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CONTENTS.

	PAGE		PAGE
Control of Engagement Order, 1945	91	Blasting of Castings, etc., in Factories : New Draft	
The Family Allowances Act	92	Special Regulations	98
Resettlement after War Service : Resettlement Advice		Salaries of School Teachers	98
Offices ; Training for Careers ; Further Education		Control of Prices : Changes in Maximum Retail Prices	98
and Training ; Training Allowances	93	Changes in Food and Soap Rations	98
Training in Agriculture and Horticulture : Schemes for		Emergency Powers (Defence) Act, 1945	98
Non-disabled and Disabled Persons	94	Changes in Rates of Wages and Hours of Labour	99
Registration for Employment : Men formerly Employed		Fatal Industrial Accidents ; Industrial Diseases	101
in Building and Civil Engineering	95	Trade Disputes in May	102
Registration of Boys and Girls	95	Changes in Retail Prices and Cost of Living	103
Disabled Persons (Employment) Act, 1944 (Commence-		Retail Prices Overseas	104
ment) Order, 1945	95	Employment Overseas	104
Release from the Merchant Navy	95	Official Publications Received	104
Employment of Nurses and Midwives : Measures to		Legal Cases affecting Labour	105
Meet Demand for Nurses ; Recruitment of Nurses for		Unemployment Insurance : Decisions by the Umpire	106
Far East	96	Wages Councils Act : Notices and Orders	106
Post-War Organisation of Private Domestic Employ-		Industrial Courts Act, 1919, and Conciliation Act, 1896 :	
ment : Report	96	Arbitration Awards	106
Joint Industrial Councils : New Council	96	Conditions of Employment and National Arbitration	
Coal Mining Industry : Statistical Digest, 1944	97	Orders : Arbitration Awards	107
Miners' Welfare	97	Factories Act : Blasting of Castings and other Articles :	
Safety in the Use of Power Presses	97	Draft Special Regulations, 1945	108
		Factories (Glass Protection) (Revocation) (Northern	
		Ireland) Order, 1945	108
		Statutory Rules and Orders	108

CONTROL OF ENGAGEMENT ORDER, 1945.

Revised provisions relating to the control of the engagement for employment of men and women have been laid down in a new Order,* under the above title, made by the Minister of Labour and National Service on 22nd May, 1945.

Nature and Object of the Order.—The Order was foreshadowed in paragraph 34 of the White Paper (Cmd. 6568)† on the Re-Allocation of Man-Power between Civilian Employments during any Interim Period between the Defeat of Germany and the Defeat of Japan. It is an integral part of the Government's plan for the orderly re-allocation of the men and women who can be released from their particular jobs in war service or in the munitions industries, and for effecting this as far as possible on a voluntary basis and narrowing the field of compulsion to the strictest limits. While Defence Regulation 58A is being retained in the background, the intention is to dispense with the use of the power of direction to a great extent and to use instead the much more limited powers of the Control of Engagement Order.

The Order represents a substantial step in the direction of the relaxation of labour controls, and makes provision so as to enable progressive steps to be taken in relaxing control still further by lowering, from time to time, the upper age-limit of persons within the Order.

The object of the Order is to ensure that the men and women now to be released from their present war jobs, and particularly younger men and women, should go to work in which their services are required in the national interest, e.g., work on munitions production for the Japanese war or on vital reconstruction work and the manufacture of the civilian goods urgently needed ; and this is effected by providing that engagements of certain specified classes of persons may be made only through Appointment Offices, Employment Exchanges or approved agencies.

In addition to enabling the use of the power of direction to be severely limited, the Order also revokes the following Orders and provisions :—

(1) The Undertakings (Restriction on Engagement) Order, 1941,* which applies to men of all ages in certain industries, viz., building and civil engineering, general engineering, and the installation, maintenance and repair of electrical equipment.

(2) Certain provisions, relating to the engagement of workers, of the Essential Work Orders applying to ship-building and shiprepairing and the coal-mining industry, viz., Articles 10, 11 and 12 of the Essential Work (Ship-building and Shiprepairing) (No. 2) Order, 1942,† and Article 8 of the Essential Work (Coalmining Industry) Order, 1943.‡

(3) The Employment of Women (Control of Engagement) Orders, 1943,§ which apply to women between the ages of 18 and 40.

In addition, the new Order permits of the relaxation of the very detailed control of the employment of all men of military age through the individual deferment system. Employers will no longer be required to apply for deferment in order to retain the services of men born in 1914 or earlier, i.e., those who are above the present age for calling up for military service.

Control of Engagement of Men.—The Order frees from control the engagement of men over 50 and boys under 18, which has hitherto been restricted in the industries covered by the Orders mentioned above as having been revoked ; but it provides a general control over the engagement of men aged 18–50 in all industries.

Control of Engagement of Women.—As regards women, the Order reproduces the main provisions of the Employment of Women (Control of Engagement) Orders, now revoked, but it excepts certain women with special qualifications who have hitherto been controlled ; these exceptions are indicated below in the paragraphs dealing with employment in a managerial, professional, etc. capacity.

* See the issue of this GAZETTE for January, 1942.

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

‡ See the issue of this GAZETTE for April, 1943.

§ See the issues of this GAZETTE for February and September, 1943.

* S. R. & O. 1944, No. 579. H.M. Stationery Office; price 2d. net (3d. post free).
† See the issue of this GAZETTE for December, 1944.

Nature of Control.—The Order controls the engagement of workers by prohibiting:—

(a) employers from seeking to engage any person for employment (*e.g.*, by advertising a vacant situation either in the press or by exhibition of a notice or by circular letters) except by notifying particulars of vacancies to a Local Office of the Ministry of Labour and National Service or to an agency approved under the Order;

(b) employers from engaging any person for employment unless that person has been submitted by a Local Office or an agency approved under the Order;

(c) workers from taking up employment otherwise than by submission through a Local Office or an agency approved under the Order. (Workers are not, however, prohibited from seeking to engage for employment.)

Re-engagement by the same employer is regarded as engagement, but re-engagement is permitted without reference to a Local Office:—

(a) if the period between termination of the employment and re-engagement is not more than 14 days—except in the case of employees of building and civil engineering undertakings;

(b) if the re-engagement follows immediately any period of sickness which caused the termination of employment; but in the case of employees of building and civil engineering undertakings the re-engagement must be on the same site, unless permission to transfer is obtained;

(c) on resumption of work on the termination of any stoppage of work due to a trade dispute which caused the suspension of employment.

Scope.—The persons whose engagement is controlled, *i.e.*, the restricted age-groups, are men aged 18–50 inclusive and women aged 18–40 inclusive. Provision is made in the Order to enable the Minister to reduce the upper age-limits from time to time and thus narrow the field covered by the Order.

Exceptions.—Although the Order is of general application, there are certain exceptions of which the following are the most important:—(a) A woman if she has living with her a child of her own under the age of 14. (b) Ex-Servicemen and women when they are exercising reinstatement rights or during their periods of paid leave following release from the Services. (c) Employment without remuneration. (d) Part-time employment, *i.e.*, employment whether with one or more than one employer that involves not more than thirty hours' service weekly in all. (e) Employment of a casual nature, otherwise than for the employer's trade or business. (f) Employment in agriculture, horticulture or forestry, (except in the case of males aged 16 years and over in Scotland). (g) Employment as a fisherman or as a master or member of the crew of a fishing boat. (h) Employment in a managerial capacity (*see below*). (i) Employment in a professional, administrative or executive capacity, other than certain scarcity categories (*see below*).

Employment in a Managerial Capacity.—Vacancies for managers are excepted as such, irrespective of the qualifications of the worker concerned. A manager is held to be a salaried official in executive charge of a department, works, contract, or office, and the term can be held to include superintendents or head foremen in charge of other foremen.

Employment in a Professional, Administrative or Executive Capacity.—Employment in a professional, administrative or executive capacity, which in general covers vacancies above the rank of foreman (above the grade of supervisor in offices), is generally excepted, but the scarcity categories listed in the Second Schedule to the Order are subject to control. The scarcity categories include professionally qualified engineers, chemists, metallurgists and physicists, as well as pharmacists, dispensers, nurses, midwives, radiographers and physiotherapists.

Approved Agencies.—The Order provides that such trade unions and employment agencies as had been approved under revoked Orders, *i.e.*, the Undertakings (Restriction on Engagement) Order, 1941, and the Employment of Women (Control of Engagement) Orders, 1943, will continue to be approved for the purpose of placing the same classes of persons in the same industries as at present. There is also provision for extending approval of these agencies in respect of other persons or industries, and for giving approval to other agencies.

Permits.—Provision is made in the Order for the issue of permits. A permit will only be issued to a person who makes an application at a Local Office (including Appointments Office) of the Ministry of Labour and National Service for employment restricted under the Order and in whose case the Local Office decides that the employment can most suitably be obtained by individual effort. The permit, which will specify the type of employment and the period for which it is valid, will enable the holder to obtain such employment without reference to the Local Office.

Exemption Certificates.—In certain circumstances an exemption certificate will be issued to an employer which will enable him to engage workers or to seek to engage workers, *e.g.*, by advertising for men or women in specified age groups for specified employments subject to certain conditions set out in the certificate.

General.—The general effect of the Order is that employers may not seek to engage any person within the restricted age-groups for any employment other than excepted employments, but must notify particulars of the vacancy to a Local Office or an approved agency. It will not be legal for an employer first

to engage the person even temporarily and then to seek approval. Any person wanting work who is covered by the Order is not prevented from approaching an employer with a view to an engagement, but no engagement can be made except through the Local Office of the Ministry of Labour and National Service or an agency approved for the purpose.

The Order came into force on 4th June, 1945.

THE FAMILY ALLOWANCES ACT.

The Family Allowances Act, which gives legislative effect to the scheme for the payment of family allowances outlined in the White Paper on Social Insurance (Part I),* received the Royal Assent on 15th June, 1945.

The Act provides that the Minister of National Insurance shall pay out of funds provided by Parliament, "for every family which includes two or more children and for the benefit of the family as a whole, an allowance in respect of each child in the family other than the elder or eldest at the rate of five shillings a week." For the purposes of the Act, a child is defined as (a) one who is under the upper limit of the compulsory school age, or (b) one over that age who is undergoing full-time instruction in school, or is an apprentice, until the 31st July after his sixteenth birthday. As regards the children who may be included in a family for the purpose of allowances, the general principle is that a person may include in his family, in addition to his own children (and in general, step-children and legally adopted children) a child or children whom he maintains; but so long as a child is living with a parent, or a parent is contributing at least 5s. weekly towards the child's maintenance, that child will always be included in the parent's family.

The Act provides that in the case of a man and his wife living together the family allowance is to belong to the wife, but that either the man or the wife may draw the allowance; in any other case the family allowance will belong to the man or woman to whose family the children belong. If, in the case of a man and wife living together, a court of summary jurisdiction is satisfied that one of them is not, as against the other, a proper recipient of allowances for their family, the court may order that the allowances be paid either to the man or to the wife to the exclusion of the other.

Claims for family allowances are to be decided by the Minister of National Insurance, subject to the right of persons dissatisfied with the decision to appeal to a referee or referees, whose decisions are to be final. Arrears of allowances are to be paid in full if the claim is made within six months of the date of entitlement; if the claim is made more than six months after that date, six months' arrears will be paid.

For the purposes of the grant of allowances under the Act provision is made that children shall not be included in any family as respects any period during which they are removed from the control of their parents by virtue of provisions of the Children and Young Persons Act, 1933 (or the corresponding Act of 1937 in Scotland); nor will they, in certain circumstances, be included in a family if they are in the care of a Poor Law Authority. Children in respect of whom orphan's pensions are being paid under the Widows', Orphans' and Old Age Contributory Pensions Act, 1936, are likewise not to be treated as included in any family, and no allowance will therefore be paid for such children. Moreover, no supplementary allowances, etc., are to be payable under the Workmen's Compensation Acts, the Unemployment Insurance Acts or the Contributory Pensions Acts in respect of children for whom family allowances are being paid. Thus, as provided in the White Paper referred to above, there will be no duplication of children's allowances under the various social service schemes.

Family allowances in respect of those children who qualify are to be paid under the Act to persons serving in the Armed Forces (or Auxiliary Services) or their dependants, disabled ex-service men, and persons drawing pensions under the civilian war injuries scheme, in addition to the allowances already being received for those children. If, however, the Minister of National Insurance is satisfied that benefits, *additional* to those now received and equivalent to family allowances, are being paid to persons in the categories mentioned above, he may make regulations for withholding family allowances.

Allowances will ordinarily be payable only for the family of (a) a married couple where the man is a British subject born in the United Kingdom and where he and his wife are living in this country; or (b) a man, or a woman, if he or she, is a British subject born in the United Kingdom and living in this country. A child will not be included in a family for the purposes of the Act unless he (or she) is resident in Great Britain. Family allowances will be payable only in Great Britain.

The Act will come into force on a day or days to be appointed by the Minister of National Insurance.

An Explanatory and Financial Memorandum accompanying the Bill states that, according to estimates made by the Government Actuary, at the outset of the scheme there will be about 2,600,000 families with two or more children within the meaning of the Act, and that the expenditure by the Exchequer on family allowances during the first full year of operation will be about £57 millions. For the purpose of these estimates the minimum school-leaving age has been taken as 15; the raising of this age to 16 would involve an addition to the annual cost of about £2½ millions.

* See the issue of this GAZETTE for October, 1944, page 162.

RESETTLEMENT AFTER WAR SERVICE.

RESETTLEMENT ADVICE OFFICES.

By invitation of the Minister of Labour and National Service, Mr. Ernest Bevin, M.P., on 6th June, inaugurated the Resettlement Advice Service* in London by declaring open a new office established for this Service in Oxford Street, London.

