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THE WHITLEY COUNCILS SCHEME

THE
WHITLEY COUNCILS
SCHEME

BY
JOHN BARTON SEYMOUR

LONDON
P. S. KING & SON, LTD.
ORCHARD HOUSE, WESTMINSTER

1932

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FOREWORD TO BOOK

By RT. HON. J. H. WHITLEY

THE call to write a few words about Mr. Seymour's book on Joint Industrial Councils opens the opportunity for a gentle protest.

It is the way of the world to catch the name of the Chairman of a Committee or Commission and to use it as a convenient label for the emergency Report, forgetting the colleagues whose knowledge and experience often far exceeds that of the man who happens to have presided over their deliberations.

It was my privilege to be associated with a number of eminent employers and leaders of Trade Unions, and to them is due in the main the credit for the ideas and ideals which have been too much linked with my name.

Having so far relieved my conscience, I must pay a warm debt to Mr. Seymour for his very valuable review of the facts which have come from the experience in varied countries over the last twelve years.

Pages of the press inevitably give space to stories of conflict and dispute in industry, ignoring for the most part the records of harmony and co-operation. Here, for the first time, is a taking and impartial examination of the various successes and the failures, together with a reasoned estimate of the causes contributing to the one or the other.

As a chapter of industrial history this work should find a permanent place. Perhaps it is not too much to hope that it may do more. It may help the recapture of the spirit with which the pioneers launched their ventures; it may reinvigorate those who are carrying the torch; and it may bring new faith to those who have been disheartened by human frailty in the stress of difficult conditions.

(Signed) J. H. WHITLEY.

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APPENDIX I

LIST OF WHITLEY COUNCILS ESTABLISHED

NATIONAL COUNCILS		Established in :
1.	Painters and Decorators	1917
2.	Pottery	1918
3.	Building	"
4.	Rubber	"
5.	Gold, Silver, Horological, etc.	"
6.	Match Manufacture	"
7.	Silk	"
8.	Furniture Manufacture	"
9.	Heavy Chemicals	"
10.	Bread Baking, etc. (England and Wales)	"
11.	Paint, Colour and Varnish	"
12.	Vehicle Building	"
13.	China Clay	"
14.	Hosiery (England)	"
15.	Metallic Bedsteads	"
16.	Bobbin and Shuttle Making	"
17.	Made-up Leather Goods	"
18.	Baking (Scotland)	"
19.	Woollen and Worsted (Scotland)	"
20.	Hosiery (Scotland)	"
21.	Sawmilling	1919
22.	Wallpaper	"
23.	Wool and Allied Textile	"
24.	Tin Mining	"
25.	Electrical Contracting	"
26.	Packing Case Making	"
27.	Elastic Web, Cord, etc.	"
28.	Welsh Plate and Sheet	"
29.	Road Transport	"
30.	Asbestos	"
31.	Coir Mat and Matting	"

		Established in :
32.	Local Authorities Non-Trading Services (Manual Workers) (England and Wales)	1919
33.	Waterworks	"
34.	Gas	"
35.	Electricity Supply	"
36.	Heating and Domestic Engineering	"
37.	Spelter Trade	"
38.	Flour Milling	"
39.	Boot and Shoe Manufacture	"
40.	Iron and Steel Wire Manufacture	"
41.	Music Trades	"
42.	Printing and Allied Trades	"
43.	Needle, Fish Hooks, etc.	"
44.	Carpets	"
45.	Wrought Hollow-Ware	"
46.	Civil Service	"
47.	Electrical Cable Making	"
48.	Tramways	"
49.	Quarrying	"
50.	H.M. Office of Works	"
51.	Admiralty	"
52.	Cement	"
53.	Maritime Service	"
54.	Ministry of Munitions	1920
55.	Local Authorities, Administrative, etc., Services (England and Wales)	"
56.	Glass	"
57.	Entertainments	"
58.	Air Ministry	"
59.	Surgical Instruments	"
60.	Soap and Candles	"
61.	Cooperage	"
62.	War Office	"
63.	Process Engraving	"
64.	H.M. Stationery Office	"
65.	Electricity Supply Joint Board (Staff)	"
66.	Insurance Committees	"
67.	Local Authorities Administrative, etc., Services (Scotland)	"
68.	Local Authorities Non-Trading Services (Scotland)	"
69.	Government Miscellaneous Trade	"
70.	Government Engineering Trade	"
71.	Government Shipbuilding Trade	"
72.	Government Building Trade	"
73.	Co-ordination Committee for Government Industrial Establishments	"

WHITLEY COUNCILS ESTABLISHED 201

		Established in :
74.	Lock, Latch and Key	1920
75.	Dock Labour	"
76.	Gas Mantles	1921
77.	Seed Crushing and Compound Cake	"
78.	Glove Manufacture	"
79.	Papermaking	"
80.	Lead Manufacture	"
81.	Furniture Warehousing and Removing	1925
82.	Cast Stone.. . . .	1928
83.	Printing Ink and Roller Making	1929

SECTIONAL TRADE COUNCILS

- 84. Plastering Industry.
- 85. Plumbing Trade.

LOCAL COUNCILS

- 86. Lancashire and Cheshire Local Authorities Administrative, etc., Services.
- 87. London Area Making up and Packing of Textiles for Export.
- 88. London Local Authorities Administrative, etc., Services.
- 89. Midland Hosiery Bleaching, Dyeing and Finishing.
- 90. North Midland Brewery Workers.
- 91. North Midland Road Transport.
- 92. Scotland Road Transport.
- 93. West of Scotland Textiles.
- 94. West Riding Local Authorities Administrative, etc., Services.

APPENDIX II

LIST OF WHITLEY COUNCILS WHICH HAVE CEASED TO FUNCTION

1. Baking (Scotland).
2. Bread Baking and Flour Confectionery (England and Wales).
3. Building Trade.¹
4. Carpet Industry.²
5. Elastic Web, Cord and Smallware Fabric.
6. Entertainments.
7. Furniture Manufacture.
8. Gas Mantles.
9. Gold, Silver, Horological, etc.
10. Glass.
11. Hosiery (Scotland).
12. Iron and Steel Wire Manufacture.
13. Local Authorities Administrative, etc., Services (England and Wales).³
14. Local Authorities Administrative, etc., Services (Scotland).
15. Local Authorities Non-Trading Services (Scotland).
16. Made-Up Leather Goods.
17. Ministry of Munitions.⁴
18. Music Trades.
19. Packing Case Making.
20. Painters and Decorators.
21. Paper Making.
22. Road Transport.⁵
23. Rubber.
24. Sawmilling.
25. Spelter Trade.
26. Surgical Instruments.

¹ The Plumbing and Plastering Sectional Councils are still active.

² Three of its district councils still functioning.

³ Councils exist for three local areas.

⁴ Incorporated with the War Department.

⁵ The local councils for Scotland and North Midlands are still active.

COUNCILS WHICH HAVE CEASED 203

27. Tin Mining.
28. Vehicle Building.
29. Woollen and Worsted (Scotland).
30. Wrought Hollow Ware.

(The Making-up and Packing of Textiles for Export J.I.C., which was formed in 1922 from the Industrial Reconstruction Committee of that industry, while given up as a national body, still continues for the London Area.)

APPENDIX III

DIRECTORY OF WHITLEY COUNCILS

(As at September, 1931)

ASSOCIATION OF JOINT INDUSTRIAL COUNCILS AND INTERIM RECONSTRUCTION COMMITTEES

Hon. Sec. : Fred. H. Hand (Pottery J.I.C.),
6, Glebe Street, Stoke-on-Trent

Founded
in :

NATIONAL COUNCILS

- 1919 ASBESTOS INDUSTRY J.I.C.
Employers' Sec. : C. W. Rooke & Co., 2, Norfolk Street,
Strand, W.C.2.
Workpeople's Sec. : J. Lund, 57, Ardwick Green,
N. Ardwick, Manchester.
- 1918 BOBBIN AND SHUTTLE MAKING INDUSTRY J.I.C.
Employers' Sec. : L. D. Kidson, F.C.A., 1, Booth Street,
Manchester.
Workpeople's Sec. : T. Hurley, 28, Beryl Street, Roe Lee,
Blackburn, Lancs.
- 1919 BOOT AND SHOE MANUFACTURING INDUSTRY J.I.C.
Employers' Sec. : Miss R. Tomlinson, M.B.E., 7, Tavistock
Square, W.C.1.
Workpeople's Sec. : George Chester, 34, Guilford Street,
W.C.1.
- 1928 CAST STONE INDUSTRY J.I.C.
Sec. : C. E. New, 20, Bucklersbury, E.C.4.
- 1919 CEMENT MANUFACTURING INDUSTRY J.I.C.
Sec. : H. M. Brabant, 4, Southampton Row, Kings-
way, W.C.1.
- 1918 CHEMICAL TRADE J.I.C.
Employers' Sec. : R. Lloyd Roberts, Imperial Chemical
House, Millbank, S.W.1.
Workpeople's Sec. : W. T. Kelly, M.P., Workers' Union,
26, Crofton Road, S.E.5.

