of 1s. 6d. an hour or 72s. a week of 48 hours, subject to cost-of-living wage variations, resulting in a further increase of 3s. 6d. a week for men in receipt of the minimum basis rate of 29s. (c) Cost-of-living wage increased† from 32s. to 32s. 4d. a week. Minimum rate after change: 72s. 4d.
			Youths and boys	(a) Increases in minimum basis rates ranging from 2s. to 6s. a week with consequential increases of the same amounts in cost-of-living wage.‡ (b) Cost-of-living wage further increased† by 1d., 2d. or 3d. a week, according to age.
			Women and girls	(a) Increases in minimum basis rates of 2s. 6d. a week (17s. to 19s. 6d.) for women 18 years and over and of amounts ranging from 5s. to 7s. for girls, with consequential increases in cost-of-living wage of 3s. 6d., 2s. 6d., 1s. 6d., and 6d. for women at 18, 19, 20, and 21 years and over, respectively, and of 5s. to 7s. for girls.‡ (b) Cost-of-living wage further increased† from 19s. 6d. to 19s. 8d. a week for women 18 years and over and by 1d. or 2d. for girls.
			Pieceworkers	(a) Piece work rates to be revised, if necessary, to yield a minimum of 25 per cent. in excess of the new basis time rates. Increases in cost-of-living wage for youths, boys, women and girls of the same amounts as the consequential increases for time workers. (b) Cost-of-living wage increased† from 31s. to 31s. 4d. a week for men, and by the same amounts as for timeworkers in the case of youths, boys, women and girls.
Tailoring	England and Wales	23 Aug.	Workpeople employed in retail bespoke tailoring.	Increase in general minimum time rates, piecework basis time rates and general minimum piece rates of 15 per cent. on rates operating at September, 1939, making a total increase of 37½ per cent.¶
Dressmaking, and Women's Light Clothing.	Northern Ireland	21 Aug.	Women and girls in retail bespoke dressmaking branch.	Increases of ¼d. an hour in general minimum time rates for female workers other than learners, and of ¼d. for learners; increase of ¼d. an hour in piecework basis time rates.¶
	do.	do.	Female learners in factory branch	Increases in general minimum time rates varying from 2s. to 7s. 3d. a week, according to age at entering as learners and period of service.¶
Boot and Shoe Repairing.	Great Britain	23 Aug.	Men, women, youths, boys and girls	Increases of 3s. a week in general minimum time rates and guaranteed time rates for foremen, forewomen and male and female managers and in general minimum time rates for press cutters responsible for cutting and costing and workers in specified occupations who have completed not less than 5 years' employment under an apprenticeship contract (irrespective of age), for all other male workers 21 years and over, and for women 21 years and over in specified occupations; increase of 1s. in general minimum time rates for other women, for male and female workers under 21 with exceptions noted above, and for male and female learners and apprentices; increase of 2½ per cent. on general minimum piece rates operative at the beginning of September, 1939, making the total increase 25 per cent.¶
Baking	Ross-shire	7 Aug.	Journeymen and apprentices	Minimum rates adopted, for a 47-hour week, as follows: journeymen bakers and confectioners 75s., doughmen and ovenmen 10 per cent. above 75s., plus a cost-of-living payment of 22s. 6d. in each case; apprentices 18s. plus a cost-of-living payment of 9s. in 1st year of apprenticeship rising to 53s. plus 13s. 6d. in 5th year.**
	Northern Ireland	14 Aug.	Male and female workers (except transport workers) employed in baking establishments other than home bakeries.††	Additions to general minimum time rates increased, as follows: male and female bakers, apprentice bakers on reaching 21 years, baker-house labourers, packers and other male workers 21 years and over, and female workers who have completed 5 years' learnership, in 3rd and subsequent years after learnership or on reaching 21 years—Belfast district 3s. a week, Londonderry and other areas 2s. 9d.; female learners during 5th year of learnership, female workers under 21 who have completed 5 years' learnership, during 1st and 2nd years after learnership, and other female workers 21 and over—Belfast district and Londonderry 2s., other areas 1s. 9d.; apprentice bakers and other male workers under 21, female learners during first 4 years of learnership and other female workers under 21—Belfast district 1s. 6d., Londonderry and other areas 1s. 3d. General minimum time rates after change, inclusive of additions, for bakers: males—Belfast district 95s., Londonderry 90s. 3d., other areas 85s. 6d.; females—58s. 6d., 55s. 6d., 52s. 9d.¶
Beer Bottling	London (certain firms)	1st pay day following 29 July.	Men, women and youths 18 years and over.	Increases of 6s. a week (48 hours) in minimum rates for men and of 4s. for women and youths. Minimum rates after change for workers 21 years and over: male labourers 82s., women 52s.††

* These changes applied to workers employed by firms which are members of the Federation of Calico Printers, the Employers' Federation of Dyers and Finishers, the Employers' Federation of Bleachers and the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms).

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

‡ These increases applied to workers employed by firms which are members of the Scottish Federation of Dyers and Bleachers (Piece Goods).

§ Special additional payments are made of 7s. 6d. a week for men, 4s. 6d. for youths, 18 and under 21 years, and for women 18 and over, and 3s. for younger workers.

¶ This increase took effect under an Order issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office. A corresponding increase had already been put into operation voluntarily in May.

¶ These increases took effect under Orders issued under the Trade Boards Acts. Details are contained in the confirming Orders of the Ministry of Labour, obtainable from H.M. Stationery Office.

** Where dilutees are employed, the terms and conditions of the national dilutee agreement for the baking industry in Scotland are to apply.

