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KENYA
UGANDA

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REC'D
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1920
AUGUST
Previous Paper.

POSTAL VACANCIES

Encloses copy of memo. submitted by Union of P.O. Workers re conditions of service in P.K.A. Notices inviting applications for appts are invariably followed by a para. in the Union's Journal advising members not to apply. Further candidates for Postal Clerks etc in T.T. ARE NOT likely to be forthcoming as long as we are asked to make arrangements. Offers to place reply of C.O. BEFORE Union.

and 9 Sept 2017
Copy for Conf 9 Sept 20

Indy...

1. A boycott conducted a line like this - i.e. based on out of date rather than out of date largely misleading statements - is extremely difficult to cope with. The foolishness of some of this letter is amazing, as well as coarsening.
2. I submit it had to be to let him know the position & enquire whether he wd. wish to overcome the difficulty of status. Of course, they grossly exaggerate the humiliation: if they become P. class officials, they will be out of their element & they will have more expenses. They may be admitted to the Yaandi Club - they wd. suppose, be eligible; but if they do get elected, they will be kept there but if...

Subsequent Paper.

43922

So, then the Govt. will probably have
to give them what they think they
want - unless you can do something
which is becoming almost impossible
really to not think it is worth while
submitting the case in detail, but
I annex a memo. which may ~~be~~
be sent also to the Union which
we can tell the Govt. that the
thing we want for the Union
see to have read us. I gather
that G.P.O. may not put up with this;
but it is the thoroughly sensible way
to clear up any misunderstandings
I should like to suggest it ~~is~~
G.P.O. when we reply.

It is up to these people to make
specific complaints, not to send a mass of
undigested (or often false) generalisations
from newspapers or to refer vaguely to
out of date petitions relative to workmen etc.
When we send G.P.O. the memo, if it
is approved, we shall say that any
specific complaints will be so well
examined, but that it is impossible to
deal with vague generalisations & old
memoranda, & that if the Union after
reading the memo have any more specific
complaints which have not been touched
on, G.P.O. will be glad to go into them.

Dec
30/20

GENERAL POST OFFICE, LONDON, W.C.2

20 August, 1920

42665

Recd
20 AUG 20

Sir,

I am directed by the Postmaster General to forward for
your information a copy of a memorandum which has been
submitted by the Union of Post Office Workers regarding
the conditions of service in British East Africa. The
notice of the Post Office Circular involving a limitation
for appointments in the Postal and Telegraph Department of
British East Africa was published in the following
paragraph in the Journal of the Union of Post Office Workers
advising their members not to apply for the advertised
and the dearth of applicants led to the publication of
extent to this action. In this connection I am to refer to
your letter of the 19th instant (45649/20) referring to the
filling of vacancies for Postal Clerks in the Tanganyika
Territory. The Postmaster General does not think that any
more candidates are likely to be forthcoming so long as the
Post Office Association adopt an attitude of antagonism.

The memorandum criticises the announcements appearing
in the Post Office Circular as misleading, but as the
announcements are confined to statements of fact, relating
to pay and conditions of service, furnished by the Colonial
Office, the Postmaster General does not see that exception
can properly be taken to them.

The scales of pay for Postal Clerks and Telegraphists in
British East Africa have recently been improved and to that
extent the grievance of the staff as alleged in the memorandum

has

Under Secretary of State,
COLONIAL OFFICE.

Parliament Mansions,
Victoria Street,
London, S.W.1.
12th August, 1920.

W. T. Leech, Esq.
General Post Office,
London, E.C.1.
Dear Mr. Leech,

British East Africa

I have today put in a memorandum on the above
subject and if you desire to have further details, we are in
touch with an ex-representative of the British East African
Post Office staff who is very familiar with them.

Yours faithfully,
(Sgd.) J. W. Bowen.

Parliament Mansions,
Victoria Street,
London, S.W.1.
12th August, 1920.

The Secretary,
GENERAL POST OFFICE,
London, E.C.1.

Sir,

I beg to call attention to the conditions of service in the
British East African Post Office.

Representations have been made to us that the advertisements
displayed by the British Post Office do not show conditions in

British

has been modified. Apart from this point the Postmaster
General is not in a position to reply to the memorandum.
If however you desire, the Postmaster General will be glad
to convey to the Director any statement which the Colonial
Office may wish to make on the memorandum with the view
of minimizing the opposition of the Director or his assistants
by their members of posts in East Africa. Copies of the
"Postal and Telegraph Record" and of the "Post" referred
to on the memorandum are enclosed.

Sir,
Yours obedient servant,

W. T. Leech

British East Africa. Our information is that there is a good deal of complaint and a memorandum which I herewith send you, as with a view to making any necessary enquiries and, if possible, to exercise influence upon the Colonial Office to improve the conditions.

Sir,
Your obedient Servant.
(Sgd.) J. W. Bowen.

MEMORANDUM ON CONDITIONS OF SERVICE IN THE BRITISH EAST AFRICAN POST OFFICE.

The Post Office is the third largest Department. Unlike other Departments its ramifications and responsibilities extend over 250,000 square miles in two Protectorates, and it has international business relations with Colonies throughout the Empire. Its senior Assistant Heads, however, receive 25% to 50% less salary than the senior Assistant of S.O.D. posts in this colony with less service and less responsibilities. Assistant Traffic Managers, for instance, whose duties are confined to 100-200 miles sections of railway, receive 80% more, whilst the Deputy Traffic Manager, the Deputy Chief Accountant, and the Deputy Storekeeper receive from £150 to £250 per annum more salary.

Compared with the African P.O. Administration the service is lower in status, and the rates of remuneration are considerably less.

The salaries of the subordinate staff are as follows:-
Postal

Postal Clerks & Telegraphists (Male) £170 per annum to £10 to £200 (less £1 per annum Guarantee Bonus)
" " " (Female) £120 commencing salary.

Nothing less than a doubling of these salaries would represent a reasonable living wage.

Another grievance of the staff relates to the question of status. There is no doubt that there is in the Protectorate a rigid barrier between officers in receipt of more than £200 a year and those below that point. The former are designated officials, and freely share in the amenities of the protectorate. The subordinate staff, however, are a sort of middle section. Whilst they are not regarded as on the same status as the coloured population, they nevertheless suffer the very real humiliation inseparable from conditions where rigid class distinctions are generally recognised. In this matter it is important to note that civil members of the community who are not civil servants are not subjected to the rigid social barrier erected against the subordinate staff of the Government. It is generally assumed in the Home Service that officers who accept the subordinate positions advertised in the Post Office Circular can lean on the Home Service and therefore at least tolerate the difficult conditions imposed on them in British East Africa. The climatic conditions are such that in many cases the health of the officers is permanently impaired, often making a return to the Home Service impossible. These conditions induce Malaria, Ague, Dysentery, Enteric, Plague, Sunstroke, Deafness (through taking quinine,) and other tropical ailments.