Founded

in :

- 1918 CHINA CLAY INDUSTRY J.I.C.
Sec. : Samuel Benson, The Old House, St. Austell, Cornwall.
- 1919 COIR MAT AND MATTING INDUSTRY J.I.C.
Employers' Sec. : A. W. Cooper, Blind Employment Factory, 246-50, Waterloo Road, S.E.1.
Workpeople's Sec. : W. J. Shingfield, 2, Victoria Chambers, 8, High Street, Colchester.
- 1920 COOPERAGE INDUSTRY J.I.C.
Sec. : T. C. Jones, 7, Bromley Street, Commercial Road, E.1.
- 1920 DOCK LABOUR J.I.C.
Sec. : Chas. Cullen, P.L.A. Building, Savage Gardens, E.C.3.
- 1919 ELECTRICAL CABLE MAKING INDUSTRY J.I.C.
Employers' Sec. : Chas. Pipkin, Hamilton House, Victoria Embankment, E.C.4.
Workpeople's Sec. : H. McCale, 27, Kemble Street, Prescott, Lancs.
- 1919 ELECTRICAL CONTRACTING INDUSTRY J.I.C.
Employers' Sec. : L. C. Penwill, 23, Bedford Square, W.C.1.
Workpeople's Sec. : J. Rowan, 11, Macaulay Road, Clapham Common, S.W.4.
- 1919 ELECTRICITY SUPPLY INDUSTRY J.I.C.
Sec. : A. de Turkheim, 58, Abbey House, Victoria Street, S.W.1.
- 1920 ELECTRICITY SUPPLY INDUSTRY NATIONAL JOINT BOARD : EMPLOYERS AND STAFF.
Sec. : H. B. Keeping, F.C.A., 18 and 19, Ironmonger Lane, E.C.2.
- 1919 FLOUR MILLING INDUSTRY J.I.C.
Sec. : Capt. L. H. Green, 26-28, Kings Road, Chelsea, S.W.3.
- 1925 FURNITURE WAREHOUSING AND REMOVING INDUSTRY J.I.C.
Employers' Sec. : E. A. Harris, Howard House, 4, Arundel Street, Strand, W.C.2.
Workpeople's Sec. : J. E. Corrin, Transport House, Smith Square, S.W.1.
- 1919 GAS INDUSTRY J.I.C.
Employers' Sec. : W. J. Smith, 30, Grosvenor Gardens, S.W.1.
Workpeople's Sec. : Arthur Hayday, M.P., 1, St. James's Street, Nottingham.

Founded
in:

- 1921 GLOVE MAKING INDUSTRY J.I.C.
Sec.: J. C. Mason, Court Chambers, 180, Corporation Street, Birmingham.
- 1919 HEATING AND DOMESTIC ENGINEERING J.I.C.
Sec.: J. Watson, 22, Broadway, Westminster, S.W.1.
- 1918 HOSIERY TRADE J.I.C.
Sec.: M. R. Allard, 13, Welford Road, Leicester.
- 1921 LEAD MANUFACTURING INDUSTRY J.I.C.
Sec.: J. C. Burleigh, 71, Queen Street, E.C.4.
- 1920 LOCK, LATCH AND KEY INDUSTRY J.I.C.
Employers' Sec.: V. B. Beaumont, Chamber of Commerce, Metropolitan Chambers, Lichfield Street, Wolverhampton.
Workpeople's Sec.: Samuel Penzer, 45, Market Place, Willenhall, Staffs.
- 1918 MATCH MANUFACTURING INDUSTRY J.I.C.
Sec.: Miss E. Broad, Bryant & May, Ltd., Fairfield Works, Bow, E.3.
- 1918 METALLIC BEDSTEAD INDUSTRY J.I.C.
Employers' Sec.: C. F. Oakley, City Works, Hertford Street, Balsall Heath, Birmingham.
Workpeople's Sec.: Wm. Palmer, 17, Stafford Street, Birmingham.
- 1919 NATIONAL MARITIME BOARD J.I.C.
Sec.: G. A. Vallance, 3 and 4, Clements Inn, W.C.2.
- 1919 NATIONAL WOOL (& ALLIED) TEXTILE INDUSTRIAL COUNCIL.
Employers' Sec.: E. J. Martin, Commerce House, Bradford, Yorks.
Workpeople's Sec.: Arthur Shaw, J.P., 84, Godwin Street, Bradford.
- 1919 NEEDLE, FISHHOOK, FISHING TACKLE AND ALLIED TRADES J.I.C.
Sec.: C. E. Knight, 99, Rectory Road, Redditch, Worcestershire.
- 1918 PAINT, COLOUR AND VARNISH INDUSTRY J.I.C.
Sec.: J. B. Graham, M.C., Tavistock House North, Tavistock Square, W.C.1.
- 1918 POTTERY INDUSTRY J.I.C.
Sec.: F. H. Hand, 6, Glebe Street, Stoke-on-Trent.
- 1919 PRINTING AND ALLIED TRADES OF THE UNITED KINGDOM J.I.C.
Employers' Sec.: F. H. Bisset, 7-10, Old Bailey, E.C.4.
Workpeople's Sec.: A. E. Holmes, 60, Doughty Street, W.C.1.

Founded

in :

- 1929 PRINTING INK AND ROLLER MAKING INDUSTRY J.I.C.
Employers' Sec. : J. F. Hudson, Dacre House, 5, Arundel Street, Strand, W.C.2.
Workpeople's Sec. : J. Hobday, Natsopa House, 46, Blackfriars Road, S.E.1.
- 1920 PROCESS ENGRAVING TRADE J.I.C.
Employers' Sec. : A. E. Dent, Room 268, Bank Chambers, 329, High Holborn, W.C.1.
Workpeople's Sec. : R. Kneale, 54, Doughty Street, W.C.1.
- 1919 QUARRYING INDUSTRY J.I.C.
Sec. : A. E. Dalzell, 52, Prescott Street, Halifax, Yorks.
- 1921 SEED CRUSHING AND COMPOUND CAKE MANUFACTURING INDUSTRY J.I.C.
Employers' Sec. : A. E. Shears, India House, 84, Leadenhall Street, E.C.3.
Workpeople's Sec. : Ald. L. Hogan, Spekeland Buildings, 2, Coopers' Row, Liverpool.
- 1918 SILK INDUSTRY J.I.C.
Employers' Sec. : W. T. Butterfield, 9, Market Street, Bradford, Yorks.
Workpeople's Sec. : T. Birch, "Foxlowe," Market Place, Leek, Staffs.
- 1920 SOAP AND CANDLE TRADES J.I.C.
Employers' Sec. : J. Findlater, Belmont Works, Battersea, S.W.11.
Workpeople's Sec. : W. Jones, "Oakley," Wilmslow Road, Fallowfield, Manchester.
- 1919 TRAMWAY INDUSTRY J.I.C.
Employers' Sec. : J. Becket, 3 and 4, Clement's Inn, Strand, W.C.2.
A. De Turkheim, 58, Abbey House, Victoria Street, Westminster, S.W.1.
Workpeople's Sec. : H. E. Clay, Transport House, Smith Square, Westminster, S.W.1.
- 1919 WALL PAPER MAKERS' INDUSTRIAL COUNCIL.
Employers' Sec. : J. T. Chasney, Wallpaper Mfrs., Ltd., 125, High Holborn, W.C.1.
Workpeople's Sec. : Chas. Keen, J.P., 5, Regent Street, Salford, Lancs.
- 1919 WATERWORKS UNDERTAKINGS INDUSTRY J.I.C.
Employers' Sec. : R. P. Morgan, British Waterworks Association, 173, Rosebery Avenue, E.C.1.
Workpeople's Sec. : A. Winfield, J.P., 59, Kennington Road, S.W.1.

