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IMPLEMENTATION OF THE INTERNATIONAL COVENANT  
ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS

Reports submitted by States parties concerning rights  
covered by articles 6 to 9 of the Covenant in  
accordance with Council resolution 1968 (LX)

UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND

16 September 1977

PART I - UNITED KINGDOM OF GREAT BRITAIN  
AND NORTHERN IRELAND

PART II - NON-METROPOLITAN TERRITORIES

78-01339

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PART I - UNITED KINGDOM OF GREAT BRITAIN  
AND NORTHERN IRELAND

ARTICLE 6

A. Principal laws

Race Relations Act 1976

Trade Union and Labour Relations Act 1974 and 1976

White Paper on Employment Policy (Cmnd 6527, 1974)

Industrial Training Act 1964

Employment Protection Act 1975

Sex Discrimination Act 1975

Equal Pay Act 1970

Employment and Training Act 1973

Health and Safety at Work etc Act 1974

Factories Act 1961

Art 22 Report on ILO Convention 96

Art 22 Report on ILO Convention 122

Abrasive Wheels Regulations 1970

Power Presses Regulations 1965

Woodworking Machine Regulations 1970

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1. The right not to be discriminated against on racial grounds in the field of employment has been embodied in legislation since 1965.
2. The Race Relations Act 1968 made it unlawful to discriminate, by treating a person less favourably than another on grounds of colour, race or ethnic or national origins, in certain areas, including employment.
3. The Race Relations Act 1976 came into force on 13 June 1977 and replaced the 1968 Act. It extended the protection against discrimination on racial grounds to cover not only direct discrimination as under the 1965 Act but also indirect discrimination, which occurs where a requirement or condition is imposed which although applied equally to all racial groups is disproportionately disadvantageous in its effects on a particular racial group and cannot be shown to be justifiable on non-racial grounds. "Racial grounds" is defined as colour, race, nationality or ethnic or national origin.
4. Under the 1976 Act a person who considers he has been discriminated against in the employment field on racial grounds can complain to an industrial tribunal which can, if it finds the complaint is well-founded, make an order declaring the rights of the complainant; order the payment of compensation; make a recommendation for action to be taken by the respondent to obviate or reduce the adverse effect of the act of discrimination. The 1976 Act established a Commission for Racial Equality whose duties included working towards the elimination of discrimination and the promotion of equality of opportunity. The Commission has been given wide-ranging powers of investigation and enforcement. The employment provisions of the 1976 Act apply equally to non-patrials who are entitled to work in the United Kingdom.
5. Section 4 (1) of the Race Relations Act 1976 makes it unlawful to discriminate in the arrangements made for determining who should be offered employment; in the terms in which that employment is offered; by refusing or deliberately omitting to offer that employment. Section 4 (2) of the Act makes it unlawful to discriminate against an employee by dismissing them.
6. The Sex Discrimination Act 1975 and corresponding Northern Ireland equivalent which came into operation on 29 December 1975 makes sex discrimination unlawful in employment, training and related matters (where discrimination against married persons on the grounds of marriage is also dealt with), in education and in the provision of housing and goods, facilities and services to the public.
7. The Sex Discrimination Act applies to discriminatory advertising in these areas and also makes unlawful pressure to discriminate, and aiding another person to discriminate. The Act defines two kinds of conduct which constitute sex discrimination: direct discrimination which involves an actual or inferred intention to treat a person less favourably on the ground of his or her sex; and indirect discrimination involving practices which are discriminating in their effect (whether or not this is intentional) and cannot be shown to be justifiable. Discrimination against married persons in the employment field and victimization -

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treating someone less favourably on the ground, for example, that he or she has asserted his or her rights under the Act - are also included in the definition of discrimination.

8. Part II of the Act applies to employment and related matters. It is unlawful for an employer to discriminate in the recruitment of new employees or his treatment of existing employees (for example, in such matters as promotion, training, transfer and dismissal). The employment provisions also deal with discrimination against contract workers; by trade unions and employers' associations; by partnerships in the granting of licences or other qualifications which facilitate the carrying on of a particular trade or occupation; by employment agencies and by certain bodies in the training field - including the Manpower Services Commission, the Employment Services Agency and the Training Services Agency. The legislation complements the Equal Pay Act 1970 by dealing with non-contractual aspects of employment and certain contractual situations not covered by the 1970 Act, and provision is made so that the two pieces of legislation do not overlap.

9. In employment, training and related matters, complaints by individuals are dealt with by industrial tribunals. There is also provision for conciliation by the Advisory, Conciliation and Arbitration Service before this stage. The remedies available to tribunals include an order declaring rights, an award of compensation, including damages for injured feelings, and a recommendation for a particular course of action.

10. The Act established an Equal Opportunities Commission to help enforce the legislation which also has the strategic role of working towards the elimination of discrimination and promoting equality of opportunity. The Commission will also keep under review the working of the Act and the Equal Pay Act.

11. The Commission has wide-ranging powers. In its enforcement role, it can investigate unlawful discriminatory practices and issue "non-discrimination notices" requesting the cessation of those practices; these notices will be enforceable in the courts. The Commission also has the sole responsibility for enforcement in respect of those contraventions of the Act which do not directly produce victims - discriminatory advertising, discriminatory practices, discriminatory instructions and pressure by one person on another to discriminate. The Commission is able to assist individuals in important or significant cases which raise general principles.

12. The Commission is able to investigate areas of inequality between the sexes which are not covered by the Act and has a responsibility for advising the Government. The Commission also has a most important part to play in educating and changing public attitudes to make a reality of the ideal of equal opportunities.

13. Under section 6 (1) of the Sex Discrimination Act it is unlawful for an employer to discriminate in the recruitment of employers in the arrangements made for determining who will be offered a job in the terms, on which the job is offered or by refusing, or deliberately omitting, to offer a person the job.

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14. The policy of the United Kingdom Government with regard to the provision of full and productive employment continues to be that laid down in the White Paper on Employment Policy (Cmnd 6527, May 1944) in which the Government accepted as one of their primary aims and responsibilities the maintenance of a high and stable level of employment.

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15. See United Kingdom article 22 report on ILO Convention 122 on Employment Policy 1964.

#### ORGANIZATION OF THE EMPLOYMENT MARKET IN NORTHERN IRELAND

##### EMPLOYMENT SERVICES

16. The Department of Manpower Services provides an employment service through a network of offices situated in the principal towns in Northern Ireland. These offices maintain registers of persons seeking employment (either full- or part-time) and those already in employment who wish to change their job. Particulars of posts vacant in their own immediate areas are notified to these offices. If an employer's needs cannot be met locally, details of the vacancies are circulated throughout Northern Ireland. In 1976 the number of vacancies filled in Northern Ireland by the Employment Services was 22,209 of which 16,095 were for male and 6,114 female.

17. On 1 January 1975 the former Northern Ireland Youth Employment Service was incorporated into the Department of Manpower Services and the former Youth Employment Officers became Careers Officers of the Employment Service. Functions of the officers remain unchanged. They offer help to all young people up to approximately the age of 18, older if they are still at school, in choosing a career: they co-operate with Careers Teachers in providing Careers Information to pupils and in giving continuing vocational guidance to individual pupils during their later years at school; they help people leaving school to obtain and retain suitable employment; and they help employers find suitable young workers.

18. The integration of the specialist Careers Officers into the Employment Service team enables the Service to develop as an all-age guidance and placement service. Other specialized services include Professional and Executive Personnel whose function is to place persons in employment within the professional, administrative, scientific and technical fields, and to give information to older people such as ex-regular officers of the Armed Forces who are considering a new career. This service is provided from Progressive House, 35 Wellington Place, Belfast, but is closely linked to other offices throughout Northern Ireland. Another service is provided by the Vocational Guidance Unit at Gloucester House, Chichester Street, Belfast, which gives advice to those who may be in doubt about the type of work for which they are best suited.

19. There is close liaison between the Employment Service of Northern Ireland and Great Britain and there are special arrangements whereby the Department is able to bring employment opportunities in Great Britain to the attention of unemployed persons for whom there is no early prospect of employment in Northern Ireland.

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#### MOBILITY

20. Unemployed workers, or those about to become redundant, who transfer to suitable employment beyond daily travelling distance of their homes in Northern Ireland, or to Great Britain or Western Europe, may qualify for assistance by way of free fares, lodging allowances and other facilities. In addition, workers who resettle permanently within Northern Ireland or Great Britain may be eligible for dependant's fares, household removal expenses, a grant for incidental expenses and an amount to assist with legal expenses and house agents' fees incurred in the sale and purchase of housing. Assistance is also available to employers who transfer key workers temporarily or permanently to Northern Ireland from other countries or within Northern Ireland in connexion with the establishment or expansion of an industrial undertaking.

21. To stimulate mobility of labour which was given a very high priority under the Northern Ireland Development Programme, the Department set out to encourage suitable unemployed persons to move to the growth centres designated by the Programme where they would have better opportunities for employment.

#### DISABLED PERSONS

22. The Department of Manpower Services provides and supports financially under the Disabled Persons (Employment) Acts (NI) 1945 and 1960 a range of employment services which are intended to resettle disabled people in open employment. Where disability is so severe that open employment is inappropriate the Department provides or secures the provision of wage earning sheltered employment.

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#### Technical and vocational guidance and training programmes.

23. The Employment and Training Act 1973 set up the Manpower Services Commission and its two executive arms, the Employment Service Agency and the Training Services Agency. The Commission has nine members and a Chairman appointed by the Secretary of State. Three members are appointed after consultations with organizations representing employers, three after consultations with organizations representing employees, two after consultations with organizations representing local authorities and one after consultations with organizations concerned with education.

24. The general function of the Commission is described in the Act as being "... to make such arrangements as it considers appropriate for the purpose of assisting persons to select, train for, obtain and retain employment suitable for their ages and capacities ..." (sect. 2 (1)).

25. The Training Services Agency has three statutory members: a "director" (Chief Executive) appointed by the MSC with the approval of the Secretary of State and two others (Deputy Chief Executives) appointed by the MSC after consultation with the "director".

26. The function of the TSA is to exercise on behalf of the MSC those functions relating to training.

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The TSA has five programmes implemented by three operating divisions and three support sections: (i) meeting the training needs of industry; (ii) meeting the training needs of individuals; (iii) promoting the effectiveness and efficiency of training within the national training system; (iv) assisting the development of training in areas of special national priority and maintaining levels of training carried out by employers during the current period of high unemployment; and (v) improving the efficiency of the Agency.

#### Vocational training

##### 27. Training in employment

###### (i) Industrial Training Boards

There are currently 23 ITBs and 1 Industry Training Committee covering about half the employed population. Boards encourage training in a number of ways. Firstly they are empowered to raise a levy (normally limited to 1 per cent of payroll) from employers in their industry, excluding small firms. Firms training to meet their own needs are exempted from payment of levy.

The Boards also pay grants to firms in support of certain of their training activities; publish recommendations on the content and standard of training for particular occupations and provide a range of advisory services to firms. Some boards also have their own training facilities. In addition TSA supports important areas of training by paying key Training Grants to employees, through ITBs.

Boards' levy/grant/exemption schemes must be approved by the Manpower Services Commission and the Secretary of State for Employment (and where appropriate the Secretary of State for Wales and the Secretary of State for Scotland).

##### 28. (ii) The non-board sector

In sectors of industry, commerce and public services not covered by statutory ITBs, the TSA works with voluntary training boards and other appropriate industry bodies to secure the aim of better manpower planning and more systematic attention to training needs. The TSA also assists industries to establish voluntary joint bodies where they do not already exist. It contributes on a pump-priming basis to the initial operating costs of such bodies and also has funds to support key training activities in this sector on a limited basis.

##### 29. (iii) A programme of special training measures was introduced by the Government in 1975 to help offset the effects of the recession on recruitment into long-term training occupations.

The programme is administered jointly by the TSA and the ITBs and other bodies in the non-board sector of industry. Some 25,000 training places were made available and received financial support during 1975/76 training year and it is estimated that 40,000 will have been supported during the 1976/77 programme.

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30. (iv) TSA's direct services to industry

The TSA offers a range of training services to industry. They are: The Training Within Industry Scheme, the training of training instructors; the Mobile Instructor Service; various training courses in overseas trade procedures and the sponsored training scheme under which a course designed to meet the needs of the employer is provided for his employees in a TSA Skill Centre.

31. Charges are made for all these services, except in assisted areas. Some 30,000 were trained under these schemes in 1976.

32. (v) Vocational preparation

In July 1976 the United Kingdom Government issued a statement which authorized an experimental programme of unified vocational preparation schemes for young people aged 16-19. Broadly, these schemes are designed to ease the transition from school to work for those young people who enter jobs where they receive little or no systematic training and further education. The schemes cover a variety of occupations including engineering, food preparation, office work and distribution. Although each scheme is based on the common set of objectives mentioned in the Government statement "Unified Vocational Preparation: A Pilot Approach", a notable feature of the schemes is that they all reflect local needs. This is partly due to the fact that each scheme has been devised by representatives from industry, further education and training, trade unions and the careers service.

33. The experimental programme is scheduled to last for three years. The first phase of the programme under which 14 schemes were run is almost complete; the second phase will begin in the autumn of 1977. The programme is jointly organized and controlled by the TSA and the Education Departments and the results will be evaluated by an independent organization.

34. It is not known how many employees undergo some form of training each year, although the New Earnings Survey (1972) suggested that about 1.2 million people may have been undergoing training at any one time. However, The Manpower Services Commission is currently involved in a national training survey which will provide more information. The first results will be available in the autumn.

35. Training opportunities scheme (note attached at annex 1).

36. With effect from 1 April 1974 The Employment and Training Act 1973 imposed on every Local Education Authority (LEA) in England and Wales (and in Scotland from 16 May 1975) a duty to provide a vocational guidance service for people attending educational institutions, and an employment service for people leaving them.

37. This requirement does not apply, however, in respect of people who are only attending evening classes beginning after 5 p.m., or such other part-time classes as the Secretary of State for Employment may specify, unless the students satisfy the authority that their attendance is "with a view to employment". Nor does it

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apply to people attending universities, but authorities are required to make their services available to individual students from universities who wish to make use of them.

35. In addition, authorities may and shall so far as the Secretary of State for Employment directs - provide such services for people to whom their main duty does not apply. The purpose of these additional powers is to enable LEAs to keep in touch with young people who have left education and to make it possible for them to seek further help from LEA careers services if they wish to do so. The provision that the Secretary of State may direct authorities as to the use of their powers was introduced so as to ensure that for a reasonable time after leaving education people needing further help would be able to make a genuine choice between using LEA services and those provided by the Employment Service Agency.

39. The main functions of the LEA Careers Service are:

- (a) to work with careers and guidance teachers in schools and colleges in the careers education of young people, and to provide them and their parents with information on educational, employment and training opportunities;
- (b) to give continuing vocational guidance to pupils and students in their later years at school or college, and to help them reach informed and realistic decisions about their careers;
- (c) to help young people to find suitable training and employment and employers to find suitable workers;
- (d) to offer help and advice to young people on problems connected with their settlement in employment;
- (e) to establish close links with industry and the Agencies of the Manpower Services Commission.

10. In carrying out their functions, careers officers of the Careers Service

- (a) pay regular frequent visits to schools and colleges and co-operate in the development of careers education and guidance within those institutions;
- (b) promote knowledge of the Service in their localities and, in particular, enlist the interest of parents in the vocational decisions of those in the younger age group;
- (c) establish good relationships with employers and their organizations, trade unions and training institutions, and build up detailed knowledge of occupations and working environments, employment opportunities and training schemes;
- (d) offer help and advice to young people on problems connected with their settlement in employment, maintaining a close oversight of the placing work of their employment assistants;

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(e) maintain a comprehensive and up-to-date knowledge of techniques of vocational guidance; and co-operate with the staff of the Employment Service Agency, the Training Service Agency and other statutory bodies, and also with education authorities and relevant voluntary bodies.

41. The Training Services Agency works in liaison with the HSE on questions of training policy involving safety or health matters. Section 2 (2) (c) of The Health and Safety at Work etc. Act 1974 lays a duty on employers to provide "such information, instruction, training and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of employees". Section 11 (2) (6) of the same Act makes it one of the duties of the newly formed Health and Safety Commission to "encourage research and the provision of training and information in connection with health and safety purposes".

42. In addition to this general requirement, there are more specific requirements for certain jobs and situations where, in order to fulfil adequately a particular function, a worker needs special training in safety. Thus, for instance, the Abrasive Wheels Regulations 1970 and The Power Presses Regulations 1965 both require the appointment of a competent person to set up and check the machines before use and, in each case, the person appointed must be trained in accordance with the Schedule to the Regulations. In each case the HSE, through the Factory Inspectorate, has pressed for and encouraged the provision of such courses by technical colleges and voluntary accident prevention bodies. It has also assisted with plans and syllabi for such courses and has in many cases provided continuing and active input in the form of inspectorial lectures and oversight of courses.

43. In other dangerous situations, e.g. work at woodworking machines, regulations require that no person may carry out such work unless he has been sufficiently trained and instructed as to the dangers and the precautions to be observed. Much of this training is carried out by technical colleges or in-company, whilst HSE publishes guidance literature, e.g. Health and Safety at Work Booklet No. 41, "Safety in the Use of Woodworking Machines".

44. Particular attention has been paid to the safety training of young persons. Section 21 of the Factories Act 1961 requires that no young person may work on certain specified machines without adequate training in the dangers and the precautions to be observed, and, for example, the Woodworking Machine Regs 1970 limit the employment of a young person on certain specified machines unless he has completed an approved course of training. Certain recognized courses have been approved and the ESE produces guidance (e.g. leaflet SHW 281, Prevention of Accidents to Young Persons).

45. The Northern Ireland Training Executive works in liaison with the Northern Ireland Factory Inspectorate on questions of training policy involving safety or health matters. Northern Ireland has not, as yet, equivalent legislation to the Great Britain Health and Safety at Work etc. Act 1974. However, proposals will be made during 1977 for legislation in Northern Ireland along the lines of that Act. There is thus no general statutory requirement for the provision of training and information in connexion with health and safety purposes in Northern Ireland until the above-mentioned legislation is introduced. However, section 177

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of the Factories Act (Northern Ireland) 1965 contains powers which are obviously used for the promotion of health, safety and welfare in premises to which the Act applies.

46. As in Great Britain there are specific requirements for certain jobs and situations where, in order to fulfil adequately a particular function, a worker needs special training in safety. Thus, for instance, the Abrasive Wheels Regulations (Northern Ireland) 1971 and the Power Presses Regulations (Northern Ireland) 1966 both require the appointment of a competent person to set up and check the machines before use and, in each case, the person appointed must be trained in accordance with the Schedule to the Regulations. In each case the Northern Ireland Factory Inspectorate has pressed for and encouraged the provision of such courses by the Northern Ireland Training Executive and on an in-company basis. It has also assisted with plans and syllabi for such courses and has in many cases provided continuing and achieved input in the form of inspectorial lectures and oversight of courses.

47. Attention has been paid to the safety training of young and in particular young persons attending Government Training Centres receive safety training. Section 22 of the Factories Act (Northern Ireland) 1965 requires that no young persons may work on certain specified machines without adequate training in the dangers and the precautions to be observed.

#### STATISTICS RELATING TO TRAINING

##### 48. Training opportunities scheme

	<u>Skill centres</u>	<u>CFEs*</u>	<u>Emps Est</u> +	<u>RTCs</u> #	<u>Total</u>
1971	12,820	1,624	201	882	15,527
1972	16,040	7,206	4,896	877	29,019
1973	16,897	16,009	6,163	861	39,930
1974	17,117	21,692	5,809	798	45,416
1975	18,737	33,698	7,490	799	60,724
1976	22,692	51,998	14,241	720	89,651

\* CFEs = Colleges of Further Education

+ Emps Est = Employers' Establishments

# RTCs = Residential Training Colleges

#### VOCATIONAL GUIDANCE PROGRAMMES IN NORTHERN IRELAND

49. The Department of Manpower Services has as part of its Employment Service Team, 95 Careers Officers working from offices throughout the province, who specialize in the Guidance and Placement of Young People. These officers work closely with Careers Teachers in the vocational preparation of school pupils by helping the teacher to plan a programme of careers education to be fulfilled during

the final years of school life. The programme is designed to prepare the young person for making decisions about his/her future career and may consist of a series of talks (by the Careers Officer or representatives of industry and commerce), films, visits to places of employment, parents' evenings in school, careers conventions and exhibitions. The officers and teachers are supported by the Department's Careers Information Unit, which supplies information mostly in the form of literature, on careers, vocational training and opportunities both in employment and in further education. The careers programme includes in the final months at school a Vocational Guidance interview for the young person, and his/her parents, with the Careers Officer, who with the help of a school report supplied by the teacher will discuss his/her choice of career. The Careers Officer would hope to interview every school leaver at least once before he/she leaves school and this interview may be the first of a series leading to placement in a job. Vacancies for young people are usually notified to the Employment Service by employers but the Careers Officers carry out a general canvass for vacancies prior to each school leaving date. In addition, Careers Officers may look for vacancies for individuals with specific problems, aptitudes or interests.

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50. Provisions in the Employment Protection Act 1975 deal with the length of notice for individuals in cases of termination of employment. The rights to a period of notice are related to the period of service: an employer is required to give an employee at least one week's notice if the employee has been employed by him continuously for four weeks or more, at least two weeks' notice after two years continuous employment, and an additional week's notice for each further complete year of continuous employment up to 12 weeks' notice if the employee has been employed continuously for 12 years or more.

51. The Trade Union and Labour Relations Act 1974 gives employees the right not to be unfairly dismissed - an employer must show that where he dismissed an employee it was for a reason which either related to the capability or qualifications of the employee for performing work of the kind which he was employed by the employer to do, or related to the conduct of the employee or was that the employee was redundant or was that the employee could not work in the position which he held without contravention of a duty or restriction imposed by or under an enactment. Dismissal on the grounds that an employee was or proposed to become a member of an independent trade union, had taken (or proposed to take) part at an appropriate time in the activities of an independent trade union, had refused or proposed to refuse to become or remain a member of a trade union which was not an independent trade union is not permitted.

52. The Employment Protection Act 1975 does not apply to members of the police service, but an undertaking has been given by the Minister of State to provide police officers with the benefit of any general improvements under the Act, subject to any necessary exceptions caused by their very special position. In all cases of dismissal on either medical or disciplinary grounds, police officers may appeal to their police authority in the first instance and, ultimately, to the Secretary of State. A police constable in his first two years of service, however, serves

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a probationary period during which time he may be dismissed if the chief officer of police considers that he is not fitted to perform the duties of that office, or is unlikely to be an efficient or well-conducted constable.

53. Members of the fire service, however, do enjoy the benefits of recent industrial relations legislation (e.g. the Trade Union and Labour Relations Act 1974 and the Employment Protection Act 1975).

The Employment Protection Act 1975 does not apply to service in the Armed Forces.

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54. See United Kingdom Article 22 Reports on ILO Conventions 2 and 83.

### PROTECTION AGAINST UNEMPLOYMENT IN NORTHERN IRELAND

#### YOUTH OPPORTUNITIES PROGRAMME

55. The Youth Opportunities Programme for Northern Ireland has been introduced to help alleviate the unemployment problem among young people under 19 years of age. It brings together, and develops as necessary, existing job creation and Training Schemes and also provides new opportunities through schemes and projects initiated in the wider community.