The conditions of service bear particularly harshly upon the

Brit the women who transfer from the Home Service.

deal The staff in British East Africa have appealed to their
is v colleagues of the Home Service to give publicity to their case.
if I The only complaint against the Administration of the Home
SIMP Service is that the Postmaster General should permit
misleading announcements, inviting transfer to the Protectorate
Service, to appear from time to time in the Post Office Circular.
Such announcements are in the ordinary course accepted in the
same good faith as admittedly they are made. The Postmaster
General cannot, however, divest himself of the responsibility
for making adequate and independent inquiries as to the conditions
prevailing in Services in which men and women of our own Post
Office are invited to transfer. The main responsibility for
the present discontent would appear to be with the Colonial
Office, which has turned a deaf ear to the appeals of the staff.

other If the Postmaster General's officers would like more details
over of the Protectorate staff, the Union of Post Office Workers would
inter gladly furnish the following:-

Empir A statement of salary comparisons between the Post Offices
less in British East Africa, Uganda, and other Departments in
East Africa.

colon A copy of a memorial addressed to Major-General Sir Edward
Traff Northy, Governor and Commander-in-Chief of British East Africa.

200 # A copy of a memorial to Sir Alfred Lascelles, Colonial Speech
Traff Commissioner, from the women staff to the Post Office, London.

Stera A copy of a petition to the Secretary of State for the Colonies
by the Civil Servants of the East Africa Protectorate.

lower Other references to this subject will be found in "The
less. Postal and Telegraph Record" of the following dates:-

March 13, 1919.....	page 145.
July 3, 1919.....	page 2.
July 17, 1919.....	page 34.
July 24, 1919.....	page 49.
July 31, 1919.....	page 166.
November 13, 1919.....	page 306.

and in "The Post" of May 1, 1920, page 411.

POSTAL & TELEGRAPH RECORD

The Official Organ of the Postal and Telegraph Clerks' Association.

Vol. X. No. 263.

(PUBLISHED AS A NEWSPAPER)

MARCH 13, 1919.

PRICE ONE PENNY.

The Shorter Working Week.

At a special meeting of the National Joint Committee held on Thursday last, the decision was taken that night duty should be compensated for by a time allowance of one-third was reviewed, and it was agreed to make the claim one-sixth. The remainder of the claim is as given in our issue of the 27th February.

Branch Libraries.

A correspondent suggests that branches of the Association might do something towards the establishment of libraries for the use of members. It certainly ought to be possible for the larger branches to stock standard works on economic, trade union, co-operation, etc. Probably arrangements could be made through one of the Reformers' Bookstalls. We wonder whether our readers in general know that almost any kind of book can be secured by post from the Central Library in London (29, Tavistock Square, W.C.). The books are sent to any bona-fide student—Irish, human or otherwise—and the only conditions governing application are that the borrower shall pay postage on the book both ways, and be a member of some appropriate educational or trade union organisation.

The Government and C.O.'s.

The protest against the continued confinement and punishment of conscientious objectors is gaining ground. It is generally supposed that because the Labour Party is the only political body that definitely stands for freedom of conscience as a principle, that all supporters of the C.O.'s are to be found within the ranks of that Party. To a great many people "Socialist," "Anarchist," and "C.O." are synonymous terms, and a good number of Conscientious supporters conveniently ignore the fact that the actions of the present Government are so bad even prominent members of the Conservative Party have to cry out against the Government. The latest advocate of the release of C.O.'s is Lord Hugh Cecil, who, in a letter to the *Times*, points out that the Home Secretary had admitted in the House of Commons that there are a number of "undoubtedly good and religious men" still in prison. If men admitted by the Government of the day to be religious men are to be punished for having committed the crime of refusing to do what they believe to be wrong, it is time our Government dropped the mask of hypocrisy.

Mr. C. G. Ammon, L.C.C.

Mr. C. G. Ammon scored at the recent London County Council Election, reaching the top of the poll in the constituency he was defeated in at the General Election. There are now no fewer than fifteen Labour members on the L.C.C., and we believe it is more than probable that Mr. Ammon will be selected to lead the Party.

Mr. T. G. M. Rees, C.C.

We learn with great pleasure that the secretary of the Cambridge branch of the Association, Mr. T. G. M. Rees, has been elected to represent a borough ward on the Cambridgeshire County Council. The nomination was not made until the eleventh hour, but once it was made known that Mr. Rees was standing, he had the keen support of members of the local branches of the Association and the P.F. Mr. Rees secured two-thirds of a very small poll.

The H.E.P.S. at Salanika.

The case of the Post Office men in Salanika, who can get neither release nor leave is getting serious. No matter what regulations are issued or arrangements made, something always turns up to prevent the men getting their leave. A short time ago it was stated in evidence that each unit was to take its full allotment for leave purposes, and that the sense of indispensability was to keep no man from taking his turn. In actual practice it worked out that only two men

were released each time 20% of every five who were due for leave. The bitterness of the complaint lies in the fact that it is neither the War Office nor the P.F.C. who is in fault, but the authorities of the units themselves, for excuse always being "the exigencies of the Service." That there is no ground for the undue retention of the men will be made plain by the fact that 75 per cent. of the staff at the Base are engaged on P.F.C. work. All the officers have had leave, but there is not the slightest sympathy for the men. Our correspondent states that there is no absolute dread of an "ear summer" and that many of the men cannot possibly pull through another hot season. Of this 3,000 referred to recently by the Bishop of London as being in hospital, fewer than ten per cent. were wounded cases, the remainder being malaria, dysentery, and other cases of varying degrees of severity.

We trust that a meeting may be held at once in the case of the Post Office men at Salanika, with a view to the early remedying of a serious state of affairs.

Mr. W. Lockyer, J.P.

Heartly congratulations to Mr. W. Lockyer, of the Executive Council of the Postmen's Federation, on his appointment to be a Justice of the Peace for the County of London. Mr. Lockyer is Chairman of the Joint Amalgamation Committee of the P.F. and the P.T.C.A., and also presides over the full meetings of the joint Executive. We believe that Mr. Lockyer is the first Post Office official following his employment to be appointed in London. He is one of the most popular and able of the Federation's leaders, and he has for some years rendered conspicuous service to the postal movement.

Civil Service in B.E.A.