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

†† These rates were recommended by agreement between the employers' association and trade union concerned.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Aerated Waters Manufacture.	England and Wales	28 Aug.	Workpeople employed on timework who enter the trade for the first time at under 21 years in the case of males and under 18 in the case of females.	Full general minimum time rates to be applicable during first two months' employment instead of three-quarters of such rates as hitherto.*
	Scotland	9 Aug.	Men, women and juvenile workers	Increases of 1d. an hour in general minimum time rates for workers 18 years and over and of ½d. for younger workers. Rates after change include: men 21 years and over 1s. 5d., women 20 and over 10½d. (Orkney and Shetland Islands—1d. an hour less).*
Tobacco, etc., Manufacture.	Great Britain ..	1 Aug.	Men, women and juvenile workers	Additions on a time basis to minimum rates of both time and pieceworkers increased† by 5½d. a week for men and by 3½d. for women and juveniles. The additions are not to be counted in calculating overtime.*
Millsawing	Plymouth	1 July†	Woodcutting machinists	Increase of 1½d. an hour (1s. 10½d. to 1s. 11½d.).
Cabinet Case Making.	Sheffield	24 Aug.	Men, women and juvenile workers	Increases of 4s. a week (48 hours) for men, of 6s. for women 21 years and over, of 2d. to 8s. 7d., according to age, for youths and boys and of 2s. to 6s. 1d. for girls; cost-of-living sliding-scale arrangements discontinued. Rates after change include: skilled men and machinists—base rate 72s. plus war bonus 27s. 6d.; women 29s. 6d. plus 25s.
Dock Workers	Belfast	1st full pay period after 9 Aug.	Coal dockers.. ..	Increase of 5s. 6d. a week (44 hours) on basic rate for permanent men, with proportionate increase in tonnage rates, and increase of 1½d. an hour for casual time men.§
Brush and Broom Manufacture.	Great Britain ..	1 Aug.	Men, youths and boys	Increases† of ½d. an hour in general minimum time rates and piece work basis time rates for workers of all ages who have served an apprenticeship of not less than 5 years and other workers 21 years and over (except indentured apprentices) with not less than 3 years' experience in specified occupations, and of ½d. in general minimum time rates for other workers 21 and over (except indentured apprentices) and for younger workers in most age groups.*
	do.	do.	Women and girls	Increases† of ½d. or ¼d. an hour in general minimum time rates for pan hands (except learners) and of ½d. for drawing hands, other workers 21 years and over and younger workers in most age groups. Increase of ½d. an hour in piecework basis time rates for pan hands on specified classes of work and for drawing hands.*
	Northern Ireland ..	1 Aug.	Workpeople paid at time rates:— Men, youths and boys	Increases† of 1d. an hour in general minimum time rates for men with not less than 3 years' experience in specified occupations, of ½d. for other men, and of ¼d., ½d. or ¾d. for younger workers.*
	do.	do.	Women and girls	Increases† of ½d. an hour in general minimum time rates for women 18 years and over, and of ¼d. for girls 14½ and under 18.*
	do.	do.	Workpeople paid at piece rates ..	Increase† of 5 per cent. in general minimum piece rates, making a total increase of 7½ per cent. Increases† of 1d. an hour in piecework basis time rates for male workers and of ½d. for female workers.*
Basket, Hamper, etc., Making.	Lancashire and Cheshire.	1 Aug.	Skip and basket makers	Increase† in bonus of 1 per cent. on time rates and on list prices, making the bonus 141 per cent.
	North-Eastern Counties.	7 Aug.	Skep, basket and hamper makers ..	Increase† in bonus of 7½ per cent. on time rates and list prices, making the bonus 147 per cent. on time rates and 132½ per cent. on list prices.
	London	do.	Basket makers	Increase† in bonus of 7½ per cent. on time rates and revised London price list, making the bonus 75 per cent. Rate after change for timeworkers 1s. 4d. an hour plus bonus of 75 per cent.
	Great Britain	do.	Basket makers employed on Government work.	Increase† in bonus of 7½ per cent. on revised Government price list, making the bonus 75 per cent.
Retail Distribution	England and Wales ..	1st full pay period after 28 Aug.	Workpeople employed in retail book-selling, newsagency and stationery, tobacco and confectionery distribution.	Increases in minimum rates as follows:—male workers—8s. a week at 21 years and over, 6s. 6d. at 18 and under 21, 6s. at under 18; female workers—6s., 5s., 4s. 6d.||
Coffin Furniture Manufacture.	Great Britain ..	1 Aug.	Men, youths and boys:— Dressers, stampers, polishers and planishers (including wheelers) 21 years and over. Other timeworkers	Increase† of 3s. 11d. a week in general minimum time rate.*
Catering	Belfast and district ..	Beginning of 1st full pay period after 18 Aug.	Charge-hands and assistants employed by licensed vintners.	Increases† of 2s. a week in general minimum time rates for workers 17 years and over and of 1s. 6d. for those 15 and under 17.*
Cinematograph Film Production.	Great Britain ..	1st pay day in Aug. do.	Laboratory workers.. ..	Increases of 7s. 6d. a week in minimum rates for charge-hands with more than 4 assistants and permitted apprentices and of 10s. for those with less than 4; increases of 2s. 6d., 5s. or 10s., according to year of service after apprenticeship, in minimum rates for assistants. Minimum rates after change include: charge-hands with more than 4 assistants and permitted apprentices 100s.; assistants—60s. in first year after apprenticeship rising to 80s. in seventh and succeeding years.¶
	do.	do.	Cine-technicians, whose normal salaries do not exceed £17 10s. a week.	Bonus increased† by 6d. a week (22s. 6d. to 23s.) at 21 years and over and by 4d. (15s. to 15s. 4d.) at under 21.
	do.	do.	Technicians, whose normal salaries do not exceed £17 10s. a week, employed in the production of short films.	Bonus increased† by 6d. a week (22s. 6d. to 23s.) at 21 years and over and by 3d. (11s. 3d. to 11s. 6d.) at under 21.
	United Kingdom ..	28 Aug.	Technical workers, including learners, employed in making newsreel	Minimum weekly rates of wages adopted for a normal working week of 44 hours, as follows:—cameramen—silent, first 6 months £8, next 12 months £10 10s., thereafter £13, sound cameras, £10 10s., £13, £15 10s.; sound recordists (studio and truck) £8, £10 10s., £13; sound camera operators (recording department) first 6 months £5 10s., thereafter £6 10s.; sound loaders and assistants £2 10s.; sound truck assistants £5; chief cutters £13, cutters £10, assistant cutters £6; librarians £7, £4 10s.; projectionists £6, £4; learners £2 to £3 10s., according to age and age at entering the trade. Minimum rates are supplemented by a cost-of-living bonus of 23s. a week for workers 21 years and over whose salaries do not exceed £17 10s. a week and of 16s. for younger workers.**

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

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

‡ This increase was agreed on 28 August, and was made retrospective to the date shown.

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

|| These increases were the result of an award of the National Arbitration Tribunal.*

¶ These increases were the result of an award of the National Arbitration Tribunal (Northern Ireland). The award was not to operate to reduce existing rates in excess of the new minima.

** Where existing rates of wages are more favourable than those set out above, these rates are to be continued.

TRADE DISPUTES IN AUGUST.

Number and Magnitude.—The number of disputes involving stoppages of work* reported to the Department as beginning in August was 167. In addition, 10 stoppages which began before August were still in progress at the beginning of that month. The approximate number of workpeople involved in these 177 stoppages, including workpeople thrown out of work at the establishments where the disputes occurred, is estimated at nearly 34,000, and the aggregate number of working days lost at those establishments during August is estimated at 125,000.

In the 167 stoppages which began during August about 28,500 workpeople were directly involved and about 2,500 were indirectly involved (*i.e.*, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). In the 10 stoppages which began before August, and were still in progress at the beginning of that month, the total number of workpeople involved during August, either directly or indirectly, was nearly 3,000.

Of all the stoppages of work through industrial disputes known to have been in progress at some time in August, the coal mining industry accounted for 91, involving nearly 16,000 workpeople and resulting in an aggregate loss of 31,000 working days.

In the following Table an analysis is given, by groups of industries, of all disputes involving stoppages of work* in the United Kingdom during August :—

Industry Group.	Number of Stoppages in progress in Month.			Number of Workpeople involved in all Stoppages in progress in Month.	Aggregate Number of Working Days lost in all Stoppages in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Coal Mining	3	88	91	15,900	31,000
Metal, Engineering and Shipbuilding	5	50	55	15,000	88,000
Other Industries .. .	2	29	31	2,900	6,000
Total, August, 1944 ..	10	167	177	33,800	125,000
Total, July, 1944 ..	2	75	77	20,900	64,000
Total, August, 1943 ..	9	144	153	58,500	142,000

Duration.—Of 167 stoppages of work, owing to disputes, which came to an end during August, 64, directly involving 6,900 workpeople, lasted not more than one day; 48, directly involving 7,000 workpeople, lasted two days; 19, directly involving

3,100 workpeople, lasted three days; 23, directly involving 4,100 workpeople, lasted four to six days; and 13, directly involving 7,400 workpeople, lasted over six days.

Causes.—Of the 167 disputes, leading to stoppages of work beginning in August, 16, directly involving 2,500 workpeople, arose out of demands for advances in wages, 7, directly involving 200 workpeople, out of proposed reductions in wages, and 60, directly involving 8,400 workpeople, on other wage questions; 2, directly involving 400 workpeople, on questions as to working hours; 27, directly involving 11,300 workpeople, on questions respecting the employment of particular classes or persons; 49, directly involving 4,100 workpeople, on other questions respecting working arrangements, and 4, directly involving 900 workpeople, on questions of trade union principle. Two stoppages, directly involving 800 workpeople, were in support of workers involved in other disputes.