56. The Programme is administered through the Department of Manpower Services whose present provision of job creation and training opportunities accounts for some 4,000 places. Under the Programme it is proposed to raise this figure to 6,000. Some expansion will be achieved through developing existing measures such as the Government Training Programme (particularly Young Persons Training and the Attachment Training Scheme), Youthways, Enterprise Ulster and Young Help, but a substantial proportion of the additional places will come from the new initiatives which are being sought from the community. It is intended that the bulk of the Programme should be in operation by 1 September 1978 and it is planned to run for five years.

57. Private and public sector employers, voluntary bodies and community groups are being encouraged to identify projects which do not undermine existing jobs or training programmes and submit proposals to the Youth Opportunities Programme. Acceptable projects will include further job creation schemes, work experience courses and the introduction of training workshops. Young people on approved schemes will receive an allowance of £18 per week from the Department of Manpower Services and linked financial assistance will be available to organizers to meet overheads.

58. The Programme is not an alternative to work but offers young people a choice of opportunities which should enhance their employment prospects and speed their entry to permanent employment.

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### 3.3 CREATION PROGRAMMES

#### (i) YOUNG HELP

59. This is a job creation scheme for young people sponsored by the Department of Manpower Services and organized by Community Service Volunteers. The Department meets all charges. The scheme involves a different approach to job creation in that it seeks to give young people experience in "caring" rather than manual work. This involves previously unemployed young people in personal social service tasks in residential homes and day centres as well as helping people in their own homes. The scheme was started in April 1976.

#### (ii) ENTERPRISE ULSTER

60. Enterprise Ulster is a statutory body financed from government funds, whose objective is to find employment for those experiencing difficulty in obtaining or retaining normal work. Enterprise Ulster undertakes direct labour projects which have an amenity or community value usually, but not exclusively for public authorities. These projects are varied in type and size; they range from children's play areas to country parks, from picnic sites to playing fields.

61. In addition, Enterprise Ulster has diversified its activities through the establishment of a small number of construction and engineering workshops. This scheme is aimed at providing work for young men who do not reach the standards required for apprenticeship training but who, nevertheless, have a certain aptitude and willingness to undertake workshop employment. They are engaged in producing many items, such as play equipment, seats and litter bins, which are used by the Corporation on its construction sites.

62. A further activity undertaken by Enterprise Ulster is community work. An experimental scheme in which unemployed school leavers are recruited to carry out painting, decorating and simple repairs to the homes of elderly, infirm or handicapped persons who have neither the means or ability to carry out these tasks themselves, has recently begun.

63. In addition to the Youth Opportunities Programme and the job creation schemes detailed above, the Department of Manpower Services operates subsidy schemes which help alleviate the problems of unemployment.

#### (i) Youth Employment Subsidy

64. This scheme provides a subsidy to employers of £10 per week payable for 26 weeks in respect of each young person engaged who is under 20 years and has been unemployed for a period of at least six months. This scheme was a replacement for the Recruitment Subsidy for school leavers and was first introduced on 1 September 1976. It is due to finish on 31 March 1978.

65. (ii) The Temporary Employment Subsidy is assistance given to employers who, in consultation with trade unions, are prepared to defer impending redundancies of

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10 more workers. The subsidy offered is £20 per week in respect of each full-time worker whose redundancy is deferred for an initial period of 13 weeks. Employers have the option to request a continuation of the subsidy for a maximum of 52 weeks, in some cases the subsidy may be paid for a further period of 26 weeks at a reduced rate of £10 per week.

66. (iii) The Job Release Scheme offers full-time workers within one year of pensionable age (59 years for women, 64 years for men) an allowance of £23 per week tax free, if they leave all paid employment and undertake not to claim unemployment or sickness benefit or other benefits (except supplementary benefit) or pensions under the Social Security Acts, employers must agree to their leaving and undertake in consequence to recruit some one from the unemployed register, although not necessarily for the same job.

67. (iv) The Small Firms Employment Scheme offers a subsidy of £20 per week for 26 weeks to manufacturing firms with less than 50 workers for each additional worker recruited.

68. (v) The Job Introduction Scheme for the Disabled is designed to increase the employment opportunities of disabled people. The Department offers contribution of £30 per week to employers who agree to engage a selected disabled employee for a six-week trial period during which time the worker is paid the normal rate for the job. The job is expected to last for at least six months after the trial period finishes.

69. Unemployment statistics are below:

Unemployment, seasonally adjusted

United Kingdom

1975	<u>Total</u>	Percentage of all employees		
		<u>Males</u>	<u>Females</u>	(Thousands)
January*	707.3	3.0	584.5	122.8
February	734.3	3.1	605.6	128.7
March	764.4	3.2	627.9	136.5
April	805.5	3.4	660.6	144.9
May	853.7	3.6	696.3	157.4
June	898.8	3.8	731.9	166.9
July	963.4	4.1	776.0	187.4
August	997.1	4.2	800.2	196.9
September	1 034.1	4.4	827.2	206.9
October	1 090.8	4.6	866.5	224.3
November	1 131.9	4.8	895.7	236.2
December	1 170.7	5.0	925.7	245.0

	<u>Total</u>	<u>Percentage of all employees</u>	<u>Males</u>	<u>Females</u>
	<u>(Thousands)</u>			
<b>1976</b>				
January	1 203.5	5.1	946.7	256.8
February	1 225.8	5.2	959.6	266.2
March	1 231.6	5.2	961.1	270.5
April	1 241.8	5.3	967.0	274.8
May	1 253.3	5.3	973.5	279.8
June	1 261.1	5.3	977.2	283.9
July	1 288.9	5.5	983.5	305.4
August	1 308.8	5.6	990.5	318.3
September	1 318.7	5.6	994.2	324.5
October	1 307.9	5.5	984.4	323.5
November	N.A.+	N.A.+	N.A.+	N.A.+
December*	1 325.7*	5.6*	N.A.+	N.A.+
<b>1977</b>				
January	1 338.2	5.7	999.8	338.4
February	1 331.4	5.6	995.5	335.9
March	1 321.1	5.6	988.1	333.0
April	1 322.6	5.6	983.8	333.8
May	1 315.9	5.6	982.1	333.8
June <sup>p</sup>	1 352.8	5.7	1 006.8	346.0

\* Because of industrial action, figures for January 1975 and December 1976 are estimates.

+ Because of industrial action by some staff in the Department of Employment group, these figures are not available.

p Provisional.

Annex 1

THE TRAINING OPPORTUNITIES SCHEME

INTRODUCTION

1. Towards the end of 1971 the Government undertook a major review of training policy, and on 1 February 1972 issued a consultative document entitled "Training for the Future". The document foreshadowed a Training Opportunities Scheme (TOPS) designed to provide people with more and better training opportunities in ways that would help them to meet their own employment needs and aspirations and, at the same time, help to meet national manpower requirements. TOPS was introduced in August 1972. It replaced and extended the previous Vocational Training Scheme, which was restricted mainly to providing training for the unemployed, disabled people and ex-servicemen. The Manpower Services Commission, operating through the Training Services Agency, is responsible for the operation of the Training Opportunities Scheme and its authority for providing training derives from the Employment and Training Act of 1973.

GENERAL DESCRIPTION OF THE SCHEME

2. In order to avoid repercussions on apprentice training arrangements within industry, and the grants system in higher education, the Training Opportunities Scheme has had to be confined to adult training. TOPS is therefore designed to cater for adults who, for whatever reason, need training in order to seek new employment in Great Britain or the EEC. This may be because they failed to acquire a training early in their working life; made the wrong choice of career; their skills have become outdated; they want a better job than their existing qualifications allow or, like married women, have spent some time out of the labour market and need some training before returning to a job. TOPS also fulfils an economic need as well as social needs by helping to meet specific shortages of skilled manpower.

3. TOPS is not intended to absolve employers from the main responsibility of providing training for their employees. The bulk of the initial training for young people entering employment is therefore the responsibility of employers. Similarly, the great bulk of adult training conducted in industry is outside the scope of the Scheme.

4. Training is offered in a wide variety of occupations from semi-skilled through craft, technician and equivalent commercial and clerical skills, to those of management provided that there are reasonable prospects of employment in the training occupation. Courses of vocational education e.g. preparatory courses, are also available if these are suited to the vocational requirements of the individual. Three areas have been clearly identified for further development - training for young people, managers and technicians.

5. Courses are held in Skillcentres, Colleges of Further Education and other educational institutions, private colleges, employers' establishments and are also run by Group Training Associations. There are Residential Training Centres and other special establishments for disabled people.

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## ELIGIBILITY CONDITIONS

### 6. Candidates

TOPS courses are available to those aged 19 or over who have spent a total of at least three years away from full-time education since minimum school leaving age and are suitable for the course of training. A candidate, if in employment, must be prepared to terminate it in order to take a course and must intend to take up new employment in the training occupation. A candidate will not normally be accepted for a TOPS course within five years of completing a previous course under the Scheme, or the former Government Vocational Training Scheme. Provision is made outside TOPS to meet the needs of specific groups of young people, including the disabled and those with poor job prospects, under the general heading of "Other Training Arrangements" (OTA).

### 7. Courses

TOPS courses must normally be full-time and last not less than four weeks or longer than a year. They must be suitable for adults and be vocational in nature; on completion of training, trainees should need no further preparation to obtain employment in the training occupation. Courses may not be approved which lead to a first degree, but a course leading to a higher degree or designated postgraduate diploma or certificate may be considered for eligible TOPS candidates aged 27 or over. Courses of professional training such as those in medicine or the law are outside the scope of the Scheme. Unemployed young people under 19 (who are not eligible for TOPS) may be admitted to short courses below craft level if they have no reasonable expectation of employment in the near future.

## LEVELS OF TRAINING

8. The period of training needed to acquire a degree of skill in any job varies according to the occupation concerned. To meet this varying need TOPS courses are provided at different levels, for example Short Industrial Courses, of 10-13 weeks duration, are designed to provide a broad introduction to a range of occupations in a particular industry as a basis for employment at operative level. Other short courses at a similar level include Occupational Selection Courses and Wider Opportunities Courses. Longer courses are also available to craft, technician and management levels. These are provided mainly in Colleges of Further Education and in Skillcentres, but some craft level courses are available in employers' establishments.

## TRAINING ESTABLISHMENTS

### 9. Skillcentres

(i) Skillcentres, unlike other training establishments, are run directly by the Training Services Agency. There are 63 Skillcentres and 30 Annexes throughout the country. A further 11 new Skillcentres and 5 Annexes are planned to become operational by 1980. They are concerned mainly with providing accelerated training

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in a wide variety of crafts in over 60 skilled occupations. Most courses last 6 months, a few longer but none exceed 12 months. The training is intensive with the emphasis on practical work, although theory is not neglected. Syllabuses are drawn up in consultation with the industries concerned. The aim is to provide a man with basic skills for entry to a trade. Continued training with an employer for specified periods is a requirement in some trades, particularly construction.

(ii) The setting up of a Skillcentre and the choice of classes is based on local, regional and national knowledge and discussions. Premises are acquired in conjunction with the Property Services Agency of the Department of the Environment.

(iii) Subject to waiting lists (which can be rather long for some of the more popular trades) trainees may start most courses at any time as they are run on a staggered entry basis. The first three weeks act as an assessment period, although progress throughout training is continually monitored, and a certificate is given on completion of the course.

(iv) Applicants for Skillcentre training are required to take a standard arithmetic test which will be linked to an assessment procedure to give guidance on the selection of applicants and the trades they choose. Some trades, e.g. radio and TV servicing and draughtsmanship, have an additional pre-entry test. Applicants are required to appear before a selection panel consisting of the appropriate representatives of employer and employee organizations and the TSA. Courses are open to both men and women, but in practice few women apply for training in craft occupations such as engineering and construction trades.

#### 10. Colleges of Further Education

(i) A very broad range of TOPS courses are available at over 700 Colleges of Further Education. Training is given mostly in clerical and commercial skills but also in a wide variety of subjects such as management, administration, craft and technician skills.

(ii) TOPS courses in colleges fall into two main categories, exclusive and in-fill. Exclusive courses are specially tailored for TOPS purposes and syllabuses are drawn up by TSA advisers in agreement with educational authorities. Where the demand is insufficient to warrant an exclusive course arrangements may be made for TOPS trainees to fill vacant places on existing suitable college courses, used mainly by students supported by educational, industrial or other sponsors provided they meet the criteria for TOPS support.

(iii) Private college courses are also available under TOPS, provided they meet the criteria for TOPS approval.

#### 11. Employers' Establishments

(i) Group training (i.e. for two or more trainees) may be arranged in employers' premises where there is spare training capacity. Courses are run under the supervision of the TSA in a range of semi-skilled occupations mainly in the

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engineering, construction, motor vehicle servicing and catering trades. As the training is given to suit the needs of the individual and not the immediate requirements of the firm at which the training is given, the firms involved are not expected to employ these trainees after training is completed.

## 12. Residential Training Colleges

(i) Disabled people who require training under residential conditions may be trained at one of four residential training colleges. These colleges are run by voluntary organizations, but the TSA, in addition to the payment of TOPS training allowances meets the full cost of training. In general the voluntary organizations are responsible for meeting the capital costs involved in their centres.

(ii) The courses available are approved by the TSA and in general follow Skillcentre courses syllabuses. The colleges are open to inspection by the TSA which gives technical advice on request from Principals. The courses available are primarily in Radio and TV servicing, electronic wiring and assembly, clerical work and gardening.

## OTHER TRAINING ARRANGEMENTS

13. Other Training Arrangements (OTA) do not constitute a definite scheme of training like TOPS. The term is applied to a miscellany of training arrangements in which the individuals and/or the courses do not meet the normal criteria for TOPS support. OTA mainly provides for categories of people who have particular problems in obtaining and retaining employment. For example, unemployed young people between 16 and 19 who are having difficulty in finding employment may be considered for Short Industrial Courses (SICs) in basic skills and for Occupational Selection Courses (OSCs). Those with unstable work records or those needing special help in finding out what interests them and what skills they have or who need a boost to their confidence may benefit from Wider Opportunities Courses (WOCs).

## SPECIAL ARRANGEMENTS FOR TRAINING REDUNDANT WORKERS

14. The TSA has modified the TOPS eligibility conditions to enable workers to be trained for a new occupation whilst they are under notice of redundancy. This will encourage redundant workers to undertake retraining and prepare them for worthwhile jobs, thus making better use of available manpower. Costs will be shared between TSA and the employer. The TSA will bear the cost of training and pay the usual basic allowances to the trainee. The employer will make up to the level of the trainees' former earnings during training.

## TRANSFER OF EMPLOYMENT COURSES

15. These courses have been developed to help redundant executives whose skills were highly specific to one organization and not easily transferred into other employment. The courses aim to help people improve their job seeking skills in preparing Curriculum Vitae's and written job applications, and their performance

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in the employment interview situation. In addition they are helped to assess their own skills and aptitudes and the careers in which they might best be utilized. The courses also aim to broaden understanding of organizations and to update or extend management skills such as Finance, Production Control, Industrial Relations etc. The success of the early courses has been sufficient to justify the inclusion of Transfer of Employment Courses as a permanent feature of TOPS. During 1976 these courses will be available in about 20 CFEs and private colleges throughout the country, and will provide a total of about 1,200 training completions a year.

#### SPECIAL MEASURES

16. Within the special measures programme, the Agency has substantially increased the TOPS sponsored training provision for young people under 19, including unemployed school leavers. Whereas up to 1974 the number of young people trained annually was less than 1,000, in 1976 this rose to 15,000.

#### ALLOWANCES

17. A weekly training allowance is paid to all TOPS trainees. The allowance for those 20 years or over without dependants and living at home is at present £22.55 for men and women. The rate increases with the number of dependants, and there is an earnings related supplement of up to £10.27 per week. The allowances are tax free and are unaffected by wife's or husband's earnings. There is also a lodging allowance for people who have to move from home for training, a daily travelling allowance for people who travel more than two miles to the training centre and free midday meals or an allowance in lieu.

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Annex 2

VOCATIONAL TRAINING IN NORTHERN IRELAND

1. LEGISLATION

Under the Employment and Training Act (Northern Ireland) 1950 the Department of Employment Services for Northern Ireland "may provide such training ... as it thinks necessary or expedient" for the purpose of "assisting persons to fit themselves for, obtain and retain employment ... and generally for the purpose of promoting employment suitable to their age and capacity".

The Industrial Training Act (Northern Ireland) 1964 provided for the establishment of the Industrial Training Boards. The function of the Boards is to encourage adequate quantity and quality of training of persons employed or intending to be employed in their respective industries. Each Board has members representative of employee organizations; employer organizations; and those concerned with education. (Details of the activities of ITBs are given in para 6.)

VOCATIONAL TRAINING DIRECTLY BY THE DEPARTMENT

2. The Department operates a Province-wide training service through a network of Government Training Centres (GTCs) strategically located so that no one is more than a 15-mile travelling distance from a GTC. A total of 3,300 training places are provided and the main emphasis is on training for engineering and related trades (because of the investment potential of industry using these skills) and for the construction trades (because of the importance of this industry for the capital investment - including the housing programme).

3. The GTC facilities are supplemented by the Attachment Training Programme which is designed to cater for those occupations for which GTC training is not appropriate. Spare training capacity in industry and commerce is taken up by the Department and trainees are attached to them for agreed training periods. By this means a wide variety of training is made available and this has been further supplemented by extensive use of spare capacity in colleges of further education.

4. A number of Integrated Work Force Units (IWFS) have been set up throughout the Province with the object of training a small workforce (up to 12 workers) to the level of competence which workers in a normal industrial environment might be expected to possess. This nucleus of workers is then offered to prospective investors as a proven work team together with ready-made premises and equipment.

Areas of limited industrial tradition and high unemployment were chosen in the siting of these units.

5. A Junior Management Course has been developed to attract university graduates and "Advanced" level candidates into industry. Selected trainees undergo induction training followed by training in management techniques interspersed with work projects.

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## VOCATIONAL TRAINING IN EMPLOYMENT

### 6. NORTHERN IRELAND INDUSTRIAL TRAINING BOARDS

There are nine Industrial Training Boards in Northern Ireland covering the following industries: catering; clothing and footwear; construction; distributive; engineering; food and drink; man-made fibres producing; road transport; and textiles.

Boards generally operate along similar lines to Boards in Great Britain, in raising levies, payment of grants, organizing courses, employment of specialist training advisers etc.

Since 1 April 1975 the Department has been meeting the Boards' operating costs, thus releasing their entire levy income to be devoted to training within their industries. The Department also contributes to the cost of certain Board activities in agreed key areas by means of Key Training Grants.

From 1 April 1975 under the revised arrangements for financing Boards' activities, the levy that a Board may raise is subject to a normal upper limit of 1 per cent of a firm's pay-roll or its equivalent and Boards are required to remit levy (wholly or in part) to those firms which satisfy the Board that their training arrangements are adequate to meet their own needs.

/In Great Britain provision is made for exemption rather than remission of levy. The Northern Ireland arrangements however have similar effect and are considered more appropriate being more flexible and capable of more sensitive use./

### 7. NON-BOARD SECTOR

The activities of the tobacco industry and the printing and publishing industry in Northern Ireland are covered by two non-statutory Committees serviced by the Department of Manpower Services. The setting up of a similar committee to deal with the training of dock workers is currently under examination.

These committees do not operate a levy/grant system but rely to a certain extent on facilities made available by the Department to industry in general. Their main role is one of co-ordination.

### DIRECT SERVICES TO INDUSTRY

8. To encourage outside investment in Northern Ireland industry and expansion in existing industry a variety of schemes are provided to grant aid for in-firm training.

These include:

(a) Training on employers' premises

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- (b) Counter redundancy training
- (c) Special Engineering Training Scheme

together with a Capitation Scheme offering financial inducements to firms employing GTC trained apprentices to enable them to complete their apprenticeships on the job

9. Financial support is also available to encourage firms to equip themselves with the management structure and personnel appropriate to their needs and to help firms with the cost of sending managers and supervisors to approved training courses.

10. The annex attached, T473, provides detail on each of the grant-aid schemes.

#### SPECIAL MEASURES TO ALLEVIATE UNEMPLOYMENT

11. As a result of additional finance being made available to alleviate the current high level of unemployment, particularly among young people, the Department has increased the level of activity in existing schemes and has introduced some new initiatives.

(a) Special Capitation Grant Scheme. Grant is payable to firms which recruit non-sponsored GTC apprentices.

(b) Apprentice Premium Grant Scheme. Grant is payable to firms in respect of young persons who are entering apprenticeship for the first time and are recruited to bring the firms' apprentice complement up to the normal level.

These schemes originally operated in respect of apprentices recruited between 1 November 1975 and 31 March 1976 but have been re-introduced to include apprentices recruited during the period 2 May 1977-29 October 1977.

#### 12. STATISTICS RELATING TO VOCATIONAL TRAINING

	FINANCIAL YEARS		
	<u>75/76</u>	<u>76/77</u>	<u>77/78(estimate)</u>
DIRECT TRAINING	7,200	7,800	9,000
TRAINING IN EMPLOYMENT	7,200	5,500*	8,800
(excluding ITB training for which statistics are not available)	14,400	13,300*	17,800

\* Claims may still be submitted in respect of in-firm training during the 76/77 financial year.

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## ARTICLE 7 - REMUNERATION

### A 1

Equal Pay Act 1970

Employment Protection Act 1975 (Section 98 and Schedule 11)

Trade Union and Labour Relations Act 1974

Sex Discrimination Act 1975

Fair Wages Resolution 1946

Wages Councils Act 1959

Police Acts 1964, 1969, 1972 and 1976

Police Regulations 1971

Art 22 Report on C.100

### A 2

1. In general, pay and conditions of workers in the United Kingdom, both nationals and non-nationals, are the subject of free negotiation between employers and employees or their respective representatives and it remains government policy to encourage wherever possible the growth of voluntary collective bargaining.

2. In some sectors of industry, where over the years negotiating machinery has been non-existent or weak, statutory wages regulation is provided. The system of Trade Boards (later known as Wages Councils) set up in 1909 for the prevention of exploitation of certain low paid groups of workers continues today. There are 43 wages councils in Great Britain with powers to fix statutory minimum remuneration, holidays and holiday remuneration and other conditions of employment for over 2.75 million workers in some 450,000 establishments. In Northern Ireland there are currently 14.

3. These councils cover principally workers in clothing manufacture, retail distribution and catering, but other trades such as laundries, hairdressing and a number of small manufacturing industries, e.g., toy, pram, and rope are also covered. It has been and remains departmental policy to abolish wages councils where it can be shown that they are no longer necessary to maintain standards for the workers concerned, and since 1974 10 wages councils have been abolished (annex A), in Great Britain and 4 in Northern Ireland.

4. Despite this main trend in policy, it is intended to look critically at areas where activities are carried on similar to those covered by existing wages councils but where at present no protection is provided, whether by voluntary machinery or statutory wages fixing machinery, for example, certain retailing activities.