Adverting to our recent note about the Post Office in British East Africa it may interest our readers to know that the Civil Servants of B.E.A. are keenly dissatisfied with their conditions of service. A petition consisting of twenty-five pages of foolscap matter has been addressed to the Secretary of State for the Colonies. It is signed by representatives of every section of the Civil Service. Members of the Post Office staff are anxious that their comrades in the Home Service shall learn the conditions prevailing in the B.E.A. services. They consider that £250 per annum, plus furnished quarters of an equitable allowance in lieu, is the lowest possible salary upon which a male postal clerk or telegraphist can be expected to exist. It is thought that an attempt will be made in the near future to recruit men at a much lower salary, in which case our readers will appreciate this timely warning. We shall be glad to lend our copy of the petition to any reader.

Post-war Conditions.

The National Joint Committee have appointed a deputation to discuss with the Postmaster-General the question of the transition of the Service from war to peace conditions. There is every reason to believe that some sections of the administration have not only formulated, but are putting into application post-war policies. It is a lamentable fact that the staff organisations are still being treated as of no account in the matter of staff conditions. After the experience the Government have had recently, it might be thought that a little light had penetrated into the administrative ideas held at the Martin's-le-Grand. The Department are willing to consult staff representatives when a very unpopular move is contemplated, as witness the recent case of the Discharged Soldiers' and Sailors' Committee. In that case the N.F.C. were invited to nominate two representatives. The same thing happened some years ago on a Camp Committee, when a representative of the P.F. and T.C.A. had to put his signature to a document he could not fully have agreed with. The moral is that the staff organisations should have something to do with any committees upon which the staff representation is not equal to that of the Department.

The Labour Conference.

This year's Conference, with its thousand delegates, was found in many respects to be a difficult gathering... The Chairman, Mr. Gurney, got over the difficulty by pointing out that...

The outstanding features of the Conference were the protests against the restriction, intervention in Russia, and the continuance of conscription... Mr. Gurney found it a good opportunity to play his favourite rôle of lecturer-in-chief of the Party...

Consumers are Organising against High Prices. C.W.S. Means Co-operative Wholesale Society, Ltd. All Postal Workers should join their local Co-operative Store and get for PELAW BOOT POLISH, PELAW METAL POLISH, C.W.S. TEA, C.W.S. COCOA, C.W.S. SOAPS, C.W.S. BISCUITS, &c., &c. Use C.W.S. Productions All the Time and Every Time. And so add to the Effective Power of Their Movement.

effect, because the Executive Committee are to consult and work with the Parliamentary Committee of the Trade Unions Congress, a body which the Manchester Guardian aptly describes this week as "slow and conservative, and always satisfied with official assurances... The platform supplied a full quota to the work of the Conference, Robert Williams, T. C. Cramp, Mrs. Snowden, and Sydney Webb being the principal speakers...

replying to the attack. He was able to show that the tremendous amount of Committee work now required of members made it impossible for the Party to be present in numbers in the debating chamber. He offered to allow the whole question to go to a Committee of Inquiry, and agreed to be bound by the result. He made the further point that he would never agree to have the attendance of the M.P.s compared with the attendance delegates gave to the Congress of Co-operative Societies... (1) The further demobilisation of Post Office servants. (2) The reduction of the hours of attendance of all Post Office servants. (3) A scheme for the improvement of conditions and satisfaction by the reduction of night's coming Sunday and covering the attack on the abolition of split and irregular attendances generally.

Under Big Ben.

POST OFFICE ESTIMATES. By a strange coincidence the day chosen for the Post Office coincided with the Labour Party Conference. When the Government announced that it was proposed to take the Post Office Vote on Thursday, July 3, Mr. Bouverie drew attention to the absence of many of his colleagues who were specially interested in the vote... DEMOBILISATION ON COMPASSIONATE GROUNDS. Mr. Charles White asked the Secretary of State for War whether he has made any attempt to assist with the regulations regarding the release of soldiers on compassionate grounds... DEMOBILISATION: DERBY MEN. Mr. Bouverie asked the Secretary of State for War whether he can get any statement on the only location of the men who enlisted under the Derby scheme...

LIVERPOOL

Next day's meeting of the Amalgamated Committee of the Postmen's Federation and the Postal and Telegraph Clerks' Association (Liverpool Branch) discusses the failure of the National Joint Committee for Reconstruction in the Post Office... (1) The further demobilisation of Post Office servants. (2) The reduction of the hours of attendance of all Post Office servants. (3) A scheme for the improvement of conditions and satisfaction by the reduction of night's coming Sunday and covering the attack on the abolition of split and irregular attendances generally.

WALTER BAKER.

Letters to the Editor

THE SITUATION AND THE TRIPLE ALLIANCE

To the Editor, Postal and Telegraph Record. Sir, I have been thinking much lately about the situation of the postal and telegraph services in the United Kingdom...

IMPROVED HOURS OF ATTENDANCE

To the Editor, Postal and Telegraph Record. Sir, Various suggestions with the view of improving our hours of attendance are constantly being put before us...

After all, we must face facts, and I would ask if it is seriously considered to be any more practicable than the Post Office is at present doing...

Our complaint is that we do not know what is to be done in any case, and that any arrangement proposed to us is not one that we can agree to...

Yours faithfully, Bradford, June 21.

CLASSIFICATION AND SMALL OFFICES

To the Editor, Postal and Telegraph Record. Sir, I should like to bring to the notice of all our members the great criticism which is now being made at the present time in the small office on the question of classification...

When will our leaders go to some of the small offices in the matter, and see for all sake steps to be taken by the Department to remedy such a scandalous position...

If we are to have a postal and telegraph service that will be of any use to the public, we must have a staff of men who are able to do their work...

ACTING OVERSEERS AND SUPERVISORS

To the Editor, Postal and Telegraph Record. Sir, Some of our members are naturally very interested in the question of the appointment of acting overseers and supervisors...

The Department. The minimum rate only amounting to a few pence weekly, has been paid ever though the superior work has been performed for several years...

GRAFT STUDY CIRCLES

To the Editor, Postal and Telegraph Record. Sir, Under the title quoted above, I read in your issue of June 1st an article that has raised more of a political question than of a postal one...

CONFERENCE RESOLUTIONS.

To the Editor, Postal and Telegraph Record. Sir, The chairman of the recent Conference is entitled to be congratulated on the excellent results of his meeting...

In view of this, and also considering the generally expressed opinion according to the Conference resolutions for the improvement of the service, it is to be hoped that the Department will be able to do something to improve the position...

COUPON

Wholesale rates to the Admiralty, Wholesale Dealers, Diamond Merchants, 100, Chippendale, London, E.C.

Please send me, Free and Post Free, Illustrated Catalogue and my member's "Privilege Ticket" for Wholesale Trading.

The abolition of the inland night telegram letter service and the telephone letter service (local).