TOTALS FOR JANUARY–AUGUST, 1944 and 1943.

The following Table gives an analysis, by groups of industries, of all stoppages of work through industrial disputes* in the first eight months of 1944 and in the corresponding months of 1943:—

Industry Group.	January to August, 1944.			January to August, 1943.		
	Number of Stoppages beginning in period.	Number of Workpeople involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.	Number of Stoppages beginning in period.	Number of Workpeople involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.
Coal Mining .. .	839	484,100†	2,273,000	484	139,900†	346,000
Other Mining and Quarrying ..	16	2,600	11,000	10	1,400	2,000
Brick, Pottery, Glass, Chemical, etc. .. .	15	1,300	4,000	23	800	3,000
Engineering .. .	155	88,400	393,000	190	62,500	147,000
Shipbuilding .. .	129	31,100	300,000	116	17,200	54,000
Other Metal .. .	99	12,600	52,000	92	15,100	47,000
Textile .. .	24	2,800	9,000	27	4,300	12,000
Clothing .. .	19	1,700	3,000	11	1,100	2,000
Food, Drink and Tobacco .. .	6	700	3,000	11	7,700	26,000
Building .. .	37	4,100	5,000	48	8,900	15,000
Transport .. .	46	18,600	41,000	46	45,500	152,000
Other Industries ..	49	5,700	12,000	31	4,200	18,000
Total .. .	1,434	653,700†	3,106,000	1,089	308,600†	824,000

PRINCIPAL TRADE DISPUTES INVOLVING STOPPAGES OF WORK DURING AUGUST.

Occupations‡ and Locality.	Approximate Number of workpeople involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	Indirectly.†	Began.	Ended.		
ENGINEERING:—						
Engineering operatives—Accrington, (one firm).	4,860	30	7 Aug.§	19 Aug.||	Objection to the employment of women on textile machinery making, on which only men were employed before the war.	Work resumed to permit of settlement of dispute by constitutional procedure.
Engineering operatives—Blackburn, (one firm).	370	..	9 Aug.	19 Aug.	In sympathy with the workpeople involved in the above dispute.	Work resumed on employers agreeing to pay the guaranteed wage, the question of piece-work prices to be the subject of further negotiations.
Engineering operatives employed in railway carriage and wagon building—Wednesbury, (one firm).	900	..	14 and 17 Aug.	15 and 17 Aug.	Dispute respecting piece-work prices payable in connection with a change in type of work, and question of payment of guaranteed wage under the terms of the Essential Work Order.	
Boilermakers and other engineering operatives—Rotherham, (one firm).	450	..	16 Aug.	23 Aug.	Demand by boilermakers for abolition of output bonus and for introduction of piece-work.	Work resumed to permit of settlement of dispute by constitutional procedure.
Engineering operatives—Glasgow (one firm).	2,300	..	29 Aug.	..	For the dismissal of a fitter, who, it was alleged, had not served a recognised apprenticeship, and subsequently, demand for an increase in wages for premium bonus workers and for payment of an output bonus to timeworkers.	No settlement reported.
SHIPBUILDING:—						
Rivet heaters, riveters, holders-up, platers, shipwrights, caulkers, drillers, etc.—Thornaby-on-Tees, (one firm).	50	510	17 July	19 Aug.¶	Refusal of rivet heaters to accept lieu rates of pay while working with riveters who had accepted a lieu rate pending the settlement of new piece-work prices.	Work resumed after new piece-work rates had been agreed with riveters who then paid piece-work rates to rivet heaters.
ALUMINIUM PRODUCTION:—						
Workpeople employed in aluminium production—near Newport, Mon. (one firm).	550	..	9 Aug.	13 Aug.	Demand for increased payment for cleaning moulding pits, and objection to the suspension of a furnaceman for refusing to carry out instructions.	Work resumed on advice of trade union officials to permit of negotiations.
Workpeople employed in aluminium production—near Newport, Mon. (one firm).	450	..	11 Aug.**	13 Aug.	In sympathy with the workpeople involved in the above dispute.	

* Stoppages of work due to disputes not connected with terms of employment or conditions of labour are excluded from the statistics. In addition, stoppages involving less than 10 workpeople, and those which lasted less than one day, are also omitted from the statistics, except when the aggregate number of working days lost exceeded 100. The figures 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.

† Some workpeople, chiefly in the coal mining industry, were involved in more than one stoppage, and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1944 was approximately 340,000 and in 1943, 90,000. For all industries combined the corresponding net totals were approximately 500,000 and 250,000 respectively.

‡ 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.

§ Less than 250 workpeople were on strike on 7th August; the great majority of those involved ceased work on 8th August.

|| At a mass meeting held on 17th August, the strikers decided to resume work on Monday, 21st August.

¶ Work was resumed by the rivet heaters on the morning of 14th August, but the stoppage re-commenced at 1 p.m. the same day.

** The stoppage began on the night shift of 10th–11th August.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st September, 1944.

	Food	All Items
Increase since July, 1914 ..	69%	102%
Change since 1st Index Points ..	—1	nil
August, 1944 { Per cent. ..	—½*	nil

FOOD.

At 1st September the average price of potatoes was about 1d. per 7 lb. lower than at 1st August. For other articles of food, retail prices showed little change, on average, as compared with a month earlier.

For the articles of food included within the scope of these statistics, the following Table compares the average prices at 1st September, 1944, with the corresponding prices at 1st August 1944, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated) to the nearest ½d., at—			Percentage Increase or Decrease (—) at 1st Sept., 1944, compared with	
	1st Sept., 1944.	1st Aug., 1944.	1st Sept., 1939.	1st Aug., 1944.	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	..	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	—	—	—	..	27
Flour per 6 lb.	1 2½	1 2½	0 11½	..	29
Bread per 4 lb.	0 9	0 9	0 8½	..	9
Tea	2 10	2 10	2 4	..	21
Sugar (granulated) ..	0 4	0 4	0 3	..	32
Milk per quart	0 9	0 9	0 6½	..	32
Butter—					
Fresh	1 8	1 8	1 4½	..	21
Salt	1 1	1 1	0 10	..	31
Cheese	1 1	1 1	0 10	..	30
Margarine—					
Special	0 9	0 9	0 6½	..	12
Standard	0 5	0 5	0 6½	..	12
Eggs (fresh)§ .. each	0 2	0 2	—	..	1
Potatoes .. per 7 lb.	0 8½	0 8½	0 6½	—5	28

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st August, 1944, and 1st September, 1944, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st August, 1944.	1st Sept., 1944.
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	75	75
Breast	—3	—3	—3
Bacon†	35	102	102
Fish	116	174	174
Flour	26	63	63
Bread	42	56	56
Tea	52	85	85
Sugar (granulated) ..	46	94	94
Milk	92	154	154
Butter—			
Fresh	13	37	37
Salt	7	41	41
Cheese	16	51	51
Margarine	—8	3	3
Eggs (fresh)	58	60	60
Potatoes	33	80	70
All above articles (Weighted Average on July, 1914, basis)	38	70	69

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st September, 1944, of the articles of food specified was about 69 per cent. higher than in July, 1914, and about 22 per cent. higher than at the beginning of September, 1939.

* A fall of 1 point on a total of 170 for "food" (the figure for July, 1914, being 100) is equivalent to rather more than one-half of 1 per cent.

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

‡ This figure is an average calculated from the prices of various brands of margarine on sale at 1st September, 1939.

§ Of the two prices shown for eggs at 1st September and 1st August, 1944, 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 September was about the same as at 1st August, being about 1 per cent. above the level of 1st September, 1939, and about 64 per cent. above that of July, 1914.