Founded
in :

- 1919 WELSH TINPLATE AND SHEET TRADES J.I.C.
Employers' Sec. : H. C. Thomas, 23-29, Royal Metal Exchange, Swansea.
Workpeople's Sec. : T. W. Hughes, Transport House, 19, Northampton Place, St. Helen's Road, Swansea.

SECTIONAL TRADE COUNCILS (NATIONAL)

- 1918 NATIONAL JOINT COUNCIL FOR THE PLASTERING INDUSTRY.
Employers' Sec. : W. Hill, 13, Hartington Road, Spital, Chesterfield.
Workpeople's Sec. : A. H. Telling, 37, Albert Street, Mornington Crescent, N.W.1.
 1918 NATIONAL JOINT INDUSTRIAL COUNCIL FOR THE PLUMBING TRADE.
Sec. : H. Blackman, 81, Gower Street, W.C.1.

PUBLIC ADMINISTRATION COUNCILS

- 1919 NATIONAL COUNCIL FOR THE ADMINISTRATIVE AND LEGAL DEPARTMENTS OF THE CIVIL SERVICE.
Sec. (Official Side) : B. W. Gilbert, Treasury, Whitehall, S.W.1.
Secs. (Staff Side) : G. Chase, Parliament Mansions, Victoria Street, S.W.1.
 A. C. Winyard, Parliament Mansions, Victoria Street, S.W.1.

GOVERNMENT DEPARTMENTAL INDUSTRIAL COUNCILS

- 1919 ADMIRALTY DEPARTMENTAL INDUSTRIAL COUNCIL.
Sec. (Official Side) : N. Macleod, Admiralty, S.W.1.
Sec. (Employees' Side) : Counc. A. G. Gourd, 43, Fratton Road, Portsmouth, Hants.
 1920 AIR MINISTRY INDUSTRIAL WHITLEY COUNCIL.
Sec. (Official Side) : J. T. Cotton, Air Ministry, Adastral House, Kingsway, W.C.4.
Sec. (Employees' Side) : S. Bradley, Amalgamated Engineering Union, 110, Peckham Road, S.E.15.
 1919 H.M. OFFICE OF WORKS JOINT INDUSTRIAL COUNCIL.
Sec. (Official Side) : H. W. Spencer, H.M. Office of Works, Whitehall, S.W.1.
Sec. (Employees' Side) : H. P. Boulton, Elect. Trades Union, 7, Kilburn Square, N.W.6.

Founded
in:

- 1920 H.M. STATIONERY OFFICE DEPARTMENTAL INDUSTRIAL COUNCIL.
Sec. (Official Side): W. Broadbent, H.M. Stationery Office, Princes Street, Westminster, S.W.1.
Sec. (Employees' Side): A. E. Holmes, 60, Doughty Street, W.C.1.
- 1920 WAR DEPARTMENT GOVERNMENT INDUSTRIAL COUNCIL.
Sec. (Official Side): H. Wilson, War Office, Whitehall, S.W.1.
Sec. (Employees' Side): B. Russell, J.P., 78A, King's Road, Reading.

GOVERNMENT TRADE JOINT COUNCILS.

- 1920 GOVERNMENT BUILDING TRADE JOINT COUNCIL.
Sec. (Official Side): H. Parker, M.C., Treasury, Whitehall, S.W.1.
Sec. (Staff Side): G. C. West, 4, Czar Street, Deptford, S.E.8.
- 1920 GOVERNMENT ENGINEERING TRADE JOINT COUNCIL.
Sec. (Official Side): H. Parker, M.C., Treasury, Whitehall, S.W.1.
Sec. (Staff Side): Major A. G. Church, 25, Victoria Street, Westminster, S.W.1.
- 1920 GOVERNMENT SHIPBUILDING TRADE JOINT COUNCIL.
Sec. (Official Side): N. Macleod, Admiralty, S.W.1.
Sec. (Staff Side): M. T. Greenwell, Electrical Trades Union, 11, Macaulay Road, S.W.4.
- 1920 GOVERNMENT MISCELLANEOUS TRADE JOINT COUNCIL.
Sec. (Official Side): H. Parker, M.C., Treasury, Whitehall, S.W.1.
Sec. (Staff Side): A. G. Gourd, J.P., 45, Fratton Road, Portsmouth.
- 1920 TRADE JOINT COUNCIL OF THE CO-ORDINATION COMMITTEE FOR GOVERNMENT INDUSTRIAL ESTABLISHMENTS.
Sec. (Official Side): H. Parker, M.C., Treasury, Whitehall, S.W.1.
Sec. (Staff Side): Miss M. J. Symons, Nat. Union of General Workers, 28, Tavistock Square, W.C.1.

LOCAL AUTHORITY SERVICES

NATIONAL COUNCILS.

- 1920 NATIONAL JOINT COUNCIL FOR INSURANCE COMMITTEES' ADMINISTRATIVE, TECHNICAL AND CLERICAL SERVICES.
Sec.: E. Potts, 20, New Elvet, Durham.

Founded
in :

- 1919 NATIONAL J.I.C. FOR LOCAL AUTHORITIES NON-TRADING SERVICES (MANUAL WORKERS).
Sec. : G. B. Cottier, Stone House, Bishopsgate, E.C.2.

PROVINCIAL COUNCILS.

- 1921 LONDON DISTRICT COUNCIL FOR LOCAL AUTHORITIES ADMINISTRATIVE, TECHNICAL AND CLERICAL SERVICES.
Hon. Sec. : W. Rowarth, Town Hall, Pancras Road, N.W.1.
- 1921 PROVINCIAL WHITLEY COUNCIL FOR LANCASHIRE AND CHESHIRE LOCAL AUTHORITIES ADMINISTRATIVE, TECHNICAL AND CLERICAL SERVICES.
Employers' Sec. : Edw. Bishop, Town Hall, Manchester.
Staff Side Sec. : H. Corser, Atlantic Chambers, Brazenose Street, Manchester.
- 1920 WEST RIDING JOINT COUNCIL FOR LOCAL AUTHORITIES ADMINISTRATIVE TECHNICAL AND CLERICAL SERVICES.
Sec. : W. Donnan, Parkland Drive, Meanwood, Leeds.

DISTRICT (ONLY) COUNCILS.

- DISTRICT INDUSTRIAL COUNCIL FOR THE WEST OF SCOTLAND TEXTILE INDUSTRY.
Sec. : N. Carrick Anderson, 34, West George Street, Glasgow.
- JOINT INDUSTRIAL (DISTRICT) COUNCIL FOR THE INDUSTRIES OF MAKING-UP AND PACKING OF TEXTILES FOR EXPORT, AND OF CLOTH WORKING IN TRUST AND/OR ON COMMISSION, LONDON AREA.
Sec. : Toy, Campbell & Co., 16 and 17, South Street, E.C.2.
- MIDLAND JOINT INDUSTRIAL COUNCIL OF THE HOSIERY BLEACHING, DYEING AND FINISHING INDUSTRY.
Sec. : R. B. Baggaley, Armitage Chambers, Victoria Street, Nottingham.
- NORTH MIDLAND AREA INDOOR BREWERY WORKERS J.I.C.
Employers' Sec. : Capt. P. T. W. Adams, 6, Byron Chambers, Beast Market Hill, Nottingham.
Workpeople's Sec. : Counc. J. T. Edlin, Newstead House, 76, St. James' Street, Nottingham.
- NORTH MIDLAND ROAD TRANSPORT JOINT BOARD.
Employers' Sec. : J. H. Trease, Bank Chambers, Pelham Street, Nottingham.
Workpeople's Sec. : W. Habgood, Trinity Buildings, Trinity Street, Nottingham.

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ROAD TRANSPORT, SCOTLAND, J.I.C.

Employers' Sec. : D. MacKay, 190, West George Street,
Glasgow.

Workpeople's Sec. : Hugh Lyon, 108, West Regent
Street, Glasgow.

MISCELLANEOUS ADDRESSES

ACTIVE INDUSTRIAL RECONSTRUCTION COMMITTEES

CLAY I.I.R.C.