Postal.—Following rates if posted before 9 p.m. week days and P.M. Saturdays: 10.00 delivery telegram one hour later than day normal time of closing office.

In submitting the above as a basis for discussion, I maintain that such proposals would considerably improve the staff conditions, be fair to the public, and a practical proposal for the consideration of the Post Office.

A SHORTER WORKING WEEK

To the Editor, Postal and Telegraph Record. Sir, I am very pleased to read that, judging by your correspondence columns, you are interested in being taken by the hours of attendance in the Post Office.

However, while the staff on duty to be proportionately reduced, it is not possible to have any appreciable improvement in the hours of attendance unless the staff do attempt to do more than they are at present doing.

This scheme would have the tendency to diminish night hours telegrams are very expensive to the Department, especially in large towns where the free-delivery area is very extensive.

GRIMSBY

Accommodation at Grimby Exchange.—Repeated efforts have been made by local representatives to effect an improvement in the situation of the workers in connection with the Exchange, but so far without success.

PLYMOUTH (P.)

An incident in the meeting of the P. and T.C.A. and the P.F. held at the Plymouth Club on July 12 for the purpose of discussing the deviation of work.

[Several letters and branch notes which are crowded out will appear next week, but will be grateful if correspondents will condense their contributions as much as possible.—Ed.]

Folkstone Roll of Honour.

UNVEILING BY GENERAL SHOURICE.

At the Folkstone General Post Office on Sunday morning June 9, Major-General T. H. Shourice, C.B.E., C.M.G., D.S.O., commanding Folkstone and Dover District, presided at the unveiling of the Roll of Honour in connection with the 50th Anniversary of the Battle of Waterloo.

Monsieur Orbes said he was very pleased to be able to express his appreciation of the admirable work of the Folkstone General Post Office during the war.

Major-General Shourice then unveiled the roll of Honour. It lies on the top of a Roll of Honour. Dated 1869, and contains the names of the men who served in the Post Office during the war.

The Postal and Telegraph Record.

JULY 3, 1919.

"Direct Action."

The public received a severe shock when it was found that the "direct action" resolution of the Labour Conference had been passed by a two-to-one majority. The majority of the people who go nearly all the way to the "direct action" and the Labour Party... The public received a severe shock when it was found that the "direct action" resolution of the Labour Conference had been passed by a two-to-one majority.

A Canadian general has just reminded Canadian soldiers that those who look on with idle disorder is being created are equally guilty with those who actually make the trouble. The Government cannot apply that principle to soldiers and at the same time deny the right of the workers to apply the same principle to international working-class problems.

The people of this country have no quarrel with the Russian Republic, and the form of government chosen in that country can be the concern of the Russian people only. We should say that in certain circumstances the Government of this country must at all costs be prevented from compromising the whole of the people on a matter in complete antagonism to the professed intentions of the Government.

General Secretary's Letter.

Correspondence of the General Secretary should be addressed to 5, Mansel House, Westminster, S.W. 1.

THE GENERAL SECRETARSHIP. At the recent Conference the following resolution was agreed to:—

That with reference to the nominations for General Secretary, the Executive Committee shall be in charge of the selection, and the consent of that committee obtained before the successful candidate is taken out of the list, and the E.C. to make arrangements for the carrying on of the work until amalgamation.

The matter has been referred to the E.C. of the P.F.F., who are unable to agree to the proposal to take Mr. Lynch out of the Service. The E.C. have therefore decided that Mr. Riley shall continue to act as General Secretary.

CARETAKER-OPERATORS: RATE OF PAYMENT FOR EXTRA ATTENDANCE.

A case recently arose of a caretaker-operator who had not been paid the increased rate of overtime consequent upon the counting of war bonus for the same. The case was represented to the Post Office, and the following letter has been received: Local secretaries should see that the principle is applied to their members.

Dear Mr. Riley,—I find that the rate of payment for extra attendance given by caretaker-operators has already been raised in connection with the grant of war bonus, and that steps are about to be taken to raise it again as a result of the last grant. The payment of this class for extra attendance will henceforth be on the same basis as in this matter that of other classes of Post Office staffs.—Yours faithfully, F. F. RILEY, Acting General Secretary.

Belfast's Farewell to Mr. John Lee.

MR. LEE ON THE FUTURE.

On the eve of his departure to take over the control of the Central Telegraphs, London, the combined staffs of the postal and telegraph services Belfast were gathered in the hall of their chief, Mr. John Lee, M.A., at an informal farewell dinner in the Survey Department of the G.P.O. on Thursday evening last.

Mr. W. H. Donaldson, superintendent of telegraphs, said Mr. Lee had been the first to show that he possessed the qualities of a leader. He had shown that he would adjust the differences between the staff and the management with a policy that would be to the benefit of both.

Mr. Lee had been the first to show that he possessed the qualities of a leader. He had shown that he would adjust the differences between the staff and the management with a policy that would be to the benefit of both.

Mr. Storey in the course of his remarks, said he had availed himself of the opportunity on behalf of his colleagues in the telegraph department to support Mr. Lee and to bid him goodnight. He had been a member of the staff since 1904, and during that time he had seen Mr. Lee's work and work in Belfast. They had never hesitated to criticize their chief when it was thought to be in the interests of the service.

one hand, and upon what he had tried to throw into the scale himself, the goodwill of the Departmental representatives, on the other side. He believed it had in the course of the past few months, and he hoped that it would give articulation to ideas and suggestions which only those men who were doing day by day the work were able to offer.

Mr. Lee had been the first to show that he possessed the qualities of a leader. He had shown that he would adjust the differences between the staff and the management with a policy that would be to the benefit of both.

Mr. Lee had been the first to show that he possessed the qualities of a leader. He had shown that he would adjust the differences between the staff and the management with a policy that would be to the benefit of both.

THE PEACE TERMS.

To the Editor, Postal and Telegraph Record. Sir, We the undersigned, declare our most emphatic repudiation of the action by which Germany has been forced to put her signature to the Treaty of Versailles.

Germany has been forced to sign a peace, pledging herself to hand over enormous indemnities and at the same time to give up the resources which she alone would have made possible not only the payment of indemnities, but the barest sustenance of millions of her own people.

Labour, with all its power, can and must, once and for all, put its foot down. It must be determined that the German of any other recalcitrant nation is one vast fountain. In any event, one of the first aims of the Treaty Treaty will be the seizure of half the output of the German coal, gas, and oil, and the deprivation of their milk. Thousands of others will perish as their fathers find themselves deprived of the means of earning a living.

Land Fit for Horses, etc.—Restoration and extension of military depots and inauguration of offices containing 22,450 a.m.

