

APPENDIX I

Letter addressed by the Minister of Labour and National Service to the following bodies representative of Education Authorities in England and Wales :—

The County Councils Association : The Association of Education Committees : The London County Council : The Association of Municipal Corporations : The Federation of Education Committees (Wales and Monmouthshire).

20th October, 1944.

As the Minister responsible to Parliament for the provision of a Juvenile Employment Service throughout the country I have, in consultation with the Minister of Education and the Secretary of State for Scotland, been considering the best means of building up a more comprehensive and co-ordinated juvenile employment system for advising and assisting young people in their choice of employment and for supervising their welfare and progress in the early years of their industrial life.

It has become obvious to me that the existing system by which the service is administered in some parts of the country directly by my officers and in other parts by Local Education Authorities, under powers given in Section 81 of the Unemployment Insurance Act, 1935, lacks that degree of co-ordination which a national and comprehensive service ought to have. It seems clear that, if this vitally important service is to occupy its proper place within the framework of the Government's general policy for the maintenance of full employment and industrial efficiency and if it is to be properly linked with the Government's new educational policy, the existing arrangements must be looked at afresh and in the national interest certain changes must be made. The changes which suggest themselves to me would almost certainly involve new legislation and I should like to have an opportunity of discussing the position with representatives of Education Authorities and other interested parties at an early date in the hope that such discussion might provide the basis for some new arrangement that would be generally acceptable to all concerned.

I am therefore writing to you to suggest that a few representatives of your Association/Federation should be invited to meet me on Tuesday, 7th November, 1944, the meeting to take place at 8, St. James's Square, S.W.1, at 3 o'clock in the afternoon.

Representatives from the County Councils Association/Association of Municipal Corporations/Association of Education Committees/London County Council/Federation of Education Committees (Wales and Monmouthshire) and equivalent bodies in Scotland are also being invited so that I am afraid it will be necessary to restrict the numbers attending. I suggest therefore and hope you will be able to agree, that if four or five members of your Association/Federation are invited the interests of your Association/Federation might be sufficiently represented.

When deciding to whom the invitation should be sent, you will doubtless have regard to any need there may be for avoiding an overlap of representation between your Association/Federation and others, and you may also wish to take account of the changed position of Part III Authorities under the Education Act.

As the meeting will be of interest to Authorities who do not at present exercise powers under Section 81 of the Unemployment Insurance Act as well as those who do, it would probably also be desirable to ensure that there will be adequate representation of both groups of Authorities.

Five copies of a brief note of some of the more important points which I would propose to put forward for consideration are attached for the private information of representatives who come to the meeting. I should be grateful if you could let me know the names of the representatives of your Association/Federation who will be present at as early a date as you conveniently can.

Yours sincerely,

(Signed) ERNEST BEVIN.

Letter addressed by the Secretary of State for Scotland to the following bodies representative of Education Authorities in Scotland :—

The Association of Counties of Cities in Scotland : The Association of County Councils in Scotland.

Mr. Bevin, as the Minister responsible to Parliament for the provision of a Juvenile Employment Service throughout the country, has recently been considering in consultation with the Minister of Education and myself the best means of building up a more

comprehensive and co-ordinated juvenile employment system for advising and assisting young people in their choice of employment and for supervising their welfare and progress in the early years of their industrial life.

Certain changes and improvements are proposed in the existing system in order to secure that the Juvenile Employment Service will play its due part in the Government's general policy for the maintenance of full employment and industrial efficiency and will also be in accord with current educational developments. These changes would almost certainly involve new legislation, and Mr. Bevin accordingly wishes to have an opportunity of discussing the position at an early date with representatives of Educational Authorities and other interested parties in the hope that such discussion may provide the basis for some new arrangement that would be generally acceptable to all.

Except in Edinburgh, where a special arrangement between the Education Authority and the Ministry of Labour has existed for many years, the Juvenile Employment Service in Scotland has, as you are aware, been administered directly by the Ministry of Labour. The powers available to Education Authorities in England and Wales under Section 81 of the Unemployment Insurance Act, 1935, have never been extended to Scotland, and one of the proposals is by new legislation to give Scottish Education Authorities an opportunity, if they wish to avail themselves of it, to come into the general national plan.