Secs. : H. Halliday, Drayton House, 30, Gordon
Street, W.C.1.

J. C. Mason, Court Chambers, 180, Corporation Street,
Manchester.

COCOA, CHOCOLATE, SUGAR CONFECTIONERY AND JAM
I.I.R.C.

Sec. : R. M. Leonard, 22, Buckingham Gate, S.W.1.

ENVELOPE AND MANUFACTURES STATIONERY I.I.R.C.

Secs. : B. Claydon, 69, Fleet Street, E.C.4.

T. G. Newland, 88, Nightingale Lane, S.W.12.

INACTIVE RECONSTRUCTION COMMITTEES WHOSE SECRETARIES
ANSWER CORRESPONDENCE OFFICIALLY

FERTILISING I.I.R.C.

Sec. : I. King Stewart, 68-70, Fenchurch Street, E.C.3.

NON-FERROUS MINES I.I.R.C.

Sec. : A. N. D. Smith, F.C.A., 80, Finsbury Pavement,
E.C.2.

OPTICAL INSTRUMENTS I.I.R.C.

Sec. : Miss M. J. Symons, National Union of General
Workers (Women's Section), 28, Tavistock Square,
W.C.1.

NATIONAL J.I.C.'s ABOUT WHOSE DISBANDMENT THERE IS
DOUBT

CARPET INDUSTRY J.I.C.

Secs. : R. S. Brinton, Messrs. Brinton, Ltd., Kidder-
minster.

Ellis Crowther, Palatine Chambers, Halifax, Yorks.

GLASS (EXCLUSIVE OF PLATE AND SHEET GLASS) J.I.C.

Secs. : F. Redfern, Dunster House, 12, Mark Lane,
E.C.3.

R. Fenton, 2, Wesley Street, Castleford.

GLASS (SHEET AND PLATE) J.I.C.

Secs. : J. Dickinson, Grove St., St. Helens, Lancs.
T. Williamson, National Union of General Workers,
99, Edge Lane, Liverpool.

PAINTERS AND DECORATORS J.I.C. OF GREAT BRITAIN.

Sec. : W. Mellor, 19, Brazenose St., Manchester.

SURGICAL INSTRUMENTS J.I.C.

Secs. : A. W. Down, 21-23, St. Thomas Street, S.E.1.

Miss L. M. Emberton, 6, Holborn Viaduct, S.E.1.

E. Cruse, Amalgamated Engineering Union, Premier
House, 150, Southampton Row, W.C.1.

ZINC AND SPELTER J.I.C.

Sec. : C. Taylor, 1, Oxford Court, Cannon Street,
E.C.3.

APPENDIX IV

LIST AS TO MEETINGS OF THE JOINT INDUSTRIAL COUNCIL

COUNCILS MEETING MONTHLY

Electrical Cable Making Industry.
Electricity Supply Industry J.I.C.
Electricity Supply Joint Board.
Match Manufacturing Industry.

COUNCILS MEETING EVERY TWO MONTHS

Admiralty Industrial Joint Council.
Government Shipbuilding Trade.
Local Authorities Non-Trading Services (Manual Workers).

COUNCILS MEETING QUARTERLY

Cement Manufacturing Industry.
Civil Service National Council.
Cooperage Industry.
Furniture Warehousing and Removing.
Gas Industry.
Glove Making Industry.
Hosiery Trade.
Insurance Committees' Services.
Lancs. and Cheshire Local Authorities Administrative Services.
Midland Hosiery Bleaching, Dyeing and Finishing Industry.
North Midland Road Transport.
Plumbing Trade.
Pottery Industry.
Printing and Allied Trades.
Printing Ink and Roller Making.
Quarrying Industry.
Road Transport, Scotland.
Seed Crushing and Compound Cake Manufacturing.
Silk Industry.
Wallpaper Makers' Industry.
Waterworks Undertakings.

COUNCILS MEETING HALF-YEARLY

Asbestos Industry.
 Electrical Contracting Industry.
 Heating and Domestic Engineers.
 Paint, Colour and Varnish Trades.
 Plastering Trade.
 Process Engraving Trade.
 West Riding Local Authorities Administrative, etc., Services.

COUNCILS MEETING YEARLY

Cast Stone Industry.
 Welsh Tin Plate and Sheet Trade.
 West of Scotland Textile Council.

COUNCILS NOT MEETING REGULARLY

COUNCILS MEETING "QUARTERLY WHEN NECESSARY"

Air Ministry Industrial Council.
 H.M. Stationery Office Departmental Council.
 Making Up and Packing of Textiles for Export : (London Area).
 London District J.C. for Local Authorities Services.

COUNCILS WHICH DO NOT MEET REGULARLY, BUT AS
REQUIRED

Bobbin and Shuttle Making Industry.
 Boot and Shoe Manufacturing Industry.
 Cast Stone Industry.
 Chemical Trade.
 China Clay Industry.
 Coir Mat and Matting Industry.
 Dock Labour.
 Flour Milling Industry.
 Government Building Trade.
 Government Co-ordination Committee.
 Government Engineering Trade.
 Government Miscellaneous Trade.
 H.M. Office of Works.
 Lead Manufacturing.
 Lock, Latch and Key Industry.
 Metallic Bedstead Industry.
 National Maritime Board.
 National Wool and Allied Textile.
 Needle, Fishhook, Fishing Tackle and Allied Trades.
 Soap and Candle Industry.
 Tramway Industry.
 War Department Industrial Council.

APPENDIX V

LIST AS TO COMMITTEES

JOINT INDUSTRIAL COUNCILS HAVING NO COMMITTEES

Asbestos Industry.
Cast Stone Industry.
Cement Manufacturing Industry.
China Clay Industry.
Co-ordination Committee for Government Establishments.
Furniture Warehousing and Removing.
Gas Industry.
Government Building Trade.
Government Engineering Trade.
H.M. Office of Works.
H.M. Stationery Office.
Hosiery Trade.
Metallic Bedstead Industry.
Midland Hosiery Bleaching, Dyeing and Finishing.
Plastering Trade.
Road Transport, Scotland.

COUNCILS HAVING SPECIAL COMMITTEES ONLY "FOR MATTERS ARISING"

Boot and Shoe Manufacturing Industry.
Chemical Trade.
Electrical Contracting Industry.
Government Miscellaneous Trade.
Lock, Latch and Key Industry.
Making up and Packing of Textiles for Export (London Area).
Paint, Colour and Varnish Trades.
Plumbing Trade.

COUNCILS HAVING COMMITTEES, AND TITLES OF COMMITTEES

Admiralty Departmental J.C. has a Yard Craft Sub-Committee ;
an Alternative Work Committee, and "Others as Required."
Bobbin and Shuttle Making Industry has Separate Committees
for the Bobbin Making Section ; Shuttle Making Section ;
and General Labouring Section.

Chemical Trade has an Executive Committee.

Civil Service National Council has these Committees :

1. General Purpose; 2. Reorganisation; 3. Superannuation; 4. Subsistence; 5. Machine Operators; 6. Typing Grades; 7. Writing Assistants. (1 and 2 are Standing Committees.)

Coir Mat and Matting Industry has an Executive Committee.

Cooperage Industry has a Standing Committee.

Dock Labour has an Executive Committee; National Conciliation Committee; and Local Registration Committees.

Electrical Cable Making has a Negotiating Committee.

Electricity Supply J.I.C. has Negotiation Joint Committee.

Electricity Supply Joint Board has a Negotiating Committee and a Training Scheme Committee.

Flour Milling Industry has Executive Committee; Technical Education Committee; Factories Committee; Dermatitis Committee.

Glove Making Industry has Vigilance, Disputes and Areas Committees.

Government Shipbuilding Trade has these Committees: Allowance; Demarcation; Piece Work; Skilled Labour.

Heating and Domestic Engineering has: Education Committee; Advisory Committee to London Institute; and Various Sub-Committees.

Lancs. and Cheshire Local Authorities Services has a Conditions of Service Committee.

Lead Manufacturing has a General Purposes Sub-Committee.

Local Authorities Non-Trading Services has a National Executive Committee and a Publicity Committee.

London D.C. for Local Authorities Services has a General Purposes Committee, who appoint Sub-Committees as needed.

Match Manufacturing has a General Purposes Committee and an Unemployment Sub-Committee.

National Maritime Board has these panels: Navigating Officers; Engineers Officers; Sailors' and Firemen's; Catering Department.