Almost a year ago (on 29th June, 1944), Mr. Bevin, then Minister of Labour and National Service, announced in the House of Commons that he was making plans to establish Resettlement Advice Offices as an extension of the existing service given by the Department in all parts of the country. He stated that the function of these Offices would be to give advice and information to all men and women released from the Forces or from other forms of war service, and thus render every possible assistance to them in dealing with their resettlement problems. By providing these centres at which such persons may seek assistance, whatever their requirements may be, it was intended to help them to solve their difficulties and to save them avoidable journeys and enquiries. He also said that the work of these Offices would be dovetailed with that of the Department's outside Welfare Officers and would be co-ordinated with that of the voluntary organisations.

The plans thus announced provided for the establishment of Resettlement Advice Offices in all towns in which there are Employment Exchanges, *i.e.*, about 370 in all. Of this total, 228 were scheduled to be opened by 6th June and most if not all of the rest by the end of June. Forty-three of the Offices are located in the London and South-Eastern Region, which covers the Metropolitan Police Area (approximately), and the counties of Kent, Surrey and Sussex. In order to meet the needs of applicants living in areas remote from these 370 principal Employment Exchange centres, the new Offices will link up with the 600 or more subsidiary Local Offices of the Department (Employment Offices and Branch Employment Offices, mainly in rural districts) and any enquiries which cannot be dealt with directly by those subsidiary offices will be met either by visiting officers from the parent Resettlement Advice Office or by an invitation to attend the nearest Resettlement Advice Office. In all, therefore, about 1,000 offices will take part in the new Service, and so ensure that it is universal throughout the country.

The aim of the Service is to give information and advice on resettlement problems and difficulties of whatever kind, whether they fall within the scope of the Ministry of Labour and National Service or not. The new Offices will therefore work in close collaboration with local offices of other Government Departments, Local Authorities, ex-Service men's associations and voluntary organisations of all kinds, and, if an enquirer's needs can best be met by reference to these other sources of help and guidance, or require specialised treatment, the Resettlement Advice Offices will make the necessary contact on behalf of the applicant. Thus it is intended to make the new Service thoroughly comprehensive, and obviate the disheartening process of "passing on" an enquirer unnecessarily from one address to another.

Special care has been devoted to selecting and training the staff to man the new Offices. Picked officers of the Department, reinforced by a number of suitable men and women who have served in the Forces, have been through courses of training to equip themselves for their new and responsible tasks. Apart from general instruction, the lectures and discussions at these courses included addresses by Service speakers (*e.g.*, on the special difficulties of ex-Service men and women in settling down in civilian life), and descriptions of the activities and scope of the central Government and Local Government Services, the scope and work of the voluntary social organisations, and the measures and schemes for which the Ministry of Labour and National Service are responsible (placing in employment, re-instatement, training, welfare, rehabilitation of the disabled, grants for re-starting in business, etc.).

To assist the staff further in dealing with the very wide range of enquiries likely to be made, a reference book has been compiled with the co-operation of other Government Departments and voluntary organisations, giving detailed information on almost every subject on which visitors to these Offices may be expected to need enlightenment, and so set out as to form a ready means of reference. Arrangements have been made to keep this book up-to-date, so that the information put at the disposal of enquirers may be at all times authentic.

TRAINING FOR CAREERS.

In pursuance of their plans for assisting the resettlement of men and women released from the Forces or other forms of war service who possess qualifications or latent capacity for "higher appointments," the Ministry of Labour and National Service have prepared a general handbook and a series of pamphlets entitled "Careers for Men and Women," giving information about professions and callings for which further education or training beyond the secondary school standard is normally necessary.

The handbook sets out briefly the training required for each career and the prospects of employment after training. In the pamphlets, fuller details will be found, including particulars

of the length and cost of training, the places where it can be taken, the concessions available to ex-service entrants and the opportunities for employment after qualification.

Copies of the introductory handbook have been despatched to the more distant operational areas in conjunction with the preliminary distribution of the "Release and Resettlement" booklet.* A general distribution of the handbook and pamphlets throughout the three Services has now begun and men and women will soon be able to obtain them on application to their Commanding Officers.

Persons whose careers have been interrupted by their service in other forms of war work will be able to obtain the handbook and the pamphlets from Regional Appointments Offices, Employment Exchanges and Resettlement Advice Offices of the Ministry of Labour and National Service. At a later date it is intended to issue a sale edition, and copies of the handbook and pamphlets will then be obtainable from H.M. Stationery Office, or through any bookseller.

FURTHER EDUCATION AND TRAINING.

The Ministry of Labour and National Service have also issued a revised leaflet (P.L. 120), explaining the Further Education and Training Scheme under which financial assistance may be provided to enable suitably qualified men and women who have been engaged on work of national importance to undertake or continue further education or training, *i.e.*, beyond the secondary school standard.

The scheme, as described in the revised leaflet, which embodies certain amplifications and modifications of the earlier leaflet,† covers: whole-time training at a university or other educational institution or in a profession or business where practical as well as theoretical training is required; part-time training relevant to and taken in conjunction with paid employment; and refresher courses. Applicants will ordinarily be required to show that by reason of their war service they have either been unable to start training, or have suffered interruption of training, or are unable to resume their previous career.

The award to a successful applicant of assistance under the Scheme will take the form (subject in all cases to financial necessity) of a grant which may, in addition to payments covering fees incidental to the course of training, include a payment for the maintenance of the applicant. In the case of married persons, the award may include an additional sum for maintenance in respect of a wife and each child.

The Scheme is primarily intended for persons who have completed a period of full-time effective service in H.M. Armed Forces, including their Auxiliary and Nursing Services, the Merchant Navy, the Civil Defence Services, the Police Auxiliaries or the Civil Nursing Reserve, and for men who have volunteered for or been directed to work in the coal mines as an alternative to service in the Armed Forces. The Scheme is also available for suitable applicants who have been employed in other work of national importance during the war.

Service men and women will be able to obtain the leaflet which outlines the Scheme from their Commanding Officers, and it will also be available at any of the offices of the Ministry of Labour and National Service.

TRAINING ALLOWANCES.

In reply to a question in the House of Commons the Minister of Labour and National Service, on 14th June, circulated a statement setting out a scale of allowances shortly to be introduced for men and women in training under the Ministry's resettlement training schemes. The scale of allowances has been drawn up so as to be higher than that of unemployment benefit, but in general not higher than the wages likely to be received in the first employment after training.

The weekly rates of allowances, which will apply to all trainees except those covered by the Further Education and Training Schemes, are set out below. In the case of trainees living away from home the allowances are in addition to payment of the cost of lodgings (normally not exceeding 30s. a week.)

Trainees living at Home:

	Males.	Females.
Aged 20 years and over	60s.	47s.
Aged 19 years	47s. 6d.	41s.
Aged 18 years	37s. 6d.	33s.
Aged 17 years	30s.	27s.
Aged 16 years	27s.	25s.

Trainees living away from Home:

Aged 20 years and over ...	35s.	25s.
Aged 19 years	25s.	20s.
Aged 18 years	19s.	17s.
Aged 17 years	17s.	15s.
Aged 16 years	15s.	15s.

The rates shown above are increased in appropriate cases by 10s. a week in respect of a wife or, in certain circumstances, other adult dependant, and by 5s. a week in respect of the first child under 16 years of age. Moreover, a trainee in training away from his home area, who continues to maintain his former home, may receive an additional allowance of 24s. 6d. a week. Daily travelling expenses are paid if the daily journey is over two miles each way, subject to relaxation as necessary in the case of disabled persons. If, however, a mid-day meal is provided free at the Training Centre, the rates shown above are reduced by 5s. a week.

* See the issue of this GAZETTE for July, 1944, page 107.

† See the issue of this GAZETTE for April, 1945, page 58.

† See the issue of this GAZETTE for May, 1943, page 63.

Employment after Training.—It is anticipated that many training employers will wish to give employment to trainees who have satisfactorily completed training with them, but in any case the Ministry of Agriculture, through the County Committees, will take all practicable steps to ensure that satisfactory trainees are found suitable employment on the land.

SCHEME FOR DISABLED PERSONS.

Arrangements similar to those outlined above for non-disabled persons have already been put into operation within recent months for the provision of training for disabled persons under the Disabled Persons (Employment) Act, 1944.

Disabled persons desiring training in agriculture or horticulture with the view of earning their living in the industry should, in the first instance, apply to the nearest local office of the Ministry of Labour and National Service. If considered eligible and *prima facie* suitable for such training, the applicant will be referred to the appropriate County War Agricultural Executive Committee. This will normally be the Committee for the county of residence, but where the applicant expresses a preference for training in some other county, his application will be sent to the War Agricultural Executive Committee for that county. The final decision as to whether or not a disabled person is suitable for training for a livelihood on the land will rest with the Ministry of Agriculture and Fisheries. Normally, applicants who seem unlikely to be capable eventually of earning the full minimum agricultural wage will not be accepted for training, but exception may be made for persons whose disability compels them to undertake open-air work.

Successful applicants without previous experience will be placed on selected farms, market gardens or similar establishments for up to twelve months' practical training. They will be State trainees, not paid workers, and, as in the case of the scheme for non-disabled persons, will be given standard allowances by the State during the period of training. An employer providing training will be required to make a contribution to the State for the value of the trainee's services in accordance with a scale to be agreed with the County War Agricultural Executive Committee. The training employer will also be required, as a general rule, to undertake to employ the trainee for at least twelve months after the end of the training period. Trainees will be accommodated on farms, or in lodgings or hostels near their place of training. Provision will be made as far as possible for the wives of married trainees to be lodged with their husbands.

Suitable applicants with agricultural or horticultural experience who wish to qualify as foremen, bailiffs, farm managers and the like may be given one-year courses of the farm institute type at training centres to be set up in a number of counties.

Further particulars about the scheme may be obtained from any local office of the Ministry of Labour and National Service, or any County War Agricultural Executive Committee.

REGISTRATION FOR EMPLOYMENT.

MEN FORMERLY EMPLOYED IN BUILDING AND CIVIL ENGINEERING.

In view of the heavy demands for labour for housing and other urgent and essential constructional work, measures are being taken by the Ministry of Labour and National Service to promote the return to the building and civil engineering industries of men who have previously been employed in those industries but are now employed elsewhere.

As a necessary first step to this end such workers were required by the Minister of Labour and National Service to be specially registered at local offices of the Ministry under the Registration for Employment Order on 16th June, 1945. The obligation to register applied to British subjects born between 1st January, 1886, and 16th June, 1927, both dates inclusive (*i.e.*, now aged approximately 18 to 60) who had been employed (whether under contract of service or on their own account) at any time since 1st January, 1935, for a total period of 12 months or more in any capacity (whether skilled or unskilled) in a building or civil engineering contracting undertaking.

The men concerned were required to register irrespective of whether they had already registered under the National Service Acts, Registration for Employment Orders, the Registration of Boys and Girls Order, or any other registration Order. The only exceptions were the following:—(i) men who on the date of registration were employed in building or civil engineering contracting undertakings; (ii) persons whose previous experience had been in canteen work only; (iii) persons who are normally exempted from liability to register under the Registration for Employment Orders, *e.g.*, men serving whole-time in or with the Armed Forces.

In view of the vital urgency of the need for their services it is hoped that workers covered by the registration will welcome this opportunity of returning to the building and civil engineering industries. The circumstances of each individual worker will be carefully considered before any arrangements are made to transfer him from his existing employment. If any direction has to be given there will be the usual right of appeal on grounds of hardship.

REGISTRATION OF BOYS AND GIRLS.

Further registrations of young persons subject to the Registration of Boys and Girls Order, 1941, took place on 26th May and 30th June, 1945, 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 26th May applied to all British boys and girls

resident in England and Wales or Scotland, who were born between 29th April, 1929, and 26th May, 1929, both dates inclusive. The registration on 30th June covered boys and girls born between 27th May, 1929, and 30th June, 1929, both dates inclusive.

DISABLED PERSONS (EMPLOYMENT) ACT, 1944 (COMMENCEMENT) ORDER, 1945.

In the Disabled Persons (Employment) Act, 1944,* provision is made that the Act shall come into operation on such day or days as His Majesty may by Order in Council appoint, and that different days may be appointed for different purposes and different provisions of the Act. As reported in the issue of this GAZETTE for August, 1944, certain sections of the Act were brought wholly or partly into operation on 15th August, 1944, by an Order in Council dated 10th August, 1944, and by a further Order in Council,† made on 28th May, 1945, all those sections of the Act not already in force have been brought into operation as from 1st June, 1945. The principal sections concerned are those relating to (i) the establishment and maintenance of a Register of Disabled Persons, the entry of names in the Register, and the duration of registration; (ii) the obligations on employers as to the employment of a quota of registered persons; (iii) the determination of employers' quotas; (iv) permits for the employment of persons not registered in cases where the quota conditions are not satisfied; (v) the appropriation of vacancies in certain (designated) employments to registered persons only; (vi) the records to be kept by employers; and (vii) the establishment of District Advisory Committees. In addition, certain other provisions, hitherto only partially operative, have been brought into full operation; these include, *inter alia*, the sections relating to (a) the provision of special facilities for the employment of registered disabled persons who are so severely disabled as to be unable to work under ordinary conditions, and (b) the preference to be accorded to ex-service men and women.

For the administration of the Act, such Regulations and Orders as may be necessary are to be made by the Minister of Labour and National Service, under the powers conferred on him by the Act. In reply to a question in the House of Commons on 31st May, the Minister stated that it was intended to introduce the obligation on employers to employ a quota of disabled persons as soon as experience showed that, without it, there was any difficulty in providing suitable employment for registered disabled persons.

RELEASE FROM THE MERCHANT NAVY.

The Minister of War Transport has announced that, after discussions with the representatives of the owners, officers, and men, it has been agreed that, subject to the over-riding need for keeping merchant ships fully manned, releases from the Merchant Navy should follow, broadly, the lines laid down for the Services‡, and, in the case of officers and men who desire to be released, regard should be had to their age and length of service during the war—two months of war service being regarded as the equivalent of one year of age.