5. In furtherance of the general policy, the Wages Councils Act 1959 was amended by the Employment Protection Act 1975 to give the councils greater independence

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from government supervision and so to bring them closer in character to joint industrial councils. One such change was to transfer from the Secretary of State to the councils the power to make wages orders and another was for the employers' and workers' organizations to appoint their own members to councils. The 1975 Act also gave those duties undertaken under the Industrial Relations Act 1971 (now repealed) by the Commission on Industrial Relations, to the Advisory Conciliation and Arbitration Service. The Secretary of State has power to request the service to report and advise on the development of machinery for regulation of remuneration and other terms and conditions of employment of workers within the field of operation of a particular wages council. He may also ask the service to advise on the working of the Wages Councils Act generally. In Northern Ireland Wages Councils Act has not been amended by the Employment Protection Act.

6. The minimum remuneration laid down in the Wages Orders are enforced by the Wages Inspectorate of the Department of Employment and by the Department of Manpower Services in Northern Ireland who carry out spot checks on employees' records and investigate all complaints made by workers to whom the orders apply. Proceedings in the criminal courts may be taken against employers who fail to comply with the requirements of wages orders, and if necessary, employees may be assisted to take proceedings in the civil courts to recover arrears of wages which have been assessed and where the employer resists payment.

7. The Police Council, established under section 45 of the Police Act 1964 as the statutory negotiating body, considers all matters affecting the pay and negotiable conditions of service of all ranks in the police service. All police council agreements have to be approved by the Secretary of State and, in most cases, have to be translated into statutory instruments before they can be implemented.

8. The established numbers of workers affected by decisions reached within the police council is 116,980 (June 1977 figures). Revisions of wage levels are considered annually and, in addition, the following allowances which police officers may receive are regularly revised:

Rent Allowance  
Uniform Allowance  
Plain Clothes Allowance  
Detective Duty Allowance  
Motor Vehicle Allowance  
Allowance in respect of medical charges  
Subsistence, refreshment and lodging allowance

9. In addition all police officers below the rank of superintendent receive an annual pay supplement for working unsocial hours, and officers employed in London, or, or below, the rank of chief superintendent receive an additional allowance of £245 a year. Special area undermanning allowances are also paid in certain police forces in England and Wales.

10. The evolution of pay scales is shown in appendix B. Equal pay for male and female police officers was introduced on 1 September 1974 except for one or two points relating to payment of rent allowances which were introduced on 1 April 1975 and the Equal Pay Act 1970 has been fully implemented.

11. Remuneration for industrial grades in the United Kingdom civil service is settled by collective bargaining on the broad principle of "fair comparison" with pay of people doing comparable work in comparable industries outside the service.

12. Legal responsibility for determining the pay and conditions of service of members of local authority fire brigades in the United Kingdom (37,000 full-time and 19,100 part-time personnel) rests with individual fire authorities but central negotiations are conducted, as for other categories of local authority employees, in National Joint Councils. The two sides of the National Joint Council for Local Authorities' Fire Brigades are the local authority associations, representing the employers, and the staff associations, representing the employees. Central government is not represented on the council.

13. Women members of the fire service receive equal pay for equal work and enjoy the same conditions of service as their male counterparts.

Information is available in an International Labour Organisation questionnaire for the purposes of the second session of the Joint Committee on the Public Service (25 November-5 December 1975).

A 3

14. Wages Councils in Great Britain and Northern Ireland have generally observed the guidelines approved by the Government during the two years of voluntary pay policy since 1 August 1975 in awarding earnings supplements in addition to the basic statutory minimum remuneration.

15. The Fair Employment (Northern Ireland) Act 1976 (which is unique to Northern Ireland) provides that it is unlawful for an employer to discriminate in the employment field, against any person on the grounds of his religious or political belief. Statutory remedies are provided for cases of breach of the Act.

16. The Act also established the Fair Employment Agency for Northern Ireland which has the general duty of promoting equality of opportunity between persons of different religious beliefs and working for the elimination of unlawful discrimination on the grounds of religious belief or political opinion.

A 4

17. See annex C.

A 5

18. Between the passing of the Equal Pay Act in 1970 and its coming fully into force on 29 December 1975, wages councils progressively narrowed the differentials

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between men's and women's rates, and by the latter date the majority of wages councils had fully implemented the provisions by eliminating separate references to men and women on the wages orders; the remainder did so within a week or two of the appointed day.

The Act itself gives women the right to equal treatment in regard to pay and other terms of their contracts of employment when they are employed on the same work or broadly similar work to that of a man or work which, though different, has been given an equal value to a man's job under job evaluation.

19. The Act applies not only to pay but to most terms of a contract of employment, e.g., payments for overtime bonus, output and piecework, and entitlement to holidays and sick leave.

20. The Act provides for claims by individual women for equal pay to be referred to an industrial tribunal for decision. It also provides for the Central Arbitration Committee to remove discriminatory references to women from collective agreements, employers' pay structures and statutory wages orders.

21. In relation to the Act the Equal Opportunities Commission, established under the Sex Discrimination Act, has the duty to keep the working of the Act under review and to provide assistance in specified circumstances. See United Kingdom Article 22 Report on ILO Convention. (See comments on article 6.)

22. It is unlawful under the Sex Discrimination Act for an employer to discriminate in his treatment of employees in access to opportunities for promotion, transfer or training.

#### B. Safe and healthy working conditions

23. The present legislative situation in Great Britain is created by the framework of the 1974 Act. Formerly there were several detailed Acts covering small sectors of work. Some sectors were not fully protected by legislation. There were a number of small groups of government inspectors enforcing the legislation and advising on safety and health matters in the various sectors. The Health and Safety at Work etc. Act 1974 covers all work places and all workers in Great Britain except those employed as domestic servants in private households. It lays broad general duties on employers and persons carrying on an undertaking by way of trade or business to safeguard the health and safety of their employees and of others who may be affected by their work activities, including persons to whom they supply articles and substances for use at work.

24. The various inspectorates have been gathered together under the Health and Safety Commission as part of the Health and Safety Executive. These inspectorates consist of:

**Factory Inspectorate**

**Explosives Inspectorate**

**Alkali and Clean Air Inspectorate**

Mines and Quarries Inspectorate

Nuclear Installations Inspectorate

Agricultural Inspectorate (excluding that part of the Agricultural Inspectorate falling under the authority of MAFF, who are not directly concerned with safety and health at work matters)

25. In addition, certain duties are performed on behalf of the HSE by local authorities' inspectors. The Pipelines Inspectorate, the Railways Inspectorate and the Safety and Reliability Inspectorate also have power under the Health and Safety at Work etc. Act and/or connected statutory provisions.

26. The responsibilities of the local authorities' inspectors are set out in the Health and Safety (Enforcing Authority) Regulations 1977 which enable local authorities for the first time to enforce all the relevant statutory provisions on premises listed in schedule 1 to the Regulations. Prior to June 1977 local authorities could enforce only some of the pertinent Regulation in a limited number of premises, mainly offices and shops. Liaison is maintained between the HSE and local authorities both at national and at local level. The Health and Safety Executive/Local Authority Enforcement Liaison Committee (HELA), with representatives from the HSE headquarters and field staff and from the four local authority associations, meets three or four times a year to discuss matters of mutual interest concerning the implementation and enforcement of the 1974 Act. At the local level, the Enforcement Liaison Service, consisting of one or more senior HSE inspectors in each area, maintains close links with the local authority enforcement officers in that area.

27. The HSE Inspectorates are organized on a regional basis with a London headquarters. Inspectors visit the establishments with which they are concerned in their region and are also available to offer advice on safety and health problems. The Factory Inspectorate has recently revised the system on which is based the frequency of inspection visits. Previously this was done on a cyclical basis, each establishment being visited with a certain frequency. Now it is based on inspectors' judgements assessed on (a) the quality of management; (b) the type of process and hazard involved; and (c) current performance as observed during an inspection.

28. The Factory Inspectorate in the field is also now being divided into groups with an industry basis, one for each group of industries being designated a National Industry Group. These will be responsible for co-ordinating at national level the safety standards within their group of industries.

29. If an inspector of any of the inspectorates discovers a contravention of the Act or regulations concerning safety and health, he is empowered under the Health and Safety at Work etc. Act 1974 to:

(a) Issue a prohibition notice, where there is a risk of serious personal injury, to stop the activity giving rise to this risk until the remedial action specified in the notice has been taken;

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(b) Issue an improvement notice if there is a legal contravention of any of relevant statutory provisions, to remedy the fault within a specified time; and

(c) Prosecute any person contravening a relevant statutory provision instead of, or in addition to, serving a notice.

30. In addition to the inspectorates, the Employment Medical Advisory Service (EMAS) provides an organization of doctors and nurses whose job it is to give advice about occupational health. The service, set up in 1973 as part of the Department of Employment, was in 1975 placed under the control of the Health and Safety Commission and now serves as the medical arm of the HSE.

31. The legislation governing EMAS is the Health and Safety at Work etc. Act 1974 and the Factories Act 1961, as amended by the Employment Medical Advisory Services Act 1971. EMAS also, under certain health and safety regulations, undertakes regular medical examinations of persons employed in processes or operations where these regulations apply. The regulations apply, notably, to activities involving lead, compressed air, diving, carcinogenic substances and ionizing radiations. EMAS can delegate doctors to undertake the necessary examinations.

32. Apart from the normal health and safety machinery, such as systems of inspection and advice designed to minimize workers' exposure to risk, the Health and Safety Commission has set up an advisory committee structure to assist in the identification and control of hazards.

The main committees are:

Dangerous Substances Advisory Committee

Toxic Substances Advisory Committee

Asbestos Advisory Committee

Major Hazards Advisory Committee

Medical Advisory Committee

33. The membership of each of these committees includes leading experts as well as representatives of employers and trade unions, but their main technical expertise is drawn from a system of sub-committees. In addition to these committees, there are a number of industrial advisory committees, each dealing with a particular industry.

34. Both in policy formulation and on the shop floor the Government attaches importance to tripartite methods of improving and ensuring safe and healthy working conditions. Thus the Health and Safety Commission is a tripartite body as are the advisory committees. It is proposed to implement regulations in October 1978, which together with a supporting code of practice will provide a legal framework within which employers and trade unions can make arrangements for the functioning of safety representatives and safety committees. Prior to

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October 1978, the Government is encouraging the development of voluntary schemes in line with the future statutory provisions.

35. Further, all but the smallest employers have a duty under section 2 of the Health and Safety at Work etc. Act 1974 to inform their employees of their safety policy and arrangements for carrying out that policy. Employees have a duty under section 7 of that Act to take reasonable care for the health and safety of themselves and others who may be affected by their acts or omissions at work and also to co-operate with their employers. Thus the 1974 Act already brings employers and employees together to co-operate in the improvement of safety and health at the work place.

36. Statistical details on accident and disease rates are attached at annex D.

37. The Health and Safety at Work etc. Act 1974 applies to the fire service. The health and safety of members of the fire service in operational and training situations is also the concern of the Central Fire Brigades Advisory Council constituted under the Fire Services Act 1947 to advise the Secretary of State on all matters arising out of the 1947 Act except pay, conditions of service and discipline.

38. It does not however cover the police service, but a recommendation has been issued to police authorities and chief officers of police that, wherever possible, the police should be given the benefits of improvements introduced by the Act.

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## SAFE AND HEALTHY WORKING CONDITIONS IN NORTHERN IRELAND

39. The main legislation framework is provided by the Factories Act (NI) 1965, the Offices and Shop Premises Act (NI) 1966, the Quarries Act (NI) 1927, and the Agriculture (Safety, Health and Welfare Provisions) Act (NI) 1959.

40. The provisions of the above Acts cover the health, safety and welfare of persons at work in premises which are within scope of those acts. It is estimated that about 35 per cent of workpeople are entirely out of scope. However proposals will be made during 1977 for health and safety at work legislation which will cover all workpeople.

41. The present safety requirements include provisions concerning the fencing of prime movers, transmission machinery and dangerous parts of other machinery; prohibition of the sale, hire or use of power-driven machinery without effective guards for certain parts; the training and supervision of young persons employed at certain machines scheduled as dangerous; the examination of certain types of plant (steam boilers, steam and air receivers, hoists and lifting machinery and gear); the provision and maintenance of safe work places and of safe access to such places; the taking of special precautions against gassing and against explosions of flammable dust or gas, the provision of adequate means of escape in case of fire; measures for fire-fighting and the prevention of fire; the protection of eyes and the lifting of heavy weights.

42. Health requirements include the avoidance of overcrowding, cleanliness of premises, removal of dust or fumes, provision and maintenance of proper means of heating, lighting and general ventilation of workrooms and provision of suitable sanitary conveniences.

43. Welfare requirements include the provision and maintenance of washing facilities, accommodation for clothing, first aid arrangements, drinking water supply and seats for certain workers.

### ENFORCEMENT

44. The Departments responsible for the enforcement of the various Acts appoint Inspectors who visit premises regularly so as to ensure uniform observance of the requirements.

45. Enforcement of some of the provisions relating mainly to health is the duty of the district council for the area in which the premises are located.

46. Over and above complying with statutory requirements, some employers make a valuable contribution to industrial safety by appointing safety officers who bring about a greater realization of the risks associated with their respective industries, and encourage operatives to develop a greater safety consciousness in their work.

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C. Equal Opportunity for Promotion

47. See note on Sex Discrimination Act and Race Relations Act under article 6. It is unlawful under the Sex Discrimination Act for an employer to discriminate in his treatment of employees in access to opportunities for promotion, transfer or training.

48. A number of large employers have adopted and implemented policies of equal opportunity designed to ensure that all workers should be recruited, selected and allocated solely according to ability and should be entitled to the same opportunities for training and promotion and that their conditions of employment should be the same, regardless of race, colour, creed or ethnic or national origins.

49. The TUC has given a firm statement of its intention of equal opportunity and has produced a model clause which trade unionists are recommended to negotiate into agreements.

50. Information on equal opportunity for promotion in the Police Force was supplied in the reply to an International Labour Office questionnaire for the purposes of the Second Session of the Joint Committee on the Public Service.

51. The promotion procedure for police forces in England and Wales is laid down by the Police (Promotion) Regulations 1968 (as amended). All recruits to the police service have to join as constables. A constable qualifies for promotion to sergeant after serving two years' probation and passing an examination in police subjects. Before promotion to inspector, a sergeant must serve at least two years in the rank and have obtained a pass in a further qualifying examination. Passing these examinations does not bring automatic promotion but simply qualifies an officer for selection by his or her chief for promotion to the next rank. In the Metropolitan Police, a proportion of promotions to sergeant and inspector are by competitive examination, for which all officers reported as fit for promotion are eligible to sit. For promotion to ranks above inspector, there are no qualifying examinations; selection is on merit. All promotions to higher ranks are made from within the police service.

52. The United Kingdom is covered by the EEC Recommendation adopted on 22 July 1975 of the principle of the 40 hour week and the principle of 4 weeks' annual paid holiday, by 31 December 1978 at the latest. The Recommendation, which is not legally binding, provided for the achievement of the 40 hour week and 4 weeks holiday in the United Kingdom by means of collective bargaining.

53. The Government supported the Recommendation on the basis that its progressive achievement was a matter for collective bargaining subject to the requirements of counter inflation policy.

See book attached, The Rates of Wages and Hours of Work.

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54. Members of the fire service work a 48 hour week. Duties are divided into day and night shifts with an average of at least two days off a week. During night shifts personnel are normally allowed to sleep, provided they are ready to respond instantly to an alarm call. (See response to ILO questionnaire - second session of the Joint Committee on the Public Service.)

55. All leave granted to police officers is subject to the exigencies of duty. Ranks below superintendent level are granted two rest days per week, superintendents eight rest days per month, and chief officers one and a half rest days per month. The normal daily period of duty for police officers below the rank of superintendent is eight hours (inclusive of a break for refreshment).

56. Members of the Armed Forces are liable for duty 24 hours a day and 7 days a week; and leave is granted subject to the exigencies of the Service. In practice, many Service personnel are able to work hours comparable with civil life and to take annual leave, which may be up to 42 days.

57. The Shops Act 1950 and the young persons (Employment) Act 1938 and 1964 regulate the hours of employment of shop assistants under the age of 18 and young persons employed in certain other specified occupations.

58. The main provisions are as follows:

Shops Act 1950

(i) (a) Every shop assistant i.e. any person wholly or mainly employed in a shop in connexion with the serving of customers or the receipt of orders or the dispatch of goods, shall be granted a weekly half holiday beginning at 1.30 p.m.

(b) Every shop assistant shall be granted a day's holiday for Sunday working in excess of four hours or not more than three Sundays in the month, or half holiday for less than four hours.

(ii) For shop assistants who are aged 16 and under 18, the maximum working week is 48 hours excluding overtime which is subject to a limit of 50 hours a year, during not more than six weeks, and not more than 12 hours in any one week.

59. For shop assistants who are aged under 16, the maximum working week is 44 hours. The maximum period of consecutive employment without a break of at least 20 minutes is 5 hours for shop assistants under 18. They must be allowed a period of 11 consecutive hours free of work which must include the period 10 p.m. to 6 a.m. There are certain variations of these conditions to meet principally the special requirements of inter alia garages, the catering trade and early morning deliveries of milk, bread and newspapers.

Young Persons (Employment) Act 1938 and 1964

60. These Acts cover the employments specified in sections 7(1) of the 1938 Act and 1 of the 1964 Act; exceptions are indicated in section 7(2) and (3) of the 1938 Act, extract attached.

61. (i) (a) Young persons employed under this Act shall be granted a weekly half holiday beginning at 1 p.m.

(b) Employment on a Sunday is allowed only if the young person receives a whole day's holiday on a week day other than that appointed for his weekly half holiday, in either the week preceding or the week following the Sunday.

(ii) The hours of employment are the same as in the Shops Act 1950 except that for young persons aged 16 but under 18, overtime is permitted up to 50 hours a year with not more than 6 hours a week in more than 12 weeks.

62. The maximum period of consecutive employment without a break of at least 30 minutes for a meal or rest is 5 hours. The same period of non-employment at night is required as in the Shops Act 1950.

The Armed Forces

63. The pay and allowances of members of the Armed Forces up to and including the rank of Brigadier (or equivalent) are determined on the recommendation of the independent Armed Forces Pay Review Body (AFPRB). The AFPRB, since its inception in 1971, has reported annually to the Prime Minister. The Government is committed to accepting the Review Body's recommendations unless there are clear and compelling reasons to the contrary.

64. Members of the Armed Forces receive a comprehensive "military salary" out of which they are required to pay for food and accommodation by charges which reflect civilian prices. Service personnel may also qualify for a wide range of allowances (e.g. local overseas allowances, travel and subsistence allowance) or forms of additional pay (e.g. flying, diving, submarine, parachute pay).

65. Basic salaries for the various ranks and trades in the Armed Forces are determined in the light of comparisons of job size (using job evaluation techniques) with earnings for jobs of comparable skill and responsibility in civil life, due allowance being made for other conditions of service. Basic pay is enhanced by an additional factor (the X-factor) which is designed to compensate for the balance of advantage and disadvantage of Service life vis-à-vis civil life. The salaries of some 300,000 Service personnel are fixed in this way.

66. On 1 April 1975 the Armed Forces came into line with the requirements of the Equal Pay Act 1970 by introducing equal basic pay for men and women. Differences in rates of additional pay (e.g. the X-factor) are, in the view of the AFPRB, justified in terms of Section 7 of the Act as being "a distinction fairly attributable to differences between the obligations undertaken by men and those undertaken by women".

67. There is a long history of liaison between the Defence organization and certain

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of the separate Inspectorates that existed before the 1974 Health and Safety at Work Act. This association continues and the implications of the Act in relation to the internal safety regulations and procedures that have been developed to suit the particular circumstances of the Armed Forces are under examination.

#### NORTHERN IRELAND

68. The situation as regards limitation of working hours for women and young persons is very complex and is controlled by a number of Acts. In Northern Ireland the most important Acts are (1) The Factories Act (NI) 1965, (2) The Shops Act (NI) 1946, (3) The Childrens and Young Persons Act (NI) 1968 and (4) The Education and Libraries Northern Ireland Order 1972.

69. The provisions of (1) and (2) are summarized below:

(1) The Factories Act (NI) 1965. The hours of work of women and young persons (i.e. under 18) of either sex are controlled, the limits being set out in the Act. A child under 16 years may not work in a factory.

Generally women and young persons may not work at night or on Sundays and their maximum weekly hours are restricted to 48. Overtime is strictly controlled and the occupier of a factory must send particulars in writing to the Chief Inspector of Factories before allowing any women or young persons to work overtime. There are a number of exceptions, including powers to authorize shift working, to the general position as stated above, but these are strictly controlled.

70. (2) The Shops Act (NI) 1946. Every shop assistant i.e. any person wholly or mainly employed in a shop shall be granted a weekly half holiday beginning not later than 1.30 p.m.

Every shop assistant shall be granted a day's holiday for Sunday working in excess of four hours on not more than three Sundays in the month or a half holiday for less than four hours.

For shop assistants who are aged 16 and under 18 years the maximum working week is 44 hours. For shop assistants who are aged under 16, the maximum working week is 40 hours.

The maximum period of consecutive employment without a break of at least 20 minutes is 5 and one half hours.

Shop assistants under 18 years must be allowed a period of 11 consecutive hours free of work which must include the period 10 p.m. to 6 a.m.

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Annex A

Great Britain

Wages Councils abolished since 1974

Boot and Floor Polish  
Brush and Broom  
Hair Bass and Fibre  
Stamped or Pressed Metalwares  
Holloware  
Keg and Drum  
Paper Box  
Milk Distributive (England and Wales)  
" " (Scotland)  
Industrial and Staff Canteen Undertakings

Northern Ireland

General Waste Reclamations  
Linen and Cotton Embroidery  
Rope, Twine and Net  
Wholesale Mantle and Costume

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Annex B

POLICE PAY SCALES 1948-1976  
Rank

Operative date	Constable	Sergeant	Inspector	Chief Inspector	Superintendent	Chief Superintendent
Minimum and Maximum of scale	£	£	£	£	£	£
(No fixed scales of pay)						
6.11.46	274-363	390-450	-	-	-	-
7.1.49	330-420	445-483	550-573	603-643	800-850	900-950
3.8.51	400-505	540-585	615-690	735-773	950-1000	1050-1100
14.1.54	445-550	590-635	700-745	780-830	1045-1095	1150-1200
8.9.55	475-610	675-735	800-860	910-960	1225-1285	1315-1375
1.2.57	490-660	695-755	825-885	935-1000	1250-1320	1360-1430
22.4.58	510-695	715-795	865-930	980-1050	1305-1385	1420-1500
1.9.60	600-970	1030-1100	1210-1290	1355-1445	1780-1890	1925-2035
1.9.62	620-1005	1065-1140	1250-1335	1400-1495	1840-1955	1990-2105
1.2.63	635-1040	1090-1170	1280-1370	1435-1530	1885-2005	2040-2160
1.9.64	700-1105	1170-1255	1375-1470	1545-1645	2020-2161	2185-2225
1.3.67	765-1205	1275-1370	1500-1600	1680-1795	2200-2355	2380-2535
1.9.68	805-1270	1340-1440	1585-1685	1770-1890	2115-2480	2505-2670
1.9.69	830-1310	1385-1485	1630-1735	1825-1945	2385-2555	2580-2750
1.1.70	900-1420	1505-1610	1770-1880	1980-2110	2590-2770	2800-2980
1.9.70	1023-1683	1716-1914	2019-2244	2310-2535	3075-3345	3408-3612
1.9.71	1089-1791	1827-2037	2151-2391	2466-2700	3276-3561	3630-3846
1.9.72	1251-2061	2120-2343	2475-2751	2829-3105	3156-4005	4287-4728
1.9.73	1353-2196	2235-2490	2625-2913	2994-3282	3615-4218	4509-4968
1.9.74	1632-2526	2589-2976	3021-3405	3405-3783	4248-4845	5139-5661
1.9.75	2100-3102	3102-3960	3960-4614	4611-5286	6222-6918	7110-7704

1.9.76 All ranks received a supplement to main pay equal to 2% of their earnings, with a weekly minimum of £2.50 and a maximum of £4.00.