National Wool and Allied Textiles has Emergency; Finance; Education; and Legislation Committees.

Needle, Fishhook, etc., has an Executive Committee and a Wages and Conditions Committee.

N. Midland Road Transport has a Standing Sub-Committee.

Pottery Industry has these: Executive, General Purposes and Finance; Wages and Conditions; Research, Inventions and Designs; Organisation; Apprenticeship; Statistical and Inquiries; with Several Standing Sub-Committees.

Printing Ink and Roller Making has General Purposes; Health.

- Printing and Allied Trades has these : General Purposes ; Health ; Apprenticeship ; Unemployment ; Organisation ; Conciliation ; Betterment ; Costing ; Finance.
- Process Engraving has these : Apprenticeship ; Complaint.
- Quarrying Industry has Executive Committee and Special Committees as needed.
- Seed Crushing, etc., has an Executive Committee.
- Silk Industry has Executive Committee and Emergency Committee.
- Soap and Candles Industry has an Executive Committee.
- Tramways Industry has a Standing Committee and a Wages Committee.
- Wallpaper Makers has a Wages Sub-Committee.
- Waterworks Undertakings has an Executive Committee.
- Welsh Tin Plate and Sheet has a Joint Standing Committee.
- West Riding Local Authorities Services has Executive Committee and Sub-Committees as needed.
- West Scotland Textile has these Committees : Executive ; Finance ; Wages ; Welfare ; Apprenticeship.

APPENDIX VI

LIST AS TO DISTRICT COUNCILS

NATIONAL COUNCILS WHICH HAVE NO DISTRICT COUNCILS

Air Ministry Departmental Council.
Asbestos Industry.
Bobbin and Shuttle Making Industry.
Cast Stone Industry.
Chemical Trade.
Co-ordination Committee for Government Establishments.
Furniture Warehousing and Removing.
Glove Making Industry.
Government Engineering Trade.
Government Miscellaneous Trade.
Government Shipbuilding Trade.
H.M. Stationery Office Departmental Council.
Hosiery Trade.
Lancs. and Cheshire Local Authorities Official Staffs.
Lead Manufacturing Industry.
Lock, Latch and Key Industry.
London D.C. for Local Authorities Official Staffs.
Match Manufacturing Industry.
Metallic Bedstead Industry.
Needle, Fishhook, Fishing Tackle and Allied Trades.
Pottery Industry.
Printing Ink and Roller Making Trade.
Process Engraving Trade.
Silk Industry.
Soap and Candles Industry.
Wallpaper Makers' Industry.
War Department Industrial Council.
Welsh Tin Plate and Sheet Trade.
West Riding Local Authorities Official Staffs.

WHITLEY COUNCILS HAVING DISTRICT COUNCILS

Cement Industry has 8 District Councils.
Coir Mat and Matting Industry has 4 District Councils.

Cooperage Industry has 7 District Councils.
Electric Cable Making Industry has 2 District Councils.
Electrical Contracting has "About 20 in Important Centres."
Electricity Supply J.I.C. has 13 District Councils.
Electricity Supply Joint Board has 12 District Councils.
Flour Milling Industry has 17 District Councils.
Gas Industry has 12 District Councils.
Government Building Trade has 16 District Councils.
Local Authorities Non-Trading Services has 12 "Provincial Councils."
National Maritime Board has 21 "District Boards" under Two of Four "Sectional Committees."
National Wool and Allied Textiles has 4 District Councils.
Paint, Colour and Varnish Trades has 7 District Councils.
Plastering Trade has 5 "Local Councils."
Plumbing Trade has 5 "Area Joint Committees."¹
Printing and Allied Trades has 33 District Committees.
Quarrying Industry has 5 "Sectional Councils," which have their own Separate District Councils.
Tramway Industry has 9 District Councils.
Waterworks Undertaking has 8 District Councils.

WITH LOCAL ORGANISATIONS, NOT DISTRICT COUNCILS.

Admiralty Council has 6 Department Committees.
Civil Service Council has 72 Departmental Committees.
Dock Labour has "about 20 Local Port Committees," some of which have Area Sub-Committees.
Heating and Domestic Engineering has 7 Local Education Committees.
H.M. Office of Works has 3 Central Department Committees.
Insurance Committees' Services has 3 Local Committees.
Seed Crushing and Compound Cake has 5 District Committees.

(Although the Carpet Trade National Council is not functioning, there are 3 Carpet Trade District Councils still active.)

¹ The Plumbing Trade J.I.C. has also "A Number of Local Councils for the Principal Towns in the Areas," also "7 Town Councils outside the Areas."

APPENDIX VII

LIST AS TO WORKS COMMITTEES

COUNCILS REPORTED AS HAVING NO WORKS COMMITTEES

Asbestos Industry.
Cast Stone Industry.
Civil Service National Council.
Coir Mat and Matting Industry.
Cooperage Industry.
Co-ordination Committee for Government Establishments.
Dock Labour.
Electrical Contracting Industry.
Electricity Supply Joint Board.
Furniture Warehousing and Removing.
Government Building Trade.
Government Engineering Trade.
Heating and Domestic Engineers.
Insurance Committees' Services.
Lancs. and Cheshire Local Authorities Services.
Lock, Latch and Key Industry.
London District Local Authorities Services.
Metallic Bedstead Industry.
Midland Hosiery, Bleaching, Dyeing and Finishing.
North Midland Road Transport Joint Board.
Paint, Colour and Varnish Trades.
Plastering Industry.
Plumbing Trade.
Process Engraving Trade.
Road Transport for Scotland.
Silk Industry.
Waterworks Undertakings.
West of Scotland Textile.

INDUSTRIES WITH WORKS COMMITTEES NOT UNDER THE J.I.C.

Boot and Shoe Manufacturing Industry.
Chemical Trade.

Glove Making Industry.
 Government Shipbuilding Trade.
 Hosiery Trade.
 Lead Manufacturing Industry.
 National Wool and Allied Textile Industry.
 Printing Ink and Roller Making Industry.
 Process Engraving Trade.
 Quarrying Industry.
 Seed Crushing and Compound Cake Manufacturing Industry.
 Soap and Candles Industry.
 Textiles Packing and Making Up for Export (London Area).
 West Riding Local Authorities Services.

COUNCILS HAVING WORKS COMMITTEES UNDER THEM

Admiralty Industrial Council has "Many," "Most of the Shops and Factories have a Works Committee."
 Air Ministry Industrial Council has 6.
 Bobbin and Shuttle Industry has 4.
 Cement Manufacturing Industry has "Many."
 Electricity Supply: "Works Committees in the Various Undertakings in each District."
 Flour Milling: "Number of Works Committees Unknown."
 Government Miscellaneous Trade has "Over 15."
 H.M. Office of Works has 30 "Shop Committees."
 H.M. Stationery Office has "About 8 Shop Committees."
 Local Authorities Non-Trading Services: "Works Committees have been set up by a Number of Local Authorities."
 Match Manufacturing has 8 Works Committees.
 Needle, Fishhook, etc., has "A Few Works Committees in Active Operation."
 Pottery Industry has "About 50 Works Committees."
 Printing and Allied Trades: "Works Advisory Committees, Number Unknown."
 Tramways Industry: "About 50 Works Organisations Corresponding to the Works Committees."
 Wallpaper Making Industry has 8 Works Committees.
 War Department: "Probably 16 to 20 may be described as Regularly Functioning."
 Welsh Tin Plate and Sheet: "Works Committees have been appointed at a large Number of the Works."

APPENDIX VIII

LIST AS TO NEGOTIATION OF WAGES

COUNCILS WHICH DEAL WITH THE NEGOTIATION OF WAGES

Asbestos Industry.
Bobbin and Shuttle Making Industry.
Brewery Workers (North Midland Area).
Cast Stone Industry.
Cement Manufacturing Industry.
Chemical Trade.
China Clay Industry.
Coir Mat and Matting Industry.
Cooperage Industry.
Dock Labour.
Electrical Cable Making Industry.
Electrical Contracting Industry.
Electricity Supply Joint Industrial Council.
Electricity Supply Joint Board.
Flour Milling Industry.
Furniture Warehousing and Removing.
Gas Industry.
Glove Making Industry.
Government Engineering Trade.
Government Miscellaneous Trade.
Government Shipbuilding Trade.
Hosiery Trade.
Lancs. and Cheshire Local Authorities Services.
Lead Manufacturing Industry.
Lock, Latch and Key Industry.
Match Manufacturing Industry.
Midland Hosiery Bleaching, Dyeing and Finishing.
Needle, Fishhook, Fishing Tackle and Allied Trades.
North Midland Road Transport Joint Board.
Paint, Colour and Varnish Trades.
Plastering Trade.
Road Transport (Scotland).
Seed Crushing and Compound Cake Manufacturing.