There will be no reduction in the number of officers and men required for service in the Merchant Navy, but in view of the numbers available in the Merchant Navy Reserve Pool, together with the numbers of those who have been prisoners of war and contemplate returning to the Merchant Navy shortly, and of those who will be released from the Forces and will wish to return to the Merchant Navy, a start can be made with the release of officers and men now serving in the Merchant Navy.

Accordingly, the Minister has decided that applications for release may now be considered from Merchant Navy Officers and men in the following age and service groups:—

Officers:—Groups 1-7, *i.e.*, (i) all officers who are 50 years of age or over this year; and (ii) officers aged 45-49 this year, provided they have had the required length of service, which, in the case of those aged 45, is from October, 1939, and, in the case of those aged 49, is from June, 1940.

Ratings:—Groups 1-15, *i.e.*, (i) all ratings who are 50 years of age or over this year; and (ii) ratings aged 37-49 this year, provided they have had the required length of service, which, in the case of a man aged 37 is from October, 1939, and, in the case of one aged 49, is from October, 1941.

Full details of the age and service groups can be obtained from any Mercantile Marine Office or Merchant Navy Reserve Pool Office, or from the Officers' and Men's Societies; and those who desire to be released should apply for release, in the first instance, to the local Merchant Navy Reserve Pool Committee.

It should be noted that the Essential Work (Merchant Navy) Order is still in full operation. In accordance with the provisions of that Order, any officer or man whose application for release is refused, is entitled to appeal against the decision to the Superintendent of the Mercantile Marine Office, as the National Service Officer. If he is still not satisfied, he may appeal to the Local Appeal Board.

* See the issues of this GAZETTE for December, 1943, pages 163-4, and March, 1944, page 47.

† The Disabled Persons (Employment) Act, 1944 (Commencement) Order, 1945. S.R. & O. 1945, No. 615. H.M. Stationery Office; price 1d. net (2d. post free).

‡ See the issues of this GAZETTE for October, 1944, page 164.

EMPLOYMENT OF NURSES AND MIDWIVES.

MEASURES TO MEET DEMANDS FOR NURSES.

The National Advisory Council for the Recruitment and Distribution of Nurses and Midwives,* which is representative of nurses and midwives and their employers, recently made recommendations to the Minister of Labour and National Service about the fields of special service for State Registered Nurses qualifying after the April examination in England and Wales, and after the May examination in Scotland. The Council had in mind, on the one hand, the grave shortage of trained nurses to meet all demands for their services and, on the other hand, the specially acute shortages in certain forms of nursing, such as tuberculosis, chronic sick and mental nursing, as a result of which wards which are urgently required cannot be opened. After a full review, the National Advisory Council came to the conclusion that, for the present, not only must the requirement of a special year of service from newly qualified State Registered Nurses continue,† but that certain other changes must be recommended in an attempt to alleviate the most serious shortages.

In view of the great national need for the services of fully trained nurses in the fields of specially acute shortage, the Minister of Labour and National Service, after consultation with the Minister of Health and with the Secretary of State for Scotland, decided to accept the recommendations of the National Advisory Council. In doing so, he felt confident that newly qualified nurses would respond at once to this urgent call for their services in the same generous spirit in which nurses have answered other calls for service in the past, and that he could rely equally on employing authorities to assist him by freeing nurses wherever possible to meet this urgent national need.

The decisions taken as the result of the recommendations of the National Advisory Council on this matter are summarised below:—

1. The special fields of service for nurses qualifying after the April, 1945, examination in England and Wales, and the May examination in Scotland, will be as follows:—(a) Tuberculosis nursing, mental nursing and nursing of the chronic sick. (b) Training as a midwife which at present carries an obligation to practise midwifery for a year after passing Part II of the C.M.B. examination. (c) Training with District Nursing Associations which at present carries an obligation to practise district nursing for one year after qualifying. (d) Employment in certain E.M.S. hospitals specially designated by the Ministry of Health or the Department of Health for Scotland. (e) Nursing in a cancer hospital. (f) Nursing or training in a hospital specially devoted to treating ophthalmic patients or patients with diseases of the ear, nose and throat for nurses with one year or more of experience of this work before or during training for State registration, or to sick children's nursing for nurses who are already State Registered sick children's nurses. (g) Training for Part I of the C.M.B. examination which may be preceded or followed by six months' service in any other special field.

As regards (e) and (f), placing is conditional on the existing staff of the hospital being below an agreed minimum staffing standard.

In the case of a nurse over the age of 27 the training after Part I C.M.B. examination can include training for the Health Visitor's Certificate, which at present carries an obligation to practise as a Health Visitor for a year after qualifying.

2. A minimum staffing standard for trained staff for each training hospital will be assessed after consultation with the hospital authorities. This will have regard to the overall shortage of trained nurses, with particular reference both to the needs of the special fields and to the special features of the hospital in question.

3. Trained nurses required to bring the staffing of the hospital up to the agreed minimum staffing standard for a particular training hospital will in the first place be granted deferment from service in the special fields for a period of six months. If further trained nurses do not become available to the hospital from subsequent examinations, then sufficient nurses will be granted an extra six months' deferment to bring the staff in post up to the agreed minimum staffing standard. (In the case of Scotland, having regard to the incidence of the examinations, it was recommended that, as an experiment, deferments should be for a longer period).

4. Periods of deferment in their training hospital under 3 above will exempt the newly qualified nurses from further service in the special fields to the extent of the deferment period.

5. Nurses who have had previous experience in the special fields either before or during their training for State Registration will no longer be exempt from the requirement to give a year of special service to the State after qualification.

RECRUITMENT TO NURSING SERVICE IN INDIA AND THE FAR EAST.

State Registered and other nurses are urgently required for Service Hospitals in the Far East, particularly in India. About 1,000 State Registered Nurses are needed, in addition to a number of unqualified nurses with six months' or more experience of nursing to serve as members of Voluntary Aid Detachments. The State Registered Nurses will be granted commissions

in Queen Alexandra's Imperial Military Nursing Service Reserve. As regards nurses required as members of Voluntary Aid Detachments, applications are invited from women between the ages of 20 and 40 years who hold certificates of proficiency in first aid and home nursing or comparable qualifications and have had at least six months' experience in a hospital or similar institution. Information and advice concerning the above appointments may be obtained by intending applicants from the nearest Appointments Office of the Ministry of Labour and National Service.

POST-WAR ORGANISATION OF PRIVATE DOMESTIC EMPLOYMENT.

In March, 1944, the Minister of Labour and National Service asked Miss Violet Markham, C.H., LL.D., D.Litt., J.P., and Miss Florence Hancock, O.B.E., to review the schemes for the post-war organisation of private domestic employment received by the Ministry and, after consultation with appropriate individuals and associations, to make recommendations on future plans. The report of their survey has now been published as a White Paper.*

The chief recommendation of the Report proposes the formation of a Corporation for domestic workers on the lines of the National Service Hostels Corporation Ltd. The two main aims of this Corporation, for which the title "The National Institute of House-Workers" is suggested, would be (1) to supply competent domestic workers either trained by the Institute in their own centres or of whose efficiency they are otherwise satisfied, and (2) to adopt regulations for minimum rates of wages and conditions of work to which employers of the Institute's certified workers must conform. Local centres in which civilian women and girls could be trained should, it is suggested, be set up experimentally in ten or twelve provincial centres in addition to three centres in London. Hostels for day workers in various occupations should be attached to the training centres. An experimental training centre with a specialised course and staff should also be established in an agricultural area. For service women, readjustment courses should be set up by the authorities, before demobilisation. Maintenance allowances should be paid, where appropriate, during the training course.

Three types of worker members would be supplied to employers by the Institute: (a) resident, (b) regular workers employed by one household (daily or part-time) and (c) "supply workers," i.e., workers employed by more than one household (for a minimum of 4 hours a day). The Institute should also provide for the training of housewives (on a fee-paying basis). Standard wages and conditions should be settled by an independent committee.

It is recommended that all the work of the Institute, except training, should be ultimately self-supporting, the scheme being financed by subscriptions from householders, charges to hostel residents, and subscriptions by non-residents for club facilities. "Supply workers" would remain the employees of the Institute and housewives would be charged for their services at a rate to cover wages, insurance, holidays and administration.

Other recommendations are that payment of wages for domestic work where it is shown to be a necessity should be deductible from income before the employer's tax is assessed, that bye-laws for the control and supervision of Registry offices should be made compulsory upon all local authorities, and that the existing Home Helps Scheme should be extended to cover general sickness as well as maternity cases, the provision of such a scheme being made obligatory on local authorities.

All the recommendations in the White Paper are under consideration by the Government.

JOINT INDUSTRIAL COUNCILS.

NEW COUNCIL FOR THE SPORTS GOODS MANUFACTURING INDUSTRY.

A National Joint Industrial Council has been set up for the sports goods manufacturing industry. Negotiations for the establishment of such a Council have been proceeding for some time between representatives of the trade unions and the employers' federation concerned, and at a meeting held at the Ministry of Labour and National Service on 30th May, 1945, the new Council was formally constituted.

The Council is composed, on the employers' side, of representatives of the Federation of British Manufacturers of Sports and Games Ltd., and, on the workpeople's side, of representatives of the Amalgamated Society of Cricket Ball Makers, Amalgamated Society of Leather Workers, Amalgamated Society of Woodcutting Machinists, National Amalgamated Furnishing Trades Association, National Union of Leather Workers and Allied Trades, and Teston Independent Society of Cricket Ball Makers. The Joint Secretaries are Mr. E. L. Muxworthy (Employers' Side), c/o Slazenger's Ltd., Horbury, Yorks., and Mr. B. H. Rockman (Workpeople's Side), 18, Doughty Street, London, W.C.1.

The functions of the Council cover not only the regulation of wages and conditions of employment, but also the consideration of a wide range of matters affecting the progress and well-being of the industry on which joint consultation may be necessary or desirable.

* See the issue of this GAZETTE for February, 1943, page 22.

† See the issue of this GAZETTE for April, 1944, page 60.

* Report on Post-war Organisation of Private Domestic Employment. Cmd. 6680. H.M. Stationery Office; price 6d. net. (7d. post free).

COAL MINING INDUSTRY.

STATISTICAL DIGEST, 1944.

A Statistical Digest* relating to the coal mining industry has been issued by the Ministry of Fuel and Power, covering the period from 1938 to 1944, with some provisional figures for the first quarter of 1945. It contains both national and district figures of production, employment, finance, wages, distribution and equipment, and national figures relating to accidents and welfare. Statistics are also given as to opencast mining, gas and electricity supply undertakings, and production and consumption of coke.

The figures relating to production show that the quantity of saleable coal produced from mines amounted to 226,993,000 tons in 1938, and 231,338,000 tons in 1939. Since that year the production has fallen continuously to 184,098,000 tons in 1944. The provisional figure for the first quarter of 1945 was 45,497,000 tons, as compared with 47,230,000 tons in the corresponding quarter of 1944.

The average number of wage-earners on the colliery books was 781,700 in 1938, and 766,300 in 1939. In 1943 the number was 707,800, in 1944 it was 710,200 and in the first quarter of 1945, 716,700. Of the average number of 710,200 wage-earners in 1944, 41,300 were under 18 years of age, 45,500 were 18 and under 20 years, 599,000 were 20 and under 65 years, and 24,400 were 65 years and over. Of the same total number, 550,500 were working below ground, of whom 284,600 were at the working face and 265,900 elsewhere below ground, and 159,700 were working on the surface, of whom 157,500 were male workers and 2,200 female workers.

The average number of persons in effective employment, *i.e.*, excluding those wage-earners who were absent for the whole of any week from whatever cause, was 641,600 in 1944, and 647,700 in the first quarter of 1945.

The average output per wage-earner in 1938 was 290.4 tons, and in 1939 it was 301.9 tons. The corresponding output in 1943 was 274.8 tons, and in 1944 it was 259.2 tons. The provisional figure of average output per wage-earner in the first quarter of 1945 was 63.5 tons, as compared with 67.1 tons in the corresponding quarter of 1944. The average output per man-shift worked at the coal face was 3.00 tons in 1938 and in 1939, 2.75 tons in 1943 and 2.70 tons in 1944. The provisional figure for the first quarter of 1945 was 2.68 tons. The corresponding figures per man-shift worked by all wage-earners, both underground and on the surface, were 1.14 tons in 1938 and 1939, 1.03 tons in 1943 and 1.00 tons in 1944 and in the first quarter of 1945.†

The total cost of production, per ton disposable commercially, was 33s. 3d. in 1944, compared with 16s. 1d. in 1938 and 16s. 5d. in 1939. Of these costs, wages accounted for 23s. 8d. in 1944, 10s. 6d. in 1938 and 10s. 10d. in 1939.