Mr. Bevin has asked me to be present at a meeting, to which he has invited representatives from authorities in England and Wales, at 8, St. James's Square, London, S.W.1, on 7th November, 1944, at 3 p.m., and he has also asked me to arrange for representatives of Scottish interests to be present. I should accordingly be glad if you will kindly arrange for two representatives of your Association to attend. A similar invitation is being sent to the Association of County Councils/Counties of Cities in Scotland.

Two copies of a brief note of some of the more important points with which Mr. Bevin proposes to deal at the meeting are attached for the private information of your representatives. A point which is not mentioned in the note, but which I should be glad if your representatives would consider, is whether there should be a separate Advisory Council for Scotland reporting to the Central Joint Council.

I should be grateful if you would let me know as soon as you conveniently can the names of the representatives of your Council who will attend the meeting.

Yours sincerely,

(Signed) THOMAS JOHNSTON.

APPENDIX II

INTERIM REPORT

To the Rt. Hon. ERNEST BEVIN, M.P., Minister of Labour and National Service.

SIR,

1. We have the honour to present to you an Interim Report. Our Terms of Reference are

"To consider the measures necessary to establish a comprehensive Juvenile Employment Service on the basis of the Memorandum circulated with the Minister of Labour/Secretary of State's letter of 20/24th October, 1944, and to make suggestions for a practicable scheme."

2. Early in our deliberations it has become clear to us that it is essential to make provision immediately for the maintenance of the Service from 1st April, 1945, in those areas in England and Wales where it is now administered by Part III Education Authorities.

3. We have been advised that at present 45 Local Education Authorities exercising choice of employment powers are Councils of Non-County Boroughs and Urban Districts (Part III Authorities) to whom these powers have been delegated by their County Councils under Section 81(3) of the Unemployment Insurance Act, 1935. We have also been advised that none of these Part III Authorities will be competent to continue to exercise powers after 31st March, 1945, because under the Education Act, 1944, they will then cease to be Education Authorities. Consequently the County Education Authority will from that date be unable to exercise the power of delegation provided in Section 81(3) of the Unemployment Insurance Act, 1935, and the position will then be that either the County Authority must itself undertake the choice of employment work hitherto performed by the Part III Authorities or allow the work to revert to the Ministry of Labour and National Service.

4. We are advised that it would in fact be competent for the County Authority itself to undertake the work and to take over the staff, premises and Committees at present engaged on the work. The substance of the legal advice given to us is as follows. As from 1st April, 1945, when Part II of the Education Act, 1944, comes into operation, the words "the Education Act, 1944," must be substituted for the present words "the Education Act, 1921," which occur in Section 83(1) of the Unemployment Insurance Act, 1935. Section 83 (1) will therefore then read "The powers and duties of Education Authorities in England under this part of the Act shall be exercised and performed as part of their powers and duties under the Education Act, 1944." This means that as from 1st April, 1945, when Part II of the Education Act, 1944, comes into operation, that Act must be taken to include provisions enabling Local Education Authorities, as defined by Section 6 of the Act, to exercise choice of employment powers in accordance with schemes approved by the Minister of Labour and National Service. If the Minister of Labour and National Service requires any scheme approved by him to include a provision that the Local Education Authority concerned shall appoint a Juvenile Employment Committee constituted in the manner provided for by the scheme (and all existing schemes do in fact contain such a provision), the appointment of such a Committee so constituted will in effect become one of the requirements of the Education Act, 1944. Consequently any County Education Authority at present delegating choice of employment powers to a Part III Authority in its area will be able, should it so desire, to appoint the existing Juvenile Employment Committee as a Committee of the County Authority. Similarly, we are advised that officers at present engaged upon, and premises used for, choice of employment work by Part III Authorities are transferable to County Councils under Section 6(3) and (4) of the Education Act, 1944.