Annex C

Evolution of the levels of remuneration in a sample  
of wages council's trades

Statutory minimum remuneration  
(40 hour week)

<u>Wages Council</u>	<u>April 1970</u>		<u>April 1976</u>
	Male	Female	Male and Female
Retail Drapery, Outfitting and Footwear Trades <u>a/</u>	£12. 2. 0	£9.10. 6 (42)	£25.60
Dressmaking and Women's Light Clothing (England and Wales)	£10.12. 6	£7.10. 0 (40)	£28.90*
Licensed Residential Establishment and Licensed Restaurant <u>b/</u>	£10.15. 0	£8. 8. 0 (44)	£27.50
Boot and Shoe Repairing	£11. 5. 0	£8. 4. 0 (41)	£30.00*
Perambulator and Invalid Carriage	£11.10.10	£8.10.10 (40)	£27.00

\* Includes £6.00 earnings supplement.

a/ For "other worker" in intermediate (Provincial 'A') area.

b/ For cleaner, housemaid etc. in intermediate area (Area 'B').

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Annex D

Table 1.1 Number of fatal accidents reported to ESC enforcement and other authorities 1971-1975

Sector	1971	1972	1973	1974	1975
<u>ESC enforcement authorities</u>					
1. Factories Act:					
Manufacturing industry	251	214	236	234	196
Construction industry	201	190	231	165	182
Other industries	73	64	82	59	49
Total Factories Act	523	468	549	479	427
2. Offices, Shops and Railway Premises Act	35	15	15	20	16
3. Explosives Acts	6	4	6	3	6
4. Regulation of Railways and Railway Employment (Prevention of Accidents) Acts 1/	60	48	42	38	46
5. Mines and Quarries Act:					
Coal mines	72	64	80	48	64
Mines of stratified ironstone, oil shale or fireclay	1	-	-	-	-
Miscellaneous mines	6	7	8	2	2
Quarries 2/	18	15	14	16	15
Total Mines and Quarries Act	97	86	102	66	81
6. Agriculture (Safety, Health and Provisions) Act	53	45	46	33	34
Total of sectors covered by ESC	776	666	760	639	610

Sources: Sectors 1-3, 5 - Health and Safety Executive

Sector 4 - Department of the Environment (now Department of Transport)

Sector 6 - Ministry of Agriculture, Fisheries and Food, Department of Agriculture and Fisheries for Scotland

1/ Accidents to staff employed by British Rail, London Transport, and Freightliners Ltd.

2/ Including opencast coal sites.

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Table 1.2.1 Total number of accidents reported to HSC enforcement authorities, 1971-1975 1/

Sector	1971	1972	1973	1974	1975
1. Factories Act:					
Manufacturing industry	204 935	194 579	209 693	199 090	184 324
Construction industry	36 792	37 172	37 920	34 598	35 579
Other industries	27 195	26 386	24 899	23 242	23 237
Total Factories Act	265 832	258 137	272 518	256 930	243 140
2. Offices, Shops and Railway Premises Act	16 359	18 063	17 742	16 669	17 198
3. Explosives Acts 2/	64	48	55	24	33
4. Regulation of Railways and Railway Employment (Prevention of Accidents) Acts 3/	5 875	5 664	5 912	5 592	5 781
5. Mines and Quarries:					
Coal mines 4/	77 176	58 947	66 141	49 305	53 962
Mines of stratified ironstone, oil shale or fireclay 5/	2	6	5	-	4
Miscellaneous mines	702	696	538	525	558
Quarries 6/	2 286	2 168	2 177	1 914	1 880
Total Mines and Quarries	80 166	61 835	68 861	51 744	56 404
6. Agriculture 7/	6 732	6 752	6 172	5 742	5 230
Total accidents	378 028	350 499	371 260	336 701	327 786

Sources: Sectors 1-3 - Health and Safety Executive

Sector 4 - Department of the Environment (now Department of Transport)

Sector 5 - Business Statistics Office; Health and Safety Executive; National Coal Board

Sector 6 - Ministry of Agriculture, Fisheries and Food; Department of Agriculture and Fisheries for Scotland

1/ See Note 3 on p. 13. Not all accidents in this table are compulsorily reported.

2/ Including accidents to non-employees and accidents not involving absence from work of more than three days. See also Notes to Section 4.

3/ Accidents to staff employed by British Rail, London Transport, and Freightliners Ltd.

4/ Non-fatal accident figures refer to mines operated by the National Coal Board, which employs 77 per cent of the labour force engaged in coal mining.

5/ Figures of more than three day injuries are not available. The figures given are for fatal and serious accidents only.

6/ Including opencast coal sites.

7/ Details relating to non-fatal injuries are supplied by the Department of Health and Social Security and are based on notifications accepted by that Department under the National Insurance (Industrial Injuries) Act.

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Table 1.3 Incidence rates per 100,000 at risk of fatal accidents reported to various HSC enforcement authorities, 1971-1975

Sector	1971	1972	1973	1974	1975
1. Factories Act:					
Manufacturing industry	4.3	3.9	4.2	4.5	3.7
Construction industry	19.6	18.7	21.6	16.0	18.1
2. Regulation of Railways and Railway Employment (Prevention of Accidents) Acts <u>1/</u>	24.1	19.7	18.3	14.8	18.7
3. Mines and Quarries Act:					
Coal mines <u>2/</u>	24.2	22.1	29.6	18.7	24.7
Quarries	47.4	40.7	29.0	31.2	30.1 <u>3/</u>
4. Agriculture (Safety, Health and Welfare Provisions) Act	...	...	14.7	10.9	11.7

Sources: Sector 1 - Health and Safety Executive

Sector 2 - Department of the Environment (now Department of Transport)

Sector 3 - Business Statistics Office

Health and Safety Executive

Sector 4 - Ministry of Agriculture, Fisheries and Food

Department of Agriculture and Fisheries for Scotland

1/ Accidents to staff engaged in the operation of British Railways, London Transport and Freightliners Ltd. only are included in the rates. See notes 2-4 of section 5 for a more detailed explanation of this.

2/ Frequency rates based on manshifts worked are given in table 6.1.

3/ Provisional.

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Table 1.1 Incidence rates per 100,000 at risk of total accidents 1/  
reported to various HSC enforcement and other authorities,  
1971-1975

Sector	1971	1972	1973	1974	1975
<u>HSC enforcement authorities</u>					
1. Factoring Act:					
Manufacturing industry	3 540	3 520	3 710	3 520	3 490
Construction industry	3 570	3 650	3 540	3 330	3 530
2. Regulation of Railways and Railway Employment (Prevention of accidents) Acts <u>1/</u>	2 830	2 790	3 010	2 770	2 920
3. Mines and Quarries:					
Coal mines <u>3/</u>	26 090	20 470	24 630	19 310	20 940
Quarries	6 010	5 930	4 510	3 730	3 770
4. Agriculture <u>2/</u>	..	..	1 970	1 890	1 830

Sources: Sector 1 - Health and Safety Executive;

Sector 2 - Department of the Environment (now Department of Transport);

Sector 3 - Department of Energy, Health and Safety Executive, National Coal Board;

Sector 4 - Ministry of Agriculture, Fisheries and Food, Department of Agriculture and Fisheries for Scotland.

1/ See Note 3 on page 13. Not all accidents for which rates are given in this Table are compulsorily reported.

2/ Incidence rates over-estimate the true values approximately 10 per cent although they give a fair indication of trends. Accidents to staff employed by British Rail, London Transport, and Freightliners Ltd. are included in the numerator. Only employees engaged in the operation of British Rail, London Transport and Freightliners Ltd. are included in the denominator. See also Notes 2-4 of Section 5.

3/ Figures relate only to accidents at mines operated by the National Coal Board, which employs 20 per cent of the labour force engaged in coal mining. Frequency rates based on manshifts worked are given in Table 6.1.

4/ Provisional.

5/ Incidence rates may under-estimate the true values to some extent. Fatal and non-fatal accidents based on notifications accepted by the Department of Health and Social Security under the National Insurance (Industrial Injuries) Act are included in the numerator but the denominator may include some people who would not apply for industrial injuries benefit. See also Note 5 (e) on page 14.

## FACTORIES ACT

Table 3.9 All Factories Act premises: estimated number of serious (Group 1) and non-serious reported accidents by nature of injury, 1971-1975

Nature of injury	1971-1973 (average)	1974	1975
<b>Group 1:</b>			
1 Fatal accidents	520	479	427
2 Fractures (excluding 17 and 18)	17 600	17 160	14 900
3 Dislocations (excluding 19)	1 280	1 380	1 460
4 Amputations (excluding 20)	1 500	1 520	1 680
5 Crushing without fracture (excluding 22)	6 880	5 980	4 940
6 Concussions (excluding 22)	1 560	1 440	900
7 Deeply penetrating burns and scalds	1 340	1 620	1 220
8 Burns and scalds covering more than one square foot	540	360	340
9 Eye injuries involving loss of eye or permanent impairment of vision	280	220	420
10 Lacerations and wounds requiring either skin grafting or at least five stitches	15 300	13 900	11 280
11 Wounds resulting in a severed tendon	840	600	1 020
All Group 1	47 600	44 660	38 620
<b>Groups 2 and 3:</b>			
12 Abrasions and surface injuries	7 100	6 020	8 480
13 Lacerations and open wounds (excluding 10 and 11)	35 600	35 280	36 300
14 Hernias	2 100	1 680	1 240
15 Slipped discs	2 320	2 200	2 200
16 Eye injuries (excluding 9)	9 380	8 620	8 160
17 Fractures of single bone of fingers or toes	17 020	17 820	13 680
18 Hairline cracks	3 420	2 800	3 420
19 Dislocation of fingers or toes	680	820	760
20 Amputation involving less than a single joint of fingers or toes	2 900	1 560	1 840
21 Minor burns and scalds (excluding 7 and 8)	7 600	7 200	7 060
22 Crushing and concussions resulting in absence of seven calendar days or less	640	460	240
23, 24 Poisoning and gassing	460	360	540
25 Sepsis	4 320	3 500	2 060
26 Other injuries including bruises and strains and sprains (other than 14 and 15)	125 300	123 920	118 540
All Groups 2 and 3	218 880	212 260	204 520
Total accidents	266 500	256 920	243 140

Source: Health and Safety Executive - 5 per cent sample of reported accidents.

FACTORIES ACT

Table 3.10 All Factories Act premises: estimated number of serious (Group 1) and non-serious reported accidents by site of injury, 1971-1975

Site of injury	1971-1973 (average)	1974	1975
<b>Serious (Group 1) injuries</b>			
Head (excluding eyes)	4 010	4 380	2 940
Eyes	280	220	420
Fingers alone	13 580	12 660	11 360
Hand except fingers alone	5 060	3 660	3 840
Upper limb except hand alone	7 080	6 820	5 940
Toes alone	1 840	2 180	1 540
Foot except toes alone	4 400	3 360	3 340
Lower limb except foot alone	6 020	5 860	4 880
Trunk and multiple sites	5 340	5 520	4 020
<b>Total serious (Group 1) injuries</b>	<b>47 600</b>	<b>44 660</b>	<b>38 620</b>
<b>Total injuries</b>			
Head (excluding eyes)	11 140	10 480	10 180
Eyes	9 660	8 840	8 580
Fingers alone	55 100	51 260	51 960
Hand except fingers alone	17 820	16 520	16 020
Upper limb except hand alone	23 320	23 280	23 440
Toes alone	17 400	16 650	12 600
Foot except toes alone	19 220	18 800	16 140
Lower limb except foot alone	39 490	39 540	37 880
Trunk and multiple sites	73 420	71 560	66 380
<b>Total injuries</b>	<b>266 500</b>	<b>256 920</b>	<b>243 140</b>

Source: Health and Safety Executive - 5 per cent sample of reported accidents.

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PRESCRIBED INDUSTRIAL DISEASES

Table 10.2 Number of spells of certified incapacity resulting from fresh developments of prescribed diseases 1/ commencing in statistical years 2/ 1970/1-1974/5

Disease Number	Disease	Industrial injury benefit					Industrial disablement benefit 3/				
		1970/1	1971/2	1972/3	1973/4	1974/5 4/	1970/1	1971/2	1972/3	1973/4	1974/5
Poisoning by:											
12	Lead or a compound of lead	65	111	69	62	36	2	2	2	2	2
13	Manganese or a compound of manganese	14	14	14	12	12	1	1	1	1	1
14	Phosphorus or phosphine	14	14	14	12	12	1	1	1	1	1
15	Arsenic or a compound of arsenic	5	5	5	5	5	1	1	1	1	1
16	Mercury or a compound of mercury	6	6	6	5	5	1	1	1	1	1
17	Carbon bisulphide	12	12	12	7	7	1	1	1	1	1
18	Benzene or a homologue	7	7	7	5	5	1	1	1	1	1
19	A nitro/eno/chloro/derivative of benzene or a homologue or nitrochlorobenzene	7	7	7	5	5	1	1	1	1	1
20	Dinitrophenol or a homologue	7	7	7	5	5	1	1	1	1	1
21	Petrachloroethane	1	1	1	1	1	1	1	1	1	1
22	Tri-creayl phosphate	1	1	1	1	1	1	1	1	1	1
23	Diethylene dicloride (dician)	1	1	1	1	1	1	1	1	1	1
24	Methyl bromide	1	1	1	1	1	1	1	1	1	1
25	Chlorinated naphthalene	1	1	1	1	1	1	1	1	1	1
26	Nickel carbonyl	1	1	1	1	1	1	1	1	1	1
27	Nitrous fumes	1	1	1	1	1	1	1	1	1	1
28	Centonia lasiocarpa (African borswood)	1	1	1	1	1	1	1	1	1	1
19	Anthrax	2	1	1	1	1	1	1	1	1	1
20	Glanders	1	1	1	1	1	1	1	1	1	1
21a	Infection by Leptospira	5	6	6	6	6	1	1	1	1	1
21b	Icterohaemorrhagiae	1	1	1	1	1	1	1	1	1	1
22	Infection by Leptospira canicola	1	1	1	1	1	1	1	1	1	1
23a	Ankylostomiasis	1	1	1	1	1	1	1	1	1	1
23b	Ascaris of the cornea (inc. ulceration)	2	2	2	2	2	2	2	2	2	2
25a	Localized new growth of skin	11	9	16	10	15	1	1	1	1	1
25b	Squamous-cellled carcinoma of the skin	29	4	5	5	5	1	1	1	1	1
25c	Radiation sickness	1	1	1	1	1	1	1	1	1	1
26	Heat cataract	5	6	5	5	5	1	1	1	1	1
27	Decapsulation sickness	10	6	1	1	1	1	1	1	1	1
28	Cramp of the hand or forearm	29	39	18	27	28	2	2	2	2	2
29	Pest hand	91	56	51	39	37	1	1	1	1	1
30	Pest knee	1 691	1 295	1 165	902	5	1	1	1	1	1
31	Pest elbow	1 340	1 277	1 289	213	187	1	1	1	1	1
32	Inflammation of tendons of hand, forearm or associated tendon sheaths	3 864	3 551	3 448	3 497	3 264	10	9	6	6	9

Table 10.8 (continued)

Disease Number	Disease	Industrial injury benefit					Industrial disablement benefit 2/				
		1970/1	1971/2	1972/3	1973/4	1974/5 b/	1970/1	1971/2	1972/3	1973/4	1974/5 b/
35	Mucous system	2	3	-	1	2	-	1	-	-	1
36	Poisoning by beryllium or compound of beryllium	1	1	1	1	1	-	-	-	-	-
37a 2/	Carcinoma of the mucous membrane of nose, etc.	-	-	-	-	-	-	-	-	-	-
37b 2/	Primary carcinoma of bronchus or lung	2	78	62	51	-	11	3	1	3	-
38	Tuberculosis	89	63	20	7	11	11	1	1	1	-
39 2/	Papilloma of the bladder	24	20	7	7	1	-	-	-	-	-
40	Cadmium poisoning	3	6	2	1	-	-	-	-	-	-
41	Inflammation/ulceration of mucous membrane of upper respiratory tract or mouth	51	45	49	46	35	38	26	19	16	21
42	Pneumitis	113	423	113	10956	9731	6920	711	76	64	61
43	Farmer's lung	11	6	3	9	13	-	-	-	-	-
44 2/	Diffuse mesothelioma	3	2	1	1	-	1	1	-	-	-
45 2/	Adeno-carcinoma of nasal cavity and associated sinuses	2	1	63	72	54	-	2	2	1	-
46 6/	Brucellosis	1	1	-	2	2	-	-	-	-	-
47 6/	Poisoning by acrylamide	1	-	-	2	2	-	-	-	-	-
48 6/	Noncancer	1	1	1	1	-	1	1	1	1	1
	Occupational deafness	1	-	-	-	-	1	1	1	1	1
	All prescribed diseases	19,816	16,931	16,245	16,795	13,585	13,133	122	98	111	191

Source: Department of Health and Social Security. Industrial injury benefit - 2-1/2 per cent sample of claimants.  
Industrial disablement benefit - 10 per cent sample of claimants.

2/ (a) Excluding pneumoconiosis and byssinosis - see table 10.6.

(b) Descriptions of the disease or injury together with the nature of the occupation(s) are given in appendix 1.

2/ The statistical year starts on the first Monday in June.

2/ Not provided by Industrial injury benefit.

b/ Provisional.

2/ Awards can also be made under the Pneumoconiosis, Byssinosis and Miscellaneous Disease Schemes, 1966. The number of new awards and restorations made in the nearest five years to the above for which data are available is:

Period

1.10.70-30.9.71	10
1.10.71-30.9.72	20
1.10.72-30.9.73	6
1.10.73-30.9.74	11
1.10.74-30.9.75	14

b/ Disease numbers 46, 47, 48 have only been prescribed diseases since 31.7.72, 13.11.72 and 3.2.75 respectively.

## PNEUMOCONIOSIS AND BYSSINOSIS

Table 10.4 Number of examinations, made by the Pneumoconiosis Medical Panels, at which pneumoconiosis and byssinosis 1/ were first diagnosed, by year of examination and attributable industry, 1971-1975

Disease	1971-1973 (average)	1974	1975
<b>Pneumoconiosis:</b>			
Asbestos	138	139	161
Coal mining	588	539	683
<b>Mining and quarrying (other than coal mining):</b>			
Haematite mining	-	-	-
Slate mining and quarrying	22	11	30
Other mining and quarrying	13	13	11
<b>Foundry workers:</b>			
Iron foundry workers	29	20	18
Non-ferrous foundry	-	4	1
Steel foundry workers	6	6	12
Steel dressers	10	9	8
Pottery manufacture	22	15	24
Refractories <u>2/</u>	11	6	9
Other attributable industries	33	26	24
<b>Total pneumoconiosis</b>	<b>870</b>	<b>788</b>	<b>981</b>
<b>Byssinosis:</b>			
Cotton	46	125	156
Flax	-	1	-
<b>Total (pneumoconiosis and byssinosis)</b>	<b>916</b>	<b>914</b>	<b>1 137</b>

(Source and foot-notes on following page)

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(Source and foot-notes to table 10.4)

Source: Department of Health and Social Security.

1/ Excluding cases under the Pneumoconiosis, Byssinosis and Miscellaneous Diseases Benefit Scheme, 1966, and the Workman's Compensation (Supplementation) Scheme, 1966. The numbers of new awards and restorations (made in the nearest five calendar years to the above for which data is available) under this scheme are:

**Pneumoconiosis, byssinosis etc. Workman's Compensation  
scheme (Supplementation) Scheme**

Period	Pneumoconiosis	Byssinosis	Pneumoconiosis
1.10.1970-30.9.1971	77	1	20
1.10.1971-30.9.1972	77	2	33
1.10.1972-30.9.1973	51	1	16
1.10.1973-30.9.1974	53	-	19
1.10.1974-30.9.1975	72	1	26

2/ Refractories include the mining, quarrying and processing of material.

Regulations made under powers contained in the  
HEALTH AND SAFETY AT WORK etc. ACT 1974

The Health and Safety at Work etc. Act 1974 (Commencement No. 1) Order 1974  
No. 1439 (spent)

The Anthrax Prevention Act 1919 (Repeals and Modifications) Regulations 1974  
No. 1775

The Factories Act 1961 (Enforcement of Section 135) Regulations 1974 No. 1776

The Docks and Harbours Act 1966 (Modification) Regulations 1974 No. 1820

The Radioactive Substances Act 1948 (Modification) Regulations 1974 No. 1821

The Hydrogen Cyanide (Fumigation) Act 1937 (Repeals and Modifications)  
Regulations 1974 No. 1840

The Celluloid and Cinematograph Film Act 1922 (Repeals and Modifications)  
Regulations 1974 No. 1841

The Explosives Acts 1875 and 1923 etc. (Repeals and Modifications) Regulations 1974  
No. 1885

The Boiler Explosions Acts 1882 and 1890 (Repeals and Modifications)  
Regulations 1974 No. 1886

The Truck Acts 1831 to 1896 (Enforcement) Regulations 1974 No. 1887

The Industrial Tribunals (Improvement and Prohibition Notices Appeals)  
Regulations 1974 No. 1925

The Industrial Tribunals (Improvement and Prohibition Notices Appeals) (Scotland)  
Regulations 1974 No. 1926

The Factories Act 1961 etc. (Repeals and Modifications) Regulations 1974 No. 1941

The Petroleum (Regulation) Acts 1926 and 1936 (Repeals and Modifications)  
Regulations 1974 No. 1942

The Offices, Shops and Railway Premises Act 1963 (Repeals and Modifications)  
Regulations 1974 No. 1943

The Pipe-lines Act 1962 (Repeals and Modifications) Regulations 1974 No. 1986

The Coal Industry Nationalisation Act 1946 (Repeals) Regulations 1974 No. 2011

The Ministry of Fuel and Power Act 1945 (Repeal) Regulations 1974 No. 2012

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The Mines and Quarries Acts 1954 to 1971 (Repeals and Modifications)  
Regulations 1974 No. 2013

The Health and Safety Licensing Appeals (Hearings Procedure) Rules 1974 No. 2010

The Nuclear Installations Act 1965 etc. (Repeals and Modifications) Regulations 1974  
No. 2056

The Health and Safety Licensing Appeals (Hearings Procedure) (Scotland) Rules 1974  
No. 2058

The Coroners (Amendment) Rules 1974 No. 2128\*

The Explosives Acts 1875 and 1923 etc. (Repeals and Modifications) (Amendment)  
Regulations 1974 No. 2166

Clean Air Enactments (Repeals and Modifications) Regulations 1974 No. 2170

The Agriculture (Poisonous Substances) Act 1952 (Repeals and Modifications)  
Regulations 1975 No. 45

The Agriculture (Safety, Health and Welfare Provisions) Act 1956 (Repeals and  
Modifications) Regulations 1975 No. 46

The Employers' Liability (Compulsory Insurance) (Amendment) Regulations 1975 No. 194\*

The Health and Safety (Agriculture) (Poisonous Substances) Regulations 1975 No. 282

The Protection of Eyes (Amendment) Regulations 1975 No. 303

The Health and Safety Inquiries (Procedure) Regulations 1975 No. 335

The Health and Safety at Work etc. Act 1974 (Commencement No. 2) Order 1975  
No. 344 (spent)

The Offices, Shops and Railway Premises Act 1963 (Repeals) Regulations 1975 No. 1011

The Factories Act 1961 (Repeals) Regulations 1975 No. 1012

The Shilbottle Mine (Endless Rope Haulage) (Revocation) Regulations 1975 No. 1078

The Polmaise 3/4 Mine (Nos. 3 and 5 Shafts) Regulations 1975 No. 1079

The Mines and Quarries Acts 1954 to 1971 (Repeals and Modifications)  
Regulations 1975 No. 1102

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\* These regulations have not been made under powers contained in the Health and Safety at Work etc. Act 1974, but are of special interest to the Health and Safety Executive.