The average weekly cash earnings of wage-earners of all ages were £2 15s. 9d. in 1938, £2 19s. 6d. in 1939, £5 0s. 0d. in 1943, and £5 9s. 4d. in 1944. In the fourth quarter of 1944 they were £5 13s. 0d. The value of allowances in kind rose from 2s. 2d. a week in 1938 to 4s. 0d. a week in the fourth quarter of 1944. The average cash earnings per man-shift worked rose from 11s. 3d. in 1938 to 22s. 4d. in the fourth quarter of 1944. The following Table shows the average cash earnings per wage-earner (all ages), and the average value of allowances in kind, in each district, during the year 1944:—

District.	Cash Earnings.		Value of Allowances in Kind.	
	Per man-shift worked.	Per Week.	Per man-shift worked.	Per Week.
	s. d.	£ s. d.	s. d.	s. d.
Northumberland ..	21 2.89	5 6 7	1 8.53	8 7
Cumberland ..	22 2.02	5 13 11	—	—
Durham ..	20 3.14	5 3 9	1 6.91	8 1
Yorkshire ..	22 2.59	5 6 8	0 8.60	3 5
North Derbyshire ..	23 8.84	5 18 11	0 7.18	3 0
Nottinghamshire ..	25 10.91	6 7 8	0 7.65	3 2
South Derbyshire ..	25 8.39	7 0 1	0 5.55	2 6
Leicestershire ..	27 0.57	7 5 4	0 5.91	2 8
Lancashire and Cheshire ..	21 4.78	5 10 1	0 0.44	0 2
North Wales ..	20 5.16	5 12 6	0 6.82	3 2
North Staffs. ..	22 3.36	5 4 6	0 1.95	0 9
Cannock Chase ..	19 9.93	4 18 8	0 7.51	3 1
S. Staffs. and E. Worcs. ..	19 9.76	5 2 1	0 9.59	4 1
Shropshire ..	21 3.69	5 8 3	0 9.98	4 3
Warwickshire ..	24 0.40	5 16 9	0 8.92	3 7
S. Wales and Mon. ..	20 4.92	5 1 2	0 7.78	3 3
Forest of Dean ..	20 8.87	5 8 2	0 7.41	3 3
Bristol and Somerset ..	18 9.88	4 19 2	0 9.16	4 0
Kent ..	23 0.83	5 6 7	0 7.91	3 1
Scotland ..	20 7.08	5 15 4	0 2.25	1 1
Great Britain ..	21 7.90	5 9 4	0 8.73	3 8

The amount of coal lost owing to stoppages of work caused by disputes is estimated at about 943,000 tons in 1938, 1,090,000 tons in 1943, and 3,000,000 tons in 1944. The provisional figure for the first quarter of 1945 was 343,000 tons. Recognized holidays, accidents, breakdowns and transport difficulties, etc., brought the total tonnage lost from causes other than absenteeism to approximately 45,114,000 (including 31,385,000 tons

lost owing to want of trade) in 1938, to about 14,120,000 in 1944 and to about 2,750,000 in the first quarter of 1945.

The average percentage of shifts lost that could have been worked, excluding shifts lost through work not being available owing to recognised holidays, disputes, accidents, transport difficulties, etc., was 6.4 in 1938, 6.9 in 1939, 12.4 in 1943 and 13.6 in 1944. The provisional figure for the first quarter of 1945 was 16.1. Of the figure of 13.6 per cent. of shifts lost in 1944, 5.6 was due to voluntary absenteeism (*i.e.*, absences for which no satisfactory reason was given) and 8.0 to involuntary absenteeism. For workers at the coal face the percentage of absenteeism in 1944 was 16.3, for other underground workers 14.1, and for surface workers 8.5.

MINERS' WELFARE.

A booklet* describing the work of the Miners' Welfare Commission has recently been published by H.M. Stationery Office.

The booklet shows that the first legislative provisions relating to miners' welfare were included in an Act of 1911. The Mining Industry Act, 1920, however, was more directly concerned with the subject, establishing a fund "to be applied for purposes connected with the social well-being, recreation and conditions of living of workers in and about coal mines". The Act of 1920 provided that a levy of one penny on every ton of coal raised in Great Britain should be paid into the Miners' Welfare Fund constituted in this way. By the Mining Industry Act of 1926, another levy, of one shilling in the pound on mining royalties, was instituted specifically for pithead baths. The Miners' Welfare Fund is administered by the Miners' Welfare Commission, which is composed mainly of men drawn from the industry itself. In normal times the Fund has an annual income of about £1,000,000.

The Commission provide the capital cost of pithead baths from the Miners' Welfare Fund, but they make no grants for the maintenance of the baths, which are largely supported by deductions from the wages of the miners themselves.

The Mining Industry Act, 1920, provided that part of the Welfare Fund might be applied to educational purposes. The Commission has built or equipped 77 mining schools and technical institutes, where senior, advanced and university courses in mining subjects are given. In addition to these facilities, scholarships for advanced mining courses are also provided out of the Welfare Fund. Moreover, other grants are made to enable students of mining families to undertake university courses in other professions.

In the realm of research, the booklet points out that the Safety in Mines Research Board, which is appointed by the Minister of Fuel and Power, has in the past been almost wholly supported by grants from the Miners' Welfare Commission, and it describes briefly the work carried out by the Research Board.

The booklet reviews the other activities of the Miners' Welfare Commission under the headings of social well-being and recreation; recreation grounds; boys' clubs; children's playgrounds; health and medical treatment; canteens; and rehabilitation centres.

SAFETY IN THE USE OF POWER PRESSES.

Two Reports on safety in the use of power presses, submitted by the Chief Inspector of Factories to the Minister of Labour and National Service, have just been published by H.M. Stationery Office.

It has long been recognised that one of the most dangerous machines in industry is the power press, particularly because accidents due to trapping between the punch and die often result in severe mutilation. The question of the prevention of such accidents has engaged the attention of industry in many manufacturing processes for many years. Industrial developments during the past quarter of a century have led to a very great increase in the use of power presses, and this in turn has been reflected in the number of accidents, many of which have resulted in permanent injuries leading to amputation, often of a serious nature and frequently involving young persons. These facts led in May, 1939, to the suggestion that an investigation should be made into methods of ensuring the greatest possible degree of safety in the use of power presses, and early in 1940 a strong Committee of technical experts, including representatives of press makers, guard makers and press users, was appointed under the Chairmanship of a Deputy Chief Inspector of Factories. Pressure of war work interrupted the progress of the enquiry until May, 1944. It has since been completed and a Report† has now been issued containing the recommendations of the Committee.

The Report points out that the great majority of accidents with power presses occur during a normal stroke of the press, through the operator's hands being inadvertently within the trapping area. "If there are 10 strokes a minute, then in a year of 50 weeks of 50 hours' working time there is a total of 1½ million press strokes. It can, therefore, scarcely be considered carelessness if by chance a finger remains once during those 1½ million strokes in the danger area." The Report examines various methods of preventing the many accidents due to this cause, as well as the relatively fewer accidents due to abnormal strokes

* Statistical Digest, 1944. Cmd. 6639. H.M. Stationery Office; price 1s. 6d. net (1s. 8d. post free).

† These figures of average output per man-shift worked differ slightly from those previously published in the "Statistical Digest from 1938," owing to certain adjustments which have been made in the method by which the averages are computed.

* Mining People. H.M. Stationery Office; price 9d. net (11d. post free.)

† Report of the Committee on Safety in the use of Power Presses. H.M. Stationery Office; price 1s. net (1s. 2d. post free.)

of the press. Fixed guards, automatic guards and other devices of different types are considered, and detailed recommendations are made with regard to the use of safeguards both for existing presses and those to be constructed in future. Other recommendations are that a periodical inspection of presses should be required under Statutory Regulations, and that special attention should be given to the training of operatives, tool setters and maintenance personnel.

The second Report, presented by the Joint Standing Committee on the Safety of Heavy Power Presses, deals with the safety of the type of presses known as "bending brakes." It contains a specification and illustrations of an interlocked fixed guard for use with such presses, and recommends that certain other devices should be provided for ensuring the safety of the workers. It also recommends that a system of examination and upkeep of bending brakes should be devised in each factory.

BLASTING OF CASTINGS, ETC. IN FACTORIES.

NEW DRAFT SPECIAL REGULATIONS.

For many years attention has been drawn in the Annual Reports of the Chief Inspector of Factories to the risk of contracting silicosis incurred by persons engaged in or in connection with "sand-blasting", a risk to the gravity of which the certificates of death, disablement and suspension on account of the disease, issued every year by the Silicosis Medical Board, are witness. During the years 1932-1941, 114 such certificates (41 of which were in relation to deaths) were issued for "sand-blasters" engaged in the processes to which the Silicosis Compensation Scheme applied. Moreover, the Factory Department have records of other fatal cases among sand-blasters in various industries.

These totals are not in themselves large, and it might seem at first sight that the occupation is relatively safe when comparison is made with the numbers of cases occurring in other silicosis producing industries. Medical and other investigations have, however, shown that the figures are small only because relatively few persons are engaged in the process, and that the risk in "sand-blasting" is, in fact, extremely high.

The risk has been removed or reduced in a number of cases by the use of non-siliceous abrasives (e.g., metal shot, metal grit, or aluminous grit) in the "blasting" apparatus and by other precautions; but the figures quoted above indicate that such measures need to be extended and improved upon, and the matter has been more thoroughly gone into by a Joint Committee on Dust in Steel Foundries, this being a class of works in which "blasting" is done to an extent which has afforded valuable practical guidance as to the use of non-siliceous abrasives and as to the efficiency and weaknesses of various precautions. The Committee have now recommended (i) that the use of siliceous abrasives in "blasting" apparatus should be prohibited, and (ii) that more elaborate precautions should be required in the cleaning of castings. (In the case of that process the silicosis risk would not be removed merely by using a non-siliceous abrasive in the blasting apparatus.)

In the light of these recommendations the Minister proposes to make Special Regulations under the Factories Act, 1937, for factories in which "blasting" is done, and has given statutory notice in the official *Gazette* that any objections to the draft should be lodged on or before the 24th July, 1945—see page 108 of this GAZETTE. The principal requirements of the Regulations include:—

(1) A general prohibition of the introduction of siliceous abrasives into blasting apparatus.

(2) More elaborate protective measures than those at present prescribed by the Grinding of Metals (Miscellaneous Industries) Regulation, 1925—which the new code would partly supersede—in connection with "blasting" in or incidental to the cleaning of castings.

It will be observed that (1) applies to all industries and that (2) is not confined to steel castings.

SALARIES OF SCHOOL TEACHERS.

Revised scales of salaries for qualified teachers in primary and secondary schools, and for full-time teachers in technical colleges and institutes, and art colleges and schools, recommended by the Burnham (Main) Committee and the Burnham (Technical) Committee, respectively, have recently been approved by the Minister of Education, to operate from 1st April, 1945, in England and Wales.

The scales of salaries previously in operation for teachers in public elementary schools varied as between London and two grades of provincial localities; in secondary schools there was one scale for London and another for the provinces. The revised scales apply uniformly to primary and secondary schools and to all localities, subject to an additional payment for the London area, the details of which are to be the subject of a later report by the Burnham Committee.

The revised annual salaries for qualified assistant teachers are £300 by annual increments of £15 to a maximum of £525 for men and £270 by increments of £12 to £420 for women. The previous basic salaries† in the provinces for certificated

* Report of the Joint Standing Committee on the Safety of Heavy Power Presses: Bending Brakes. H.M. Stationery Office; price 6d. net (7d. post free).

† These scales were supplemented by varying amounts of war allowances from 1st April, 1940, to 31st March, 1945, the latest award, dating from 1st January, 1944, being £52 a year for men and £42 for women, with lower amounts for those under 21 years of age. No provision has been made for the addition of any war allowance to the new scales operative from 1st April, 1945.

assistant teachers in public elementary schools were £168 to £330 for men and £150 to £258 for women in Scale II areas and £180 to £366 for men and £162 to £288 for women in Scale III areas. The basic scales* for non-graduate assistant teachers in secondary schools were £186 to £384 for men and £174 to £306 for women. For the purpose of determining the salaries of qualified head teachers, schools are to be allocated to one of five grades according to the number of pupils on the roll. The minimum basic salary is arrived at by adding to the minimum for assistant teachers from two to ten increments according to the grade of the school; that is to say, the minimum basic salaries range from £330 to £450 a year in the case of men and from £294 to £390 a year in the case of women. The increments are the same as for assistant teachers and the maximum basic salaries are from £570 to £750 for men, and from £460 to £620 for women.

Provision is made for additions to the scales for teachers who have spent three or four years in approved study and/or training and for those who are graduates. A limited number of special posts are to be allocated to assistant teachers whose service is of exceptional value or who have high academic attainments or hold posts of special responsibility. There are also extra allowances for head teachers in schools with 30 or more pupils who have attained the age of 15 years.

For full-time teachers, recognised as such by the Minister of Education, in technical (including commercial) colleges and institutes and in art colleges and schools, the new salary scales are the same as those for qualified assistant teachers in primary and secondary schools. Scales of salaries are also fixed for senior assistants and heads of departments. As regards principals, the Committee recommend that the existing salaries shall be reviewed and adjusted by the Local Education Authorities, in agreement with the Minister of Education, with a view to the ultimate possibility of framing standard scales.

CONTROL OF PRICES.

CHANGES IN MAXIMUM RETAIL PRICES.

As regards food prices, the Minister of Food has recently made a number of Orders affecting the retail prices of potatoes, apples, carrots, soft fruit, canned corned meat and fish. Following the withdrawal of the growers' tonnage subsidy on potatoes of the 1944 crop, the maximum retail prices of old potatoes were increased, as from 27th May, by amounts ranging from 2d. to 3½d. per 7 lb. From 17th May the maximum retail prices of some varieties of imported and home-grown apples of the 1944 crop were raised. Maximum retail prices for 1945 crop carrots took effect on 13th June, these prices being substantially the same as those in force during the corresponding period of 1944. The schedule of maximum retail prices for soft fruit, which came into operation on 1st May, has now been amended by raising the maxima for certain varieties. The amending Order relating to imported canned corned meats raised the maximum retail price from 1s. 4d. to 1s. 8d. per lb. as from 7th June; while the amendment to the Order controlling the maximum prices of fish raised the maximum retail prices of bloatered herrings and other bloatered and smoked fish.

In connection with the control of retail prices of clothing exercised by the Board of Trade, an amending Order has recently been made in respect of the control of retail prices of utility apparel. This Order affects the prices of men's, youths' and boys' shirts, underwear and night wear, infants' and girls' apparel, and knitted apparel for both adults and children; the Order raises the overriding retail ceiling prices scheduled for some types of apparel to meet higher costs of manufacture, and prescribes such ceiling prices for other types of apparel not previously scheduled. Under another recent Order made by the Board of Trade, new maximum retail prices have been scheduled for earthenware domestic pottery as a result of increases in manufacturers' prices, and maximum prices have been fixed for a larger range of earthenware goods.

CHANGES IN FOOD AND SOAP RATIONS.

In consequence of Orders recently made by the Minister of Food, as from 27th May the weekly ration of bacon was reduced from 4 ounces to 3 ounces, and the ration of cooking fats from 2 ounces to one ounce. From the same date the "points" rationing scheme was amended by reducing the number of points available on each ration book from 24 to 20 per month. Other recent changes in rationing have provided for approximately one-seventh of the weekly meat ration to be supplied, as from 10th June, in the form of canned corned meat, for an extra 8 ounces of sugar per person to be available for consumers in each of the weeks beginning 10th and 17th June, and for a reduction in the soap ration by one-eighth.