5. We consider, therefore, that, as an interim measure and without prejudice to future policy, the most convenient and suitable way in which to ensure the maintenance of the Service for the time being and to safeguard the vocational interests of young people in the areas in question is for the appropriate County Authorities themselves to take over the choice of employment work from those Part III Authorities in their areas to whom they have hitherto delegated powers and for this purpose to take over also the staff, premises and Juvenile Employment Committees.

6. We understand that there may be some hesitancy on the part of some County Authorities affected to adopt this course. We are informed that the Authorities concerned have already been advised of the position as described above but we are anxious to secure that young people should receive the same measure of assistance as in the past and that there should be no break in the continuity of the Service provided. Accordingly we recommend that you should make a special approach to all County Authorities concerned with a request that they should themselves continue as from 1st April, 1945, the choice of employment work at present performed by Part III Authorities in their areas.

We have the honour to be, Sir,

Your obedient Servants,

(Signed) G. H. INCZ,
Chairman,

On behalf of the Committee.

27th February, 1945.

APPENDIX III

PROPOSAL FOR THE EXERCISE OF POWERS UNDER SECTION 81 OF THE UNEMPLOYMENT INSURANCE ACT, 1935, AND SECTION 42 (2) OF THE UNEMPLOYMENT ASSISTANCE ACT, 1934, BY AN EDUCATION AUTHORITY.

The Local Education Authority for _____ hereinafter referred to as "the Authority," propose to exercise the powers conferred upon them by Section 81 of the Unemployment Insurance Act, 1935, and Section 42 (2) of the Unemployment Assistance Act, 1934, in the manner shown in this document.

* (The Local Education Authority for _____ have by resolution of _____ authorised the Council of the Borough/Urban District of _____ to exercise within the Borough/Urban District on behalf of the County Council all the powers of that Council under Section 81 of the Unemployment Insurance Act, 1935, and Section 42 (2) of the Unemployment

* This paragraph should be substituted for the first paragraph if a local Education Authority for Elementary Education only have been authorised by the County Education Authority to exercise the powers of the County within the area of the Borough or Urban District.

Assistance Act, 1934, and to receive the repayments and payments for which provision is made under Section 81 (2) of the Unemployment Insurance Act, 1935. The Local Education Authority for the Borough/Urban District (hereinafter referred to as "the Authority") propose to exercise the powers above mentioned in the manner shown in this document.)

Part I sets out arrangements which the Authority propose to make for giving to juveniles, i.e., boys and girls under the age of eighteen, assistance with respect to the choice of suitable employment, and Part II specifies the duties which the Authority propose to undertake in connection with the administration of Unemployment Insurance and Assistance in relation to juveniles under the age of eighteen.

The Authority undertake to give to the Ministry of Labour not less than three months' notice if they intend to discontinue the exercise of these powers.

PART I.

CHOICE OF EMPLOYMENT.

(1)—(a) The Education Committee of the Authority will appoint a special sub-Committee to be known as the Juvenile Employment Committee and to be constituted as follows* :—

(The Choice of Employment Scheme of the Authority will be administered by the Committee, with the aid of Local Sub-Committees to be constituted as follows†) :—

1. Members of the Education Committee.
2. Representatives of Teachers.
3. Representatives of employers and workers in the area of the Authority.
4. Others possessing special knowledge of social and industrial questions relating to juveniles.

(b) The Regional Controller of the Ministry of Labour and the Manager of the Employment Exchange in the area will be invited to attend the meetings of the Juvenile Employment Committee, and will receive the papers of the Committee but will not be members thereof. The Regional Controller and the Manager may each send a representative.

(c) Meetings of the Juvenile Employment Committee will be held at regular intervals and not less often than four times a year.