1...

The Health and Safety at Work etc. Act 1974 (Commencement No. 3) Order 1975  
No. 1364 (spent)

The Gartmorn Mine (Precautions against Inrushes) (Amendment) Regulations 1975  
No. 1394

The Westoe Mine (St. Hilda Shaft) Regulations 1975 No. 1395

The Coal Mines (Respirable Dust) Regulations 1975 No. 1433

The Haig Mine (Thwaites Shaft) Regulations 1975 No. 1519

The Employers' Health and Safety Policy Statements (Exception) Regulations 1975  
No. 1584

The Conveyance of Explosives by Road (Special Case) Regulations 1975 No. 1621 (spent)

The Killoch Mine (Electric Lighting) Regulations 1975 No. 1632

The Bagworth Mine (Precautions against Inrushes) (Revocation) Regulations 1975  
No. 1633

The Bolsover Mine (Electric Lighting) Regulations 1975 No. 1676

The Ellistown Mine (Electric Lighting) Regulations 1975 No. 1677

The Parsonage Mine (Electric Lighting) Regulations 1975 No. 1678

The Brodsworth Mine (Electric Lighting) Regulations 1975 No. 1679

The Baking and Sausage Making (Christmas and New Year) Regulations 1975 No. 1695

The Daw Mill Mine (Electric Lighting) Regulations 1975 No. 1819

The Rawdon Mine (Electric Lighting) Regulations 1975 No. 1820

The Hapton Valley Mine (Electric Lighting) Regulations 1975 No. 1821

The Newdigate Mine (Electric Lighting) Regulations 1975 No. 1822

The Chatterley-Whitfield Mine (Electric Lighting) Regulations 1975 No. 1823

The Harworth Mine (Nos. 1 and 2 Shafts) Regulations 1975 No. 1886

The Dinnington Main Mine (No. 1 Shaft) Regulations 1975 No. 2053

The Ireland Mine (Endless Rope Haulage) Regulations 1975 No. 2218

The Baddesley Mine (Endless Rope Haulage) Regulations 1976 No. 27

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The Birch Coppice Mine (Endless Rope Haulage) Regulations 1976 No. 28

The High Moor Mine (Endless Rope Haulage) Regulations 1976 No. 43

The Warsop Main Mine (Endless Rope Haulage) Regulations 1976 No. 44

The Whitwick Mine (Electric Lighting) Regulations 1976 No. 80

The Markham Main Mine (Electric Lighting) Regulations 1976 No. 81

The Snibston Mine (Endless Rope Haulage) Regulations 1976 No. 82

The Desford Mine (Electric Lighting) Regulations 1976 No. 130

The Gedling Mine (No. 1 Downcast Shaft) Regulations 1976 No. 156

The Hen Heath Mine (Electric Lighting) Regulations 1976 No. 254

The Birch Coppice Mine (Electric Lighting) Regulations 1976 No. 255

The Monktonhall Mine (Endless Rope Haulage) Regulations 1976 No. 470

The Snibston Mine (Diesel Vehicles) Regulations 1976 No. 480

The Markham Mine (Endless Rope Haulage) Regulations 1976 No. 481

The Bogside Mine (Endless Rope Haulage) Regulations 1976 No. 482

The Polkemmet Mine (Endless Rope Haulage) Regulations 1976 No. 483

The Arkwright Mine (Endless Rope Haulage) Regulations 1976 No. 484

The Bolsover Mine (Endless Rope Haulage) Regulations 1976 No. 485

The Shirebrook Mine (Endless Rope Haulage) Regulations 1976 No. 486

The Westthorpe Mine (Endless Rope Haulage) Regulations 1976 No. 487

The Daw Mill Mine (Endless Rope Haulage) Regulations 1976 No. 556

The South Leicester Mine (Electric Lighting) Regulations 1976 No. 696

The Coal Mines (Precautions against Inflammable Dust) Temporary Provisions  
Regulations 1976 No. 881 (spent)

The Operations at Unfenced Machinery (Amendment) Regulations 1976 No. 955

The Whitwell Mine (Endless Rope Haulage) Regulations 1976 No. 967

The Blidworth Mine (Electric Lighting) Regulations 1976 No. 999

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The Thurcroft Main Mine (No. 1 Shaft) Regulations 1976 No. 1014

The Health and Safety Inquiries (Procedure) (Amendment) Regulations 1976 No. 1246

The Health and Safety (Agriculture) (Miscellaneous Repeals and Modifications) Regulations 1976 No. 1247

The Wolstanton Mine (Electric Lighting) Regulations 1976 No. 1444

The Seafield Mine (Endless Rope Haulage) Regulations 1976 No. 1445

The Solsgirth Nos. 1 and 2 Mine (Endless Rope Haulage) Regulations 1976 No. 1607

The Killoch Mine (Endless Rope Haulage) Regulations 1976 No. 1608

The Bilston Glen Mine (Endless Rope Haulage) Regulations 1976 No. 1609

The New Hucknall Mine (Endless Rope Haulage) Regulations 1976 No. 1610

The Brynlliw Mine (No. 2 Upcast Shaft) Regulations 1976 No. 1611

The Cardowan Mine (Endless Rope Haulage) Regulations 1976 No. 1612

The Yorkshire Main Mine (Endless Rope Haulage) Regulations 1976 No. 1654

The Frances Mine (Endless Rope Haulage) Regulations 1976 No. 1655

The Daw Mill Mine (No. 1 Downcast Shaft) Regulations 1976 No. 1732

The High Moor Mine (Diesel Vehicles) Regulations 1976 No. 1733

The Markham Mine (Diesel Vehicles) Regulations 1976 No. 1734

The Bolsover Mine (No. 2 Shaft) Regulations 1976 No. 1735

The Blackdene Mine (Storage Battery Locomotives) (Amendment) Regulations 1976 No. 1827

The Baking and Sausage Making (Christmas and New Year) Regulations 1976 No. 1908 (spent)

The Fire Certificates (Special Premises) Regulations 1976 No. 2003

The Factories Act 1961 etc. (Repeals) Regulations 1976 No. 2004

The Offices, Shops and Railway Premises Act 1963 etc. (Repeals) Regulations 1976 No. 2005

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The Fire Precautions Act 1971 (Modifications) Regulations 1976 No. 2007

The Comire Mine (No. 1 Shaft) Automatic Shaft Signalling Regulations 1976 No. 2045

The Bentinck Mine (Diesel Engined Stone Dusting Machine) Regulations 1976 No. 2046

The Birch Coppice (No. 3 (Wood End) Shaft) Regulations 1976 No. 2047

The Linby Mine (Electric Lighting) Regulations 1976 No. 2048

The Welbeck Mine (Winding) Regulations 1976 No. 2049

The Blidworth Mine (Winding) Regulations 1976 No. 2050

The Brodsworth Mine (Endless Rope Haulage) Regulations 1976 No. 2051

The High Moor Mine (Cable Reel Shuttle Cars) Regulations 1976 No. 2052

The Thoresby Mine (Electric Lighting for Cinematography) Regulations 1976 No. 2056

The Mines and Quarries (Metrication) Regulations 1976 No. 2063

The Winsford Rock Salt Mine (No. 3 Shaft) Regulations 1976 No. 2075

The Markham Mine (Shafts) Regulations 1976 No. 2087

The Teversal Mine (Electric Lighting for Cinematography) Regulations 1977 No. 38

The Cadeby Mine (Electric Lighting) Regulations 1977 No. 201

The Markham Mine (Electric Lighting) Regulations 1977 No. 202

The Bentley Mine (Endless Rope Haulage) Regulations 1977 No. 203

The Murton Mine (Endless Rope Haulage) Regulations 1977 No. 225

The Yorkshire Main Mine (Well Shaft) Regulations 1977 No. 226

The Donisthorpe Mine (Endless Rope Haulage) Regulations 1977 No. 243

The Health and Safety at Work etc. Act 1974 (Commencement No. 4) Order 1977  
No. 294 (C.10) (spent)

The Rossington Mine (Endless Rope Haulage) Regulations 1977 No. 483

The Blaenavon Mine (Electric Lighting for Cinematography) Regulations 1977 No. 484

The Safety Representatives and Safety Committees Regulations 1977 No. 500

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The Goldthorpe/Highgate Mine (Endless Rope Haulage) Regulations 1977 No. 658

The Ireland Mine (Diesel Vehicles) Regulations 1977 No. 735

The Baddesley Mine (Nos. 1 and 2 Upcast Shafts) Regulations 1977 No. 736

The Dinnington Main Mine (Revocation of Special Regulations) Regulations 1977  
No. 737

The Ollerton Mine (No. 1 Shaft) Regulations 1977 No. 738

The Health and Safety (Enforcing Authority) Regulations 1977 No. 746

The Bentley Mine (Electric Lighting for Cinematography) Regulations 1977 No. 879

The Hickleton Mine (Electric Lighting for Cinematography) Regulations 1977 No. 880

The Coal Mines (Precautions against Inflammable Dust) Amendment Regulations 1977  
No. 913

The Blaenserchan Mine (Diesel Vehicles) Regulations 1977 No. 917

The Explosives (Registration of Premises) Variation of Fees Regulations 1977 No. 918

The Allerton Bywater Mine (Electric Lighting for Cinematography) Regulations 1977  
No. 967

The Rothwell Mine (Electric Lighting for Cinematography) Regulations 1977 No. 968

REGULATIONS MADE UNDER ENACTMENTS WHICH ARE RELEVANT STATUTORY  
PROVISIONS - THE HEALTH AND SAFETY AT WORK etc. ACT 1974

Agriculture (Poisonous Substances) Act 1952

Agriculture (Poisonous Substances) (Extension) Orders 1960 to 1966

1. Agriculture (Poisonous Substances) Extension Order 1960 No. 398
2. Agriculture (Poisonous Substances) Extension Order 1965 No. 1395
3. Agriculture (Poisonous Substances) Extension Order 1966 No. 645

Agriculture (Safety, Health and Welfare Provisions) Act 1956

Agriculture (First Aid) Regulations 1957 No. 940

Agriculture (Ladders) Regulations 1957 No. 1385

Agriculture (Power Take-Off) Regulations 1957 No. 1386

Agriculture (Avoidance of Accidents to Children) Regulations 1958 No. 366

Agriculture (Circular Saws) Regulations 1959 No. 427

Agriculture (Safeguarding of Workplaces) Regulations 1959 No. 428

Agriculture (Stationary Machinery) Regulations 1959 No. 1216

Agriculture (Lifting of Heavy Weights) Regulations 1959 No. 2120

Agriculture (Threshers and Balers) Regulations 1960 No. 1199

Agriculture (Field Machinery) Regulations 1962 No. 1472

Agriculture (Tractor Cabs) Regulations 1974 No. 2034

Alkali, etc., Works Regulation Act 1906

Alkali, etc., Works Regulation Order (Scotland) 1933 No. 878

Alkali, etc., Works (Registration) Order 1957 No. 2208

Alkali, etc., Works Order 1956 No. 1113

Alkali, etc., Works Order 1971 No. 960

Alkali, etc., Works (Scotland) Order 1972 No. 1330

Anthrax Prevention Act 1919

Anthrax Disinfection Fee Rules 1968 No. 1434

Anthrax Prevention Order 1971 No. 1234

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Baking Industry (Hours of Work) Act 1954

Baking Industry Exemption (No. 2) Order 1957 No. 1699  
Baking Industry Exemption (No. 3) Order 1957 No. 1812  
Baking Industry Exemption Order 1958 No. 2061  
Baking Industry Exemption (No. 2) 1959 No. 1747  
Baking Industry Exemption Order 1970 No. 718  
Baking Industry Exemption Order 1974 No. 878

Celluloid and Cinematograph Film Act 1922

Celluloid and Cinematograph Film Act 1922, fees to Local Authorities (5) Order 1922  
No. 1054  
Celluloid and Cinematograph Film Act 1922, fees to Local Authorities Order 1922  
No. 1076

Emergency Laws (Miscellaneous Provisions) Act 1953

Control of Explosives Order 1953 No. 1598  
Control of Explosives Order 1954 No. 757

Employment Medical Advisory Service Act 1972

Employment Medical Advisory Service Act 1972 (commencement) Order 1973 No. 28  
Employment Medical Advisory Service (Factories Act Orders etc. Amendment)  
Order 1973 No. 36  
Medical Examinations (Fees) Order 1973 No. 74

Explosives Act 1875

Explosives, classification - Order in Council (No. 1) 5 August 1875  
Explosives, factories other than for gunpowder - Order in Council (No. 2)  
27 November 1875  
Explosives, magazines other than gunpowder - Order in Council (No. 3)  
27 November 1875  
Small firework factories - Order in Council (No. 4) 27 November 1875  
Gunpowder, Stores - Order in Council (No. 5) 27 November 1875  
Explosives, mixed explosive stores - Order in Council (No. 6) 27 November 1875  
Explosives, sale - Order in Council (No. 9) 27 November 1875  
Explosives, importation - Order in Council (No. 10) 27 November 1875

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Explosives, Notice of accidents on conveyance - Order in Council (No. 11)  
27 November 1875

Floating Magazines for gunpowder, application of rules - Order (No. 1)  
27 November 1875

Floating Magazines other than for gunpowder, application of rules - Order (No. 2)  
27 November 1875

Explosive substance, Notice by applicant for factory or magazine licence - Order  
20 May 1876

Mixed explosives, licensed Stores - Order in Council (No. 6A) 20 April 1883

Explosives for private use - Order in Council (No. 12) 20 April 1883

Importation of Fireworks - Order in Council (No. 10A) 26 June 1884

Small Arm Nitro - Compounds, keeping and storage - Order in Council (No. 13)  
24 September 1886

Explosives, classification - Order in Council (No. 1A) 12 December 1891

Fireworks, prohibition - Order in Council (No. 15) 1894 No. 517

Mixed Explosives, registered premises - Order in Council (No. 16) 1896 No. 964

Compressed Acetylene in admixture with oil-gas - Order (No. 5) 1898 No. 248

Importation, keeping, conveyance and sale of fireworks - Order in Council (No. 19)  
1905 No. 8

Compressed Acetylene in admixture with oil-gas - Order 1905 No. 1128

Mixed Explosives, registered premises - Order in Council (No. 16A) 1906 No. 380

Mixed Explosives on registered premises - Order in Council (No. 16B) 1912 No. 1861

Explosives, classification - Order in Council (No. 1B) 1913 No. 481

Compressed acetylene in porous substances - Order (No. 9) 1919 No. 809

Floating magazines for explosives - Order (No. 2A) 1923 No. 962

Explosives, general rules for factories - Order in Council (No. 2A) 1923 No. 1297

Magazines for explosives other than gunpowder - Order in Council (No. 3A) 1923  
No. 1298

Small firework factories - Order in Council (No. 4A) 1923 No. 1299

Stores licensed for mixed explosives - Order in Council (No. 6D) 1923 No. 1300

Explosives, employment of young persons in danger buildings - Order (No. 10) 1924  
No. 55

Conveyance of explosives by road etc. - Order (No. 11) 1924 No. 1129

Picric acid and picrates etc. - Order in Council (No. 26) 1926 No. 823

Explosives (Di-nitro-phenol and Di-nitro-phenolate) Order No. 1927 No. 594

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Sale of Explosives Order 1928 No. 245  
Liquid Oxygen Explosives Order 1928 No. 1045  
Acetylene, restrictions - Order in Council (No. 30) 1937 No. 54  
Explosives, conveyance of detonators, etc. - Order (No. 11A) 1939 No. 1787  
Explosives, conveyance in passenger carrying carriage or boat - Order in Council (No. 11C) 1943 No. 1252  
Compressed Acetylene Order 1947 No. 805  
Packing of Explosive for Conveyance Rules 1949 No. 798  
Packing of Explosive for Conveyance Rules 1951 No. 868  
Conveyance of Explosives By-laws 1951 No. 869  
Stores for Explosives Order 1951 No. 1163  
Magazines for Explosives Order 1951 No. 1164  
Stores for Explosives Order 1953 No. 1197  
Conveyance of Explosives By-laws 1958 No. 230  
Keeping of Fireworks Order 1959 No. 1311  
Explosives (Conveyance) (Private Railways) By-laws 1960 No. 1347  
Ammonium Nitrate mixtures Exemption Order 1967 No. 1485  
Conveyance in Harbours of Military Explosives Regulations 1969 No. 18  
Conveyance by rail of Military Explosives Regulations 1969 No. 19  
Conveyance by road of Military Explosives Regulations 1969 No. 20  
Conveyance in Harbours of Military Explosives (Amendment) Regulations 1972 No. 1502  
Conveyance by rail of Military Explosives (Amendment) Regulations 1972 No. 1503  
Conveyance by road of Military Explosives (Amendment) Regulations 1972 No. 1504  
Conveyance in Harbours of Military Explosives (Amendment) Regulations 1974 No. 479

Factories Act 1961

Pen factories and workshops - Order 1900 No. 521\*  
Lock, etc., factories and workshops - Order 1902 No. 560\*  
Cable and chain, etc., factories and workshops - Order 1902 No. 561\*  
Felt hat factories and workshops - Order 1903 No. 334\*  
File-cutting by hand - Regulations 1903 No. 507  
Bakehouses, provision of space - Order 1903 No. 1157  
Spinning by self-acting mules - Regulations 1905 No. 1103  
Sorting, willeying, washing, combing and carding, etc., wool and other hair -  
Regulations 1905 No. 1293  
Flax and Tow, spinning and weaving, etc., - Regulations 1906 No. 177  
Factory and Workshop Act 1901, use of locomotives and wagons on lines and sidings -  
Regulations 1906 No. 679

Manufacture of paints and colours - Regulations 1907 No. 17  
Factory and Workshop Act 1901 s. 116, application to certain industries - Order 1907 No. 409\*

Factory and Workshop Act 1901 s. 116, application to certain industries - Order 1907 No. 410\*

Yarn, lead treatment - Regulations 1907 No. 616

Hemp, Jute and Hemp or Jute Tow, spinning and weaving - Regulations 1907 No. 650

Brass factories and workshops - Order 1907 No. 792\*

Processes utilizing horse hair from China, Siberia or Russia - Regulations 1907 No. 984

Vitreous enamelling of metal or glass - Regulations 1908 No. 1258

Use of East Indian wool - Regulations 1908 No. 1287

Factories and workshops, generation, use, etc., of electricity - Regulations 1908 No. 1312

Tinning of metal hollow-ware, iron drums and harness furniture - Regulations 1909 No. 720

Manufacture of wearing apparel - Order 1909 No. 1027\*

Chocolates, etc., cartridge and tobacco factories and workshops - Order 1909 No. 1337\*

Bleaching and dying, and cotton cloth printing factories and workshops - Order 1909 No. 1370\*

Home Work Order 1911 No. 394

Iron Safe Factories and Workshops - Order 1911 No. 413\*

Smelting and manufacture of materials containing lead - Regulations 1911 No. 752

Manufacture of household linen, curtains and furniture hangings and lace - Order 1911 No. 1046

Factories and workshops in which files are manufactured - Order 1911 No. 1292\*

Factories and workshops in which certain india rubber products are manufactured - Order 1911 No. 1293\*

Factories and workshops, laundries - Order 1911 No. 1294\*

Home Work Order 1912 No. 158

Chocolates, etc., factories and workshops - Order 1912 No. 234\*

Bronzing, letterpress and lithographic printing and coating of metal sheets - Regulations 1912 No. 361

Shipbuilding yards - Order 1912 No. 1297\*

Home Work - Order 1913 No. 91

Moulders in Iron and Steel Foundries - Order 1913 No. 1388\*

Toxic Jaundice in Factories and workshops - Order 1915 No. 1170

Tin or terne plate factories, Welfare of Workers - Regulations 1917/1035

Blast furnaces, copper mills, foundries and metal works, ambulance and First Aid arrangements - Order 1917 No. 1067

Bichromate of potassium or sodium in tanning, Welfare of Workers - Order 1918 No. 368

Bichromate of potassium or sodium in dyeing, Welfare of Workers - Order 1918 No. 369

Manufacture of glass bottles and pressed glass articles, Welfare of Workers - Order 1918/558

Saw mills and wood factories, ambulance and First Aid arrangements - Order 1918 No. 1489

Fruit preserving factories, Welfare of Workers - Order 1919 No. 1136

Factory and Workshop Act 1901 s. 73, application to certain diseases - Order 1919 No. 1775

Laundries, Welfare of Workers - Order 1920 No. 654

Gut Scraping, etc., and preparation of tripe, Welfare of Workers - Order 1920 No. 1437

Herring packing, etc., Welfare of Workers in Norfolk and Suffolk - Order 1920 No. 1662

Glass bevelling factories and workshops, Welfare of Workers - Order 1921 No. 288

Manufacture of lead carbonate, sulphate, nitrate or acetate - Regulations 1921 No. 1443

Women and Young Persons Employment in Lead Processes Act 1920, definition of lead compounds, etc., - Order 1921 No. 1713

Women and young persons employed in lead compound processes, medical examination - Order 1921 No. 1714

Women and young persons employed in lead compound processes, welfare facilities - Order 1921 No. 1715