TONBRIDGE.

With the return of some of the staff from military service, the branch has again been reformed, and is watching with a keen eye and some interest the movements of the "mole" circle. There is some indication that it will soon be time for us to act. Well, so we are ready and prepared to do anything that is not reasonable or acts in a manner detrimental to the interests of the staff. Meanwhile, we hope to keep out of print as far as possible. Our Postmaster is a stranger to most of us, but early impressions are not optimistic.

WEDNESBURY.

New the boys are returning, an effort is being made to re-visit the branch. Mr. Hamilton has been appointed local secretary.

Note that boys and girls have 100 per cent membership.

A meeting was given on Saturday, May 31, on the occasion of welcoming the boys back into civil life. An excellent programme was arranged, the prizes comprising Messrs. Jones, Hamilton, and Gribble, Messrs Williams and Howe, Mr. Butler, Mrs. Matthews, Mrs. W. D. James, and the messengers. The chair was occupied by Mr. D. James, who, while in the main made little reference to the fallacies, the audience standing like the last lot of respect was made. He also spoke highly of the temporary staff who had to do the "extra" work during the month's absence. He also thanked those who had helped to make the evening successful. It was then to Mr. Hamilton, the organizer, who referred to the staff, and about 70 members of the staff were present. Mr. Hamilton was the respondent. A very enjoyable evening concluded with the singing of the national anthem.

Mr. F. G. Cross and Mr. Mac had been recently elected into membership of the branch with very success. No objection was raised.

Mr. D. James was in attendance at the office when the boys were received at the club. Mr. Matthews, husband of one of our members, was seen in the staff, and the sympathy of the staff was expressed. Mr. Matthews is not said to be cheerful. The J. J.

Show and for the annual report of the last year. A grand show is promised.

SOUTH WESTERN DISTRICT.

The staff of this district, following a severe epidemic of influenza, has been reduced to a very small number. It was decided to do the district to the end of the year.

A thorough revision of the staff and their duties is being planned. It is hoped that the staff will be able to do the district to the end of the year.

It is a very interesting story which we have to tell sympathy, and we are sure that they will do so. It is a very interesting story which we have to tell sympathy, and we are sure that they will do so.

Rowland Hill Memorial and Beneficent Fund.
FOUNDED IN 1882.

OBJECTS.

To aid Post Office Staff of both sexes, established and unestablished, whether still in the Service or retired, who from sickness, age, or other causes, are in adversity, and the widows and orphans of such employees when in need of help.

APPEAL.

The Trustees desiring to increase their means of assisting such cases, appeal to further support, especially from Post Office Staff, of all classes, and they desire to emphasize the fact that such appeals from regular subscribers are more liberally dealt with than those of non-regular or irregular contributors.

CONTRIBUTIONS.

Contributions, however small, of Post Office Staff may be made by means of deduction from salary or wages (Forms accompanying this course are supplied by any Post Office Staff on application to the Secretary), or may be sent, as in the case of contributions from the public, direct to the Secretary of the Fund.

D. J. LIDBURY, General Post Office, London.

TS.

Telephone Sub-committee Meeting, May 29, 1919.

Present: Messrs. Rowe and Weeks, General Exchange; Messrs. Small and Myer, City Exchange; Messrs. Jones and Jones, Frank Exchange; representatives were unable to be present. During the war certain sub-committees of the London Branch of the Telephone Sub-committee were formed. One of these sub-committees it was decided to appoint one of the Exchange representatives as telephone assistant secretary, and the first meeting of the Telephone Sub-committee was held on May 29, 1919, at which it was decided to undertake this work. The matter was carefully discussed, and Miss Brindley consented to accept the position, subject to approval by the Frank Exchange representatives, and the branch committee.

Miss Brindley has already performed very valuable work for the Association, and it is certain that her experience and enthusiasm will ensure success, and her new work should provide considerable relief to the secretary and also to the main organizer of the branch. Confirmation of this appointment has since been made by the full committee.

On the question of organizing, it was thought that a representative from each exchange should attend the meeting of the Telephone Sub-committee. A proposal to form a separate sub-committee in the City Exchange was not agreed to. The representative was also appointed to serve on the Exchange Committee.

It was reported that considerable inquiry had been made during the recent ballading as to the new subscriptions of the Amalgamated Society. It was agreed that an explanatory letter, giving details of the necessary yearly expenditure involved, should be printed and circulated.

Considerable discussion took place on the question of study groups. It was felt that the need for education on trade union and industrial matters generally was very great, and that the importance of this education should be stressed. Particular mention was made of the City Building Co. Miss Myer stated that some members were exceedingly anxious to obtain lists of trade union members. It was decided that should be issued to obtain the views of the membership on the practicability of forming study groups early in the autumn.

A number of minor matters were discussed, and a decision was given upon them. The meeting terminated at 7.50 p.m.

Obituary. We deeply regret to announce the passing away of two of our most popular representatives, "John" Dwyer and "Jimmy" Mennie. The former, who served the association by his labours in the office on Deodar 2166 was the recipient of a Remembrance of the report in which he was held, died on the 11th June from heart failure following on pneumonia following "Jimmy" Mennie died on the 11th June after a very painful illness. He was on the eve of receiving his medals, he had owing to his work.

Both financial records and the attendance of a large number of their colleagues, and Mr. Alexander MacKinnon on each occasion spoke in feeling terms of his late friends. "The" Mr. Mennie conducted the service for his late father. The staff members had already shown our regret, but it is a pleasure to place on record that they left behind them very bright memories of their ability to find the happy mean which will be of benefit to their district. It is a pleasure to sympathize and kindly friendliness to the staff. We could have wished that they might have lived many years to enjoy their services, but the telephone service is not yet a sure road to longevity.

Appointments to New Departments of the State.—Many inquiries are being made by branch offices, and will refer to the prospect of our members being given an opportunity to participate in these appointments. The matter has been the subject of consideration by the National Executive for some time, and it is probable that an official announcement on the subject will shortly be made. At the moment, we can only advise those who may consider they have qualifications, to put in an official request to be considered as applicants for the positions.

C.T.O.—The "peace" bells are ringing, but the conditions of the C.T.O. are still the same, and what is worse, no immediate remedy is apparent. A rejoinder to the official answer to our complaints has been sent to the National Executive, and in addition the branch secretary was instructed to send the following letter to his department with his resignation.

June 3rd, 1919.
"I am pleased by the London Branch to ask what they will take the strongest possible action on the subject of overtime."
"The Executive delegation to the secretary stated they saw little prospect of the cessation of excessive overtime for

the staff below for four years. The Secretary in his reply may no reason to think that dissatisfaction would not be appreciably reduced at a comparatively early date, say, within six months.