As regards *clothing*, there was a slight rise (equivalent to less than one-half of 1 per cent.) in the average level of prices of men's suits and overcoats during August. For the remaining groups of items included in the figures, *viz.*, woollen materials, woollen underclothing and hosiery, cotton materials and cotton hosiery, and boots and shoes, there was little change in the average level of prices between 1st August and 1st September. 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 September the average level of prices was about 66 per cent. higher than at 1st September, 1939, and about 245 per cent. above the level of July, 1914.

In the *fuel and light* group, the average levels of retail prices of coal and of gas at 1st September were about the same as a month earlier. Prices of coal averaged about 46 per cent. higher than at 1st September, 1939, and about 183 per cent. above the level of July, 1914: prices of gas averaged about 31 per cent. higher than at 1st September, 1939, and about 102 per cent. higher than in July, 1914. There was no appreciable change during the month in the prices of lamp oil, candles or matches. In the fuel and light group as a whole the average level of prices at 1st September showed little change as compared with 1st August, being about 45 per cent. higher than at 1st September, 1939, and about 163 per cent. higher than in July, 1914.

As regards *other items** included in these statistics, there were relatively few changes in prices during August. In the group as a whole the average level of prices at 1st September was about the same as at 1st August, about 63 per cent. higher than at 1st September, 1939, and about 191 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 September, 1944, is approximately **102 per cent. over the level of July, 1914**, the same figure as at 1st August, 1944, as compared with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, *no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.*

The rise of 47 points since the beginning of September, 1939, is equivalent to slightly over 30 per cent. Of these 47 points, about 4½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately three-fourths of a point is due to increases resulting from the Purchase Tax.

SUMMARY TABLE : ALL ITEMS.

Average Percentage Increase at the beginning of each month as compared with July, 1914.

Year.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	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	58	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	99	98	100	99	98	99	99	99
1944 ..	99	100	100	100	100	100	101	102	102	..	..	..

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 160 of this GAZETTE.

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

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 the United Kingdom in August† was 162, as compared with 146‡ in the previous month and with 174‡ in August, 1943. Details for separate industries are given below :—

MINES AND QUARRIES.		FACTORIES—continued.	
Under Coal Mines Acts:		Paper, Printing, etc.	2
Underground	47	Rubber Trades	1
Surface	5	Gas Works	1
Metalliferous Mines .. ..	..	Electrical Stations .. ..	..
Quarries	2	Other Industries	1
<hr/>		<hr/>	
TOTAL,		WORKS AND PLACES UNDER	
MINES AND QUARRIES	54	SS. 105, 107, 108, FACTORIES	
	<hr/>	ACT, 1937.	
FACTORIES.		Docks, Wharves, Quays	
Clay, Stone, Cement, Pot-		and Ships	12
ttery and Glass .. .. .	..	Building Operations	15
Chemicals, Oils, Soap, etc.	5	Works of Engineering	
Metal Extracting and		Construction .. .. .	..
Refining	1	Warehouses	1
Metal Conversion and		<hr/>	
Founding (including		TOTAL, FACTORIES ACT	88
Rolling Mills and Tube			<hr/>
Making)	9	RAILWAY SERVICE.	
Engineering, Locomotive		Brakesmen, Goods Guards ..	..
Building, Boilermaking		Engine Drivers, Motor-	
etc.	10	men	3
Railway and Tramway		Firemen .. .. .	..
Carriages, Motor and		Guards (Passenger) .. ..	..
other Vehicles and Air-		Labourers	1
craft Manufacture	5	Mechanics	3
Shipbuilding	15	Permanent Way Men	3
Other Metal Trades	3	Porters	4
Cotton	2	Shunters	1
Wool, Worsted, Shoddy..	1	Other Grades	3
Other Textile Manu-		Contractors Servants	2
facture .. .. .	..	<hr/>
Textile Printing, Bleach-		TOTAL, RAILWAY SERVICE	20
ing and Dyeing	3		<hr/>
Tanning, Currying, etc...	..	Total (excluding Seamen)	162
Food and Drink	1		<hr/>
General Woodwork and			
Furniture	1		

INDUSTRIAL DISEASES.

The Table below shows the number of *cases*§ and *deaths*§ in the United Kingdom, reported during August under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926 :—

I. Cases.	I. Cases—continued.
LEAD POISONING.	EPITHELIOMATOUS ULCERATION (SKIN CANCER).
Among Operatives engaged in:	Pitch 13
Smelting of Metals	Tar 4
Plumbing and Soldering	Oil 2
Shipbreaking	TOTAL 19
Other Contact with Molten Lead	
White and Red Lead Works	CHROME ULCERATION.
Pottery	Manufacture of Bichromates
Vitreous Enamelling	Dyeing and Finishing
Electric Accumulator Works 1	Chromium Plating
Paint and Colour Works 1	Other Industries 9
Other Industries 2	TOTAL 9
Painting of Buildings	Total Cases 45
TOTAL 4	
OTHER POISONING.	II. Deaths.
Mercurial	LEAD POISONING.
Aniline 10	Other Industries 1
Toxic Jaundice 1	
Toxic Anaemia 2	EPITHELIOMATOUS ULCERATION (SKIN CANCER).
TOTAL 13	Oil 1
	Total Deaths 2

* Statistics of fatal accidents to seamen are not available.

* 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 2nd September, 1944, in comparison with the 4 weeks ended 29th July, 1944, and the 4 weeks ended 28th August, 1943.

† 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.

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.

AUSTRALIA

In the first quarter of 1944 the official cost-of-living index figure for the six capital cities was 0.1 per cent. higher than in the previous quarter and 22.6 per cent. above the level of the second quarter of 1939.

NEW ZEALAND.

At 15th June, 1944, the official war-time price index (adjusted for normal seasonal movements) was 0·4 per cent. lower than the figure for 15th March, 1944, which was 0·4 per cent. higher than that for 15th December, 1943. As compared with the level of 15th December, 1942, the index figures showed increases of 0·1 per cent. at 15th June, 1944, and of 0·5 per cent. at 15th March, 1944.

UNION OF SOUTH AFRICA.

In May, 1944, the official cost-of-living index figure was 0·1 per cent. higher than the figure for the previous month and 30·1 per cent. above that for August, 1939. For food alone the index figure in May, 1944, showed no change as compared with the figure for the previous month, but a rise of 43·4 per cent. over the level of August, 1939.

SOUTHERN RHODESIA.

In June, 1944, the official cost-of-living index figure (unadjusted for seasonal movements) was 0.2 per cent. higher than the figure for the previous month and 23.8 per cent. above that for August, 1939. For food alone the index figure for June, 1944, showed a decline of 1.0 per cent. below the figure for the previous month, but a rise of 24.5 per cent. over that for August, 1939.

INDIA.

In May, 1944, the official cost-of-living index figure for the working classes in Bombay was 1·7 per cent, higher than the figure for the previous month and 123·8 per cent. above the level of mid-July to mid-August, 1939. For food alone the index figure for May, 1944, showed an increase of 2·0 per cent. over the figure for the previous month and 125·0 per cent. over that for mid-July to mid-August, 1939.

CEYLON.

In May, 1944, the official figure in the revised series of index numbers showing changes in the working-class cost-of-living in Colombo Town was 109 (November, 1942=100), as compared with 108 in January, 107 in February, and 108 in both March and April.

Linked with the earlier series of index numbers, the figures for the several months of 1944 showed increases, as compared with the average for the base period November, 1938, to April, 1939, amounting to 97 per cent. in each of the months January and February, 98 per cent. in March and in April, and 99 per cent. in May.

PALESTINE.

In May, 1944, according to the new combined series of index figures, the cost-of-living in Arab and Jewish markets in three principal towns was 134 per cent. above the level of the pre-war period. The corresponding figures for the earlier months of 1944 were: January, 133; February, 132; March, 136; and April, 135.