Celluloid, etc., factories and workshops - Regulations 1921 No. 1825

Aerated Water Regulations 1921 No. 1932

Hollow-Ware and Galvanizing Welfare Order 1921 No. 2032

Hides and Skins Regulations 1921 No. 2076

Pottery Particulars Order 1922 No. 317\*

Indiarubber Regulations 1922 No. 329

Chemical Works Regulations 1922 No. 731

Factory and Workshop (Notification of Diseases) Order 1924 No. 1505  
Electric Accumulator Regulations 1925 No. 28  
Docks Regulations 1925 No. 231  
Blast furnaces, copper mills, iron mills, foundries and metal works - Order 1925  
No. 863  
Saw mills and wood factories Order 1925 No. 864  
Grinding of Metals (Miscellaneous Industries) Regulations 1925 No. 904  
Grinding of Cutlery and Edge Tools Regulations 1925 No. 1089  
Vehicle Painting Regulations 1926 No. 299  
Herring Curing (S) Welfare Order 1926 No. 535  
Woolen and Worsted Textiles (Lifting of Heavy Weights) 1926 No. 1463  
Lead Paint (Protection against Poisoning) Act 1926 s. 3 - Order 1926 No. 1620  
Lead Paint (Protection against Poisoning) Act 1926 s. 7 - Rule 1926 No. 1621  
Bakehouses Welfare Order 1927 No. 191  
Herring Curing Welfare Order 1927 No. 813  
Lead Paint Regulations 1927 No. 847  
Sacks (Cleaning and Repairing) Welfare Order 1927 No. 860  
Biscuit Factories Welfare Order 1927 No. 872  
Employment of women and young persons, painting trade and decorative design work -  
Order 1927 No. 1094  
Manufacture of Cinematograph Film Regulations 1928 No. 82  
Horizontal Milling Machines Regulations 1928 No. 548  
Cotton Cloth Factories Regulations 1929 No. 300  
Cil Cake Welfare Order 1929 No. 534  
Home Work (Lampshades) Order 1929 No. 1118  
Lampshades Particulars Order 1929 No. 1119\*  
Cement Works, Welfare Order 1930 No. 94  
Tanning Welfare Order 1930 No. 312  
Refractory Materials Regulations 1931 No. 359  
Chromium Plating Regulations 1931 No. 455  
Sugar Factories Welfare Order 1931 No. 684  
Horizontal Milling Machines (Amendment) Regulations 1934 No. 207  
Docks Regulations 1934 No. 279  
Factory and Workshop (Notification of Diseases) Order 1936 No. 686

Shift System in Factories and Workshops (Consultation of Workpeople) - Order 1935  
No. 1367

Kiers Regulations 1938 No. 106

Local Authorities (Transfer of Enforcement) - Order 1938 No. 488

Factories Act 1937 (Adaptations under section 98) - Order 1938/533

Home Work Orders Variation - Order 1938 No. 561

Gasholders (Record of Examinations) - Order 1938 No. 598

Chains, Ropes and Lifting Tackle (Register) - Order 1938 No. 599

Factories (Intervals for Women and Young Persons) Regulations 1938 No. 607

Factories Act (Docks, Building and Engineering Construction, etc.) Modification  
Regulations 1938 No. 610

Sanitary Accommodation (Factories) Regulations 1938 No. 611

Factory Overtime (Separation of Different Parts or Sets) Regulations 1938 No. 640

Operations at Unfenced Machinery Regulations 1938 No. 641

Aerated Water Manufacture (Overtime) Regulations 1938 No. 727

Laundries (Overtime) Regulations 1938 No. 728

Laundries, Manufacture of Bread, etc. (Hours and Intervals Modification)  
Regulations 1938 No. 729

Florists (Overtime) Regulations 1938 No. 1163

Factory (Individual Overtime) Regulations 1938 No. 1228

Chocolate and Sugar Confectionery (Overtime) Regulations 1938 No. 1245

Factories (Notification of Diseases) Regulations 1938 No. 1386

Biscuit Manufacture (Overtime) Regulations 1938 No. 1528

Glass Bottles and Jars (Overtime) Regulations 1938 No. 1612

Bread, Flour, Confectionery and Sausage Manufacture (Overtime) Regulations 1939  
No. 509

Bread, Flour, Confectionery and Sausage Manufacture (Commencement of Employment)  
Regulations 1939 No. 510

Cinematograph Film Stripping Regulations 1939 No. 571

Fruit and Vegetable Preserving (Hours of Women and Young Persons) Regulations 1939  
No. 621

Dyeing and Cleaning (Overtime) Regulations 1939 No. 642

Ice Cream (Overtime) Regulations 1939 No. 857

Net Mending (Overtime) Regulations 1939 No. 1490

Factories (Separation for Certain Purposes) Regulations 1939 No. 1888

Factories (Saturday Exception) Regulations 1940 No. 109  
Young Persons Under Sixteen (Factory Hours Modification) Regulations 1940 No. 139  
Bottling of Beer, Wines and Spirits (Overtime) Regulations 1940 No. 729  
Factories (Standards of Lighting) Regulations 1941 No. 94  
Factories (Notification of Diseases) Regulations 1942 No. 196  
Electricity (Factories Act) Special Regulations 1944 No. 739  
Operations at Unfenced Machinery (Amended Schedule) Regulations 1946 No. 156  
Patent Fuel Manufacture (Health and Welfare) Special Regulations 1946 No. 258  
Magnesium (Grinding of Castings and Other Articles) Special Regulations 1946  
No. 2107  
Work in Underground Rooms (Form of Notice) - Order 1946 No. 2247  
Dangerous Occurrences (Notification) Regulations 1947 No. 31  
Factories Act Holidays (Different Days for Different Sets) Regulations 1947 No. 184  
Pottery (Health) Special Regulations 1947 No. 2161  
Cotton Factories (Length of Spell Exemption) - Order 1947 No. 2600  
Factories Act, 1937 (Extension of Section 46) Regulations 1948 No. 707  
Clay Works (Welfare) Special Regulations 1948 No. 1547  
Jute (Safety, Health and Welfare) Regulations 1948 No. 1696  
Milk and Cheese Factories (Hours of Women and Young Persons) Regulations 1949 No. 35  
Dry Cleaning Special Regulations 1949 No. 2224  
Blasting (Castings and Other Articles) Special Regulations 1949 No. 2225  
Pottery (Health and Welfare) Special Regulations 1950 No. 65  
Grinding of Cutlery and Edge Tools (Amendment) Special Regulations 1950 No. 370  
Grinding of Metals (Miscellaneous Industries) (Amendment) Special Regulations 1950  
No. 688  
Local Authorities (Transfer of Enforcement) (Amendment) - Order 1950 No. 842  
Foundries (Parting Materials) Special Regulations 1950 No. 1700  
Factories (Evening Employment) - Order 1950 No. 1837  
Factories (Miscellaneous Welfare Orders, etc., Amendment) - Order 1951 No. 926  
Factories (Cotton Shuttles) Special Regulations 1952 No. 1495  
Factories (Testing of Aircraft Engines and Accessories) Special Regulations 1952  
No. 1689  
Iron and Steel Foundries Regulations 1953 No. 1464  
Mule Spinning (Health) Special Regulations 1953 No. 1545

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Dangerous Machines (Training of Young Persons) - Order 1954 No. 921  
Employment of Young Persons (Glass Containers) Regulations 1955 No. 274  
India rubber Regulations 1955 No. 1626  
Work in Compressed Air Special Regulations 1958 No. 61  
Poultry Preparation (Overtire) Regulations 1958 No. 1819  
Employment of Young Persons (Iron and Steel Industry) Regulations 1959 No. 756  
First-aid Boxes in Factories - Order 1959 No. 906  
Docks (First-aid Boxes) - Order 1959 No. 2081  
Engineering Construction (Extension of Definition) Regulations 1960 No. 421  
Diving Operations Special Regulations 1960 No. 688  
Washing Facilities (Running Water) Exemption Regulations 1960 No. 1029  
Washing Facilities (Miscellaneous Industries) Regulations 1960 No. 1214  
Work in Compressed Air (Amendment) Regulations 1960 No. 1307  
First-aid (Standard of Training) Order 1960 No. 1612  
First-aid (Revocation) Regulations 1960 No. 1690  
First-aid Boxes (Miscellaneous Industries) - Order 1960 No. 1691  
Factories (Cleanliness of Walls and Ceilings) - Order 1960 No. 1794  
Shipbuilding and Ship-repairing Regulations 1960 No. 1932  
Shipbuilding (Reports on Breathing Apparatus, etc.) - Order 1961 No. 114  
Shipbuilding (Reports on Chains and Lifting Gear) - Order 1961 No. 115  
Shipbuilding (Reports on Ropes and Rope Slings) - Order 1961 No. 116  
Shipbuilding (Particulars of Annealing) - Order 1961 No. 117  
Shipbuilding (Air Receivers) - Order 1961 No. 430  
Shipbuilding (Lifting Appliances, etc., Forms) - Order 1961 No. 431  
Shipbuilding (Reports on Lifting Appliances) - Order 1961 No. 433  
Flax and Hemp (Record of Humidity) - Order 1961 No. 1070  
Railway Running Sheds (No. 1) Regulations 1961 No. 1251  
Breathing Apparatus, etc. (Report on Examination) - Order 1961 No. 1345  
Construction (General Provisions) Regulations 1961 No. 1580  
Construction (Lifting Operations) Regulations 1961 No. 1581  
Railway Running Sheds (No. 2) Regulations 1961 No. 1768  
Blast Furnaces and Saw Mills Ambulance (Amendment) Regulations 1961 No. 2434  
Chemical Works Ambulance (Amendment) Regulations 1962 No. 2435

Railway Employment Exemption Regulations 1962 No. 183  
Construction (General Provisions) Reports - Order 1962 No. 224  
Construction (Lifting Operations) Reports - Order 1962 No. 225  
Construction (Lifting Operations) Prescribed Particulars - Order 1962 No. 226  
Construction (Lifting Operations) Certificates - Order 1962 No. 227  
Docks (Training in First-aid) Regulations 1962 No. 241  
Hoists Exemption Order 1962 No. 715  
Non-ferrous Metals (Melting and Founding) Regulations 1962 No. 1667  
Construction (Lifting Operations) Prescribed Particulars (Amendment) - Order 1962 No. 1747  
Slaughterhouses - Order 1962 No. 2345  
Slaughterhouses (No. 1) Regulations 1962 No. 2346  
Slaughterhouses (No. 2) Regulations 1962 No. 2347  
Lifting Machines (Particulars of Examinations) - Order 1963 No. 1382  
Hoists and Lifts (Reports of Examinations) - Order 1963 No. 2003  
Abstract of Special Regulations (Aerated Water) - Order 1963 No. 2058  
Shipbuilding (Lifting Appliances, etc., Forms) (Amendment) - Order 1964 No. 530  
Construction (Lifting Operations) Certificates (Amendment) - Order 1964 No. 531  
Docks Certificates - Order 1964 No. 532  
Cotton Cloth (Record of Humidity) - Order 1964 No. 558  
Lead Paint (Prescribed Leaflet) - Order 1964 No. 559  
Examination of Steam Boilers Regulations 1964 No. 781  
Construction (Notice of Accident, etc.) - Order 1964 No. 883  
Examination of Steam Boilers Reports (No. 1) - Order 1964 No. 1070  
Lead Processes (Medical Examinations) Regulations 1964 No. 1728  
Docks Certificates (No. 2) - Order 1964 No. 1736  
Construction (Notice of Operations and Works) - Order 1965 No. 221  
Women and Young Persons (Register and Particulars of Overtime) - Order 1965 No. 242  
Factories (Notice of Accident, etc.) - Order 1965 No. 867  
Power Presses Regulations 1965 No. 1441  
Construction (Working Places) Regulations 1966 No. 94  
Construction (Health and Welfare) Regulations 1966 No. 95  
Factories (Notification of Diseases) Regulations 1966 No. 1400

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Work in Compressed Air (Prescribed Leaflet) - Order 1967 No. 112  
Hoists Exemption (Amendment) - Order 1967 No. 759  
Carcinogenic Substances Regulations 1967 No. 879  
Carcinogenic Substances (Prohibition of Importation) - Order 1967 No. 1675  
Ionising Radiations (Unsealed Radioactive Substances) Regulations 1968 No. 780  
Electricity Regulation 1908 (Competent Persons Exemption) - Order 1968 No. 1454  
Engineering Construction (Extension of Definition) (No. 2) Regulations 1968 No. 1530  
Electricity Regulations 1908 (Portable Apparatus Exemption) - Order 1968 No. 1575  
Anthrax (Cautionary Notice) - Order 1968 No. 2005  
Asbestos Regulations 1969 No. 690  
Ionising Radiations (Sealed Sources) Regulations 1969 No. 808  
Abrasive Wheels Regulations 1970 No. 535  
Foundries (Protective Footwear and Gaiters) Regulations 1971 No. 476  
Fees of Appointed Factory Doctors - Order 1971 No. 1060  
Certificates of Appointment of Factory Inspectors - Order 1971 No. 1680  
Highly Flammable Liquids and Liquefied Petroleum Gases Regulations 1972 No. 917  
Power Presses (Amendment) Regulations 1972 No. 1512  
Diving Operations (Diver's Fitness Register) - Order 1972 No. 1942  
Work in Compressed Air (Health Register) - Order 1973 No. 5  
Notice of Industrial Diseases - Order 1973 No. 6  
Abstract of Factories Act - Order 1973 No. 7  
Factories Act General Register - Order 1973 No. 8  
Chromium Plating (Amendment) Regulations 1973 No. 9  
Abstract of Special Regulations (Pottery - Health and Welfare) - Order 1973 No. 37  
Construction (Health and Welfare) (Amendment) Regulations 1974 No. 209  
Sanitary Accommodation (Amendment) Regulations 1974 No. 426  
Factories (Cleanliness of Walls and Ceilings) (Amendment) - Order 1974 No. 427  
Woodworking Machines Regulations 1974 No. 903  
Abstract of Special Regulations (Highly Flammable Liquids and Liquid Petroleum Gases) - Order 1974 No. 1587  
Protection of Eyes Regulations 1974 No. 1681

\* These regulations were made under Section 135 of the Factories Act, which is not a relevant statutory provision of the HSW Act.

Hydrogen Cyanide (Fumigation) Act 1937

Hydrogen Cyanide (Fumigation of Buildings) Regulations 1951 No. 1759

Hydrogen Cyanide (Fumigation of Ships) Regulations 1951 No. 1760

Mines and Quarries Acts

Firedamp Detectors (No. 1) - Order 1939 No. 342

Coal Mines (Certificates of Competency) (Copies) - Order 1950 No. 368

Coal and Other Mines (Managers and Officials) - Order 1956 No. 1758

Coal and Other Mines (Surveyors and Plans) - Order 1956 No. 1760

Coal and Other Mines (General Duties and Conduct) - Order 1956 No. 1761

Coal and Other Mines (Ventilation) - Order 1956 No. 1764

Coal and Other Mines (Safety-Lamps and Lighting) - Order 1956 No. 1765

Coal and Other Mines (Electricity) - Order 1956 No. 1766

Coal and Other Mines (Fire and Rescue) - Order 1956 No. 1768

Coal Mines (Precautions against Inflammable Dust) - Order 1956 No. 1769

Coal and Other Mines (Precautions against Inrushes) - Order 1956 No. 1770

Coal and Other Mines (Locomotives) - Order 1956 No. 1771

Coal and Other Mines (Steam Boilers) - Order 1956 No. 1772

Coal and Other Mines (Sidings) - Order 1956 No. 1773

Coal and Other Mines (Sanitary Conveniences) - Order 1956 No. 1776

Coal and Other Mines (Horses) - Order 1956 No. 1777

Miscellaneous Mines - Order 1956 No. 1778

Miscellaneous Mines (Electricity) - Order 1956 No. 1779

Quarries - Order 1956 No. 1780

Quarries (Electricity) - Order 1956 No. 1781

Coal and Other Mines (Working Plans) Rules 1956 No. 1782

Coal and Other Mines (Abandonment Plans) Rules 1956 No. 1783

Mines and Quarries (References) Rules 1956 No. 1784

Coal and Other Mines (Height of Travelling Roads) Regulations 1956 No. 1940

Coal Mines (Cardox and Hydrox) Regulations 1956 No. 1942

Stratified Ironstone, Shale and Fireclay Mines (Explosives) Regulations 1956 No. 194

Mines (Manner of Search for Smoking Materials) - Order 1956 No. 2016

China Clay and China Stone Quarries (Employment of Young Persons) - Order 1957  
No. 410

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Gravel and Sand Quarries (Overhanging) (Exemption) Regulations 1958 No. 1533  
Quarries (Ropeways and Vehicles) Regulations 1958 No. 2110  
Coal Mines (Clearances in Transport Roads) Regulations 1959 No. 1217  
Mines (Notification of Dangerous Occurrences) - Order 1959 No. 2117  
Quarries (Notification of Dangerous Occurrences) - Order 1959 No. 2118  
Miscellaneous Mines (Explosives) Regulations 1959 No. 2258  
Quarries (Explosives) Regulations 1959 No. 2259  
Coal and Other Mines (Shafts, Outlets and Roads) Regulations 1960 No. 69  
Coal Mines (Male Young Persons) - Order 1960 No. 349  
Coal Mines (Fire-damp Drainage) Regulations 1960 No. 1015  
Coal Mines (Compressed Air Blasting Shells) Regulations 1960 No. 1114  
Coal and Other Mines (Ventilation) (Variation) Regulations 1960 No. 1116  
Coal Mines (Precautions against Inflammable Dust) (Variation) Regulations 1960 No. 1738  
Coal Mines (Certificate Fees) - Order 1961 No. 713  
Coal and Other Mines (Managers and Officials) (Variation) Regulations 1961 No. 817  
Coal Mines (Explosives) Regulations 1961 No. 854  
Coal and Other Mines (Managers and Officials) (Variation) Regulations 1962 No. 594  
Coal and Other Mines (First-aid) Regulations 1962 No. 1423  
Coal and Other Mines (Managers and Officials) (Variation) Regulations 1963 No. 1617  
Mines (Medical Examinations) Regulations 1964 No. 209  
Coal and Other Mines (Mechanics and Electricians) Regulations 1965 No. 1559  
Coal and Other Mines (Support) Regulations 1966 No. 881  
Coal and Other Mines (Managers and Officials) (Variation) Regulations 1966 No. 882  
Coal and Other Mines (Ventilation) (Variation) Regulations 1966 No. 1139  
Coal Mines (Training) Regulations 1967 No. 82  
Coal and Other Mines (Electricity) (Amendment) Regulations 1967 No. 1083  
Coal and Other Mines (Shafts, Outlets and Roads) (Amendment) Regulations 1968 No. 1037  
Mines (Notification of Dangerous Occurrences) (Amendment) - Order 1969 No. 963  
Quarries (Notification of Dangerous Occurrences) (Amendment) - Order 1969 No. 964  
Quarry Vehicles Regulations 1970 No. 168  
Mines and Quarries (Tips) Regulations 1971 No. 1377  
Mines and Quarries (Tipping Plans) Rules 1971 No. 1378

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Coal Mines (Mines Management) Regulations 1972 No. 631  
Mines (Emergency Egress) Regulations 1973 No. 194  
Mines (Notification of Dangerous Occurrences) (Amendment) - Order 1973 No. 195  
Coal and Other Mines (Support) (Amendment) Regulations 1974 No. 1075  
Coal and Other Mines (Electricity) (Second Amendment) Regulations 1974 No. 1853  
Coal Mines (Precautions against Inflammable Dust) (Second Amendment)  
Regulations 1974 No. 2124

Nuclear Installations Act 1965

Nuclear Installations (Dangerous Occurrences) Regulations 1965 No. 1824  
Nuclear Installations Regulations 1971 No. 381

Offices, Shops and Railway Premises Act 1963

Notification of Employment of Persons - Order 1964 No. 533  
Offices, Shops and Railway Premises Forms - Order 1964 No. 605  
Offices, Shops and Railway Premises Act 1963 (Exemption No. 1) - Order 1964 No. 964  
Washing Facilities Regulations 1964 No. 965  
Sanitary Conveniences Regulations 1964 No. 966  
Offices, Shops and Railway Premises First-aid - Order 1964 No. 970  
Prescribed Dangerous Machines - Order 1964 No. 971  
Offices and Shops in Factories (First-aid) Regulations 1964 No. 1321  
Offices at Building Operations Etc. (First-aid) Regulations 1964 No. 1322  
Offices in Electrical Stations (First-aid) Regulations 1964 No. 1323  
Information for Employees Regulations 1965 No. 307  
Offices, Shops and Railway Premises (Hoists and Lifts) Regulations 1968 No. 849  
Offices, Shops and Railway Premises (Hoists and Lifts) Reports - Order 1968 No. 863  
Offices, Shops and Railway Premises Act 1963 (Exemption No. 7) - Order 1968  
No. 1947  
Offices, Shops and Railway Premises Act 1963 (Exemption No. 8) - Order 1969  
No. 1323  
Offices, Shops and Railway Premises Act 1963 (Exemption No. 10) - Order 1972  
No. 1086

Petroleum (Consolidation) Act 1928

Petroleum Testing Apparatus Fees Order 1923 No. 943  
Petroleum-Spirit (Motor Vehicles etc.) Regulations 1929 No. 952

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Petroleum (Carbide of Calcium) - Order 1929 No. 992  
Petroleum (Mixtures) - Order 1929 No. 993  
Petroleum (Compressed Gases) - Order 1930 No. 34  
Gas Cylinders (Conveyance) Regulations 1931 No. 679  
Compressed Gas Cylinders (Fuel for Motor Vehicles) Regulations 1940 No. 2009  
Petroleum (Carbide of Calcium) - Order 1947 No. 1442  
Petroleum (Inflammable Liquids and Other Dangerous Substances) - Order 1947  
No. 1443  
Gas Cylinders (Conveyance) Regulations 1947 No. 1594  
Petroleum-Spirit (Conveyance by Road) Regulations 1957 No. 191  
Petroleum (Liquid Methane) - Order 1957 No. 859  
Petroleum (Carbon Disulphide) - Order 1958 No. 257  
Carbon Disulphide (Conveyance by Road) Regulations 1958 No. 313  
Petroleum-Spirit (Conveyance by Road) Regulations 1958 No. 962  
Gas Cylinders (Conveyance) Regulations 1959 No. 1919  
Carbon Disulphide (Conveyance by Road) Regulations 1962 No. 2527  
Petroleum-Spirit (Conveyance by Road) (Amendment) Regulations 1966 No. 1190  
Petroleum (Carbon Disulphide) - Order 1968 No. 571  
Petroleum (Corrosive Substances) - Order 1970 No. 1945  
Corrosive Substances (Conveyance by Road) Regulations 1971 No. 618  
Petroleum (Inflammable Liquids) - Order 1971 No. 1040  
Inflammable Liquids (Conveyance by Road) Regulations 1971 No. 1061  
Inflammable Substances (Conveyance by Road) (Labelling) Regulations 1971 No. 1062  
Petroleum (Organic Peroxides) - Order 1973 No. 1897  
Organic Peroxides (Conveyance by Road) Regulations 1973 No. 2221  
Revenue Act 1909  
Explosives (Fees for Importation) - Order 1958 No. 136

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## ARTICLE 8

- A. Trade Union and Labour Relations Act 1974 and 1976  
Employment Protection Act 1975
- B. Article 22 Report on ILO Convention 87.
- C. Not applicable to United Kingdom system of industrial relations: there are no restrictions on the forming of combinations, and individual unions are free to join national federations and international trade union organizations.
- D. United Kingdom Article 22 Report on ILO C. 98.
- E. See sections 13-17 and 29 of TULR Act 1974.
- F. It is an offence under section 47 of the Police Act 1964 for a police officer to become a member of any trade union or any association seeking to control or influence the pay, pensions or conditions of service of any police force. This does not, however, apply to membership of one of the officially recognized police representative bodies which are -

The Association of Chief Police Officers of England and Wales  
The Police Superintendents' Association of England-Wales  
The Police Federation of England and Wales.