Six months have gone by, more than half our members have departed, and the overtime is the same to-day as it was six months ago. The only statement is in the delay to which I have referred, and it is still going on, and we ask that the staff should be allowed to go on as one of urgency."

Mr. John Lee takes up his official duties on July 1, and on that date the new changes should take effect in operation, and consequently changes in staff. It is to be hoped that the staff will be consulted in any way in regard to these changes. We have something to say about the difficulties that are to be met with in the C.T.O. and wish you shall certainly expect to be met with in the early conference, we desire to show all things that we have taken care to know this way or putting no obstacle in his way. He is a very capable man, and we are sure that he will be a very valuable asset to the staff.

Telegraph Lane Telephone.—The Peace Conference work at Telegraph Lane has been completed. We wish to thank all those who have helped us in our work. We wish to thank all those who have helped us in our work. We wish to thank all those who have helped us in our work.

The Branch Secretary.—Mr. Herbert Parker is resigning in office and the new secretary, Mr. J. J. Jones, is to take office on July 1st. Mr. Parker's resignation is due to his having to leave the country for a short time. Mr. Jones is a very capable man, and we are sure that he will be a very valuable asset to the staff.

METROPOLITAN DISTRICTS.

The Offices of the Branch are responsible only for those Members appearing under the heading "Branch Notes."

BRANCH NOTES.

Telephone Service.—We are interested in the Peace Conference to improve the telephone service, and the Postmaster General's "Examination." Nothing has been said that the staff did not know, and the staff know quite a lot that has not been said. We appreciate the fact that, from the staff-point of view, the service is really bad, but from the conditions of service are scandalous. We have no reason to complain of the service for more remunerative than the staff. The admission and the reference to the staff of the responsible Head of the Service, and the conditions of the staff, long and short, are the cause of the bad service, and the immediate step required is more remunerative conditions and better conditions. The Postmaster General, perhaps unwilling, will the case in a suit, but he has done to meet the case. It is a scandal in what he has done to meet the case. It is a scandal in what he has done to meet the case.

Whistle Committee.—Information is sought regarding the formation of Whistle Committees, particularly District Committees. All available information is sought regarding the formation of Whistle Committees, particularly District Committees. All available information is sought regarding the formation of Whistle Committees, particularly District Committees.

Whistle Committees.—Information is sought regarding the formation of Whistle Committees, particularly District Committees. All available information is sought regarding the formation of Whistle Committees, particularly District Committees.

Conference Delegates Report.—The report of our delegates to the Blackpool Conference, and the report of our delegates to the Blackpool Conference, and the report of our delegates to the Blackpool Conference.

THE CABLE ROOM.

The question of space and accommodation for the Cable Room must be seriously tackled in the official mind. We do not see any available space for getting a share of the limited space in the Cable Room of six million books is of course an enormous quantity, and it is not possible to provide for the unknown. We shall need hyperbatical of him in their attempt to read the fabled pre-war program methods of handling, but will take the long view, and will realize that it is better to have one over than none at all.

Sooner rather than later, however, the matter must be brought right up against the fact that the Cable Room must be never built for the purpose, and, despite new machinery of an old garment, time has not been wasted in re-education and amendment of the staff.

The Cable Room must be never built for the purpose, and, despite new machinery of an old garment, time has not been wasted in re-education and amendment of the staff. The Cable Room must be never built for the purpose, and, despite new machinery of an old garment, time has not been wasted in re-education and amendment of the staff.

EASTERN CENTRAL.

The Chairman of the staffing of offices is seeking the revision of the committee, and the Assistant Controller has been asked to re-organize a delegation consisting of Messrs. Miss Oakes, Mr. Morgan, and Mr. Morgan.

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Assets exceed £2,500,000. Claims Paid Over £10,000,000.

GENERAL

Accident, Fire, and Life Assurance Corporation, Limited. GENERAL BUILDINGS, PERTH, SCOTLAND. GENERAL BUILDINGS, ALDWYCH, LONDON.

WAR ECONOMY.

In consequence of the war, the cost of building materials and labour has increased nearly 100 per cent. All owners of property should therefore increase their fire insurance, as they can do at little or no extra cost by taking a Fire Bonus Policy with this Corporation, and thus effect a saving of 20 per cent. on the premium.

Particulars on request of any card at either of the above offices. F. N. MILLER, J.P., General Manager.

THE POSTAL AND TELEGRAPH RECORD.

Published weekly, and is the leading paper of the postal and telegraph world. It is published weekly, and is the leading paper of the postal and telegraph world.

Subscription prices for 12 months, in advance, £1 10s. 6d. per copy, and 6d. per copy in arrears.

Advertisements are accepted on the usual conditions. The office is at 11, Abchurch Lane, London, E.C. 4.

The office and staff are at 11, Abchurch Lane, London, E.C. 4. Telephone: 4256.

General Buildings, Perth, Scotland. General Buildings, Aldwych, London, W.C. F. N. Miller, J.P., General Manager.

COUPON INSURANCE TICKET.

Applicable only within the United Kingdom. GENERAL ACCIDENT, FIRE, AND LIFE ASSURANCE CORPORATION, LTD.

General Buildings, Perth, Scotland. General Buildings, Aldwych, London, W.C. F. N. Miller, J.P., General Manager.

£250

TWO HUNDRED AND FIFTY POUNDS will be paid by the Corporation to the full person responsible for the death of any person who is killed by an accident while travelling in any railway train in which the deceased was travelling as a ticket holder.

This insurance only applies to persons over 14 and under 65 years of age, and is subject to the conditions attached and contained in the General Accident Life Assurance Corporation Act, 1919.

HOLIDAY APARTMENTS.

Holiday Apartments Advertisements must be prepaid. All Advertisements are restricted to TWO lines of type for each Announcement.

RATES AS FOLLOWS

Table with 2 columns: Description of ad (e.g., One line of type for 6 weeks), and Rate (e.g., 6s. per insertion).

BRIGHTON—Deverley House, Brunswick Road.

Boarding-house, clean, light, central, for gentlemen, every day, 2/6 per week.

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POSTAL & TELEGRAPH RECORD

The Official Organ of the Postal and Telegraph Clerks' Association.

Vol. XI, No. 271. (PUBLISHED AS A NEW PAPER) JULY 17, 1919. PRICE ONE PENNY.

The Shorter Working Week Agitation.

A correspondence from the Toronto suggests that our... The shorter working week agitation has been a subject of much interest to the Association... The N.T.C. has been willing to regard the agitation for a shorter working week as a matter that need not be strongly pressed.

Failures to Deliver "Record" Parcels.