ICELAND.

At 1st July, 1944, the official index figure of the cost-of-living in Reykjavik showed a decline of 0.7 per cent. as compared with the figure for the previous month, which was similarly 0.7 per cent. lower than that for 1st May, 1944. This latter figure, however, was 1.5 per cent. above that for 1st April, 1944. At 1st July, 1944, the index figure was 163.4 per cent. above that for 1st September, 1939.

For food alone the index figure at 1st July, 1944, was 0.6 per cent. lower than that for 1st June and 225.7 per cent. above the figure for 1st September, 1939. At 1st June, 1944, the index figure was 2.1 per cent. lower than that for 1st May, which was 2.4 per cent. higher than the figure for 1st April, 1944.

PORTUGAL.

In May, 1944, the official weighted index figure of the cost of food, fuel and light and certain household articles in Lisbon was 4.5 per cent. higher than the figure for April, 1944. This latter figure was 0.2 per cent. lower than that for the previous month, which was 1.3 per cent. higher than the figure for February, 1944. Compared with the level of August, 1939, the percentage increases shown by the figures for each of the months February to May, 1944, were:—February, 68.2; March, 70.3; April, 70.0; May, 77.7.

The figure for 15th May, 1944, in the separate official series of (unweighted) index figures of retail prices of food, fuel and certain household articles throughout Portugal was 1.0 per

cent. higher than the figure for the previous month. This latter figure was 0.2 per cent. higher than that for March, 1944, which was 0.6 per cent. above the figure for the previous month. Compared with the level of August, 1939, the percentage increases shown by the figures for each of the months February to May, 1944, were:—February, 64.6; March, 65.7; April, 66.0; May, 67.7.

SPAIN.

In March, 1944, the official index figure of the cost-of-living of middle-class families in 50 principal towns was 1.2 per cent. higher than the figure for the previous month and 72.1 per cent. above the level of August, 1939. For food alone the index figure for March, 1944, showed an increase of 1.5 per cent. over the figure for the previous month and of 90.3 per cent. over that for August, 1939.

SWEDEN.

In June, 1944, the official cost-of-living index figures based on prices in 1935 taken as=100 showed a decline of 0.23 per cent. below the figures for December, 1943, if the effects of direct taxation are excluded. The corresponding decrease in the case of the figures for March, 1944, was 0.03 per cent. If direct taxation is included, the index figures showed increases amounting to 0.16 per cent. in June, and 0.35 per cent. in March, 1944, over the corresponding figures for December, 1943. For food alone the index figure was 0.83 per cent. lower in June and 0.36 per cent. lower in March, 1944, than at December, 1943.

EMPLOYMENT OVERSEAS.

UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and domestic service in May, 1944, is estimated by the United States Department of Labour to have been approximately 38,200,000.* This is 0.8 per cent. lower than the figure for April, 1944, and 3.7 per cent. lower than that for May, 1943. The number of wage-earners employed in manufacturing industries in May, 1944, is estimated to have been approximately 13,007,000 or 1.3 per cent. lower than in April, 1944, and 5.1 per cent. lower than in May, 1943.

Estimates made by the United States Bureau of the Census indicate that the total number of unemployed persons in the United States of America in May, 1944, was approximately 900,000, compared with 800,000 in April, 1944, and with 900,000 in May, 1943. The figure for May, 1943, includes persons employed on public emergency work projects, who are excluded from the figures for April and May, 1944.

AUSTRALIA.

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in February, 1944, was 0.1 per cent. higher than in January, 1944, but 0.8 per cent. lower than in February, 1943.

Returns received by the Commonwealth Bureau of Census and Statistics, covering 54 per cent. of the total membership of trade unions, and relating to between 20 and 25 per cent. of all wage and salary earners, showed that the percentage of the reporting trade unions who were out of work for three days or more during a specified week in the March quarter, 1944, was 1.0, compared with 1.1 in the preceding quarter, and 1.2 in the first quarter of 1943.

CANADA.

According to returns received by the Dominion Bureau of Statistics from about 14,600 employers, the total number of workpeople in employment at 1st June, in industries other than agriculture and private domestic service, was 1.3 per cent. higher than at 1st May, 1944, 0.4 per cent. lower than at 1st June, 1943, and 80.5 per cent. above the average number for the year 1926.

UNION OF SOUTH AFRICA.

Returns received by the Office of Census and Statistics indicate that in April, 1944, the number of workpeople employed in manufacturing establishments generally and in mining and transport was 0.5 per cent. higher than in March, 1944, but 0.8 per cent. lower than in April, 1943.

ÉIRE.

The number of persons on the live register of Employment Exchanges at 26th August, 1944, was 43,557, compared with 45,953 at 29th July, 1944, and 48,667 at 28th August, 1943.

SWEDEN.

According to statistics compiled by the Swedish Social Board on the basis of returns from representative establishments, the number of manual workers employed in industrial, commercial and transport undertakings in June, 1944, was slightly higher

* The estimates of employment in industries other than agriculture and domestic service have been revised in the light of information obtained from the working of Unemployment Compensation Schemes and from other Government agencies; they are not comparable with the estimates published in the issues of this GAZETTE for June and earlier months. The estimate on the old basis for March, 1944 (the latest month for which figures in this series are available) was 36,946,000, compared with the revised figure of 38,681,000.

than in May. The index number (based on the figure for September, 1939, as 100) was 92 in June, 1944, compared with 91 in May, 1944, and 94 in June, 1943.

Preliminary information received from trade unions with a total membership of nearly 782,000 showed that 3.5 per cent. of their members were unemployed at 31st May, 1944, compared with 5.4 per cent. at 30th April, 1944, and 4.4 per cent. at 31st May, 1943.

LEGAL CASES AFFECTING LABOUR.

STATUTORY DUTY OF FACTORY OCCUPIER TO PROVIDE AND MAINTAIN A SAFE MEANS OF ACCESS TO WORK.

This was an appeal by an injured workman against the decision of a County Court Judge dismissing his action against his employers for personal injuries due to an alleged breach by his employers of the statutory obligation in section 26 (1) of the Factories Act, 1937, which provides that "there shall, so far as reasonably practicable, be provided and maintained safe means of access to every place at which any person has at any time to work." On the day of the accident the workman had been using one of a pair of grindstones. He had just been trying the right grindstone and was proceeding to use the left grindstone when he tripped over some iron bars 2 ft. long by $\frac{3}{4}$ in. in diameter lying on the floor straight in front of the pedestal between the two grindstones. In trying to save himself, his right hand came in contact with a grindstone which was revolving at the rate of about 2,500 revolutions a minute and he thereby sustained injuries.

The bars on the floor would have been obvious to the workman if he had looked down, but he did not notice them because he was intent upon his work. Both the County Court Judge and the Court of Appeal acquitted him of anything in the nature of negligence. The bars had been left on the floor by a girl who had brought them for grinding, but instead of proceeding at once to grind them she had gone away for some purpose and left the bars lying there.

The County Court Judge said it was clear that the grindstone was properly fenced and that the pedestal was standing in a properly lighted place. He held that there had been no breach by the employers of their duty to maintain a safe means of access because, in his view, the unsafe condition which caused the accident was brought about by reason merely of a casual interference on the part of a fellow employee of the plaintiff. He accordingly dismissed the action and the workman now appealed to the Court of Appeal.