It is also an offence under the Police Act 1964 for any person to induce attempt to induce or do any act calculated to induce a police officer to withhold his services. In addition, disobedience to orders is an offence under the Police Discipline Code. (The Police (Discipline) Regulations 1977 (SI No 580).

The legal position is that a civil servant is governed by the terms and conditions of service set out in the Civil Service Pay and Conditions of Service Code. There is no specific rule in the Code directed to industrial action though departments may have more explicit regulations under the authority of paragraph iii of the introduction to the Code. Code paragraph 9870 states however, that:

"The first duty of a Civil Servant is to give his undivided allegiance to the state at all times and in all occasions when the state has a claim on his services".

It is clearly implicit in this that he must undertake his duties conscientiously to the best of his ability during normal working hours for which he is paid. The Civil Service deems absence owing to industrial action as unauthorized absence and applies accordingly the principle of "No work-no pay". Absences of one whole day or more also fail to reckon for accrual of superannuation benefits.

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Service within the Armed Forces, which is entirely voluntary, is subject to disciplinary restraints, which are a necessary consequence of the organization of an efficient fighting force, and foreign to civil or industrial life.

Members of the Armed Forces are allowed to join Trade Unions, but their activities within a Trade Union must not lead them into conflict with the requirements of service discipline. Those about to leave the services are advised to join the appropriate Union before entering civilian life.

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## ARTICLE 9 - RIGHT TO SOCIAL SECURITY

1. The legislation listed in the United Kingdom Art. 22 reports on ILO Convention 102 relates to the following fields:

Medical Care  
Cash Sickness Benefit  
Old Age Benefits  
Survivors' Benefits  
Unemployment Benefits  
Family Benefits.

The legislation listed in the United Kingdom Art. 22 reports on ILO Conventions 17 and 42 relates to the field of employment injury benefits.

Maternity Benefits - Social Security Act 1975

Social Security (Maternity Benefit)  
Regulations 1975 (1975 SI No. 553).

Invalidity Benefits - Social Security Act 1975

Social Security (Claims and Payments)  
Regulations 1975 (1975 SI No. 560)  
Social Security (Unemployment Sickness and Invalidity Benefit) Regulations 1975 (1975 SI No. 564)  
Social Security (Non-Contributory Invalidity Pension)  
Regulations 1975 (1975 SI No. 1058).

2. (a) See Art. 22 report on ILO Convention 102.

(b) See Art. 22 report on ILO Convention 102.

(c) Maternity Benefits like the other benefits of the National Insurance Scheme, are paid out of The National Insurance Fund, into which go the contributions paid by employed, self-employed and non-employed persons, and by employers, and the contribution by the Exchequer.

Benefits available

Maternity grant

This is a small lump sum of £25, payable for any confinement. A further £25 is paid for each additional child born at the same confinement if it lives for 12 hours. The grant may be paid on the basis of contributions paid by the mother herself or by her husband. Two contribution conditions must be satisfied:

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- (i) Before the date of confinement Class 1 (employees) contributions must have been paid on earnings of at least 25 times the lower earnings limit in any one tax year. (£11 for the tax year 1975/76, £13 for 76/77 and £15 for 77/78).
- (ii) Class 1 (employees) contributions on earnings of at least 25 times the lower earnings limit (see (i) above) must have been paid or credited during the last complete tax year before the benefit year in which the baby is born or expected.

Special credits may be given to new entrants into insurance.

#### Maternity allowance

This is a weekly allowance normally payable from 11 weeks before the expected week of confinement until the sixth week following the expected week or the actual confinement if this is later. It is not payable for days on which the mother does paid work. Earnings-related supplement is payable with maternity allowance on the same basis as supplement to sickness benefit. Increases for dependants are payable in certain circumstances.

The full weekly rate is £12.90 and the earnings related supplement is the same as for sickness benefit.

The National Insurance Scheme at present permits employed married women to choose whether or not to pay full contributions. Maternity allowance is payable only to women who have been paying full contributions. From April 1978 under the Social Security Act 1975 married women will no longer be able to choose whether or not to pay full contributions, although the rights of those who at the time the law is changed have exercised their right to opt out of the Social Security scheme will be preserved.

#### Conditions for entitlement

Two contribution conditions must be satisfied by the mother. They are based on the "relevant time". This is the Sunday of the eleventh week before the week in which the baby is expected or born. The conditions are:

- (i) Before the relevant time Class 1 (employees) contributions must have been paid on earnings of at least 25 times the lower weekly earnings limit in any one tax year. (£11 for the tax year 75/76, £13 for 76/77 and £15 for 77/78).
- (ii) Class 1 (employees) contributions on earnings of at least 50 times the lower earnings limit (see (i) above) must have been paid or credited during the last complete tax year before the benefit year in which the confinement takes place or is expected.

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Specially credited contributions may help mothers meet the second condition. If the second condition is not satisfied in full a reduced rate of allowance may be payable.

(d) Invalidity Benefits

Benefits available: Invalidity Pension  
Invalidity Allowance  
Non-contributory Invalidity Pension

Invalidity Pension

This is a weekly pension paid to a person who has received sickness benefit for 28 weeks and is still unfit for work.

Level of benefit

Weekly rate	£15.30
Increase for wife	£9.20
Increase for first child	£6.45
Increase for each other child	£5.95

The persons covered are those who are also covered for sickness benefit, that is to say, broadly, people who work for an employer and pay Class 1 contributions and self-employed people who pay Class 2 contributions. Once awarded benefit may be paid for an unlimited period if incapacity for work continues and the necessary conditions continue to be satisfied. Contributory invalidity pension is not payable, however, after age 70 for men or 65 for women and entitlement after age 65 for men or 60 for women is dependent upon the claimant having entitlement to retirement pension on his or her own insurance.

Invalidity pension is paid out of the National Insurance Fund, into which go the contributions paid by employed, self-employed and non-employed persons, and by employers, and the contribution of the Exchequer.

Invalidity Allowance

This is paid, in addition to invalidity pension to people who become chronically sick while they still have a large part of their normal working lives ahead of them. The rate depends upon the age at which incapacity begins.

Level of benefit

Incapacity began before age 35	£3.20
Incapacity began before age 45	£2.00
Incapacity began before age 60 (men) or 55 (women)	£1.00

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Persons covered are the same as those for Invalidity Pension. Once awarded benefit may be paid for an unlimited period if incapacity for work continues and the necessary conditions continue to be satisfied. It can be paid in addition to retirement pension. The allowance is paid out of The National Insurance Fund, into which go the contributions paid by employed, self-employed and non-employed persons, and by employers and the contribution by the Exchequer.

#### Non-contributory Invalidity Pension

This is payable to people of working age who have been continuously unable to work for 28 weeks and who have not satisfied the contribution conditions for invalidity pension. From November 1977 disabled housewives, who are not at present entitled to this benefit, will receive a similar allowance.

#### Level of benefit

Weekly rate	£9.20
Increase for wife	£5.60
Increase for first child	£6.45
Increase for each other child	£5.95

Once awarded benefit may be paid for an unlimited period if incapacity for work continues and the necessary conditions continue to be satisfied. The pension is financed entirely from general taxation.

### 3. Changes in benefits and contributions in 1976

There were increases in the rates of benefit and the rates of contributions in November, and details of the changes are shown in appendices 1 and 2.

#### New benefits

##### Invalid Care Allowance

This allowance, introduced in July 1976, is for men and single women between 16 and pensionable age, who are substantially engaged in caring for a severely disabled relative who is receiving Attendance Allowance. The relationships between the severely disabled person and the carer are prescribed by Regulations. Simple residence and presence tests have to be satisfied.

##### Mobility Allowance

This new non-contributory benefit was introduced on 1 January 1976 and will eventually be available to all disabled people aged 5 to pension age (60 for a woman, 65 for a man) who are unable or virtually unable to walk because of physical disablement and are likely to remain so for at least 12 months. There are residence and presence conditions which have to be satisfied. The allowance is

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being introduced gradually by age groups in the broad order of firstly those aged 15 to 50, then children from age 11 and lastly, those in the 51 to pension age group. During 1976 all those aged 11 and over and born on or after 2 April 1925 were included. Until 23 July 1975 successful adult claimants could opt to have a three-wheeled invalid vehicle instead of the cash benefit but from that date those vehicles are no longer available to new beneficiaries.

Prescribed Disease No. 49

Viral Hepatitis was added to the list of prescribed industrial diseases from 2 February 1976. It is prescribed in relation to persons whose occupations involve close and frequent contact with human blood or human blood products or close and frequent contact with a source of Viral Hepatitis infection by reason of employment in the medical treatment or nursing of a person or persons suffering from Viral Hepatitis, or in a service ancillary to such treatment as nursing.

### New right of appeal

The Social Security (Industrial Injuries) (Prescribed Diseases) Regulations 1976 operate from 31 January 1977. They introduce a limited right of appeal by claimants, and provisions for a reference by the Secretary of State, to Medical Appeal Tribunals on the diagnosis of Pneumoconiosis and Byssinosis.

## Workmen's Compensation (Supplementation) Scheme

A new method of computing the amount of lesser incapacity allowance payable under the Workmen's Compensation (Supplementation) Scheme was introduced from 15 November 1976, and in future all rates of the allowance will be automatically increased each time there is an increase in social security benefits generally.

In the past increases in the rates of lesser incapacity allowance have been based on a review of the loss of earnings in every case and these reviews have been carried out every 2 or 3 years.

## National Health Service

From 1 January 1976, when the system of National Health dental charges was revised, patients paid the cost of treatment up to a maximum of £3.50 for any one course of treatment. A scale of charges for a denture or a bridge replacing the same number of missing teeth was introduced as follows:

1, 2 or 3 teeth . . . . .	£5.40
4 to 8 teeth . . . . .	£6.00
More than 8 teeth . . . . .	£6.60
Maximum charge for more than one denture in one course of treatment . . . . .	£12.00

If the dentist provided treatment and dentures, the total charge was the cost of the treatment up to a maximum of £3.50 plus the fixed charge for dentures. The maximum charge any patient had to pay was £12.00.

New Pensions Scheme

During 1976 preparations continued for the Government's New Pensions Scheme which will come into operation in April 1978 and which will bring benefits comparable to those of a good private occupational scheme to people who cannot expect a retirement pension from their employment. The new pensions will be earnings-related and fully protected against inflation. Good occupational schemes will be able to contract out of part of the scheme, by guaranteeing to their members benefits of comparable amounts.

Pensions under the new scheme will be in two parts - basic pension and additional pension.

Basic pension will be equivalent to the present flat-rate pension (at present £15.30 a week) and will be subject to the same contribution conditions.

Additional pension will build up year by year over the 20 years from April 1978. It will accrue at the rate of 1-1/4 per cent per year of a person's earnings between a lower earnings limit (£15 in April 1977 terms, i.e. approximately the same as the basic pension) and an upper earnings limit (£105 a week in April 1977 terms, i.e. approximately 7 times the basic pension rate). When a person has been a member of the scheme for more than 20 years, the additional pension will be calculated on his best 20 years of earnings. In calculating the additional pension, past earnings figures will be revalued to current national earnings levels.

Widows' pensions, widowed mothers' allowances and invalidity pensions will also attract the new additional pension for those who first become entitled after April 1979. The structure of short-term benefits is however unchanged by the new scheme.

The new scheme will bring equality for women. They will be able to get the same rate of personal invalidity or retirement benefit as a man with the same earnings. Also a widow over 50 or a widowed mother will be able to inherit the whole of her late husband's pension rights.

Breaking entirely new ground is the provision for protecting the basic pension rights of those people who cannot go out to work and pay contributions because they have to look after children or to care for sick relatives. Another innovation is that a man who is himself ill or is retired when his wife dies will be able for the first time to derive some benefit from her contributions.

Once in payment, the basic pension will be uprated in line with the movement of earnings or prices (whichever is the more favourable) and the additional pension will be uprated in line with price increases. For the first time, too,

the graduated pensions which most people earned between 1961 and 1975 will also be price protected. Furthermore, such graduated pensions as well as the new additional pensions will, unlike the basic pension, not be subject to reduction where a pensioner's earnings exceed a prescribed amount (£35 a week at present).

The new State pension will operate in partnership with good occupational schemes - that is, those which provide a personal pension based on at least 1/80th of a member's final salary for each year of service and which also make provision for a widow. If an employer operates such a scheme, he can contract his employees out of the State scheme, and both he and they will then pay lower national insurance contributions. For those who are contracted out, the basic pension will be provided by the State, which will also provide the entire additional pension for invalidity pension and broadly speaking half the additional pension payable to a widow. The occupational scheme will be liable to provide, as a minimum, the additional retirement pension which the member would have earned in the State scheme, and the balance of the additional pension due to his widow. However, the inflation-proofing of these pensions, once they are in payment, will be the responsibility of the State.

Contributions under the new scheme will, as now, be calculated as a percentage of weekly earnings, so that the more a person earns (up to the upper earnings limit) the more he will have to pay. For those who are not contracted out, the Pensions Act provides for the percentage contribution to be raised from 5-3/4 to 6-1/2 for employees and from 10-3/4 to 12 per cent for employers (including the new 2 per cent surcharge, which is not an insurance contribution but a part of general taxation) but these rates are to be reviewed nearer the start of the new scheme.

Those who are contracted out will pay the same contributions as everyone else on the first £15 or so of weekly earnings but thereafter will have a reduction. These reductions are intended to help meet the cost of the alternative occupational scheme provision.

As well as providing for earnings related invalidity pension for employees, the new scheme also improves the ages at which invalidity allowance (which depends on a person's age at onset of incapacity) is payable. The new scheme also provides invalidity pension for widows and widowers in certain limited circumstances.

#### Occupational Pension Schemes

Companies and their pensions advisers started to consider the implications of the new State pension scheme coming into force in April 1978. Companies with occupational pension schemes will need to decide whether to contract in or out of the State scheme.

Under Stage II of the Government's pay policy, effective from 1 August 1976, improvements to occupational pension schemes were limited to those necessary to meet the minimum requirements for contracting out under the Social Security Pensions Act 1975.

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On 10 February the United Kingdom Government issued regulations giving effect as from 6 April 1978 to the equal access requirements in the Social Security Pensions Act 1975 which are that membership of occupational pension schemes must be open to both men and women on the same terms in relation to age of entry, length of qualifying service, and whether membership is voluntary or compulsory.

Following the report (in 1975) of the Occupational Pensions Board on Solvency, Disclosure of Information and Member Participation in Occupational Pension Schemes the Government published on 24 June a White Paper setting out their proposals for legislation. It is proposed to give members of occupational pension schemes the right, through their recognized independent trade unions, to half the seats on scheme management bodies, and for members to be given full information about their schemes. The Government also proposed to ask the Occupational Pensions Board to study and report on the need for any legislative or other measures directed to providing greater security for the pension rights and expectations of members of occupational schemes. Finally, it is proposed to review the constitution of the Occupational Pensions Board in the light of the new responsibilities which the Government's legislation will place on the Board.

On 18 August the Government published the report of the Occupational Pensions Board on Equal Status for Men and Women in Occupational Pension Schemes, and this was followed on 25 August by a consultative document setting out the Government's proposals for legislation towards securing equality for men and women in occupational pension schemes. The proposals would have the effect of reinforcing the existing equal access requirements and of removing discrimination between the sexes in the terms and conditions of occupational pension schemes generally. Differences of treatment, however, will still be permitted in respect of pension ages and survivors' benefits, to reflect the differences which exist in the State scheme.

#### 4. Future trends

##### Child benefit

A new system of financial support replacing the present systems of family allowances and child tax allowances is to be phased in from April 1977. The scheme starts with a tax-free payment of £1 a week for first children and £1.50 a week for others; family allowances will be abolished in April 1977 and child tax allowances reduced and then phased out over subsequent years. The £1 rate is increased by £0.50 a week for certain lone parents. Pending the introduction of child benefit the Act also provided for child interim benefit, a weekly taxable cash payment of £1.50 for the first or only child in certain one-parent families, starting in April 1976. On 4 April 1977 it will be replaced by child benefit and child benefit increase.

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## APPENDIX 1

	November 1975	November 1976	Increase
	£	£	£
<b>OLD AGE</b>			
Retirement pension (personal)	13.30	15.30	2.00
Wife or other adult dependant	7.90	9.20	1.30
Over 80 age addition	0.25	0.25	-
<b><u>Old person's pension</u></b>			
Married woman	4.90	5.60	0.70
Any other person	7.90	9.20	1.30
<b>UNEMPLOYMENT AND SICKNESS</b>			
<b><u>Unemployment benefit</u></b>			
Personal: man or single woman	11.10	12.90	1.80
Married woman (normal rate)	7.80	9.20	1.40
Adult dependant	6.90	8.00	1.10
Sickness benefit - same as for unemployment benefit			
Invalidity pension - same as for retirement pension			
<b>Invalidity allowance</b>			
Payable with invalidity pension when incapacity began before age: 1. 35	2.80	3.20	0.40
2. 45	1.70	2.00	0.30
3. (men) 60 (women) 55	0.85	1.00	0.15
Maternity allowance	11.10	12.90	1.80
Maternity grant (lump sum)	25.00	25.00	-
<b>Attendance allowance</b>			
Higher rate	10.60	12.20	1.60
Lower rate	7.10	8.15	1.05

	November 1975	November 1976	Increase
	£	£	£
<b>SURVIVORS BENEFITS</b>			
Death grant (lump sum) (maximum)	30.00	30.00	-
<u>Widows</u>			
Widows allowance (first 26 weeks)	18.60	21.40	2.80
Widowed mothers allowance	13.30	15.30	2.00
Widows pension age 50 or over	13.30	15.30	2.00
Age related widows pension			
Age at relevant time			
49	12.37	14.23	1.86
48	11.44	13.16	1.72
47	10.51	12.09	1.58
46	9.58	11.02	1.44
45	8.65	9.95	1.30
44	7.71	8.87	1.16
43	6.78	7.80	1.02
42	5.85	6.73	0.88
41	4.92	5.66	0.74
40	3.99	4.59	0.60
Widows basic pension	3.99	4.59	0.60
Guardian's allowance	6.50	7.45	0.95
<u>Child's special allowance</u>			
Allowance for first or only child	6.50	7.45	0.95
Addition for each other child	5.00	5.95	0.95

Increases for children

(a) of widows, retirement and invalidity pensions beneficiaries

First child

November 1975	November 1976	Increase
£	£	£
6.50	7.45	0.95
5.00	5.95	0.95
3.50	4.05	0.55
2.00	2.55	0.55

Each other child

(b) of all other beneficiaries

First child

Any other child

Change in earnings rule for retirement pensioners

The earnings rule for retirement pensioners aged between 65 and 70 (men), and 60 and 65 (women) changed as from April. From then these pensioners were able to earn up to £35 a week before their pensions would be affected. On earnings between £35 and £39 a week £0.05 could be deducted for every £0.10 earned and on earnings over £39 a week £0.05 would be deducted for every £0.05 earned.

INDUSTRIAL INJURIES BENEFIT

Injury benefit

Disablement benefit (100 per cent assessment)

Unemployability supplement

Special hardship allowance (maximum)

Constant attendance allowance (normal maximum)

Exceptionally severe disablement allowance

November 1975	November 1976	Increase
£	£	£
13.85	15.65	1.80
21.80	25.00	3.20
13.30	15.30	2.00
8.72	10.00	1.28
8.70	10.00	1.30
8.70	10.00	1.30
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**INDUSTRIAL DEATH BENEFIT**

Widow's pension during first 26 weeks of widowhood  
 Widow's pension at higher permanent rate  
 Widow's pension at lower permanent rate  
 Allowance for first or only child of widow  
 Allowance for widow's other children

**INCREASE FOR DEPENDANTS WHERE PAYABLE**

Wife or other adult dependant  
 First or only child  
 Any other child

**ALLOWANCES UNDER THE INDUSTRIAL INJURIES AND DISEASES (OLD CASES) ACT 1967**

Workmen's compensation (supplementation) scheme:

Major incapacity allowance  
 Lesser incapacity allowance (maximum rate)  
 Pneumoconiosis, byssinosis and miscellaneous diseases benefit scheme:  
 Allowance for totally disabled  
 Allowance for partially disabled

**NEW BENEFITS**

Mobility allowance  
 Invalid care allowance  
 Increase for adult dependant  
 Non-contributory invalidity pension  
 Increase for adult dependant

	November 1975	November 1976	Increase
	£	£	£
Widow's pension during first 26 weeks of widowhood	18.60	21.40	2.80
Widow's pension at higher permanent rate	13.85	15.85	2.00
Widow's pension at lower permanent rate	3.99	4.59	0.60
Allowance for first or only child of widow	6.50	7.45	0.95
Allowance for widow's other children	5.00	5.95	0.95
INCREASE FOR DEPENDANTS WHERE PAYABLE			
Wife or other adult dependant	6.90	8.00	1.10
First or only child	3.50	4.05	0.55
Any other child	2.00	2.55	0.55
ALLOWANCES UNDER THE INDUSTRIAL INJURIES AND DISEASES (OLD CASES) ACT 1967			
Workmen's compensation (supplementation) scheme:			
Major incapacity allowance	21.80	25.00	3.20
Lesser incapacity allowance (maximum rate)	8.00	9.20	1.20
Pneumoconiosis, byssinosis and miscellaneous diseases benefit scheme:			
Allowance for totally disabled	21.80	25.00	3.20
Allowance for partially disabled	8.00	9.20	1.20
NEW BENEFITS			
Mobility allowance	-	5.00	-
Invalid care allowance	-	9.20	-
Increase for adult dependant	-	5.60	-
Non-contributory invalidity pension	7.90	9.20	-
Increase for adult dependant	4.90	5.60	-

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SUPPLEMENTARY BENEFIT

	November 1975 Ordinary rate	November 1975 Long term rate	November 1976 Ordinary rate	November 1976 Long term rate	Increase in Ordinary rate	Increase in Long term rate
<b>ORDINARY SCALE</b>						
For a married couple	17.75	21.55	20.65	24.85	2.90	3.30
For a single householder	10.90	13.70	12.70	15.70	1.80	2.00
<u>For any other person</u>						
Aged 18 or over	8.70	11.00	10.15	12.60	1.45	1.60
Aged 16 to 17	6.70	-	7.80	-	1.10	-
<u>For a dependent child</u>						
Aged 13 to 15	5.60	-	6.50	-	0.90	-
Aged 11 to 12	4.60	-	5.35	-	0.75	-
Aged 5 to 10	3.75	-	4.35	-	0.60	-
Aged under 5	3.10	-	3.60	-	0.50	-
<b>BLIND SCALE</b>						
Married couple, one blind	19.00	22.00	21.90	26.10	2.90	3.30
Married couple, both blind	19.80	23.60	22.70	26.90	2.90	3.30
Single person aged 18 or over	12.15	14.95	13.95	16.95	1.80	2.00
Single person aged 16 or 17	7.60	-	8.70	-	1.10	-
Non-householder rent allowance	1.00	-	1.20	-	0.20	-

\* Where the claimant and/or dependant is aged 80 or over a further 25p is added to the long-term rates.