(2) It will be the duty of the Juvenile Employment Committee, subject to any directions given by the Authority :—

(a) to maintain an office, or offices in such premises as may be proposed by the Authority and approved by the Ministry from time to time ;

(b) to arrange that any boys and girls under eighteen years of age shall receive either directly or through their parents information and advice with regard to the choice of suitable employment ;

(c) to find employment, so far as possible, for juveniles in their area seeking employment ;

(d) to make arrangements for satisfying the local demands for juvenile labour ;

(e) to make arrangements for keeping in view the careers of boys and girls up to the age of eighteen, either directly or through after-care Committees or voluntary organisations for promoting the welfare of boys and girls ;

(f) to take every opportunity that may be offered for encouraging boys and girls to continue their education after leaving the day school ;

(g) to study the state and conditions of employment, both local and national, so far as these affect the prospects of boys and girls in their area, to furnish the Ministry of Labour with statistical and other information, as required, and to carry out at the request of the Ministry of Labour, or otherwise, general or particular inquiries into questions relating to juvenile employment.

* In the case of an Authority whose constitutional rules prevent the appointment of a Sub-Committee of such composition, the words "which will be assisted by Local Sub-Committees to be constituted as follows :—" should be substituted for the words "and to be constituted as follows :—".

† In the special circumstances of certain Authorities, this alternative scheme may be found more suitable.

(3) The methods by which the Authority and their Committee will carry out the duties enumerated in paras. (1) and (2) of the Proposal are shown in the Appendix.*

(4) In the case of young persons who are registered at the Bureau at the time when they became eighteen, such records as are required for industrial purposes will be transferred to the Employment Exchange, and the juveniles notified. Similar information will be made available to the Employment Exchange, in respect of other young persons, formerly registered at the Bureau, who have attained the age of eighteen, when this is desirable.

(5) The Juvenile Employment Committee will, subject to the approval of the Ministry of Labour so far as concerns the public expenditure involved, have the assistance of such officers as the Education Committee may appoint for the administration of the services of the Bureau.

(6) The work of the Bureau will be open to inspection by accredited officers of the Ministry.

(7) Before the end of each financial year the Authority will submit to the Ministry of Labour, on a form to be prescribed by the Ministry, their estimates in respect of expenditure on "choice of employment" service including expenditure on administration of Unemployment Insurance and Assistance during the coming financial year. If in the course of the year the Authority find it necessary to incur expenditure beyond the estimate they will submit a supplementary estimate to the Ministry for approval. The Authority will obtain the prior approval of the Ministry before transferring the Bureau to new premises.

PART II

UNEMPLOYMENT INSURANCE AND ASSISTANCE

(1) The Authority undertake to ensure that all the provisions of the Unemployment Insurance Acts, and the regulations made thereunder, in connection with the administration of Unemployment Benefit, so far as they concern young persons under the age of 18, are observed and that such directions as may be issued by the Minister are punctually and accurately carried out, and further to perform such duties under Part II of the Unemployment Act, 1934 (so far as they concern young persons under the age of 18), as are prescribed or may be prescribed subsequently from time to time.

In particular, they undertake :—

- (i) to issue and exchange Unemployment Books relating to juveniles ;
- (ii) to take claims for benefit from juvenile claimants and to carry out in all respects the prescribed procedure in order to obtain all the evidence necessary for the purpose of determining their fulfilment of the statutory conditions, and freedom from disqualification, for the receipt of benefit ;
- (iii) to compute each week and to pay the benefit due to claimants, including dependants' benefit, and to keep such records and accounts of payments, and to render such accounts, as the Minister may direct ;
- (iv) to investigate all doubtful claims to benefit and a proportion of straightforward claims, such investigation to include the verification of statements made by claimants by personal visits where necessary ;
- (v) to co-operate with schools and the Claims and Records Office, Kew, regarding the credit of contributions in respect of continued whole-time education ;
- (vi) to supply such information to Employment Exchanges, in respect of unemployed children aged 14 and 15, dependent on insured persons in receipt of benefit, as may be necessary for the purpose of determining the fulfilment of the statutory conditions (as adapted) and the absence of disqualifications ;
- (vii) to arrange for the issue of requirements of attendance of juveniles at Authorised Courses on behalf of the Minister ;
- (viii) to assist the Minister in regard to the establishment of Boards of Assessors and to refer to such Boards cases in which their report on the advisability of requiring persons to attend Authorised Courses of Instruction is desired ;
- (ix) to take such action as may be prescribed in cases of non-compliance by employers, with regard to the notification of discharges of juveniles ;

* Not reproduced.