The Court of Appeal (Lord Justices Scott and du Parc and Mr. Justice Cohen) allowed the appeal. Lord Justice Scott in delivering the judgment of the Court said that important evidence was given by two witnesses for the employers, that there was a space of clear floor of 4 ft. to the right and left of and behind the pedestal and of 18 ft. in front, and that the employees were in the habit, with the approval of the management, of coming throughout the day from all directions to the pedestal for tool grinding and of doing so in large numbers. The girl normally brought 8 to 12 rods at a time and left them on the floor close to the pedestal. The girls were supposed to stay by them during the grinding process and then to carry them all away again. His Lordship said that the system of working at the factory was, therefore, clearly one in which the management ought to have seen to it that the above practice was made a regular duty.

The County Court Judge had held that the girl who went away and left the bars unguarded on the floor was not negligent because he could not blame her for failing to realise that so to leave the bars would be dangerous to others. But that very finding, in the view of the Court of Appeal, came very near to involving the correlative duty on the management to impress on all operatives the imperative duty of not leaving the bars on the floor unguarded for others to trip over unexpectedly.

The real question in the appeal, said Lord Justice Scott, arose on the section in the Factories Act which imposed a direct obligation on the occupier of a factory, not only to provide, but also to "maintain safe means of access" and, in the opinion of the Court, those words were equivalent to "maintain the safety of the access" and imposed a positive and continuing obligation. Counsel for the employers had sought to escape from the obligation of the section by contending that it put upon the workman the onus of proving that it was "reasonably practicable" to do whatever might be necessary to ensure safety. Lord Justice Scott said that it was unnecessary to decide the question of onus of proof because on the evidence two things were clear: (a) that the access was definitely unsafe at the time of the accident; and (b) that the management had given no general orders to call the attention of their staff to the danger entailed by leaving anything on the flat surface of the floor near the pedestal, although they knew quite well that rods were not infrequently deposited there by the girls who brought them and were there left unguarded. His Lordship said that if it were necessary to decide the question of onus, the obvious fact that the difficulty or ease of doing what is necessary to maintain safety is so much more within the knowledge of the management than of their workpeople made the Court disposed to hold that it was for the defence, whether in a prosecution or an action, to establish the proposition of fact involved in the words of limitation of the section.—*Callaghan v. Fred Kidd and Son (Engineers) Ltd.* Court of Appeal, 24th April, 1944.

INJURY TO INFANT WORKMAN—QUESTION WHETHER HIS AGREEMENT TO ACCEPT WORKMEN'S COMPENSATION PRECLUDES HIM FROM CLAIMING DAMAGES AGAINST HIS EMPLOYER AT COMMON LAW.

The plaintiff, when a boy of 17, was employed in a factory at a horizontal milling machine which was described by the learned Judge as "a kind of circular saw for cutting metal". In February, 1942, as the result of an accident at work he lost all his fingers and most of the thumb of his left hand. The plaintiff was an orphan and in October, 1942, in conjunction with his "next friend" he signed an agreement with his employers electing under section 29 (1) of the Workmen's Compensation Act, 1925, to accept compensation under that Act. The plaintiff's next friend was a widow who had acted as housekeeper to his father and looked after the two children. Under the agreement, which was duly recorded at the county court and became "for all purposes enforceable as a county court judgment" as from 19th October, 1942, the employers bound themselves to pay to the plaintiff the maximum amount payable under the Workmen's Compensation Acts. They had ever since abided by this agreement and paid all that was due from them—namely, £1. 4s. 0d. a week.

About a year after the recording of the agreement the plaintiff obtained fresh advice as a result of which he instituted proceedings in the High Court against his employers, claiming damages and alleging that his injuries were due to various acts of negligence and breaches of statutory duty on their part. Among the defences raised by the employers was the contention that the agreement by the plaintiff to accept as compensation for his injuries the amount appearing in the recorded memorandum of agreement, or such amount as might from time to time be awarded on a review of that agreement, constituted an estoppel by record which prevented the action from proceeding. This contention came before the court as a preliminary point.

Mr. Justice Wrottesley rejected this contention of the defendants and ordered that the case must proceed. In the course of his judgment after reviewing the facts, His Lordship said it was clear that the plaintiff was never really adequately advised by any competent person before entering into the agreement: nor was it any part of the duty of the Registrar of the county court to consider whether the boy was wise to rely on his rights under the Workmen's Compensation Acts rather than at common law. His Lordship said that the Act of 1925 and the rules made thereunder were carefully framed to ensure that the infant's interests were considered by the Registrar or Judge but only to see that he received what was due to him under the Workmen's Compensation Acts. His Lordship said that if the defendants' contention was right the infant must nurse his damaged hand as best he could, receiving for it only the compensation payable, though, in fact, the injury should turn out to be due to a neglect of the various safeguards which should, under the Factory Acts, surround all workmen, to say nothing of those particularly enacted to protect boys. This result would be particularly unfortunate because His Lordship was satisfied that the agreement could not have been for the infant's benefit. After citing authority for the proposition that neither the exercise of an option nor the making of an agreement was binding in the case of an infant unless it was for his benefit, the learned Judge said that Parliament never intended by Section 29 of the Workmen's Compensation Act, 1925, to alter the law relating to infants and contracts.

Mr. Justice Wrottesley said it was the interposition of the Court, charged with the duty to watch over the infant's interests, that lent sanctity to a judgment for or against an infant, and bound him. In proceedings in the High Court the matter was taken care of by well-known rules. In workmen's compensation cases the same matter was taken care of by the provisions of section 25 of the Act of 1925, but nowhere was there anything to enable the county court, still less to compel it, to interpret the question whether it was in the infant's interest that his rights at common law should be put an end to by a recorded agreement. His Lordship said that until some such provision was made he must give the infant the benefit of the general law, if he was able to do so without manifest injustice. In the present case it was possible to do so because (1) he could in assessing the damages, should the action succeed, allow for the amounts which the plaintiff had received; and (2) he could accept the undertaking given by counsel for the plaintiff not to take any steps after judgment to enforce the agreement.—*Arabian v. Tuffnall & Taylor Limited*, High Court of Justice, 5th July, 1944.

MASTER AND SERVANT—MASTER'S DUTY TO PROVIDE AND MAINTAIN PROPER PLANT AND APPLIANCES.

This was an action for damages brought against his employers by a boiler-maker. He was temporarily in their employment for the purpose of cleaning or overhauling the boilers of a ship in wet dock, and at the time of the accident in which he sustained the injuries which gave rise to the action he had been working there for about a week. The operation upon which the plaintiff was engaged was the expansion of tubes in order to make them steam tight. He was able to do the expansion of tubes to the extent of about three-quarters of each section by standing on the floor, but in order to get at the last four or five tubes he had to get something which would raise him from the ground.

The plaintiff erected a staging consisting of a plank placed about four feet from the ground to enable him to stand upon it and do the work on the tubes. He found a plank in the

engine room and wedged it from underneath, between the board and the inside of the combustion chamber, with an ordinary wooden wedge which he found lying about in the stoke hole. After working on the staging for about an hour, he had to exert some extra pressure on one of the tubes. As a result of this extra pressure the staging on which he was standing collapsed and although he fell only four feet he sustained serious injuries. He broke one ankle and sprained another and was completely disabled for work for a considerable time.

The plaintiff alleged (1) that his employers had failed to comply with their common law obligation to provide proper and suitable plant and appliances and a safe system of working; and (2) that they had acted in breach of the duties imposed upon them by the Shipbuilding Regulations, 1931, and by section 26 of the Factories Act, 1937. The defendants denied these allegations and pleaded that the plaintiff had been guilty of contributory negligence. Mr. Justice Tucker found for the plaintiff on the first ground of his claim, but held that he was not entitled to succeed on the other ground because neither the Shipbuilding Regulations, 1931, nor section 26 of the Factories Act, 1937, applied to a ship in wet dock. His Lordship also held that the defence of contributory negligence had not been made out and he awarded the plaintiff £1,500 damages and costs.