EMERGENCY POWERS (DEFENCE) ACT, 1945.

The above Act, which received the Royal Assent on 15th June, 1945, provides that the Emergency Powers (Defence) Act, 1939, which would otherwise expire on 24th August, 1945, shall continue in force for a further period of six months from that date. Provision is also made for further extensions, of not more than one year in each case, of the period of operation of the Act to be made by Orders in Council.

* See footnote † in previous column.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Leather Manufacture.	Belfast	Beginning of 1st full pay period after 1 May.	Hide and skin workers	Increase of 4s. a week (78s. to 82s.) in minimum rate.*
Brush and Broom Manufacture.	Great Britain	23 May	Men, youths and boys	Increases of 3½d. an hour in general minimum time rates and 4d. in 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 or over with not less than 3 years' experience in specified occupations, and increases of 5d. in general minimum time rates for other workers 21 or over and 1½d. to 4½d. for younger workers; general minimum piece rates increased by the addition of 12½ per cent. on scheduled piece rates.†
			Women and girls	Increases of 3½d. or 3¾d. an hour in general minimum time rates for pan hands (except learners), of 1½d. or 3½d. for drawing hands, of 3½d. for other workers 21 years or over, and of 1½d. to 3½d. for younger workers; increases of 1½d., 3½d. or 3¾d., according to occupation, in piece work basis time rates; general minimum piece rates increased by the addition of 12½ per cent. on scheduled piece rates, with further increases in the case of female drawing hands of 16 per cent. for hand drawing and 7 per cent. for work on machine brushes.†
Slaughtering	Scotland	1st pay day after 1 May.	Slaughtermen	Rates fixed for slaughtering and dressing beasts, as follows: Aberdeen, Dundee, Edinburgh, Glasgow and Paisley—cattle 4s. 11d. a head, sheep 1s.; other areas—cattle 4s. 9d., sheep 11d.; all areas—calves (flayed and gutted) 1s. 8d., pigs 2s., 2s. 6d. or 3s., according to weight, sows and boars 3s. 6d.‡

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING MAY.

Local Authority Services.	Antrim	7 May	County Council road foremen and surfacemen.	Hours reduced from 51 to 48 a week, on average over the year.
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* This increase was the result of an award of the National Arbitration Tribunal (Northern Ireland) (*see* page 107).

† These increases took effect under an Order issued under the Wages Councils Act (the Trade Board now being deemed to be a Wages Council) which modified the cost-of-living sliding scale operative in the industry. 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.

‡ These rates were fixed by agreement between the Scottish Slaughtering Contractors' Association and the trade union concerned. The rates, which represented increases in some districts, were to be without prejudice to the payment of higher rates already in operation in any slaughterhouse.

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 May† was 135, as compared with 138‡ in the previous month and with 196‡ in May, 1944. Details for separate industries are given below:—

MINES AND QUARRIES.†		Factories— <i>continued.</i>	
Under Coal Mines Acts:		Paper, Printing, etc. ..	1
Underground	44	Gas Works	1
Surface	6	Electrical Stations	1
Metalliferous Mines ..	1	WORKS AND PLACES UNDER	
Quarries .. ..	..	SS. 105, 107, 108, FACTORIES	
TOTAL, MINES AND QUARRIES	51	Act, 1937.	
Factories.		Docks, Wharves, Quays	
Clay, Stone, Cement, Pot-		and Ships	5
tery and Glass	2	Building Operations ..	6
Chemicals, Oils, Soap, etc.	3	Works of Engineering	
Metal Extracting and		Construction .. ..	..
Refining	1	TOTAL, FACTORIES ACT	69
Metal Conversion and		RAILWAY SERVICE.	
Founding (including		Brakemen, Goods Guards ..	..
Rolling Mills and Tube		Engine Drivers, Motor-	..
Making)	6	men .. ..	..
Engineering, Locomotive		Firemen .. ..	..
Building, Boilermaking,		Labourers .. ..	..
etc.	18	Mechanics .. ..	..
Railway and Tramway		Permanent Way Men ..	6
Carriages, Motor and		Porters .. ..	..
other Vehicles and Air-		Shunters	2
craft Manufacture ..	4	"Other" Grades	5
Shipbuilding	9	Contractors' Servants ..	2
Other Metal Trades ..	2	TOTAL, RAILWAY SERVICE	15
Cotton	1	Total (excluding Seamen)	
Wool, Worsted, Shoddy..	4	135	
Food and Drink	3		
General Woodwork and			
Furniture	2		

* 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 June, 1945, in comparison with the 4 weeks ended 28th April, 1945, and the 5 weeks ended 3rd June, 1944.

‡ Revised figure.

INDUSTRIAL DISEASES.

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

I. Cases.	I. Cases— <i>continued.</i>
LEAD POISONING.	ANTHRAX.
Among Operatives	Handling and Sorting of
engaged in:	Hides and Skins
Smelting of Metals ..	1
Plumbing and Soldering	—
Shipbreaking	EPITHELIOMATOUS ULCERATION
Printing	(SKIN CANCER).
Other Contact with	Pitch
Molten Lead	15
White and Red Lead	Tar
Works	12
Pottery	Paraffin
Vitreous Enamelling ..	Oil
Electric Accumulator	3
Works	TOTAL
Paint and Colour Works	30
Coach and Car Painting	—
Shipbuilding	CHROME ULCERATION.
Paint used in other	Manufacture of Bichro-
Industries	mates
Other Industries	2
Painting of Buildings ..	Dyeing and Finishing ..
—	Chrome Tanning
TOTAL	Chromium Plating
3	Other Industries
—	5
OTHER POISONING.	TOTAL
Phosphorus	11
Mercurial	—
Arsenical	Total Cases
Aniline	47
Chronic Benzene	—
Toxic Jaundice	II. Deaths.
1	EPITHELIOMATOUS ULCERATION
—	(SKIN CANCER).
TOTAL	Oil
2	1
—	Total, Deaths
—	1

* 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 they have been included (as cases) in the same or previous returns.

TRADE DISPUTES IN MAY.

Number and Magnitude.—The number of disputes involving stoppages of work,* reported to the Department as beginning in May, was 176. In addition, 14 stoppages which began before May were still in progress at the beginning of that month. The approximate number of workpeople involved in these 190 stoppages, including workpeople thrown out of work at the establishments where the disputes occurred, is estimated at over 50,000. The aggregate number of working days lost at the establishments concerned, during May, is estimated at nearly 130,000.

Of the stoppages of work through industrial disputes known to have been in progress at some time in May, the coal mining industry accounted for 95, involving nearly 28,000 workpeople and resulting in an aggregate loss of over 60,000 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 May :—

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	2	93	95	27,800	61,000
Metal, Engineering and Shipbuilding	8	47	55	7,300	16,000
Clothing	1	7	8	2,200	2,000
Transport	1	17	18	10,200	40,000
Other Industries ..	2	12	14	3,600	9,000
Total, May, 1945 ..	14	176	190	51,100	128,000
Total, April, 1945 ..	13	213	226	44,800	99,000
Total, May, 1944 ..	4	158	162	28,700	46,000

In the 176 stoppages which began during May, 42,000 workpeople were directly involved and nearly 8,000 indirectly involved (*i.e.*, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). In the 14 stoppages which began before May, and were still in progress at the beginning of that month, the total number of workpeople involved during May, either directly or indirectly, was over 1,000.

Duration.—Of 167 stoppages of work, owing to disputes, which came to an end during May, 66, directly involving 7,000 work-

people, lasted not more than one day; 49, directly involving 11,700 workpeople, lasted two days; 19, directly involving 3,900 workpeople, lasted three days; 22, directly involving 15,300 workpeople, lasted four to six days; and 11, directly involving 500 workpeople, lasted over six days.

Causes.—Of the 176 disputes leading to stoppages of work which began in May, 11, directly involving 3,700 workpeople, arose out of demands by the workers for advances in wages, and 73, directly involving 16,000 workpeople, on other wage questions; 2, directly involving 6,300 workpeople, on questions as to working hours; 20, directly involving 3,800 workpeople, on questions respecting the employment of particular classes or persons; 65, directly involving 10,500 workpeople, on other questions respecting working arrangements; and 5, directly involving 1,700 workpeople, on questions of trade union principle.

TOTALS FOR THE FIRST FIVE MONTHS OF 1945 AND 1944.

The following Table gives an analysis, by groups of industries, of all stoppages of work* through industrial disputes in the first five months of 1945 and in the corresponding months of 1944 :—

Industry Group.	January to May, 1945.			January to May, 1944.		
	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 ..	466	110,800†	370,000	617	433,800†	2,159,000
Other Mining and Quarrying ..	4	500	1,000	12	2,300	10,000
Brick, Pottery, Glass, Chemical, etc. ..	9	1,100	10,000	9	500	1,000
Engineering ..	113	42,400	159,000	131	76,600	322,000
Shipbuilding ..	87	11,400	54,000	98	28,100	283,000
Other Metal ..	73	8,300	27,000	70	7,700	34,000
Textile ..	20	1,300	4,000	17	2,400	7,000
Clothing ..	14	2,900	4,000	16	1,600	3,000
Woodworking, Furniture, etc. ..	9	800	2,000	4	900	1,000
Building, etc. ..	12	1,300	1,000	31	3,200	4,000
Transport ..	59	34,100	150,000	35	17,300	38,000
Other Industries	31	3,700	10,000	34	4,800	13,000
Total ..	897	218,600†	792,000	1,074	579,200†	2,875,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING MAY.

Occupations† and Locality.	Approximate Number of Workpeople involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	In-directly.‡	Began.	Ended.		
COAL MINING :—						
Colliery workpeople — Shotts, Lanarkshire (various collieries).	2,250§	..	3 May§	18 June	Dispute respecting hole boring arrangements at one colliery.	Work resumed to permit of negotiations
Colliery workpeople—near Pontefract (one colliery).	2,700	..	11 May	15 May	In support of a number of wastemen who were dissatisfied with their wages.	Work resumed on the advice of trade union officials to permit of negotiations.
Fillers and other underground and surface workpeople—near Rotherham (one colliery).	310	2,090	16 May	17 May	Dispute respecting wages of fillers in a particular conveyor section.	Work resumed on the advice of trade union officials.
Coal fillers and other colliery workpeople — near Doncaster (one colliery).	200	1,730	24 May	26 May	Demand for extra payment for abnormal work.	Work resumed pending negotiations.
ENGINEERING :—						
Labourers, storekeepers, inspectors, etc., and other engineering operatives employed in aircraft manufacture—near London (one firm).	5,000||	..	28 May||	13 June	Dissatisfaction of certain workers with non-payment of an output bonus in respect of a week in which the target figure of production was not reached and objection of other workers to suspension of guaranteed wage under Essential Work Order, following the stoppage.	Work resumed to permit of negotiations.
TRANSPORT :—						
Tram, trolleybus and omnibus drivers and conductors—London.	6,230	..	2 May	6 May	Objection of tram and trolleybus drivers and conductors to new summer duty schedules, which had been agreed between employers and workpeople's representatives; and of omnibus drivers and conductors to the extra work caused by the stoppage of tram and trolleybus services.	Work resumed on the advice of trade union officials.
Dock workers—Avonmouth ..	1,650	..	28 May	31 May	Dissatisfaction with piecework rates, which had been agreed by a Joint Committee of employers and workpeople's representatives, for the loading of a certain vessel.	Work resumed on the advice of trade union officials to permit of negotiations.
RUBBER TYRE MANUFACTURE :—						
Workpeople employed in rubber tyre manufacture — Inchinnan, Renfrewshire (one firm).	200	1,500	29 May	2 June	Dissatisfaction with new piecework rates for a particular job.	Work resumed pending negotiations.

* 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 1945 was approximately 60,000 and in the corresponding period in 1944 was approximately 330,000. For all industries combined the corresponding net totals were approximately 170,000 and 470,000, 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.

§ The stoppage involved at first only a small number of workpeople at one colliery but there have been repeated sympathetic stoppages, mainly of short duration, at various collieries owned by the same undertaking.

|| Only 600 workpeople were involved prior to 4th June.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st June, 1945.

		Food	All Items
Rise since July, 1914	.. ..	70%	104%
Rise since 1st May, 1945	{ Index Points .. Per cent. ..	2 1*	1 ½*

FOOD.

As a result of substantial increases in the maximum permitted prices of potatoes, which took effect on 27th May, the average price of potatoes at 1st June was about 2½d. per 7 lb. higher than at 1st May. The retail prices of the other articles of food included in the index showed no appreciable changes between 1st May and 1st June.

For the articles of food included within the scope of these statistics, the following Table compares the average prices at 1st June, 1945, with the corresponding prices at 1st May, 1945, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated) to the nearest ½d., at—			Percentage Increase or Decrease (—) at 1st June, 1945, compared with	
	1st June, 1945.	1st May, 1945.	1st Sept., 1939.	1st May, 1945.	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 3	1 3	0 11½	..	30
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	—	—	—	..	30
Margarine—					
Special	0 9	0 9	0 6½	..	12
Standard	0 5	0 5	—	..	..
Eggs (fresh)§ .. each	0 1½	0 1½	—	..	1
Potatoes .. per 7 lb.	0 9½	0 7	0 6½	36	46

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st May, 1945, and 1st June, 1945, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st May, 1945.	1st June, 1945.
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	64	64
Bread	42	56	56
Tea	52	85	85
Sugar (granulated) ..	46	93	93
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	43	94
All above articles (Weighted Average on July, 1914, basis)	38	68	70

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st June, 1945, of the articles of food specified was about 70 per cent. higher than in July, 1914, and about 23 per cent. higher than at the beginning of September, 1939.