(x) to take such action as may be prescribed, with regard to securing compliance with the provisions of the Unemployment Insurance Acts, and the Regulations made thereunder, on the part of a juvenile insured contributor or his employer and, in any case where non-compliance is suspected, to take full particulars and to present a report immediately to the District Inspector of the Ministry of Health or other officer specified by the Minister ;

(xi) to report cases of suspected fraud or misrepresentation, in connection with Unemployment Benefit or Unemployment Assistance, and to render all necessary help both with a view to ascertaining the facts and to the institution of legal proceedings by the Minister or by Officers authorised by him, or by the Unemployment Assistance Board, as the case may be ;

(xii) to furnish such statistical and other returns and reports as to Unemployment Insurance or Assistance as may from time to time be required by the Minister ;

(xiii) to register and take applications for Unemployment Assistance by young persons between 16 and 18, and to provide the Unemployment Assistance Board with proof of unemployment and any other information they may require with regard to the loss of previous employment, or refusal to accept employment, by young persons making such applications themselves, or in respect of whom assistance is being paid to heads of the families ;

(xiv) to pay Unemployment Assistance to certain young persons aged 16 and 17 and to keep such records and accounts of payments and to render such accounts as may be directed ;

(xv) to issue, collect and transmit to the Unemployment Assistance Board as directed the earnings cards of such young persons.

The Authority undertake, further :—

(2) to make arrangements for the Juvenile Employment Bureau(x) to be purposes of Unemployment Insurance and Assistance on such days and during such as may be necessary to enable claimants for benefit or assistance to attend on the the and during the hours directed by the Minister from time to time ;

(3) to provide adequate staff, accommodation and equipment for the performance of their duties, in connection with the administration of Unemployment Insurance and Assistance ;

(4) to afford facilities to officers of the Ministry, duly authorised for this purpose, to conduct such inspection as the Minister may direct of the Authority's proceedings, in regard to the administration of Unemployment Insurance and Assistance, and of all documents, accounts, vouchers and records relating thereto ;

(5) to carry out the necessary procedure under Section 54 of the Unemployment Insurance Act, 1935, in connection with applications for payment made by Poor Law Authorities and the Unemployment Assistance Board ;

(6) to make arrangements for franking Health Insurance Cards of juveniles during periods of unemployment in accordance with the prescribed procedure ;

(7) to submit estimates of administrative expenditure and claims for grant in such form as the Minister may prescribe.

APPENDIX IV

*C.E. Circular No. 1.
(Two Appendices)*

To all Local Education Authorities concerned.

MINISTRY OF LABOUR—(TRANSFER OF POWERS) ORDER, 1927

1. Local Education Authorities will be aware that an Order, which is reproduced in Appendix I, was made by His Majesty in Council on the 25th July, 1927, providing for the transfer to the Ministry, as from the 19th September, 1927, of the Board of Education's powers of approving arrangements made under Section 107 of the Education Act, 1921, and the schemes of Local Education Authorities under Section 6 of the Unemployment Insurance Act, 1923.

2. The Ministry now desire to acquaint Authorities with certain of the principles which it is proposed to follow in regard to the administration of their Choice of Employment service.

3. The Ministry accept the third recommendation of the Committee on Education and Industry (England and Wales), which is as follows :—

“ The Ministry should leave Local Education Authorities as far as possible to conduct and develop their Choice of Employment work on individual lines and in a manner consistent with their general educational policy.”

There is consequently no intention of asking Authorities to observe the codified instructions on the subject applicable to Employment Exchanges or of assimilating by other means the practice of Authorities to that of the Ministry in areas where the Ministry are directly responsible for this service.