We much regret the inconvenience that has been caused to a few of our members during the last few weeks by the failure of delivery of Record parcels. We are receiving many complaints against the companies that are not prepared at the newspaper rate to accept any responsibility for failure to deliver parcels to their destinations.

Bad Transport Conditions.

A complaint has been received from Poona that the conditions of transport for overseas troops for men who return from the East and other fronts are as bad as, and in some cases even worse than, obtained when the men were sent on active service. We shall be glad to receive any information from any of our members as to the support of the allegation that the state of the transport ships and the conditions generally are still very bad.

The "Record" Circulation.

With the return of members from active service and the increase in Association membership, the circulation of the Record is bounding upwards. In the course of eight months our sales have increased by 2,700 weekly, and the upward movement is being maintained at the rate of a hundred a week. The Record has now entered upon what is certain to be its final volume. Readers other than those who have orders standing, who desire bound copies of Volume 10 (November, 1918, to June, 1919), or copies of the index of that volume, are asked to notify us as soon as possible.

The Peace Terms Correspondence.

We have received several letters of protest against the letter published in our issue of the 3rd inst. under the heading of "The Peace Terms," appearing in what one of the writers describes as "our trade journal." A number of our readers are apparently under the impression that a trade union newspaper has no concern with politics. If such a narrow interpretation were to be

Post Office Conditions in British East Africa and Uganda.

A WARNING TO THE HOME SERVICE.

The Post Office in British East Africa and Uganda is the third largest in the world... The Post Office in British East Africa and Uganda is the third largest in the world...

The Post Office in British East Africa and Uganda is the third largest in the world... The Post Office in British East Africa and Uganda is the third largest in the world...

In our issue of July 7, 1919, we referred to a petition which had been presented to the Secretary of State for the Colonies by the Civil Servants of British East Africa...

It is quite clear that until the conditions of service in the two Protectorates improve to great members of the Home Service will be well advised to boycott all invitations to apply for appointments.

We shall be glad if our correspondents will note that we cannot accept any letters to the Editor for our next issue. We have several letters on hand. We should also like our correspondents to be as brief as possible in their communications.

Salary was inadequate, that it would be advisable to amend the circulars advertising the vacancies, and further that it was desirable that the circulars should contain a list of the establishments of the Postal and Telegraph Department in East Africa, with a view to showing the services to which the clerks appointed in the said establishments would be transferred.

The position of the women in the Postal and Telegraph Department in East Africa is also even worse than that of the men. The case for the Postal and Telegraph Department before the Special Committee, Sir A. H. H. ...

Board of Inquiry... Clothing... The total income was 417,000... Salary of 120...

The war bonus paid to women is equal to 1 1/2 per cent of the appointments and was not for over 100,000, but on weekdays and Sundays - which is the staff of the women staff - it would not be possible for the women staff to make both ends meet.

It is quite clear that until the conditions of service in the two Protectorates improve to great members of the Home Service will be well advised to boycott all invitations to apply for appointments.

TO CORRESPONDENTS. We shall be glad if our correspondents will note that we cannot accept any letters to the Editor for our next issue. We have several letters on hand. We should also like our correspondents to be as brief as possible in their communications.

Everything on Approval & Convenient Terms. MORTONS MORTON BROS & CO. The P.O. Firm. (Desk P), Highbury Place, London, W.C.1. GUARANTEED MILLINERY. FURNITURE, New & Second-hand. LADIES' FASHIONS. WATCHES & JEWELLERY on Approval. DAMASK TABLE CLOTHS. LACE CURTAINS. PIANOS, New & Second-hand. CYCLES for P.O. People Everywhere.



WATCHES & JEWELLERY on Approval. Ladies' 9ct Gold Hunter Watch with reliable Lever Movement, 10 Days' Reserve of Power and is Smoothly.

Damask Table Cloths. Lace Curtains. PIANOS, New & Second-hand. Mouth's Trial. CYCLES for P.O. People Everywhere. Easy Terms.

Post Office Conditions in British East Africa and Uganda.

A WARNING TO THE HOME SERVICE

The Post Office in British East Africa and Uganda is the third worst in the world... The Home Service is the best... The Post Office in British East Africa and Uganda is the third worst in the world...

It may be inadequate, that it would be advisable to amend the circular... The position of the women in the Home Service is even worse than that of the men... The Home Service is the best...

In our issue of July 3 we returned to a petition filed in the House of Commons... The Home Service is the best... The Post Office in British East Africa and Uganda is the third worst in the world...

The war bonus paid to women is equal to 1 1/2 per cent of the amount... The Home Service is the best... The Post Office in British East Africa and Uganda is the third worst in the world...

Everything on Approval & Convenient Terms.

MORTONS MORTON BROS & CO

The P.O. Firm (Desk B), Highbury Place, London, N.W.

COUPON for "P.O." CATALOGUES.

To MORTONS (Desk B), Highbury Place, London, N.W. I enclose this coupon for a copy of your catalogue...



GUARANTEED TAILORING.

Terms to suit you. Distance no matter. Outlets what we can get for you...



LADIES' FASHIONS.

Every lady should send us a copy of our Fashion Bulletin...

FURNITURE, New & Second-hand.



Convenient Terms. Disposal of your furniture... We are justifiable in offering...

WATCHES & JEWELLERY on Approval.

Advertisement for watches and jewelry. Includes images of three different watches and text describing 'LADIES' & MEN'S WRIST-WATCHES' and 'GRILL-HUNTER'.

Damask Table Cloths, Lace Curtains, PIANOS, New & Second-hand, CYCLES for P.O. People Everywhere.

Advertisement for pianos and bicycles. Includes images of a piano and a bicycle, and text describing 'Month's Trial' and 'Easy Terms'.

It was reported in the Special Commission of Inquiry... The Home Service is the best... The Post Office in British East Africa and Uganda is the third worst in the world...

TO CORRESPONDENTS. We shall be glad if our correspondents will note that we cannot accept any letters to the Editor for our next issue...

We reply the leading Cycle Co. on convenient terms to all people... Write for Cycle List No. 25.

Assets exceed £2,000,000. Claims Paid Over £10,000,000.

GENERAL

Assurance Corporation, Limited, GENERAL BUILDINGS, FETTER, SCOTLAND, GENERAL BUILDINGS, ALDWYCH, LONDON.

THE POSTAL AND TELEGRAPH RECORD. Published weekly for the Proprietors, Messrs. F. Norrie-Miller, Ltd., 10, Abchurch Lane, London, E.C. 4.

Advertisements for 6 months cost £100. Single copies for 12 months cost £100. Single copies for 6 months cost £50.

Subscription rates: Single copies 6d. 6 months 3s. 12 months 5s. 18 months 7s. 24 months 9s.