* A rise of 2 points on a total of 168 for "food" (the figure for July, 1914, being 100) is equivalent to rather more than 1 per cent. Similarly a rise of 1 point on a total of 203 for "all items" is equivalent to one-half of one 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 June and 1st May, 1945, 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.

Working-class rents (including rates) showed a slight rise at 1st June, as compared with a month earlier, following recent increases in local rates in a number of towns, the average level at 1st June being between 2 and 3 per cent. above the level of 1st September, 1939, and about 66 per cent. above that of July, 1914.

As regards clothing, there were few changes in retail prices during May. 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 June the average level of prices was about 67 per cent. higher than at 1st September, 1939, and about 245 to 250 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 June were about the same as a month earlier. Prices of coal averaged about 54 per cent. higher than at 1st September, 1939, and about 199 per cent. above the level of July, 1914; prices of gas averaged about 35 per cent. higher than at 1st September, 1939, and about 108 per cent. higher than in July, 1914. There were no appreciable changes during the month in the prices of lamp oil, candles, or matches. For the fuel and light group as a whole the index figure at 1st June was about the same as a month earlier, about 51 per cent. higher than at 1st September, 1939, and about 175 per cent. higher than in July, 1914.

As regards other items* included in these statistics, there were relatively few changes in prices during May. In the group as a whole the average level of prices at 1st June was about the same as a month earlier, 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 June, 1945, is approximately 104 per cent. over the level of July, 1914, as compared with 103 per cent. at 1st May, 1945, and with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.

The rise of 49 points since the beginning of September, 1939, is equivalent to nearly 32 per cent. Of these 49 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.	Sept.	Oct.	Nov.	Dec.
1920 ..	125	130	130	132	141	150	152	155	161	164	176	169
1921 ..	165	151	141	133	128	119	119	122	120	110	103	99
1922 ..	92	88	86	82	81	80	84	81	79	78	80	80
1923 ..	78	77	76	74	70	69	69	71	73	75	75	77
1924 ..	77	79	78	73	71	69	70	71	72	76	80	81
1925 ..	80	79	79	75	73	72	73	73	74	76	76	77
1926 ..	75	73	72	68	67	68	70	70	72	74	79	79
1927 ..	75	72	71	65	64	63	66	64	65	67	69	69
1928 ..	68	66	64	64	64	65	65	65	65	66	67	68
1929 ..	67	65	66	62	61	60	61	63	64	65	67	67
1930 ..	66	64	61	57	55	54	55	57	57	56	57	55
1931 ..	53	52	50	47	47	45	47	45	45	45	46	48
1932 ..	47	47	46	44	43	42	43	41	41	43	43	43
1933 ..	42	41	39	37	36	36	38	39	41	41	43	43
1934 ..	42	41	40	39	37	38	41	42	43	43	44	44
1935 ..	43	42	41	39	39	40	43	43	43	45	47	47
1936 ..	47	47	46	44	44	44	46	46	47	48	51	51
1937 ..	51	51	51	51	52	52	55	55	55	55	56	56
1938 ..	59	57	56	54	56	55	59	56	56	55	56	56
1939 ..	55	55	53	53	53	53	56	55	55	55	56	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	101	101	101
1945 ..	102	102	102	102	103	104	..	..	..	..	..	..

A detailed account of the method of compilation of these statistics, "The Cost of Living Index Number: Method of Compilation," is obtainable, price 2d. net, from H.M. Stationery Office, at the addresses shown on page 108 of this GAZETTE.

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

RETAIL PRICES OVERSEAS.

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

UNITED STATES OF AMERICA.

At mid-March, 1945, the official cost-of-living index figure was 0.1 per cent. below the (revised) figure for mid-February, 1945, and 28.6 per cent. above the level of mid-August, 1939. For food alone the index figure for mid-March, 1945, showed a decrease of 0.4 per cent. below the level of the previous month, and an increase of 45.3 per cent. above that of mid-August 1939.

CANADA.

At 1st April, 1945, the official cost-of-living index figure showed no change as compared with the figure for 1st March, 1945, and a rise of 17.8 per cent. above that for 1st September, 1939. For food alone the index figure also remained unchanged at 1st April, 1945, compared with the previous month, when it was 31.8 per cent. above the level of 1st September, 1939.

AUSTRALIA.

In the fourth quarter of 1944 the official cost-of-living index figure for the six capital cities was 0.3 per cent. lower than the figure for the previous quarter and 22.8 per cent. above that for the second quarter of 1939.

NEW ZEALAND.

At 15th March, 1945, the official war-time price index (adjusted for normal seasonal movements) was 0.2 per cent. higher than the figure for 15th December, 1944, and 0.6 per cent. above the level of 15th December, 1942 (the base date for the war-time index).

UNION OF SOUTH AFRICA.

In February, 1945, the official cost-of-living index figure was 0.1 per cent. below the figure for the previous month and 32.3 per cent. above the level of August, 1939. For food alone the index figure in February, 1945, was 0.3 per cent. lower than that for the previous month and 42.6 per cent. above the level of August, 1939.

INDIA.

In February, 1945, the official cost-of-living index figure for the working classes in Bombay showed no change as compared with the figure for January, 1945, and a rise of 118.1 per cent. over that for mid-July to mid-August, 1939. For food alone the index figure for February, 1945, which also remained unchanged as compared with the previous month, was 126.8 per cent. above the level of mid-July to mid-August, 1939.

CEYLON.

In the revised series of official cost-of-living index figures showing changes, since November, 1942, in the level of working-class cost of living in Colombo Town, the figure for February, 1945, was 19 per cent. above the level of November, 1942, as compared with 17 per cent. in January, 1945. Linked with the earlier series of index figures, the figure for February, 1945, showed a rise of 118 per cent. over the level of the base period November, 1938, to April, 1939, the corresponding rise in January, 1945, being 114 per cent.

SOUTHERN RHODESIA.

In March, 1945, the official cost-of-living index figure was 0.2 per cent. higher than that for February, 1945, and 26.2 per cent. above the level of August, 1939. For food alone the index figure in March, 1945, was 0.6 per cent. higher than that for February, 1945, and 27.9 per cent. above the level of August, 1939.

PORTUGAL.

In January, 1945, the official weighted index figure of the cost of food, fuel and light, and certain household articles in Lisbon was 3.4 per cent. higher than that for December, 1944, and 87.5 per cent. above the level of August, 1939.

The figure for January, 1945, in the separate series of (un-weighted) index figures of retail prices of food, fuel and certain household articles throughout Portugal was 2.5 per cent. higher than that for the previous month and 77.6 per cent. above the level of August, 1939.

SPAIN.

In October, 1944, the official index figure of the cost of living of middle-class families in 50 principal towns was 0.7 per cent. above the figure for the previous month, and 74.6 per cent. above the level of August, 1939, as compared with 73.4 per cent. in September, 73.3 per cent. in August, and 72.4 per cent. in July. For food alone the index figure for October, 1944, was 0.9 per cent. above the figure for the previous month, and 91.5 per cent. above the level of August, 1939, as compared with 89.8 per cent. in September, 90.0 per cent. in August, and 88.8 per cent. in July.

SWEDEN.

In December, 1944, the official cost-of-living index figures showed a decline of 0.24 per cent. below the level of December, 1943; but if direct taxation is included the index figures showed a rise of 0.48 per cent. For food alone the index figures were 0.97 per cent. lower in December, 1944, than in December, 1943.

EMPLOYMENT OVERSEAS.

UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and domestic service in February, 1945, is estimated by the United States Department of Labor to have been approximately 38,000,000. This figure showed little change compared with the revised estimate for January, 1945; it was 2.2 per cent. lower than the figure for February, 1944, but 25.2 per cent. higher than the average for the year 1939. The number of wage-earners employed in manufacturing industries in February, 1945, is estimated to have been 0.1 per cent. lower than in January, 1945, and 8.1 per cent. lower than in February, 1944, but 59.9 per cent. above the average for the year 1939.

The United States Bureau of the Census estimate that the total number of unemployed persons in the United States of America in February, 1945, was approximately 880,000, compared with 840,000 in January, 1945, and with 890,000 in February, 1944.

AUSTRALIA.

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in November, 1944, was 0.1 per cent. lower than in October, 1944, and 2.9 per cent. lower than in November, 1943. The figure for October, 1944, was 0.5 per cent. lower than that for September, 1944.

Returns received by the Commonwealth Bureau of Census and Statistics, covering 56 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 members of the reporting trade unions who were out of work for three days or more during a specified week in the December quarter, 1944, was 1.2, the same as in the preceding quarter, compared with 1.1 in the fourth quarter of 1943.

CANADA.

According to returns received by the Dominion Bureau of Statistics from over 15,000 employers in industries other than agriculture and private domestic service, the total number of workpeople in employment at 1st March, 1945, in the establishments covered by the returns was 0.4 per cent. lower than at 1st February, 1945, and 1.9 per cent. lower than at 1st March, 1944; the figure for February, 1945, was 0.8 per cent. lower than that for January, 1945. The number of persons employed in manufacturing industries at 1st March, 1945, was 0.3 per cent. lower than the figure for the previous month and 5.4 per cent. lower than that for a year earlier; between January and February, 1945, there was an increase of 1.1 per cent.

UNION OF SOUTH AFRICA.

Returns received by the Office of Census and Statistics indicate that in January, 1945, the number of workpeople employed in manufacturing establishments generally and in mining and transport was 0.2 per cent. lower than in December, 1944, but 2.8 per cent. higher than in January, 1944.

ÉIRE.

The number of unemployed persons on the live register of Employment Exchanges at 26th May, 1945, was 60,181, compared with 63,656 at 28th April, 1945, and 60,471 at 27th May, 1944.

OFFICIAL PUBLICATIONS RECEIVED.*

(NOTE.—The prices shown are net: those in brackets include postage.)

COAL MINING INDUSTRY.—(i) *Statistical Digest*, 1944. Cmd. 6639. Ministry of Fuel and Power. Price 1s. 6d. (1s. 8d.)—See page 97. (ii) *Regional Survey Reports*: (a) Durham Coalfield. Price 1s. (1s. 2d.); (b) Kent Coalfield. Price 9d. (11d.); (c) North Midland Coalfield. Price 1s. 6d. (1s. 8d.); (d) Coalfields of the Midland Region. Price 2s. (2s. 3d.). Ministry of Fuel and Power.

DOMESTIC EMPLOYMENT.—*Report on Post-War Organisation of Private Domestic Employment*. Cmd. 6650. Ministry of Labour and National Service. Price 6d. (7d.)—See page 96.

INDUSTRIAL SAFETY.—(i) *Report of the Committee on Safety in the Use of Power Presses*. Price 1s. (1s. 2d.). (ii) *Report of the Joint Standing Committee on the Safety of Heavy Power Presses: Bending Brakes*. Price 6d. (7d.). Ministry of Labour and National Service.—See page 97.

MINERS' WELFARE.—*Mining People*. Miners' Welfare Commission. Price 9d. (11d.)—See page 97.

NURSES' SALARIES.—*Nurses' Salaries Committee: Further Recommendations and Points of Interpretation*. Nurses S.C. Notes No. 6. Ministry of Health. Price 1d. (2d.).

PORT LABOUR.—*Report of Committee of Inquiry on the London Dock Dispute*. March, 1945. Ministry of Labour and National Service. Price 3d. (4d.).

WORKMEN'S COMPENSATION.—*Workmen's Compensation Departmental Committee on Alternative Remedies (Contributory Negligence): Second Interim Report*. Cmd. 6642. Home Office. Price 2d. (3d.).

* See footnote * on page 108

LEGAL CASES AFFECTING LABOUR.

FACORIES ACT, 1937—OBLIGATION TO FENCE DANGEROUS MACHINERY.

(1) Following an injury sustained by a boy of fourteen named Woodford working in a factory, an information was preferred against the occupiers of the factory under section 133 of the Factories Act, 1937, alleging that they neglected to observe the provisions of section 14 (1) of that Act in that a dangerous part of a machine was not securely fenced and that in consequence of such neglect Woodford suffered bodily injury. Section 14 (1) so far as material to this case reads as follows: "Every dangerous part of any machinery, other than prime movers and transmission machinery, shall be securely fenced unless it is in such a position or of such construction as to be as safe to every person employed or working on the premises as it would be if securely fenced."

At the factory the defendants carried on the business of making aircraft parts out of thin sheet metal. On the day of the accident Woodford and another boy named Lane, aged sixteen, were employed in cutting narrow strips of aluminium sheet into 1½ inch lengths. They were using a machine known as an Edward Treadle Guillotine. This consists of a cast-iron table at the back of which is a moving horizontal blade which descends to make contact with a blade fastened to the rear edge of the table on the treadle beneath the machine being pressed. The blade is about 2 ft. 6 ins. to 3 ft. from the floor. A sheet metal guard is fixed in front of the blade. On the back of the beam carrying the blade is a "Bulge" about 6 inches square which moves with the blade.

The machine was being operated by Lane, who was standing in front of the machine which Woodford was feeding with metal strips under the blade from the back. When the metal strip was in position the practice was for Woodford to nod to Lane, who pressed the treadle bar bringing down the upper blade which cut off the small pieces of metal. The boys had been instructed by the foreman that when the metal was cut off it was to be flicked out with the end of the metal strip and the strip fed in again and the process repeated until the strip had been reduced to about 4 inches in length, when the end was to be thrown away.

In the course of the work Woodford instead of removing the strips as instructed, stooped down and attempted to remove a strip with his fingers which he placed between the blades for the purpose. At the same time, through some misunderstanding, Lane depressed the treadle and let down the upper blade so that the extreme tip of one of Woodford's thumbs was cut off and he was in consequence unable to work for about five weeks. Woodford and Lane had been working the machine for about two days. The machine was as supplied by the makers, a firm well known in the trade. No guard for the back of the machine was supplied with it and no recognised guard for the back of the machine was on the market.

The Factory Inspector contended that the accident happened owing to the absence of a guard on the back of the machine and that if an effective guard had been provided the accident could have been prevented. The defendants contended that the machine was as safe as it could reasonably be made, that it was impossible to work to the standard of accuracy required with any type of guard of which they were aware, that in 45 years experience they had never heard of back guards on such machines and that the accident happened through gross carelessness and reckless disregard of orders on the part of Woodford.