4. The Ministry hope that Authorities will communicate freely with them on any difficulties which may be encountered or in regard to any data which may be required in connection with their Choice of Employment work. The knowledge which the Ministry possess as a result of their acquaintance with industrial questions on a national scale, and of their continuous contact with organised industry, will be placed freely at the Authorities' disposal. Conversely the Ministry feel that they can gain great help from the experience and information possessed by the Authorities themselves.

5. It is not intended to review Authorities' schemes already approved jointly by the Board and the Ministry, and these schemes will continue to be operative after the first part of the Order takes effect. The transfer of powers from the Board to the Ministry, however, necessitates a few verbal alterations (specified in Appendix II) and these alterations should be incorporated by Authorities in their schemes. Correspondence with regard to Schemes should be addressed to the Ministry of Labour.

6. Communications to Authorities relating to their administration of Choice of Employment ~~and~~ matters of general policy will issue from the Headquarters of the Ministry. It ~~will~~ of course, be open to Authorities, however, to correspond with the Ministry's Divisional Controllers, and in appropriate cases Employment Exchange Managers, on questions of mutual interest, and it is anticipated that Authorities will find it advantageous to follow this practice.

7. The Choice of Employment work of Authorities will be inspected by duly authorised officers of the Ministry from time to time. Reports of inspections will be dealt with by the Ministry at Headquarters, from which consequent correspondence will be issued.

8. The Ministry are in consultation with representatives of the Authorities' Associations on the question of grant, and a further communication will be sent on this subject in due course.

H. J. WILSON.

Ministry of Labour,
Montagu House, Whitehall, London, S.W.1.
November, 1927.

Appendix I

Statutory Rules and Orders, 1927, No. 677

Labour, Ministry of.

The Ministry of Labour (Transfer of Powers) Order, 1927.

At the Court at Buckingham Palace, the 25th day of July, 1927.

Present, The King's Most Excellent Majesty in Council.

Whereas by the New Ministries and Secretaries Act, 1916, (1) provision is made, amongst other things, for the transfer to the Minister of Labour of such powers and duties of any Government Department relating to labour or industry, whether conferred by statute or otherwise, as His Majesty may, by Order in Council, transfer to him :

And whereas it is further provided by the said Act that, where any powers and duties are transferred by virtue of the said Act, the transfer is to take effect as from a date to be

fixed by Order of His Majesty in Council and that different dates may be fixed for different powers and duties :

Now, therefore, His Majesty is pleased, by and with the advice of His Privy Council, to order, and it is hereby ordered, as follows :—

1. From and after the eighteenth day of September, nineteen hundred and twenty-seven, there shall be transferred to the Minister of Labour the powers and duties of the Board of Education hereinafter specified, that is to say :—

(a) the power of approving arrangements made under Section one hundred and seven of the Education Act, 1921, (2) by local education authorities for giving to boys and girls under the age of eighteen years assistance with respect to the choice of suitable employment ; and

(b) the power of approving schemes made by local education authorities under Section six of the Unemployment Insurance Act, 1923, (3) regulating the exercise of their powers and duties under the said Section one hundred and seven of the Education Act, 1921, as extended by the said Section six of the first mentioned Act.

2. From and after the thirty-first day of March, nineteen hundred and twenty-eight, there shall be transferred to the Minister of Labour the powers and duties of the Board of Education under Section one hundred and eighteen of the Education Act, 1921, so far as they relate to grants to local education authorities in respect of the exercise of their powers and duties under the said Section one hundred and seven of that Act as extended as aforesaid.

3. This Order may be cited as the Ministry of Labour (Transfer of Powers) Order 1927.

M. P. A. HANKEY.

Appendix II

Alterations in Schemes approved under Section 6 of the Unemployment Insurance Act, 1923, necessitated by the Ministry of Labour (Transfer of Powers) Order, 1927.

Note.—References are to the Model Scheme issued by the Board of Education with Circular 1322 on 13th February, 1924.