Soap and Candles Industry.
 Tramways Industry.
 Wallpaper Makers Industry.
 Welsh Tinplate and Sheet Trade.
 West of Scotland Textile Industry.

COUNCILS DEALING OCCASIONALLY WITH WAGE NEGOTIATIONS

Civil Service Council is "connected only with the Salary Scales of Classes Common to the Civil Service, and normally would conduct Negotiations concerning these matters. The cost-of-living bonus is also dealt with by the National Councils."
 Insurance Committees' Services "is consulted by Government Authorities as to Wages."
 Local Authorities non-trading Services (Manual Workers) "has appellate jurisdiction over the Provincial Councils which fix Maximum Rates."
 Making up and Packing of Textiles for Export J.I.C. "can only enter into Negotiations about Wages when either of the Masters' Associations have come to a deadlock with the Workers' Union."
 Quarrying Industry "approves of the decisions of the Sectional Councils."
 Waterworks Undertaking Industry. "The basic wages are determined by the District Councils, but the National Council have adopted a Revision of Wages Scheme. The District Councils are not compelled to adopt the Scheme."
 Wool and Allied Textile Industry "adopted the agreements of the District Councils who have practical autonomy over Wage Negotiations."

COUNCILS WHICH DO NOT DEAL WITH THE NEGOTIATION OF WAGES

Admiralty Departmental Council.
 Air Ministry Departmental Council.
 Boot and Shoe Manufacturing Industry.
 Co-ordination Committee for Government Establishments.
 Government Building Trade.
 Heating and Domestic Engineering.
 H.M. Office of Works.
 H.M. Stationery Office.
 London District Council for Local Authorities Services.
 Metallic Bedstead Industry.
 National Maritime Board.
 Plumbing Trade.
 Pottery Industry.
 Printing and Allied Trades.
 Printing Ink and Roller Making.

Process Engraving Trade.

Silk Industry.

War Department Industrial Council.

West Riding Local Authorities Service.

(The above Council may be appealed to or called in to arbitrate in cases of wage disputes.)

APPENDIX IX

SAMPLE CONSTITUTION OF A JOINT INDUSTRIAL COUNCIL

JOINT INDUSTRIAL COUNCIL OF THE MATCH MANUFACTURING INDUSTRY

OBJECTS

General Object.

The advancement and development of the industry, especially by means of joint action and deliberation between employers and workpeople engaged therein.

It will be open to the Council to take any action which falls within the general scope of the foregoing general objects. Among its more specific objects will be the following :

- (1) The formation of such District Councils and Works Committees as may be considered desirable on the lines suggested in the Whitley Report, and the consideration of proposals and resolutions submitted by such Councils and Committees from time to time.
- (2) The consideration of measures for securing the inclusion of all employers and workpeople in their respective organisations.
- (3) The consideration of methods for securing the satisfactory settlement of differences between various parties and sections of the industry.
- (4) The consideration of minimum rates of wages, hours and working conditions in the industry as a whole.
- (5) The encouragement of study and research with a view to the improvement and perfection of the quality of the product, and of machinery and methods for economical manufacture in all branches of the industry.
- (6) The consideration of methods of training for young people entering the industry, and the provision of educational facilities for them.
- (7) The preparation and consideration of statistics and reports relating to the industry throughout the world, and the effect on the industry of Customs and Excise Duties.

- (8) Representation of the opinions and needs of the industry and those engaged in it to the Government, Government Departments and other authorities.
- (9) To establish and maintain such relations with the Government, Government Departments and other authorities, and to take such steps as shall ensure that the industry is consulted before the introduction of legislative or administrative measures which effect or may effect the industry.
- (10) The consideration of such matters as may be referred to the Council by the Government, Government Departments or other authorities.
- (11) The issue to the Press of authoritative statements upon matters affecting the industry.
- (12) The consideration, with a view to action where necessary or desirable, of any matters affecting, directly or indirectly, the industry or the welfare of those engaged therein.

CONSTITUTION

I.—*Members*

The Council shall consist of sixteen members, of whom one-half, viz. eight, shall be appointed by the Society of British Match Manufacturers, hereinafter called the Society. The remaining half, viz. eight, shall be appointed jointly by the National Union of General Workers, and the Workers' Union, hereinafter called the Unions.

2.—*Re-appointment*

Four representatives of the Society and of the Unions shall retire annually after the December meeting in each year, but shall be eligible for re-appointment. Such representatives shall retire in rotation, either as agreed among themselves or as determined by lot.

When any member is unable to attend a meeting of the Council, a deputy may be sent to take his place for that meeting by the Society or by the Unions by whom he was appointed. Casual vacancies occurring during the year may be filled by the Society or by the Unions in the same manner and for the same period as in the case of the retiring member.

3.—*Co-opted Members*

The Council shall have power to co-opt, by a unanimous vote of the Council, representatives of Government Departments and other persons having special knowledge and experience which may be of value to the Council, but such co-opted members shall attend only in a consultative capacity.

4.—*Committees*

The Council may appoint such Committees as it may consider necessary or desirable, and may delegate such powers as it may think fit to such Committees. The reports of all Committees shall be submitted to the Council for confirmation except in cases where special powers have been delegated to a Committee.

5.—*Officers*

The Officers of the Council shall consist of a Chairman, a Vice-Chairman, a Treasurer and a Secretary or Secretaries. All Officers shall retire at the December meeting of the Council in each year, but shall be eligible for re-election at the next meeting.

The Council shall have power to pay to the Secretary or Secretaries such remuneration as it may think fit.

6.—*Meetings*

The Council shall meet as often as necessary, but not less than once a Quarter. A meeting shall be held in the month of December of each year.

A Special Meeting shall be called on the requisition of six members of the Council addressed to the Secretary, stating the business to be brought forward. Not less than seven days' notice of all meetings shall be given and the business of the meeting shall be stated in the notice.

7.—*Voting*

At all meetings of the Council or of Committees, voting shall be by show of hands, or by ballot as the Chairman of the meeting may determine.

No resolution shall be regarded as carried unless it has been approved by two-thirds of the representatives present of the Society and of the Unions respectively.

The Chairman shall not have the casting vote.

8.—*Quorum*

The quorum shall be not less than three representatives of the Society and four representatives of the Unions.

9.—*Finance*

The expenses of the Council shall be met in equal proportions, viz. one-half by the Society, and one-half jointly by the Unions, according to the number of representatives from each on the Council.

APPENDIX X

SAMPLE CONSTITUTION OF WORKS COMMITTEES

NATIONAL COUNCIL OF THE POTTERY INDUSTRY

WORKS COMMITTEES

OBJECTS, FUNCTIONS and CONSTITUTION of WORKS COMMITTEES, as adopted by the National Council at a meeting held January 8, 1920.

Company : _____

Works : _____

OBJECTS

1. The main objects are :
 - (a) The securing of a better utilisation of the practical knowledge and experience of the workpeople, and the establishment and maintenance of a system of co-operation in the workshops as between employers and employees, so that the workpeople be given a wider interest in, and greater responsibility for, the conditions under which their work is performed.
 - (b) The enforcement in works of the regulations contained in collective agreements of Employers and Operatives.
 - (c) The prevention of friction and misunderstanding.

RULES AND REGULATIONS

Functions

2. The Functions of the Committee shall be advisory or consultative, and shall cover the following matters :
 - (a) To consider any matters other than general questions of wages which may be referred to it either by the Management or by the Employees of the works.
 - (b) To inquire into grievances reported by workpeople.