The Justices inspected the machine in the presence of the parties and were of the opinion that Woodford could only have injured his thumb by stooping and putting his fingers beneath the blades from underneath the bulge, that such conduct was such gross carelessness that the defendants could not reasonably be expected to guard against it and that the blade was sufficiently guarded by the construction of the machine to be safe. The Justices also took account of the fact that such machines appeared to be in common use and that the Factory Inspector was unable to describe any form of guard which could be used without rendering the work of the machine so inaccurate as to be useless. For these reasons they held that the information had not been proved and dismissed the case but without allowing any costs. The Factory Inspector now appealed by way of case stated.

The Divisional Court (Mr. Justices Atkinson, Wrottesley and Tucker) allowed the appeal with costs and ordered that the case should be remitted to the Justices with a direction that the charge was proved. Mr. Justice Atkinson said that section 14 imposed an absolute obligation: if the machine could not be made safe then it must not be used. It was settled beyond question that the fact that the accident was proximately caused through carelessness or wilful disobedience was immaterial. That might be a defence to an action for damages but not to a prosecution. What the Justices had said, in effect, was that occupiers of premises could not reasonably be expected to guard against gross negligence even if they could foresee the possibility of it. To his Lordship's mind that was the wrong test altogether. The question whether or not a machine was safe depended on the answer to the question whether in the ordinary course of working the machine danger might reasonably be anticipated to anyone acting as men or boys might be expected to act; often unthinkingly, often carelessly and often in disobedience to orders. The possibility of danger must have been foreseen by any reasonable man looking at this machine. It would spring

at once to the mind of anyone familiar with machinery that something must be done to prevent the boys getting their fingers between the blades.—*Knapman v. Havant Sheet Metal Company Ltd.* Divisional Court, 1st May, 1945.

(2) Section 14 (1) of the Factories Act, 1937, also came under discussion in another appeal by a Factory Inspector against the dismissal of an information preferred by him against the occupiers of a factory. This case concerned a horizontal milling machine called a Pallas Milling Machine which is used for shaping articles of metal by the action of revolving cutters. An accident occurred to a woman employed in the factory when she was using the machine to cut a groove in a steel tool holder. The cutter to the machine was unfenced and had no guard of any sort upon it. In order to clean the cutter the woman intended to stop the machine; but the machine had not stopped when she cleaned it, with the result that she caught her finger between the cutter and the work and suffered an injury which led to the amputation of the top joint of one finger.

Regulation 3 of the Horizontal Milling Machine Regulations, 1928 (as amended by some regulations made in 1934), prescribes the type of guard to be used on the cutter or cutters of every horizontal milling machine. The regulations contain certain exemptions which provide (among other things) that nothing in Regulation 3 shall apply to any milling cutter used on "making tools, jigs or gauges for use in the factory . . . Provided that these exemptions shall not prejudice the application of section 10 of the Factory and Workshop Act, 1901, in regard to the fencing of such machinery." Although the Factories Act, 1937, repealed the Act of 1901 it provides in section 159 that any regulation made under the earlier Act shall continue in force and shall be deemed to have been made under the Act of 1937.

At the time of the accident the milling machine was being used for making a tool for use in the factory. The Justices upheld a contention of the defendants that by reason of the above-mentioned exemption in the Regulations the machine need not be fenced when being so used and they dismissed the information. The Factory Inspector appealed to the Divisional Court by way of case stated.

The Divisional Court (Mr. Justices Atkinson, Wrottesley and Tucker) allowed the appeal with costs and directed that the case should be remitted to the Justices with a direction to find the offence proved. The Court held that the exemption of the machine from Regulation 3 whilst it was being put to certain uses did not mean that whilst so used the occupier was under no obligation at all, but that the absolute obligation of section 14 (1) of the Act of 1937 (the corresponding enactment to section 10 of the Act of 1901) was reimposed. The proviso to the exemptions must be read as referring to section 14 of the Act of 1937, but even if, by reason of the repeal of the Act of 1901, the proviso had to be ignored altogether the result was still the same, namely, that when the machine was being used for any of the purposes referred to in the exemptions the absolute obligation of section 14 was reimposed.—*Crane v. Robert Jenkins and Company Ltd.* Divisional Court, 2nd May, 1945.

ESSENTIAL WORK ORDERS—QUESTION WHETHER ALTERATION IN DUTIES OF EMPLOYED PERSON INVOLVED TERMINATION OF EMPLOYMENT.

A limited company carrying on an undertaking scheduled under the Essential Work (General Provisions) Orders successfully appealed to the Divisional Court against a conviction by a Metropolitan Magistrate for having on 30th May, 1944, terminated the employment in the undertaking of a specified person named Mrs. Haag without the permission in writing of a National Service Officer. In April, 1943, Mrs. Haag entered the company's employment as supervisor of their embossing department and continued to be employed in that capacity until 30th May, 1944. On 17th April, 1944, the company applied to a National Service Officer for permission to terminate Mrs. Haag's employment, but permission was refused after an appeal by the company to the Local Appeal Board had been heard on 23rd May, 1944.

On 30th May, 1944, the company appointed a Mrs. Holland as supervisor of their embossing department in the place of Mrs. Haag. On the same day the company handed Mrs. Haag a letter advising her of Mrs. Holland's appointment and stating that from thenceforward she (Mrs. Haag) would carry out the work of an embossing operator. Mrs. Haag refused to do the work of an embossing operator but consented to do the work of a checker. She worked as a checker until 10th June, 1944, and for this work she was paid at the same rate as she had been paid prior to 30th May, 1944. The work both of a checker and of an embossing operator was different from that of a supervisor but was performed in the same department of the company's works. On 10th June, 1944, Mrs. Haag fell ill. On 17th June she wrote to the company saying that she hoped to return shortly but pointing out that she had been engaged as a supervisor and that therefore she was not prepared to work as an embossing operator. She also stated that she had handed the company's letter dated 30th May to the National Service Officer.

Before the Magistrate it was contended on behalf of the prosecution that the company had by their letter dated 30th May terminated Mrs. Haag's employment and that to employ her as a checker was to engage her in a fresh employment on different work of an inferior grade even though at the same wage. The company's defence was that they had not terminated Mrs. Haag's employment on 30th May since she continued to be employed after that date. The Magistrate was of the opinion

that the word "employment" (in that part of the Order which specified the conditions under which an employment might be terminated) denoted not merely a contractual relationship but work of a particular sort; and that by altering Mrs. Haag's work the company did terminate her employment. He therefore convicted the company and ordered them to pay a fine of five pounds and ten guineas costs. The company appealed by way of case stated.

The Divisional Court (Mr. Justices Humphreys, Wrottesley and Tucker) allowed the company's appeal and quashed the conviction. Mr. Justice Humphreys referred to Mrs. Haag's letter dated 17th June, 1944, in which she stated that she was not prepared to work as an embossing operator. He was not clear exactly what was meant by that statement because Mrs. Haag had in fact for some days been engaged in working in the capacity of a checker and there was no evidence that anybody had asked her again to become an embossing operator. His Lordship said he did not stop to enquire what the position would have been if on receipt of the letter dated 30th May Mrs. Haag had said that she would work as a supervisor or she would not work at all. She did not say this but that she was willing to work not as an embossing operator but as a checker. She continued in the company's employment as a checker and worked every day at the same wages as before until 10th June, when she only ceased to work because she fell ill.

Mr. Justice Humphreys could not agree, as a matter of English, that it was correct to say that Mrs. Haag's employment was terminated at all. He could find nothing to justify the view of the learned Magistrate that the word "employment" denoted work of a particular sort, and he therefore had great difficulty in coming to the conclusion that an alteration in the work of an employed person necessarily amounted to a termination of the employment. He was far from saying that there might not be cases in which so great an alteration was made that the effect was to terminate the employment altogether.—*Adrema Ltd. v. Jenkinson*. Divisional Court, 4th May, 1945.

UNEMPLOYMENT INSURANCE.

DECISIONS GIVEN BY THE UMPIRE.

The Umpire is a judicial authority independent of the Ministry of Labour and National Service, appointed by the Crown (see Section 40 of the Unemployment Insurance Act, 1935), for the purpose of determining disputed claims to benefit. His decisions* are final.

Appeals to the Umpire may be made by the Insurance Officer or by an Association of which the claimant is a member, or, with the leave of the Chairman of the Court of Referees, by the claimant himself. The claimant may also appeal if the decision of the Court was not unanimous.

A recent decision in a case of general interest is set out below.

Case No. 117/45 (14th May, 1945).

SECTION 26 OF UNEMPLOYMENT INSURANCE ACT, 1935—COLLIERY HAULAGE HAND (BEVIN BOY) UNEMPLOYED BY REASON OF STOPPAGE OF WORK DUE TO TRADE DISPUTE—DISALLOWED—CLAIMANT'S GRADE OR CLASS NOT "SUI GENERIS" OR DISTINGUISHABLE FROM THAT OF HAULAGE HAND.

The terms of the Umpire's decision in this case were as follows:—

"My decision is that the claim for benefit is disallowed in respect of the period 17th to 22nd October, 1944, both dates inclusive.

"The claimant, employed as haulage hand at a certain colliery, lost the employment by reason of a stoppage of work due to a trade dispute. The dispute was concerned solely with the method of calculating the wages payable to the strippers and drawers at another pit belonging to the same owners; but it was extended to the pit in which the claimant is employed when all grades of colliery workers stopped work in sympathy with the disputants. The stoppage, which was illegal, extended from 17th to 22nd October, 1944, inclusive.

"The claimant can escape disqualification for Unemployment Insurance benefit during the period of the stoppage only if he proves that he is within the saving clauses of the proviso to Section 26. The evidence is that neither he nor any member of the grade or class of haulage hands was directly interested in or financing the dispute; but if he is a member of the grade or class of haulage hands—or of any of all the grades who withheld their labour—he fails to satisfy proviso (b) of Section 26(1) of the Unemployment Insurance Act, 1935.

"It is contended or suggested that he is not a member of any participating grade or class of mineworkers (i) because he is a 'Bevin Boy' selected by ballot and thereafter compulsorily 'directed' to the coal mining industry instead of being called up for military service, and should in the circumstances be regarded as a 'class apart'; alternatively (ii) that as he was 'compelled' to leave his former occupation—shearman in a nail factory—and will return to that occupation on the first opportunity, his grade or class should be regarded as that to which he belonged in the nail-making industry and not that in which he is employed in a colliery.

* Selected decisions of the Umpire are published (i) in monthly pamphlets—U.I. Code 8B; (ii) in annual volumes. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown on the back page of this GAZETTE.

"As to (i): it is not possible, in my opinion, to justify a 'grading' or 'classification' of workers for the purpose of Section 26, according to the method by which they obtained the employment, whether that method is voluntary or by direction or compulsion; and to treat the claimant as a class apart by reason of the 'direction' would be unjustifiably to place him in a better position than any of those who, being like him liable for military service, volunteered for service in the coal mines instead of awaiting direction following the result of the ballot. Further, 'direction' from one industry to another does not apply only to 'Bevin Boys' but for men and women has operated on a vast scale during the long period of this national emergency. The claimant had completed all stages of training and at the time in question was working at the wages and under the conditions applicable to other haulage hands engaged in similar work; and I cannot say that he has proved that his grade or class as 'Bevin Boy' in the coal mining industry is *sui generis* or distinguishable from the classes of haulage hands by reason only of the manner of his recruitment to the coal mining industry.

"Further regarding point (ii) (*supra*): I cannot say that the claimant has proved that his grade or class is that in which he was for some time engaged before he was directed to the coal mining industry. Whether or no he should eventually return to nail making there is no doubt that his engagement in the coal mining industry is 'for a considerable period of time' (see Umpire's Decision 2852/35 reported at page 23 of the 1935 volume of printed decisions). A decision which might appear to afford some support for the view that the claimant's grade or class was that of his former occupation is Umpire's Decision 1884/26 (printed at page 168 of the volume of decisions for 1926). In that case it was held that a man who had been a plater in the shipbuilding industry for 21 years and who owing to the depression in that trade had taken employment in a coal mine for two years, should still be regarded as in the grade or class of plater; but apart from the fact that the decision in that case was given in the special circumstances therein stated and which are materially distinguishable from those of the present case the decision itself and one in which it was followed (Umpire's Decision 264/28, page 23 of volume of decisions for 1928) were disapproved and not followed in Umpire's Decision 2735/34 (page 9 of volume of decisions for 1934).

"In the result I find that the claimant has not shown that he is in any class or grade other than that of the haulage hands in the colliery in which he was employed as haulage hand, and as members of that grade were participating in the dispute, he fails to bring himself within the saving provisions of the proviso (b) to section 26 (1) of the Act.

"I accordingly agree with the Court of Referees and do not allow the appeal from the Court's unanimous decision."

WAGES COUNCILS ACT.

By virtue of the Wages Councils Act, 1945,* Trade Boards set up under the Trade Boards Acts, 1909 and 1918, are deemed to be Wages Councils operating in relation to the workers and employers covered by the Boards which operated in Great Britain immediately before the Act of 1945 came into force.

NOTICES OF PROPOSAL.

The following proposal for the fixing of statutory minimum remuneration in substitution for the minimum rates of wages at present in force in the trade concerned was issued during May, 1945:—

Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Great Britain).—Proposal H.L.(37), dated 9th May, 1945.

Further information concerning this proposal may be obtained by persons engaged in the trade concerned from the Secretary of the Council at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

CONFIRMING ORDERS.

During May, 1945, Orders† confirming the variation of minimum rates of wages in the trades concerned, following proposals issued by Trade Boards before the passing of the Wages Councils Act, were made as follows:—

Brush and Broom Wages Council (Great Britain).—Order M.(57), dated 5th May, 1945; effective from 23rd May, 1945.