Dealing with the plaintiff's allegation that the defendants had failed to comply with their common law obligation to provide proper plant and appliances, the learned Judge said that the work upon which the plaintiff was engaged was not inherently hazardous. None the less a plank upon which a man had to stand to perform an operation of this kind was, in His Lordship's opinion, undoubtedly one of the appliances which it was the duty of the employer to provide, and it must be a proper appliance and reasonably safe. The practice of the defendants, said the learned Judge, was apparently to leave it to the boiler-maker to obtain his own plank and staging. The customary thing was for the boiler-maker, when he wanted a plank for a purpose of this kind, to go along to the shipwrights and give them the necessary dimensions and they would cut him off a suitable plank using their own judgment as to what wood was suitable.

His Lordship said that whatever might be the usual practice of the defendants the plaintiff had only been in their service for about a week, and it had never been explained to him precisely where he was to go to obtain the necessary plank or whom he was to ask or where that person was to be found. He was not directed where to get it from but merely left to his own common sense. He was not, in fact, ever provided with any material at all, with the result that he merely looked about to see what he could find and he found the plank in the engine room, forming a floor board of some kind there, and a wedge in the stoke hole.

His Lordship said that the defendants had not established to his satisfaction that the staging collapsed as a result of negligence on the plaintiff's part. There was no evidence on which he could hold that the plaintiff put it up improperly.—*Lovell v. Blundells and T. Albert Crompton & Co. Ltd.* High Court of Justice, King's Bench Division, 24th March, 1944.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During August, 1944, the National Arbitration Tribunal issued seventeen awards,* Nos. 608 to 624. Five of these awards are summarised below; the other awards related to cases affecting individual employers.

Award No. 616 (18th August)—Parties: Members of the British Steel Wire Industries Association and members of the Amalgamated Society of Wire Drawers and Kindred Workers employed by them. *Claim:* For an increase of 4s. per week to adult males and proportionate increases to females and youths. *Award:* The Tribunal awarded a bonus, additional to the existing cost-of-living bonus and *ex gratia* payments, of 3s. per week to males and females of 21 years of age and over and 1s. 6d. per week to males and females under 21 years of age.

Award No. 620 (28th August)—Parties: Members of the Malleable Ironfounders' Association, and members of the National Union of General and Municipal Workers, the Transport and General Workers' Union, the National Society of Brass and Metal Mechanics, and the Amalgamated Moulders and Kindred Industries Trade Union employed by them. *Claim:* For an increase of 6s. a week for adult males and proportionate increases for junior males. *Award:* The Tribunal awarded that the present inclusive rates of adult male day workers be increased by a war advance of 4s. per week, or less as the case may be, so as to provide that no adult male day worker receives less than an inclusive rate of 75s. 6d. per week, and in the case of the lowest paid junior male day workers, that the present inclusive weekly rates be increased by a war advance of proportions of 4s. per week varying according to age.

Award No. 622 (28th August)—Parties: Members of the Hawick Hosiery Manufacturers' Association and members of the National Union of General and Municipal Workers employed by them. *Claim:* For an increase in rates of wages. *Award:* The Tribunal awarded that the base rates of 36s. to 39s. per week in respect of males and 24s. to 27s. per week in respect

* See footnote on page 160.

of females should be increased to 40s. and 28s. per week respectively.

Award No. 623 (28th August).—Parties: Firms represented by the Employers' Side of the National Joint Industrial Council for the Retail Bookselling, Newsagency, Stationery, Tobacco and Confectionery Trades and members of Trade Unions constituting the Trade Union Side of the Council employed by them. *Claim:* For an increase in all the minimum rates of remuneration laid down in the current National Joint Industrial Council Agreement. *Award:* The Tribunal awarded that all the minimum rates of remuneration laid down in the current agreement should be increased as follows:—(i) under 18 years of age: males, 6s., females, 4s. 6d.; (ii) aged 18 years and under 21 years: males, 6s. 6d., females, 5s.; (iii) aged 21 years or over: males, 8s., females, 6s.

Award No. 624 (31st August).—Parties: Members of the Parachute Manufacturers' Association, and members of the Transport and General Workers' Union, the Amalgamated Union of Upholsterers, the National Union of General and Municipal Workers, the National Union of Distributive and Allied Workers, and the National Union of Tailors and Garment Workers employed by them. *Claim:* For improved conditions and increased minimum rates of wages. *Award:* The Tribunal awarded certain minimum basic rates and conditions for the various workers concerned, full particulars of which are set out in the Award.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During August, 1944, the National Arbitration Tribunal (Northern Ireland) issued ten awards, Nos. 350–359. Six of these awards are summarised below; the others relate to cases affecting individual firms or local authorities.

Award No. 351 (4th August).—Parties: The members of the City of Derry Master Butchers' and Meat Traders' Association and certain employees of the member firms. *Claim:* For certain specified minimum rates of wages for apprentices and a minimum wage for all journeymen butchers. *Award:* The Tribunal awarded that the employees covered by the claim should be remunerated in accordance with the specified minimum weekly rates of wages. Particulars of the claim and of the Tribunal's findings are set out in full in the award.

Awards Nos. 352 and 353 (8th August).—Parties: The Northern Ireland Road Transport Board and certain employees of the Board. *Claim:* For the observance of certain additional days' holidays with pay for employees on the operating staff of the passenger services of the Board. *Award:* The Tribunal awarded that in addition to the holidays with pay already observed, the employees covered by the claim should, after twelve months' continuous service, be allowed six consecutive days' holidays with pay per annum.

Award No. 354 (9th August).—Parties: The Belfast members of the Northern Ireland Coal Importers' Association and certain employees of the member firms. *Claim:* For certain alterations in rates of pay and other conditions of employment. *Award:* The Tribunal awarded an increase of 5s. 6d. per week to permanent men on the present basic rate of wages for a working week of 44 hours and a proportionate increase to tonnage men. Certain alterations in working conditions were also awarded. Particulars of the claim and of the Tribunal's findings are set out in full in the award.

Award No. 355 (11th August).—Parties: The Belfast members of the Northern Ireland Registered Hide Markets Association, and certain employees of the member firms. *Claim:* For an increase of 10s. per week on present rates of wages and for the provision of boots and protective clothing. *Award:* The Tribunal found that the claim had not been established and awarded accordingly.

Award No. 357 (18th August).—Parties: The Belfast and district members of the Belfast and Ulster Licensed Vintners' Association, and certain employees of the member firms. *Claim:* For certain specified changes in present wages and conditions. *Award:* The Tribunal awarded that the employees should be remunerated in accordance with certain specified scales of minimum weekly rates of wages and that employees who are required to work on the following customary holidays, Easter Monday, Easter Tuesday, 12th July, 13th July and Boxing Day, shall be paid at the rate of time-and-a-half. Particulars of the claim and of the Tribunal's findings are set out in full in the award.

INDUSTRIAL COURTS ACT, 1919, AND CONCILIATION ACT, 1896.

INDUSTRIAL COURT AWARDS.

During August, 1944, the Industrial Court issued four awards, Nos. 1976–1979. Two of these awards are summarised below; the others relate to individual firms.

Award No. 1976 (14th August).—Parties: Admiralty Industrial Council: Trade Union Side and Official Side. *Claim:* That process workers employed at a Propellant Factory shall receive their existing rate of pay for a period of four weeks after transfer, for any reason other than their own default, to work carrying a lower rate of pay. *Award:* The Court awarded that such workers should receive the higher rate for two weeks after the date of transfer.