Para. 5.—For “ subject to the approval of the Board of Education ” read “ subject to the approval of the Ministry of Labour.”

Para. 6.—For “ approved by the Board of Education from time to time ” read “ approved by the Ministry of Labour from time to time.”

Schedule, para. 1.—For “ sent to the Board of Education ” read “ sent to the Ministry of Labour and the Board of Education.”

Schedule, para. 2.—Delete “ to the Board of Education and one copy.”

APPENDIX V

SCHEME OF TRAINING AND MAINTENANCE GRANTS FOR JUVENILES

Scope.

The scope of the scheme should be limited to juveniles who mean to train for a skilled occupation in which there are good prospects but for whom there is no opportunity of such training in their home area—that is to say, the boy or girl who has the opportunity and the capacity to take up an apprenticeship or learnership away from home but cannot do so because the initial wages in the trades are fixed on the assumption that the apprentice or learner is living with, and maintained by, parents or relatives. To be eligible for assistance, the juvenile would have to be :—

- (a) training for some form of skilled occupation ;
- (b) training away from home ;
- (c) unable to find the necessary facilities for training in his or her home area.

Rate of Grant.

The assistance should take the form of a variable amount sufficient to bring the income of the juvenile up to a given sum.

Contributions from other Sources.

As the scheme would be of advantage to Industry inasmuch as it would assist employers to obtain in a shrinking juvenile labour market the young labour they need, the employer should make some contribution to the cost. This might be done by making the award of a State Grant conditional upon some minimum contribution from the employer; if, for example, the total amount of maintenance allowance necessary for a given class of juvenile were £1, the State might bear 15s. of that amount on condition that the employer bore the remaining 5s.

Machinery for selecting Juveniles and making Awards.

Juvenile Employment Officers would recommend suitable applicants for the grant of an award in respect of specified vacancies; it would equally be open to juveniles or their parents to apply for assistance in respect of any suitable openings which they may have found on their own initiative. But no award would be made except on the recommendation of a Juvenile Employment Officer and all applications should be submitted to a Panel of the Juvenile Advisory or Juvenile Employment Committee who would in all cases interview the applicant and make a recommendation.

Continuance of Assistance.

The continuance of a grant should in all cases be subject to satisfactory progress on the part of the juvenile and this would involve obtaining periodical reports from employers for consideration by the Recommending Body—that is to say, a Panel of the Juvenile Advisory or Juvenile Employment Committee. It would be open to the Panel to review all the circumstances of the case on each report and to suggest such modifications in the amount or conditions of the grant as they might think desirable in the light of any change of circumstances.

APPENDIX VI

**Constitution of the National Advisory Council for Juvenile Employment
(England and Wales) appointed in 1928.**

	No.
Independent Chairman	1
Representatives of Education Authorities	9
Representatives of Employers	5
Representatives of Workpeople	5
Representatives of Teachers	4
Representatives of Juvenile Advisory Committees	4
Representative of the Ministry of Labour	1
	29

**Constitution of the National Advisory Council for Juvenile Employment
(Scotland) appointed in 1928.**

	No.
Independent Chairman	1
Representatives of Education Authorities	4
Representatives of Employers	3
Representatives of Workpeople	3
Representatives of Teachers	2
Representatives of Juvenile Advisory Committees	5
Independent member	1
	19

APPENDIX VII

Ministry of Labour.

Scales of salary of staff in the Regional organisation.

Employment Clerk (basic clerical)—£75-£280 (men). £75-£240 (women).

Employment Officer (advisory and supervisory)—£260-£400 (men). £225-£340 (women).

Third Class Officer (managerial)—£220-£552 (men). £220-£445 (women).

Second Class Officer (managerial)—£571-£700 (men). £445-£580 (women).

First Class Officer (managerial)—£750-£882 (men). £615-£730 (women).

Assistant Regional Controller—£850-£1,000 (men). £680-£882 (women).

Regional Controller—£1,100-£1,450 (men).

These salaries exclude War Bonus, which is, for all grades, £60 per annum for men and £48 for women.

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