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FAMILY INCOME SUPPLEMENT - PRESCRIBED AMOUNTS

Number of children in family	July 1975	July 1976	Increase
1	£31.50	39.00	7.50
2	£35.00	43.50	8.50
3	£38.50	48.00	9.50
4	£42.00	52.50	10.50
5	£45.50	57.00	11.50
6	£49.00	61.50	12.50

## APPENDIX 2

### Contributions from 6 April 1976

#### Class 1 contribution: Employed people

Men under 65 and women under 60	- 5.75 per cent of earnings up to the upper earnings limit of £95 a week or
Men under 70 and women under 65 not treated as retired	- the equivalent (£411.67 monthly paid; £4,940.04 if paid yearly)
Married women and widows liable to pay at the reduced rate	- 2 per cent of earnings up to £95 a week or the equivalent
Men over 65 and women over 60 who are treated as retired for national insurance purposes	- No contributions payable by employees
Employers	- 8.75 per cent of employees earnings up to £95 a week or equivalent regardless of the contribution rate payable by the employee
People earning less than the lower earnings limit of £13 a week or the equivalent (£56.33 monthly paid; £675 if paid yearly)	- No contribution is payable by either employer or employee

#### Class 2 and Class 4 contributions - Self-employed people

##### Class 2 flat rate contribution

Men	- £2.41 a week
Women	- £2.20 a week

Class 1 contribution	- 8 per cent on profits and gains between £1,600 and £4,900 a year
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##### Class 3 - Voluntary contributions

Men and women	- £2.10 a week
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PERCENTAGE OF THE POPULATION COVERED FOR SICKNESS  
AND INVALIDITY BENEFIT, MATERNITY ALLOWANCE AND  
MATERNITY GRANT AS AT JUNE 1974 (UNITED KINGDOM)

Sickness/Invalidity Benefit	-	37.37 per cent	
Maternity Allowance	-	6.28 per cent)	Up to age
Maternity Grant	-	19.29 per cent)	44 only

Non-Contributory Invalidity Pension - No figures available

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INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS

PART II - NON-METROPOLITAN TERRITORIES

This part of the report, covering the non-metropolitan territories, is based on reports and legislation submitted to the ILO. At annex A, in the context of article 6, is a general report by the United Kingdom Government on articles 3, 5 and 7(1) of International Labour Convention No. 82 which supplements the reports on this Convention submitted by the governments of individual non-metropolitan territories.

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ANTIGUA

Article 22 reports/legislation  
submitted to the ILO

Article 6

Convention Nos. 2 1973-5; 82 1973-5;  
88 1973-5; 122 1974-6.

Article 7

(A) Remuneration

26 1974-6; 63 1973-5; 99 1974-6; 100 1974-6.

(B) Working conditions

32 1972-4, 1974-6; 42 1969-71; 58 and 59 1974-6;  
81 1971-3, 1973-5; 120 1974-6.

(D) Working hours,  
holidays with pay

14 1974-6; 101 1969-71.

Article 8

84, 87, 98 1974-6; 135 1973-5.

Article 9

17 1973-5; 24 1971-3; 35 to 40 (incl.) 1968-70,  
1970-2; 42 1969-71; 102 1972-4; 56 1971-3.

See also the Antigua Constitution Order, 1967.

BELIZE

Article 22 reports/legislation  
submitted to the ILO

Article 6

Conventions Nos. 2, 44 and 82 1973-5;  
88 1969-71.

Article 7

(A) Remuneration

26 1972-4; 95 1973-5; 99 1974-6; 100 1971-3.

(B) Working conditions

58 and 59 1974-6; 115 1969-71. See also the  
Factories Ordinance and Regulations.

(C) Equal opportunity  
for promotion

82 (Part VI) 1973-5.

(D) Working hours,  
holidays with pay

Labour Ordinance, 1959 (as amended).

Article 8

Labour Ordinance, 1959; Government Workers  
Rules, 1964 Trade Union Ordinance, Cap 142;  
Trade Disputes (Arbitration and Inquiry)  
Ordinance, Cap 143 (Copies supplied to ILO  
with reports on Conventions Nos. 11, 84, 87  
and 98 - 1974-6). See also report on  
Convention No. 135 1973-5.

Article 9

8 1974-6; 35 to 40 (incl.) 1974-6;

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ANTIGUA (continued)

24 and 25 1973-5. Workmen's Compensation Ordinance, 1959; Accidents and Occupational diseases (Notification) Ordinance, 1952. (Copies supplied with reports on Conventions Nos. 17 and 42 1973-5).

BERMUDA

Article 22 reports/legislation submitted to the ILO

Article 6

Conventions Nos. 82 1970-2, 1973-5; 88 1971-3.

Article 7 (A) Remuneration

95 1965-7; 100 1971-3.

(B) Working conditions

42, 81 and 115 1965-7. Public Health Act, 1949 and associated regulations.

(C) Equal opportunity for promotion

82 (Part VI) 1965-7, 1970-2, 1973-5.

(D) Working hours, holidays with pay

Public Holidays Act, 1947.

Article 8

11, 84, 87 and 98 1974-6; 135 1973-5.

Article 9

12 1963-5; 19 1963-5; 35 to 40 (incl.) 1970-2, 1972-4, 1974-6; 42 1965-7; 102 1970-2.

BRITISH VIRGIN ISLANDS

Article 22 reports/legislation submitted to the ILO

Article 6

Conventions Nos. 2 1967-9; 82 1967-9, 1969-71.

Article 7 (A) Remuneration

26 1974-6; 95 1967-9.

(B) Working conditions

42 1967-9; 58 and 59 1974-6; 120 1974-6.

(D) Working hours, holidays with pay

14 1974-6; 101 1967-9.

Article 8

11, 84, 87 and 98 1974-6; 135 1973-5.

Article 9

8 1974-6; 12, 17 and 19 1967-9, 1973-5; 42 1967-9.

The Labour Code Ordinance, No. 7 of 1975 contains provisions relevant to many of the articles of the Covenant; for example, division D deals with inspection of workplaces and safety regulations and division C deals with minimum wage rates and holiday pay.

BRUNEI

Article 22 reports/legislation  
submitted to the ILO

Article 6

Conventions Nos. 2 1971-3, 1967-9; 44 1967-9;  
82 1973-5; 86 1967-9, 1971-3, 1973-5.  
Copies of the National Development Plan 1975-9  
were enclosed with the report on Convention  
No. 82.

Article 7 (A) Remuneration 63 1967-9; 95 1973-5, 1971-3; 100 1971-3.  
(B) Working conditions 42 1973-5, 1967-9; 58 1974-6; 59 1973-5;  
81 1971-3; 83 1967-9, 1973-5; 115 1971-3;  
120 1967-9, 1970-2.  
(D) Working hours,  
holidays with pay 101 1967-9, 1971-3.

Article 8

11 1966-8; 84, 87 and 98 1974-6; 135 1973-5.

Article 9

12 1973-5; 16 1967-9; 17 and 19 1973-5;  
24 and 25 1967-9; 42 1967-9, 1971-3, 1973-5.

See also report of the Brunei Labour Department for the year 1975 (copies supplied  
to the ILO).

DOMINICA

Article 22 reports/legislation  
submitted to the ILO

Article 6

Conventions Nos. 82: 1967-9; 122 1968-70.

Article 7 (A) Remuneration 26 1974-6; 63 1967-9; 95 1965-7 Labour (Minimum  
Wage) Ordinance, Cap 114; Protection of Wages  
Ordinance, Cap 115.  
(B) Working conditions 85 1967-9; 120 1967-9.  
(D) Working hours,  
holidays with pay 101 1973-5, 1971-3.

Article 8

11, 84, 87 and 98 1974-6; 135 1973-5.

Article 9

8 1974-6; 35 to 40 (incl.) 1974-6.  
Workmen's Compensation Ordinance Cap 122  
RE 1961.

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FALKLAND ISLANDS

Article 22 reports/legislation  
submitted to the ILO

Article 6

Please see Part II, Chap. 2 of report for  
years 1970-1 published by HMSO, 1973.

Article 7. (A) Remuneration

Conventions Nos. 26 1972-4; 100 1971-3.  
Minimum Wage Fixing Machinery Ord., Cap 35 RE  
1950.

(B) Working conditions

32 1974-6; 42 1971-3; 115 1971-3; 120 1967-9.

Article 8

135 1973-5. Trade Disputes Ordinance,  
Cap 72; Trade Unions Ordinance, Cap 73.

Article 9

8 1974-6; 17 1965-7; 35, 36 and 39 1974-6;  
42 1971-3.

GIBRALTAR

Article 22 reports/legislation  
submitted to the ILO

Article 6

Conventions Nos. 44 1967-9; 82 1965-7, 1971-3;  
88 1973-5; 122 1974-6.

Article 7 (A) Remuneration

26 1974-6 (see also supplementary report);  
63 1973-5; 95 1965-7, 1973-5; 100 1974-6.

(B) Working conditions

42 1965-7, 1973-5; 58 and 59 1973-5; 81 1973-5;  
115 1965-7; 120 1972-4.

(d) Working hours,  
holidays with pay

Conditions of Employment (Annual and Public  
Holidays) Orders made under the Regulation of  
Wages and Conditions of Employment Ord.,  
Cap 139.

Article 8

84 1972-4; 87 and 98 1972-4, 1971-2; 135 1973-5.

Article 9

8 1974-6; 17 1967-9; 24 1973-5; 35 1974-6;  
42 1973-5, 1965-7; 102 1974-6, 1972-4.

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GILBERT ISLANDS (formerly the Gilbert and Ellice Islands until the separation of the Ellice Islands as Tuvalu on 30 September 1975)

Article 22 reports/legislation  
submitted to the ILO

Article 6

Conventions Nos. 82 1971-3; 122 1968-70, 1974-6.

Article 7 (A) Remuneration

26 1974-6; 63 1971-3; 95 1967-9; 99 1974-6;  
100 1974-6.

(B) Working conditions

42 1971-3, 1973-5; 58 and 59 1974-6; 81 1967-9;  
120 1967-9. See also Employment (Ionising  
Radiations) (Protection of Workers)  
Regulations, 48/1966: Part IX of the  
Employment Ord., Cap 14 RE 1973.

(D) Working hours,  
holidays with pay

Public Holidays Ord., Cap 14 RE 1973.

Article 8

11, 84, 87 and 98 1974-6; 135 1973-5.

Article 9

8 1974-6; 42 1973-5 (supplementary report),  
1971-3; 124 1967-9. Workmen's Compensation  
Ord., Cap 83 RE 1973.

See also Schedule 2 to Gilbert Islands Order, 1975.

HONG KONG

Article 22 reports/legislation  
submitted to the ILO

Article 6

Conventions Nos. 2 1973-5; 44 1973-5;  
82 1973-5; 88 1973-5; 122 1972-4, 1974-6.

Article 7 (A) Remuneration

26 1972-4, 1974-6 (supplementary report);  
63 1973-5; 95 1974-6; 99 1972-4; 100 1972-4,  
1974-6.

(B) Working conditions

32 1974-6; 42 1973-5; 58 1973-5; 59 1974-6;  
81 1973-5; 92 1973-5; 115 1973-5; 120 1972-4.

(C) Equal opportunity  
for promotion

82 (Part VI) 1973-5.

(D) Working hours,  
holidays with pay

14 1974-6; 101 1973-5.

Article 8

11 1972-4; 84 1972-4, 1974-6; 84 1972-4,  
1974-6; 87 1972-4, 1974-6; 98 1974-6;  
135 1973-5.

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HONG KONG (continued)

Article 9

8 1974-6; 12 1973-5; 16 1973-5; 17 1973-5;  
19 1973-5; 24 1973-5; 25 1973-5; 35-40 1972-4;  
42 1973-5; 56 1973-5; 102 1972-4; 124 1973-5.

See also reports from the Hong Kong Labour Department for 1974-5 and 1975-6  
(copies supplied to ILO).

MONTSERRAT

Article 22 reports/legislation submitted to the ILO

Article 6

Conventions Nos. 2 1973-5; 82 1967-9; 88 1973-5.

Article 7 (A) Remuneration

26 1972-4; 63 1969-71; 95 1971-3; 99 1972-4,  
1970-2; 100 1972-4.

(B) Working conditions 32 1972-4; 58 and 59 1973-5; 81 1967-9; 115  
1967-9; 120 1974-6.

(D) Working hours,  
holidays with pay 14 1973-5; 101 1965-7.

Article 8

11 1972-4; 84 1970-2; 98 1974-6; 135 1973-5.

Article 9

8 1974-6; 12 1973-5; 17 1967-9; 19 1965-7; 24  
1965-7; 35 1972-4; 37-40 (incl.) 1974-6;  
56 1965-7; 102 1970-2; 124 1967-9.

SOLOMON ISLANDS

Article 22 reports/legislation submitted to the ILO

Article 6

Conventions Nos. 2 1973-5, 82 1971-3;  
122 1974-6.

See also Solomon Islands National Development  
Plan submitted with report on Convention No. 122  
for 1974-6.

Article 7 (A) Remuneration

26 1974-6; 99 1974-6; 100 1971-3.

(B) Working conditions 32 1974-6; 42 1971-3; 58 and 59 see composite  
report on 83 1973-5; 81 1971-3; 92 1967-9;  
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**SOLOMON ISLANDS (continued)**

**(D) Working hours, holidays with pay**

14 see composite report on Convention No. 83 1973-5.

**Article 8**

11, 84, 87 and 98 1974-6; 135 1973-5.

**Article 9**

3 1974-6; 8 1974-6; 17 and 19 see composite report on Convention No. 83 1973-5; 35 to 40 (incl.) 1974-6; 42 1971-3; 124 1967-9.

**TUVALU** (Article 22 reports for period prior to 1975 are to be found under the heading of "Gilbert and Ellice Islands". The Ellice Islands separated, as Tuvalu, on 30 September 1975.)

**Article 22 reports/legislation submitted to the ILO**

**Article 6**

Conventions Nos. 82 1971-3; 122 1968-70, 1974-6.

**Article 7 (A) Remuneration**

26 1974-6; 63 1971-73; 95 1967-9; 99 1974-6; 100 1974-6.

**(B) Working conditions**

42 1971-3, 1973-5; 58 and 59 1974-6; 81 1967-9; 120 1967-9. See also Employment (Ionising Radiations) (Protection of Workers) Regulations, 48/1966; Part IX of the Employment Ord. Cap 14, RE 1973.

**(D) Working hours, holidays with pay**

Public Holidays Ord. Cap 14, RE 1973.

**Article 8**

11, 84, 87 and 98 1974-6; 135 1973-5.

**Article 9**

8 1974-6; 42 1973-5 (supplementary report), 1971-3; 124 1967-9. Workmen's Compensation Ord. Cap 83, RE 1973.

**ST. CHRISTOPHER-NEVIS-ANGUILA**

**Article 22 reports/legislation submitted to the ILO**

**Article 6**

Conventions Nos. 82 1973-5 (supplementary report); 122 1966-8, 1968-70.

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ST. CHRISTOPHER-NEVIS-ANGUILLA (continued)

Article 7 (A) Remuneration 26 1974-6; 100 1971-3.  
(B) Working conditions 42 1973-5 (supplementary report); 58 and 59 1973-5; 85 1971-3.  
(D) Working hours, holidays with pay 14 1973-5; 101 1971-3, 1973-5 (supplementary report).

Article 8 11 1971-3, 1968-70; 135 1973-5, Trade Unions Ord. Cap 353; Trade Disputes Ord. Cap 352.

Article 9 8 1973-5; 12 1973-5 (supplementary report); 17 1973-5; 19 and 42 1973-5 (supplementary report).

Please see also the St. Christopher-Nevis and Anguilla Constitution Order 1967.

ST. HELENA

Article 22 reports/legislation submitted to the ILO

Article 6 Conventions Nos. 2 1971-3; 44 1971-3; 82 1973-6; 122 1974-6.

Article 7 (A) Remuneration 26 1974-6; 63 1973-5; 99 1974-6; 100 1971-3, 1974-6.  
(B) Working conditions 32 1974-6; 58 and 59 1973-6; 85 1967-9; 120 1974-6, 1968-70. Ionising Radiations (Protection of Workers) Ordinance No. 17/1966.  
(C) Equal opportunity for promotion 82 (Part VI) 1973-6.  
(D) Working hours, holidays with pay 14 1973-6.

Article 8 84, 87 and 98 1974-6; 135 1973-5.

Article 9 8 1974-6; 35 to 40 (incl.) 1974-6; 102 1974-6; 124 1969-71. Workmen's Compensation Ordinance Cap 132 RE 1950.

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ST. LUCIA

Article 22 reports/legislation  
submitted to the ILO

Article 6

Conventions Nos. 82 1973-5; 122 1970-2.

Article 7 (A) Remuneration

26 1970-2; 63 1973-5; 95 1974-6; 99 1968-70.

(B) Working conditions

42 1967-9, 1973-5; 58 and 59 1973-5;  
81 1973-5, 1967-9; 120 1967-9.

(D) Working hours,  
holidays with pay

14 1973-5. Holidays with Pay Ord. 16/65;  
Bank Holidays Ord. Cap 191.

Article 8

135 1973-5. The provisions of the freedom  
of association Conventions are at present  
implemented by the Trade Unions Ordinance,  
Cap 102 and the Trade Disputes Ordinance,  
Cap 103; a new Labour Code is in draft form.

Article 9

8 1974-6; 12, 16, 17 and 19 1973-5; 35 to  
40 (incl.) 1968-70; 42 1967-9, 1973-5;  
102 1969-71.

ST. VINCENT

Article 22 reports/legislation  
submitted to the ILO

Article 6

Conventions Nos. 2 1969-71; 82 1967-9;  
88 1972-4; 122 1970-2.

Article 7 (A) Remuneration

26 1972-4; 63 1967-9; 95 1973-5; 99 1972-4.

(B) Working conditions

58 and 59 1974-6; 81 1973-5, 1967-9.

(D) Working hours,  
holidays with pay

14 1974-6; 101 1973-5.

Article 8

87 1970-2; 135 1973-5. Trade Disputes Ord.  
Cap 11 RE 1966; Trade Unions Ord. Cap 12  
RE 1966.

Article 9

8 1974-6; 102 1972-4; 124 1967-9; Workmen's  
Compensation Ord. Cap 14 RE 1966.

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Annex A

REPORT

By the Government of the United Kingdom in accordance with article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the

SOCIAL POLICY (NON-METROPOLITAN TERRITORIES) CONVENTION, 1947 (No. 82)

ratification of which was registered on 27 March 1950.

Article 3

Prior to 1 April 1970 most aid for economic and social development in the non-metropolitan territories was provided under the Colonial Development and Welfare Acts. Since that date it has been provided under the Overseas Aid Act 1966 in order to bring policies and procedures more into line with those used for development aid to independent countries. It remains the policy of the United Kingdom Government, however, to regard the reasonable needs of the British non-metropolitan territories as a first charge on United Kingdom aid funds and to provide generally for rather more favourable terms in recognition of the special relationship with these territories. This policy has been reaffirmed on several occasions both in Parliament and in official documents.

The amount of bilateral aid given by the United Kingdom Government to non-metropolitan territories in 1975 (the most recent year for which figures are available) was £29.525m. This figure includes budgetary assistance towards recurrent expenditure as well as expenditure on development projects designed to promote economic development, to improve standards of social welfare, and to lead, where possible, to self-sustaining growth. The sum quoted includes disbursements by the Commonwealth Development Corporation.

Expenditure on technical co-operation accounted for approximately 20 per cent of gross aid disbursements in 1975. This finances the supply of skilled personnel in specialized sectors, as well as training, research, consultancy services and equipment in support of such activities.

Article 5

It continues to be the policy of the British Government to promote the social, political and economic progress of the non-metropolitan territories for which it is responsible. Responsibility for the adoption of legislation on measures of social progress rests with the legislatures of the territories, which in almost every case, if not wholly elected, have a majority of elected members. In many territories responsibility for the framing and execution of such measures has been transferred to the hands of local ministers responsible to wholly elected legislatures. In regard to the West Indies Associated States these matters now fall entirely within the responsibility of the State Governments and are no longer within the responsibility of the British Government.

Article 7

Question (1). Economic development in British non-metropolitan territories is not planned centrally by the United Kingdom Government. Territorial Governments draw up their own plans in the light of local needs and resources, but they can and do look to the United Kingdom Government for advice and for material help (see reply under article 3). While the methods adopted for planning development programmes vary from territory to territory, the procedures followed derive from the fundamental need to harmonize economic development with the healthy evolution of the communities concerned.

In regard to the West Indies Associated States these matters now fall entirely within the responsibility of the State Governments.

Please see also the reports supplied by governments of the non-metropolitan territories.

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List of annexes attached to report\*

1. Time Rates of Wages and Hours of Work  
April 1977
2. Social Security Act 1975  
Chapter 11
3. Employment and Training Act 1973  
Chapter 50
4. Retail Drapery, Cutfitting and Footwear Trades Wages Council (Great Britain)  
/The Wages (Retail Drapery, Cutfitting and Footwear) Order 1976/
5. Dressmaking and Women's Light Clothing Wages Council (England and Wales)  
/The Wages (Dressmaking and Women's Light Clothing) (England and Wales) Order 1977/
6. Dressmaking and Women's Light Clothing Wages Council (England and Wales)  
/The Wages (Dressmaking and Women's Light Clothing) (England and Wales) (Holidays) Order 1976/
7. Licensed Residential Establishment and Licensed Restaurant Wages Council  
/The Wages (Licensed Residential Establishment and Licensed Restaurant) Order 1976/
8. Boot and Shoe Repairing Wages Council (Great Britain)  
/The Wages (Boot and Shoe Repairing) Order 1977/
9. Boot and Shoe Repairing Wages Council (Great Britain)  
/The Wages (Boot and Shoe Repairing) (Holidays) Order 1977/
10. Perambulator and Invalid Carriage Wages Council (Great Britain)  
/The Wages (Perambulator and Invalid Carriage) (Holidays) Order 1976/
11. Perambulator and Invalid Carriage Wages Council (Great Britain)  
/The Wages (Perambulator and Invalid Carriage) (Amendment) Order 1977/
12. Wages Councils Act, 1959  
7 and 8 Eliz.2 ch.69
13. Sex Discrimination Act 1975  
Chapter 65
14. The Social Security (Maternity Benefit) Regulations 1975

\* These documents are available for consultation in the files of the Secretariat in their original language as received from the United Kingdom of Great Britain and Northern Ireland.

15. The Social Security (Claims and Payments) Regulations 1975
16. The Social Security (Unemployment, Sickness and Invalidity Benefit) Regulations 1975.
17. The Social Security (Non-Contributory Invalidity Pension) Regulations 1975
18. Police Act 1972  
Chapter 39
19. Police Act 1969  
Chapter 63
20. Police Act 1964  
Chapter 46
21. The Police Regulations 1971
22. Police Act 1976  
Chapter 46
23. Equal Pay  
A guide to the Equal Pay Act 1970, Revised January 1976
24. Sex Discrimination  
A guide to the Sex Discrimination Act 1975
25. Race Relations Act 1976  
Chapter 71
26. Employment and Training Act 1973 - The Careers Service  
Guidance to Education Authorities in Scotland
27. Employment and Training Act 1973 - The Careers Service  
Guidance to Local Education Authorities in England and Wales
28. Employment Protection Act 1975  
Chapter 71
29. Young Persons (Employment) Act, 1938
30. Health and Safety at Work in Great Britain  
LA Paper No. 24 (Revised August 1976)
31. Manpower and training a regional asset  
Department of Manpower Services Northern Ireland

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