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- (c) To bring before, and discuss with the Management, grievances that it considers genuine.
- (d) To consider questions relating to the health and safety of the workpeople on the factory.
- (e) To consult with the management on the interpretation of awards, orders and circulars.
- (f) To consider suggestions from any employee upon questions closely affecting daily life and comfort on the factory, the efficiency of its working, or improvements of methods and processes.
- (g) To consider generally the conditions of work on the factory.
- (h) To assist in maintaining discipline and regulating conduct as between management and workpeople (inattention to work, bullying, bad language, timekeeping).
- (i) To promote the social life in the factory ; to make necessary arrangements for collections for Infirmaries and Hospitals, Charities, etc. ; and to organise entertainments and sports.

Constitution

3. Each Works Committee shall consist of representatives of the management and of the workers selected from each department, or group of departments.

4. The number of representatives shall be agreed upon at each factory—and each party shall appoint its own representatives.

5. Only those persons shall be eligible for membership of the Committee who are 21 years of age or over, are actually working in the factory and have a service qualification of one year with the firm.

6. Only Trade Unionists shall be eligible to serve on the Operatives' Section of the Committee.

7. Each worker on the factory, irrespective of age, shall be entitled to vote in the election of representatives.

8. The workers on each factory shall arrange terms and remunerate such operatives as they elect on the Committee for loss of time when engaged on the business of the Committee.

9. The representatives of the Management on the Committee shall be appointed by the Firm, and shall consist of Employers, Managers or Officials.

10. The period for which Employee members shall hold office shall be 12 months ending on the 31st day of December in each year, but all serving members of the Committee shall be eligible for re-election.

11. Casual vacancies may be filled either by ballot or otherwise as the Committee may determine.

Officers

12. The Officers shall consist of a Chairman, Vice-Chairman (one from either side who may be elected to these respective positions in alternate years), two Secretaries (one appointed by the Management and the other by the Operative members of the Committee), and a Treasurer.

Meetings

13. The Committee shall meet once a month, at a date and time to be fixed by the Firm, but special meetings may be held when necessary on the requisition of four members, who shall state the special object for which the meeting is to be held. The Agenda of business to be transacted at each meeting, together with the notice convening the meeting, shall be submitted by the Secretaries to each member of the Committee at least 48 hours before the meeting, except in the case of Special Meetings, which may be summoned informally by verbal notice to the members.

14. The presence of one-half of the members from each side of the Committee shall be necessary to form a quorum.

15. Any matter which it is desired to bring forward for discussion at the regular monthly meeting shall be notified to the Secretaries at least three days before the date of the meeting. Accommodation should be provided for the workers' side of the Committee to enable it to conduct its own work.

16. Any matters arising in a particular department must be first discussed by that Department prior to being brought before the Works Committee.

17. No recommendation shall be regarded as made, or resolution passed, unless it is approved by a majority of each side of the Committee.

18. Duplicate books of Minutes of the proceedings of the Committee shall be kept, one by the Secretary of each side.

19. A copy of the minutes of any meeting, signed by both Secretaries, shall be furnished to the Secretary of the National Council on a request for same being made.

20. In the event of any matter arising which the Committee cannot agree upon, the officials of the Trade Union or Unions concerned shall negotiate with the firm, or, if desired, with the officials of the Employers' Association. The question may thereafter be referred by either side to the National Council.

21. The Works Committee shall not have any power to come to an agreement inconsistent with the powers or decisions of the National Council, or with any agreement between the Trade Union and the Employers' Association. Further, any agreement come to by the Works Committee may at any time be superseded by the National Council, or by agreement between the

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Trade Union and the Employers' Association (through the National Council).

22. The Works Committee shall respect any decisions of the National Council of the Pottery Industry as to the functions and work which may be properly undertaken by the Works Committee.

In the course of his duties the Secretary of the workers' side shall have reasonable opportunities afforded him for consulting with the employees in any department on the Works, and the representatives of Departments shall have reasonable opportunities afforded to confer with the operatives' Secretary.

Representation of Operatives

In the division of Works into Constituencies for the representation of operatives, it is suggested that the following points be taken into consideration :

- (a) The number of workpeople employed in each department.
- (b) Whether a representative should be appointed from each department or group of departments.

For example :

Enamellers', Gilders' and Lithographers' Departments on Factories where large numbers are employed may each have a representative, or on smaller factories they may be grouped for the appointment of only one representative. Other departments may be grouped as follows :

Flat Pressers, Dishmakers, Saucermakers and Cupmakers.
Hollow-ware Jiggerers, Pressers and Casters.
Throwers, Turners and Handlers.
Dippers, Ovenmen and Firemen (Bis. and Glost) and Saggarmakers.
Slipmakers, Enginemen, Fitters and Joiners.
Packers, Glost Warehouse and Clerks.
Printers and Transferers and Biscuit Warehouse.
Larger or smaller groupings may be arranged at the discretion of the Committee.

QUESTIONS RELATING TO THE HEALTH AND SAFETY OR WORK-PEOPLE REFERRED TO IN FUNCTION 2 (d).

Questions of physical welfare (provision of meals ; drinking water ; canteen management ; cleanliness ; lavatories and washing accommodation ; protective clothing, cloakrooms ; ventilation ; heating ; lighting and sanitation ; prevention of accidents ; labour-saving appliances ; safety appliances ; first aid, ambulance ; facilities for sitting and rest ; rest period, etc.).

APPENDIX XI

THE FIRST REPORT OF THE WHITLEY COMMITTEE

REPORT

OF THE

RECONSTRUCTION COMMITTEE ON RELATIONS BETWEEN EMPLOYERS AND EMPLOYED

To the Right Honourable D. Lloyd George, M.P., Prime Minister.
SIR,

We have the honour to submit the following Interim Report on Joint Standing Industrial Councils.

2. The terms of reference to the Sub-Committee are :

“(1) To make and consider suggestions for securing a permanent improvement in the relations between employers and workmen.

“(2) To recommend means for securing that industrial conditions affecting the relations between employers and workmen shall be systematically reviewed by those concerned, with a view to improving conditions in the future.”

3. After a general consideration of our duties in relation to the matters referred to us, we decided first to address ourselves to the problem of establishing permanently improved relations between employers and employed in the main industries of the country, in which there exist representative organisations on both sides. The present report accordingly deals more especially with these trades. We are proceeding with the consideration of the problems connected with the industries which are less well organised.

4. We appreciate that under the pressure of the war both employers and workpeople and their organisations are very much preoccupied, but, notwithstanding, we believe it to be of the highest importance that our proposals should be put before those concerned without delay, so that employers and

employed may meet in the near future and discuss the problems before them.

5. The circumstances of the present time are admitted on all sides to offer a great opportunity for securing a permanent improvement in the relations between employers and employed, while failure to utilise the opportunity may involve the nation in grave industrial difficulties at the end of the war.

It is generally allowed that the war almost enforced some reconstruction of industry, and in considering the subjects referred to us we have kept in view the need for securing in the development of reconstruction the largest possible measure of co-operation between employers and employed.

In the interests of the community it is vital that after the war the co-operation of all classes, established during the war, should continue, and more especially with regard to the relations between employers and employed. For securing improvement in the latter, it is essential that any proposals put forward should offer to workpeople the means of attaining improved conditions of employment and a higher standard of comfort generally, and involve the enlistment of their active and continuous co-operation in the promotion of industry.

To this end, the establishment for each industry of an organisation, representative of employers and workpeople, to have as its object the regular consideration of matters affecting the progress and well-being of the trade from the point of view of all those engaged in it, so far as this is consistent with the general interest of the community, appears to us necessary.

6. Many complicated problems have arisen during the war which have a bearing both on employers and workpeople, and may affect the relations between them. It is clear that industrial conditions will need careful handling if grave difficulties and strained relations are to be avoided after the war has ended. The precise nature of the problems to be faced naturally varies from industry to industry, and even from branch to branch within the same industry. Their treatment consequently will need an intimate knowledge of the facts and circumstances of each trade, and such knowledge is to be found only among those directly connected with the trade.

7. With a view to providing means for carrying out the policy outlined above, we recommend that His Majesty's Government should propose without delay to the various associations of employers and employed the formation of Joint Standing Industrial Councils in the several industries, where they do not already exist, composed of representatives of employers and employed, regard being paid to the various sections of the industry and the various classes of labour engaged.

8. The appointment of a Chairman or Chairmen should, we

think, be left to the Council who may decide that these should be :

- (1) A Chairman for each side of the Council ;
- (2) A Chairman and Vice-Chairman selected from the members of the Council (one from each side of the Council) ;
- (3) A Chairman chosen by the Council from independent persons outside the industry ; or
- (4) A Chairman nominated by such person or authority as the Council may determine or, failing agreement, by the Government.