Dressmaking and Women's Light Clothing Wages Council (Scotland).—Order W.D.S.(34), dated 23rd May, 1945; effective from 6th June, 1945.

Boot and Shoe Repairing Wages Council (Great Britain).—Orders D.(80) and D.(81), dated 28th May, 1945; effective from 15th June, 1945.

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

INDUSTRIAL COURT AWARDS.

During May, 1945, the Industrial Court issued one award, No. 2010. This was an interpretation of Award No. 1937, which was issued in January, 1944, and summarised in the issue of this GAZETTE for February, 1944 (page 45).

* See the issues of this GAZETTE for December, 1944, and April, 1945. The Act does not apply to Northern Ireland.

† See footnote * on page 108.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During May, 1945, four awards were issued by Single Arbitrators and one by a Board of Arbitration, appointed under the Industrial Courts Act, 1919; two of the awards related to disputes reported under the Conditions of Employment and National Arbitration Orders, 1940-1944. All of the awards related to individual undertakings.

In addition, independent Chairmen were appointed in two cases under the Conciliation Act, 1896, to deal with differences between (a) the Amalgamated Engineering Union and the Shipconstructors and Shipwrights Association, and (b) the two Sides of the Joint Industrial Council representative of Employers and Workpeople connected with Slaughter-houses in the Meat Trade.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During May, 1945, the National Arbitration Tribunal issued thirteen awards,* Nos. 721-733. Seven of these awards are summarised below; the other awards related to individual employers.

Awards Nos. 722 and 723 (3rd May).—Parties: Members of the British Film Producers' Association, and as respects Award No. 722 members of the National Association of Theatrical and Kine Employees in their employment and as respects Award No. 723 members of the Electrical Trades Union in their employment. *Claim:* For an interpretation of certain provisions of a National Agreement made between the British Film Producers' Association and the National Association of Theatrical and Kine Employees dated 18th August, 1944. *Award:* The Tribunal awarded (a) that under the terms of the National Agreement dated 18th August, 1944, made between the parties, proportionate deductions may be made from the weekly wage of employees in respect of unauthorised absence from work except where payment for such hours not worked is expressly provided for in the Agreement; and (b) that where an employee is absent through sickness, then, save in so far as such employee qualifies for sick leave under Clause 23 of the Agreement and has not exhausted his rights thereunder, the Associate is not otherwise bound to pay wages to the employee in respect of such absence and the weekly wage rate of such employee falls to be reduced at the hourly rate in respect of the time so lost.

Award No. 724 (3rd May).—Parties: Members of the British Federation of Elastic Web Manufacturers; and members of the Transport and General Workers' Union, of the National Union of Elastic Web Weavers, Braid Hands and Small Wares Fabric Workers, of the Leicester and District Elastic Weavers' Society and of the Leicester and District Braid Hands' Society in their employment. *Claim:* For certain specified minimum wage rates and conditions of employment. *Award:* The Tribunal awarded increases in minimum rates of wages (see page 100) and specified the conditions to be observed as regards payment for standing looms, overtime, week-end work, night-work, shift-work, statutory holidays, etc.

Award No. 726 (14th May).—Parties: Members of the Scottish Woollen Trade Employers' Association; and members of the National Union of Dyers, Bleachers and Textile Workers, of the Transport and General Workers' Union and of the National Union of General and Municipal Workers in their employment. *Claim:* For the existing flat rate war advances to be increased to 15s. and 13s. for men and women respectively and for an increase of 5s. per week in the wages of apprentices and young persons. *Award:* The Tribunal awarded that the present flat rate war advances of 5s. and 3s. per week to men and women respectively should be increased to 10s. and 6s. per week for men (21 years of age or over) and women (18 years of age or over) respectively. They found against the claim in respect of apprentices and young persons.

Award No. 727 (14th May).—Parties: Local Authorities represented by the Employers' Side of the National Joint Council for County Council Roadmen, and members of Trade Unions constituting the Employees' Side of the National Joint Council. *Claim:* For an increase of 5s. per week with effect from 1st April, 1945, in the basic wage rates of County Council roadmen in Lincolnshire and Rutland. *Award:* The Tribunal awarded that the existing minimum basic wage rates of roadmen in respect of whom the claim was made should be increased by 1s. 6d. per week of 47 hours.

Award No. 730 (25th May).—Parties: Members of the Sheffield and District Engineering Trades Employers' Association and of the Sheffield District Rollers, Tilters and Forgers Employers' Association, and members of the British Roll Turners Trade Society in their employment. *Claim:* For the payment to the roll turners concerned of rates of wages comparable with those paid to roll turners within the iron and steel industry. *Award:* The Tribunal awarded that the minimum basis of total remuneration of roll turners in Sheffield should not be less than the minimum basis of total remuneration of roll turners in Warrington, as provided under the terms of the agreement negotiated by the Society with certain employers in Warrington dated 23rd November, 1937.

Award No. 732 (26th May).—Parties: Members of the Monmouthshire and South Wales Coal Owners' Association, and members of the South Wales and Monmouthshire Colliery Winding Enginemens' Association and Provident Trade Union in their employment. *Claim:* For the restoration of the payment by the employers at a number of collieries of certain allowances to winding enginemens. *Award:* The Tribunal awarded that the winding enginemens who immediately prior to 1st October, 1943, were at certain collieries in receipt of allowances in respect of duties performed during the normal hours of the shift outside the engine-house, and of allowances in lieu of mealtimes, of which full particulars are set out in the Schedule to the award, continue to be entitled and have continued without interruption to be entitled to be paid such allowances.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

Since last month's issue of this GAZETTE was prepared, the National Arbitration Tribunal (Northern Ireland) issued ten awards, Nos. 435-444. Four of these awards are summarised below; the others related to cases affecting individual firms and local authorities.

Award No. 435 (27th April).—Parties: Northern Ireland Road Transport Board and certain employees of the Board. *Claim:* That the payment to conductors of the extra war emergency bonus of 4s. per week under Award No. 382 of the National Arbitration Tribunal (Northern Ireland) for a period of six months from 1st October, 1944, be continued after 31st March, 1945. *Award:* That payment of the extra war emergency bonus awarded to conductors by Award No. 382 of the National Arbitration Tribunal (Northern Ireland) dated 19th October, 1944, should be continued, but at a reduced rate of 2s. per week, for a further period of six months from 1st April, 1945.

Award No. 437 (1st May).—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 the present rates of wages and for the provision of strong boots and protective clothing. *Award:* That the existing minimum rate of wages of £3 18s. per week should be increased by 4s. per week to £4 2s. per week. The Tribunal found that the second part of the claim relating to the provision of strong boots and protective clothing had not been established and they awarded accordingly.

Award No. 441 (11th May).—Parties: The Northern Ireland Road Transport Board and certain of their employees. *Cause of Dispute:* The dispute arose out of a proposal by the Northern Ireland Road Transport Board that helpers should not accompany lorry drivers in certain circumstances. *Award:* The Tribunal awarded in accordance with the terms of an agreement subsequently concluded between the parties. Particulars of the claim and of the Tribunal's findings are set out in full in the Award.

Award No. 442 (22nd May).—Parties: The Belfast members of the Northern Ireland Timber Importers' Association and certain employees of the member firms. *Claim:* (1) Adult male labourers' rate to be increased to 1s. 8d. per hour; (2) youths' rates to be increased by 1d. per hour; (3) adult males or youths operating saws or machines to receive 1½d. per hour on top of agreed rate; (4) in addition to the week's holiday with pay at present in operation, labourers and youths to be paid for Christmas Day, Boxing Day, Easter Monday and Tuesday. *Award:* That (1) the present rate of wages of adult male labourers should be increased by one penny per hour to 1s. 7½d. per hour; and (2) the following scale of rates for youths should apply in lieu of the scale hitherto effective: youths of 15 and under 16 years of age, 7d. per hour; 16 and under 17, 8d.; 17 and under 18, 8½d.; 18 and under 19, 10½d.; 19 and under 20, 1s. 1d.; 20 and under 21, 1s. 4d. per hour. The Tribunal found that parts (3) and (4) of the claim had not been established and they awarded accordingly.

CIVIL SERVICE ARBITRATION TRIBUNAL.

During May, 1945, the Civil Service Arbitration Tribunal issued two awards, Nos. 85 and 86.

Award No. 85 related to a claim for the payment to Officers, Principal Officers, Chief Officers, Foremen of Works, and Engineers employed at H.M. Prison, Dartmoor, of a weekly Inconvenience Allowance of 20s.; and to a counter-claim by the Prison Commissioners for the abolition of Inconvenience and Borstal Allowances payable to Officers, Principal Officers, Chief Officers, Foremen of Works, Engineers and Matrons subject to specified conditions, and for the payment of an allowance of 10s. per week for service at Dartmoor. The Tribunal awarded a weekly Inconvenience Allowance of 15s. to the various grades serving at Dartmoor; and rejected the counter-claim.

Award No. 86 related to a claim that in the Inland Revenue Department the salary scale of Senior Staff Officers employed in the Chief Inspector's Branch should be £700-£860; that temporary pensionable allowances of £60 per annum (£48 per annum in the case of women) should be granted to all Staff Officers employed in the Chief Inspector's Branch; that temporary pensionable allowances of £50 per annum (£40 per annum in the case of women) should be granted to all Tax

* See footnote * on page 108.

Officers (Higher Grade) employed in the Chief Inspector's Branch; and that allowances of 6s. a week should be given to Grade II Temporary Clerks employed in the Chief Inspector's Branch on completion of (a) three years' total service in the Inland Revenue Department, and (b) eighteen months' service as Grade II Clerk in the Chief Inspector's Branch.

The Tribunal found against the claim that the salary scale of Senior Staff Officers in the Chief Inspector's Branch should be £700-£860. They awarded that the number of temporary pensionable allowances of £60 per annum (£48 per annum in the case of women) to Staff Officers employed in the Chief Inspector's Branch should be increased from 100 to 200; that the number of temporary pensionable allowances of £50 (£40 in the case of women) granted to Tax Officers (Higher Grade) employed in the Chief Inspector's Branch should be increased from 100 to 150; and that allowances of 6s. a week should be given to Grade II Temporary Clerks employed in the Chief Inspector's Branch who (a) have completed three years' total service in the Inland Revenue Department, (b) have completed eighteen months' service as Grade II Clerk in the Chief Inspector's Branch, and (c) are satisfactorily performing work of greater difficulty than that normally allotted to members of their grade in the Chief Inspector's Branch. The award provided that the additional temporary pensionable allowances should be granted with effect from 1st March, 1945, and should be reviewed at the expiration of a period of two years from 1st September, 1944.

FACTORIES ACT.

BLASTING OF CASTINGS AND OTHER ARTICLES: DRAFT SPECIAL REGULATIONS, 1945.

In pursuance of Section 129 of the Factories Act, 1937, and the Second Schedule to that Act, the Minister of Labour and National Service has given notice in the London and Edinburgh Gazettes that he proposes to make Special Regulations under Section 60 of the Act applying to factories in which "blasting" of castings and other articles is done. The proposed Regulations contain a general prohibition of the introduction of siliceous abrasives into blasting apparatus and revised requirements for blasting in the cleaning of castings.

Copies of the draft Special Regulations, which may be cited as the *Blasting of Castings and Other Articles Special Regulations, 1945*, may be purchased directly from H.M. Stationery Office at any of the addresses shown at the foot of this page, or through any bookseller.

Any objection to the draft Special Regulations by or on behalf of persons affected must be sent to the Minister on or before 24th July, 1945. Every objection must be in writing and state (a) the specific grounds of objection; and (b) the omissions, additions, or modifications asked for, and should be addressed to the Secretary, Ministry of Labour and National Service, 8, St. James's Square, London, S.W.1.

* 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.

FACTORIES (GLASS PROTECTION) (REVOCATION) (NORTHERN IRELAND) ORDER, 1945.

The above-mentioned Order revoking the Factories (Glass Protection) (Northern Ireland) Order, 1941, particulars of which were given in the issue of this GAZETTE for February, 1941 (page 48), was made by the Ministry of Labour for Northern Ireland on 23rd May, 1945, under Regulation 60 of the Defence (General) Regulations, 1939.

A similar Order revoking the corresponding Order relating to glass protection in factories in Great Britain was recently made by the Minister of Labour and National Service, as reported in last month's issue of this GAZETTE (page 73).

STATUTORY RULES AND ORDERS.

Since last month's issue of this GAZETTE was prepared the undermentioned Orders* relating to matters with which the Ministry of Labour and National Service is concerned, either directly or indirectly, have 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 Revoking and Amending Certain Defence Regulations (S.R. & O. 1945, No. 507; price 2d. net (3d. post free)).—This Order, made by His Majesty in Council on 9th May, 1945, in pursuance of the Emergency Powers (Defence) Acts, as extended to the Isle of Man, revokes and amends certain Defence Regulations relating to the Isle of Man.

The Control of Employment (Civil Servants) Order, 1945 (S.R. & O. 1945, No. 561), dated May 15, 1945, made by the Minister of Labour and National Service under Regulation 58AAA of the Defence (General) Regulations, 1939.—By this Order, which came into force on 21st May, 1945, no non-industrial civil servant employed in Great Britain (with the exceptions specified below) may leave his employment without the written permission of the permanent head of his Department; if this permission is refused he may appeal to a National Service Officer. The Order also provides that a civil servant or a Department may appeal against the National Service Officer's decision to a Local Appeal Board set up under the Essential Work (General Provisions) Order. The exceptions referred to above are (i) persons who have attained the age of 60 years; (ii) persons employed not more than 30 hours a week; (iii) persons covered by Essential Work Orders; and (iv) members of the National Fire Service.

The Control of Engagement Order, 1945 (S.R. & O. 1945, No. 579; price 2d. net (3d. post free)), dated May 22, 1945, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.—See page 91.

The Disabled Persons (Employment) Act, 1944 (Commencement) Order, 1945 (S.R. & O. 1945, No. 615), made by His Majesty in Council on 28th May, 1945, in pursuance of the Disabled Persons (Employment) Act, 1944.—See page 95.

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