Award No. 1979 (25th August).—Parties: Shipbuilding Trade Joint Council for Government Industrial Establishments: Trade Union Side and Official Side. *Claim:* That the lead over the rate of pay of the ordinary labourer paid to skilled labourers employed as time recorders at a Propellant Factory be increased to 15s. *Award:* The Court awarded that the present lead rates of pay of skilled labourers employed as time recorders be increased to 12s. a week.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During August, 1944, six awards, two of which related to disputes under the Conditions of Employment and National Arbitration Orders, 1940–1942, were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. One of the awards is summarised below; the other five awards related only to individual undertakings.

Parties: The two sides of the National Joint Wages Board for the Refractories Industry. *Claim:* That an increase of 6s. 0d. a week be granted to all adult men and women, with proportionate advances to juveniles. *Award:* The Arbitrator in his award granted a wages increase of 2s. 0d. a week, and a good time keeping bonus increase of 1s. 6d. a week to adult workers, the parties themselves agreeing to adjust the proportionate advances to juveniles.

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

During August, 1944, proposals to vary minimum rates of wages were issued as shown below:—

General Waste Materials Reclamation Trade Board (Great Britain).—Proposal DB(33), dated 22nd August, 1944.

Perambulator and Invalid Carriage Trade Board (Great Britain).—Proposal I(39), dated 24th August, 1944.

Further information concerning the proposals listed above may be obtained by persons engaged in the respective trades from the Secretary of the Board concerned at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

CONFIRMING ORDERS.

During August, 1944, Orders* confirming variations of minimum rates of wages in the trades concerned were made as follows:—

Sugar Confectionery and Food Preserving Trade Board (Great Britain).—Order F(35), dated 26th August, 1944; effective from 11th September, 1944.

Boot and Shoe Repairing Trade Board (Great Britain).—Order D(78), dated 3rd August, 1944; effective from 23rd August, 1944.

Aerated Waters Trade Board (England and Wales).—Order A(27), dated 15th August, 1944; effective from 28th August, 1944.

Retail Bespoke Tailoring Trade Board (England and Wales).—Order RB(E. & W.)22, dated 10th August, 1944; effective from 23rd August, 1944.

Retail Bespoke Tailoring Trade Board (Scotland).—Order RBS(23), dated 22nd August, 1944; effective from 4th September, 1944.

Baking Trade Board (England and Wales).—Order BK(E. & W.)9, dated 19th August, 1944; effective from 8th September, 1944.

Stamped or Pressed Metal Wares Trade Board (Great Britain).—Order Q(58), dated 21st August, 1944; effective from 4th September, 1944.

Hollow-ware Trade Board (Great Britain).—Order H(42) dated 30th August, 1944; effective from 11th September, 1944.

Button Manufacturing Trade Board (Great Britain).—Order V(37), dated 30th August, 1944; effective from 11th September, 1944.

Baking Trade Board (Northern Ireland).—Order N.I.Bk(28), dated 9th August, 1944; effective from 14th August, 1944.

Dressmaking and Women's Light Clothing Trade Board (Northern Ireland).—Orders N.I.W.D.(44) and N.I.W.D.(45), both dated 27th July, 1944; effective from 21st August, 1944.

OFFICIAL PUBLICATIONS RECEIVED.*

[NOTE.—The prices shown are net; those in brackets include postage.]

INDUSTRIAL HEALTH.—(i) *Report of the Advisory Committee on the Treatment and Rehabilitation of Coal Miners in the Wales Region Suffering from Pneumokoniosis.* Ministry of Fuel and Power. Price 3d. (4d.)—See summary on page 143 of this GAZETTE. (ii) *The Recording of Sickness Absence in Industry.* Industrial Health Research Board Report No. 85. Price 4d. (5d.)—See page 148 of this GAZETTE.

INTERNATIONAL LABOUR CONFERENCE, PHILADELPHIA, April–May, 1944.—*Report to the Minister of Labour and National Service by the Delegates of H.M. Government.* Cmd. 6547. Price 2s. 6d. (2s. 8d.)—See page 148 of this GAZETTE.

UNEMPLOYMENT INSURANCE.—*Selected Decisions given by the Umpire on Claims for Benefit during the Six Months ended 30th June, 1944.* U.I. Code 8B. Pamphlet No. 1/1944. Ministry of Labour and National Service. Price 2d. (3d.).

* See footnote * on page 160.

STATUTORY RULES AND ORDERS.

The undermentioned Orders relating to matters with which the Ministry of Labour and National Service are concerned, either directly or indirectly, have recently been published in the series of *Statutory Rules and Orders*. The price of each Order,* unless otherwise indicated, is 1d. net (2d. post free).

Order in Council continuing in force the Emergency Powers (Defence) Act, 1939, as amended by Subsequent Enactments. (S. R. & O. 1944, No. 931).—This Order, made on 10th August, 1944, provides for the continuance in force of the Emergency Powers (Defence) Act, 1939 (as amended) for a further period of one year beginning with 24th August, 1944.

Allied Powers (War Service) (No. 2) and (No. 3) Orders, 1944. (S. R. & O. 1944, Nos. 991 and 992, respectively).—See summary on page 148.

Unemployment Insurance (Emergency Powers) (Mercantile Marine Exclusion) Regulations, 1944, dated August 29th, 1944, made by the Minister of Labour and National Service. (S. R. & O. 1944, No. 996).—See summary on page 148.

National Health Insurance (Mercantile Marine Exclusion) Regulations, 1944, dated August 29th, 1944, made by the National Health Insurance Joint Committee, the Minister of Health, the Secretary of State for Scotland and the Minister of Labour for Northern Ireland. (S. R. & O. 1944, No. 1037).—See page 148.

ENGINEERING CADETSHIPS SCHEME.

In February of this year, when it was not possible to know whether it would be necessary to award further Cadetships under the scheme of Engineering Cadetships which was introduced in 1942, it was announced that it was proposed to award further Cadetships to boys during the autumn of 1944, subject to the circumstances then prevailing; and applications were invited. The view subsequently taken, in the light of the development of the war situation and of the latest estimates of the future requirements of the Forces for technical officers, was that these requirements would be adequately covered without the need to train further Engineering Cadets under this scheme.

It was accordingly decided that the Education Departments should not be asked to award further Engineering Cadetships this year.

Arrangements have, however, been made to complete the interviewing of candidates selected for that purpose from among those who applied in response to the earlier announcement, so that applicants enlisted into the Services who have been adjudged to be suitable for Engineering Cadetships may be specially noted by the Services, with a view to their consideration for training for Commissions in branches of the Services which do not call for engineering qualifications, and to the further possibility of their being sent to Technical Colleges for specialised technical training at a later date, if circumstances should alter and make that desirable.

FACTORIES ACTS.

FACTORY FORMS

From time to time the Ministry of Labour and National Service issue Factory Forms regarding Regulations and Orders made under the Factories Acts. The undermentioned Forms have been issued or reprinted since the previous list was published in the July, 1944, issue of this GAZETTE and may be purchased at the prices shown.* The prices in brackets include postage.

No.	Title and Price.
327	Memorandum on Medical Supervision in Factories. June, 1944, price 2d. (3d.).—See page 148 of this GAZETTE.
814	Memorandum on Explosion and Gassing Risks in the Cleaning, Examination and Repair of Stills, Tanks, etc. Price 3d. (4d.).
848	Memorandum on Precautions in the Use of Nitrate Salt Baths. June, 1944, price 4d. (5d.).
849	Nitrate Salt Baths. Cautionary Notice. June, 1944, price 1d. (2d.).
954	Factories Act, 1937. Electricity Regulations. August, 1944, price 2d. (3d.).
1021	Factories (Testing of Aircraft Engines, Carburettors, and Other Accessories) Order, 1944. Abstract, July, 1944, price 2d. (3d.).

*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

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