9. The Council should meet at regular and frequent intervals.

10. The objects to which the consideration of the Councils should be directed should be appropriate matters affecting the several industries and particularly the establishment of a closer co-operation between employers and employed. Questions connected with demobilisation will call for early attention.

11. One of the chief factors in the problem, as it at first presents itself, consists of the guarantee given by the Government, with Parliamentary sanction, and the various undertakings entered into by employers, to restore Trade Union rules and customs suspended during the war. While this does not mean that all the lessons learnt during the war should be ignored, it does mean that the definite co-operation and acquiescence by both employers and employed must be a condition of any setting aside of these guarantees or undertakings, and that, if new arrangements are to be reached, in themselves more satisfactory to all parties but not in strict accordance with the guarantees, they must be the joint work of employers and employed.

12. The matters to be considered by the Councils must inevitably differ widely from industry to industry, as different circumstances and conditions call for different treatment, but we are of opinion that the suggestions set forth below ought to be taken into account, subject to such modifications in each case as may serve to adapt them to the needs of the various industries.

13. In the well-organised industries, one of the first questions to be considered should be the establishment of local and works organisations to supplement and make more effective the work of the central bodies. It is not enough to secure co-operation at the centre between the national organisations ; it is equally necessary to enlist the activity and support of employers and employed in the districts and in individual establishments. The National Industrial Council should not be regarded as complete in itself ; what is needed is a triple organisation—in the workshops, the districts, and nationally. Moreover, it is essential that the organisation at each of these three stages

should proceed on a common principle, and that the greatest measure of common action between them should be secured.

14. With this end in view, we are of opinion that the following proposals should be laid before the National Industrial Councils :

- (a) That District Councils, representative of the Trade Unions and of the Employers' Association in the industry, should be created, or developed out of the existing machinery for negotiation in the various trades.
- (b) That Works Committees, representative of the management and of the workers employed, should be instituted in particular works to act in close co-operation with the district and national machinery.

As it is of the highest importance that the scheme making provision for these Committees should be such as to secure the support of the Trade Unions and Employers' Associations concerned, its design should be a matter for agreement between these organisations.

Just as regular meetings and continuity of co-operation are essential in the case of the National Industrial Councils, so they seem to be necessary in the case of the district and works organisations. The object is to secure co-operation by granting to workpeople a greater share in the consideration of matters affecting their industry, and this can only be achieved by keeping employers and workpeople in constant touch.

15. The respective functions of Works Committees, District Councils, and National Councils will no doubt require to be determined separately in accordance with the varying conditions of different industries. Care will need to be taken in each case to delimit accurately their respective functions, in order to avoid overlapping and resulting friction. For instance, where conditions of employment are determined by national agreements, the District Councils or Works Committees should not be allowed to contract out of conditions so laid down, nor, where conditions are determined by local agreements, should such power be allowed to Works Committees.

16. Among the questions with which it is suggested that the National Councils should deal or allocate to District Councils or Works Committees the following may be selected for special mention :

- (i) The better utilisation of the practical knowledge and experience of the workpeople.
- (ii) Means for securing to the workpeople a greater share in and responsibility for the determination and observance of the conditions under which their work is carried on.
- (iii) The settlement of the general principles governing the conditions of employment, including the methods of fixing,

paying, and readjusting wages, having regard to the need for securing to the workpeople a share in the increased prosperity of the industry.

(iv) The establishment of regular methods of negotiation for issues arising between employers and workpeople, with a view both to the prevention of differences, and to their better adjustment when they appear.

(v) Means of ensuring to the workpeople the greatest possible security of earnings and employment, without undue restriction upon change of occupation or employer.

(vi) Methods of fixing and adjusting earnings, piecework prices, etc., and of dealing with the many difficulties which arise with regard to the method and amount of payment apart from the fixing of general standard rates which are already covered by paragraph (iii).

(vii) Technical education and training.

(viii) Industrial research and the full utilisation of its results.

(ix) The provision of facilities for the full consideration and utilisation of inventions and improvement designed by workpeople, and for the adequate safeguarding of the rights of the designers of such improvements.

(x) Improvements of processes, machinery and organisation and appropriate questions relating to management and the examination of industrial experiments, with special reference to co-operation in carrying new ideas into effect and full consideration of the workpeople's point of view in relation to them.

(xi) Proposed legislation affecting the industry.

17. The methods by which the functions of the proposed Councils should be correlated to those of joint bodies in the different districts, and in the various works within the districts, must necessarily vary according to the trade. It may, therefore, be the best policy to leave it to the trades themselves to formulate schemes suitable to their special circumstances, it being understood that it is essential to secure in each industry the fullest measure of co-operation between employers and employed, both generally, through the National Councils, and specifically, through district Committees and workshop Committees.

18. It would seem advisable that the Government should put the proposals relating to National Industrial Councils before the employers' and workpeople's associations and request them to adopt such measures as are needful for their establishment where they do not already exist. Suitable steps should also be taken, at the proper time, to put the matter before the general public.

19. In forwarding the proposals to the parties concerned, we think the Government should offer to be represented in an advisory capacity at the preliminary meetings of a Council, if the parties so desire. We are also of opinion that the Government should undertake to supply to the various Councils such information on industrial subjects as may be available and likely to prove of value.

20. It has been suggested that means must be devised to safeguard the interests of the community against possible action of an anti-social character on the part of the Councils. We have, however, here assumed that the Councils, in their work of promoting the interests of their own industries, will have regard for the National interest. If they fulfil their functions they will be the best builders of national prosperity. The State never parts with its inherent overriding power, but such power may be least needed when least obtruded.

21. It appears to us that it may be desirable at some later stage for the State to give the sanction of law to agreements made by the Councils, but the initiative in this direction should come from the Councils themselves.

22. The plans sketched in the foregoing paragraphs are applicable in the form in which they are given only to industries in which there are responsible associations of employers and workpeople which can claim to be fairly representative. The case of the less well-organised trades or sections of a trade necessarily needs further consideration. We hope to be in a position shortly to put forward recommendations that will prepare the way for the active utilisation in these trades of the same practical co-operation as is foreshadowed in the proposals made above for the more highly-organised trades.

23. It may be desirable to state here our considered opinion that an essential condition of securing a permanent improvement in the relations between employers and employed is that there should be adequate organisation on the part of both employers and workpeople. The proposals outlined for joint co-operation throughout the several industries depend for their ultimate success upon there being such organisation on both sides; and such organisation is necessary also to provide means whereby the arrangements and agreements made for the industry may be effectively carried out.

24. We have thought it well to refrain from making suggestions or offering opinions with regard to such matters as profit-sharing, co-partnership, or particular systems of wages, etc. It would be impracticable for us to make any useful general recommendations on such matters, having regard to the varying conditions in different trades. We are convinced, moreover, that a permanent improvement in the relations between em-

ployers and employed must be founded upon something other than a cash basis. What is wanted is that the workpeople should have a greater opportunity of participating in the discussion about and adjustment of those parts of industry by which they are most affected.

25. The schemes recommended in this Report are intended not merely for the treatment of industrial problems when they have become acute, but also, and more especially, to prevent their becoming acute. We believe that regular meetings to discuss industrial questions, apart from and prior to any differences with regard to them that may have begun to cause friction, will materially reduce the number of occasions on which, in the view of either employers or employed, it is necessary to contemplate recourse to a stoppage of work.

26. We venture to hope that representative men in each industry, with pride in their calling and care for its place as a contributor to the national well-being, will come together in the manner here suggested, and apply themselves to promoting industrial harmony and efficiency and removing the obstacles that have hitherto stood in the way.

We have the honour to be, Sir,

Your obedient Servants,

J. H. WHITLEY, *Chairman.*

F. S. BUTTON.

GEO. J. CARTER.

S. J. CHAPMAN.

G. H. CLAUGHTON.

J. R. CLYNES.

J. A. HOBSON.

A. SUSAN LAWRENCE.

J. J. MALLON.

THOS. R. RATCLIFFE-ELLIS.

ROBT. SMILLIE.

ALLAN M. SMITH.

MONA WILSON.

H. J. Wilson,

Arthur Greenwood

(Secretaries).

8th March, 1917.

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