COUPON INSURANCE TICKET. Applicable only within the United Kingdom. GENERAL ACCIDENT, FIRE, AND LIFE ASSURANCE CORPORATION, LTD.

£250 (TWO HUNDRED AND FIFTY POUNDS) will be paid by the above Corporation to the legal personal representative of any person who is killed by an accident causing material damage to the insured.

This insurance only applies to persons over 14 and under 65 years of age and applies to the Postal and Telegraph Record, as published by the Proprietors, Messrs. F. Norrie-Miller, Ltd., in subject to the conditions stated above and contained in the General Accident, Fire, and Life Assurance Corporation Act, 1907, and in the rules for the contract thereto only.

HOLIDAY APARTMENTS.

Holiday Apartments advertised must be prepaid. All advertisements are accepted at 2/6 per line per week for each insertion. Rates as follows: 1/6 per line per week for the first insertion, 1/3 for the second, 1/6 for the third, 1/6 for the fourth, 1/6 for the fifth, 1/6 for the sixth, 1/6 for the seventh, 1/6 for the eighth, 1/6 for the ninth, 1/6 for the tenth.

Advertisements for 6 months cost £100. Single copies for 12 months cost £100. Single copies for 6 months cost £50. Advertisement rates: Single copies 6d. 6 months 3s. 12 months 5s. 18 months 7s. 24 months 9s.

SERVICE ADVERTISEMENTS.

Members only are entitled to insert advertisements in this column at the following PREPAID rates: 1 INSERTION 1/6, 2 INSERTIONS 2/6, 3 INSERTIONS 3/6. It is required to be addressed to the Publisher, 54, Abchurch Lane, London, E.C. 4.

THE POST logo with 'The Organ' and 'of Post-Office Workers' text.

Vol. I No. 1. ONE PENNY.

Advertisement for 'Masters, Ltd.' featuring an alarm clock and '5/- MONTHLY' price.

Advertisement for 'Clark's College, Ltd.' featuring 'More Sorters Exam. Announced' and '128, Chancery Lane, London, W.C. 2'.

Advertisement for 'Nugget your boots this morning?' featuring a boot and 'Mortons' logo.

Advertisement for 'Mortons' featuring a bicycle and 'I am perfectly satisfied with cycle - the terms are very reasonable - and I will recommend your firm.'

STATEMENT OF ACCOUNTS
POSTMAN FUND

Balance 1918	1,200 00
Income	1,000 00
Expenses	(500 00)
Balance 1919	1,700 00
Income	1,500 00
Expenses	(800 00)
Balance 1920	2,400 00

POSTMAN FUND

Balance 1918	1,200 00
Income	1,000 00
Expenses	(500 00)
Balance 1919	1,700 00
Income	1,500 00
Expenses	(800 00)
Balance 1920	2,400 00

POLITICAL FUND

Balance 1918	1,200 00
Income	1,000 00
Expenses	(500 00)
Balance 1919	1,700 00
Income	1,500 00
Expenses	(800 00)
Balance 1920	2,400 00

MR. SIMONS ELECTION FUND

Balance 1918	1,200 00
Income	1,000 00
Expenses	(500 00)
Balance 1919	1,700 00
Income	1,500 00
Expenses	(800 00)
Balance 1920	2,400 00

MRS. LATE "DICK" WOODNER COLLECTION

Balance 1918	1,200 00
Income	1,000 00
Expenses	(500 00)
Balance 1919	1,700 00
Income	1,500 00
Expenses	(800 00)
Balance 1920	2,400 00

THE "E" JONES FUND

Balance 1918	1,200 00
Income	1,000 00
Expenses	(500 00)
Balance 1919	1,700 00
Income	1,500 00
Expenses	(800 00)
Balance 1920	2,400 00

THE DAILY HERALD DEVELOPMENT FUND

Balance 1918	1,200 00
Income	1,000 00
Expenses	(500 00)
Balance 1919	1,700 00
Income	1,500 00
Expenses	(800 00)
Balance 1920	2,400 00

ASSETS

Real Estate	1,200 00
Stocks	1,000 00
Bonds	500 00
Other Assets	200 00
Total	2,900 00

LIABILITIES

Accounts Payable	1,200 00
Loans	1,000 00
Other Liabilities	500 00
Total	2,700 00

REGISTRAR'S ANNUAL REPORT, 1919

Category	1919	1918
Members	1,200	1,100
Delegates	1,000	900
Officers	500	450
Other	100	100
Total	2,800	2,550

Details of branch membership, etc., and any phases thereof will, if required, be furnished by Conference. The membership was still with the unions, and a slight advance amount of arrears, mainly due to the fact that about \$1,000 was received in arrears of members of the 1918 annual election. Since it is not our membership and it is possible that promotion and the discharge of members in the coming year is inseparably bound up with the complete clearing of the 1918 conference on this matter. It is unfortunate that our Roll of Honor could not be finally closed with the meeting of the Association on December 31, so that at the late date an "arrested" membership could not be reached. The 1919 membership in my book reached 267 at the meeting of the 31st. It will be for Conference to decide what steps can now be taken to increase in some degree membership to suitable number of those who could be here called on the roll. It is a pleasure to note that the book is in the hands of the Registrar and the roll number 30 per cent was completed out of the 1919 membership. It is a pleasure to note that the Registrar's report shows that the 1919 membership was 267 at the meeting of the 31st. It is a pleasure to note that the Registrar's report shows that the 1919 membership was 267 at the meeting of the 31st. It is a pleasure to note that the Registrar's report shows that the 1919 membership was 267 at the meeting of the 31st.

TO DELEGATES.
Delegates to Conference are requested to note that the paragraph headed "Mode of Election of Officers," which appeared as Standing Order No. 5 in the published agenda (page 176 of our issue of February 21) will be presented to Conference as Paragraph 3 of Rule 7. The amendment will be made in the copies of the agenda. The proposed alterations in the numbering of the Standing Orders will be made.

Ex-Postmen's Federation.
ANNUAL BALANCE SHEET OF THE POSTMEN'S FEDERATION FOR PERIOD FROM APRIL 1st TO DECEMBER 31st, 1919.

RECEIPTS

Balance of Bank, March 31, 1919	4,500 00
Hold General Secretary	810 60
Post by Executive Committee	500 00
Post by Executive Committee - Loans in 1916-17	500 00
Total	6,310 60

EXPENDITURE

Executive Council	2 60
General Purposes Committee	104 38
Finance and Organising Committee	189 10
Supporting	189 10
Trades Union Congress (English)	206 5 0
Delegates Expenses	70 10 0
Trades Union Congress (Scottish)	0 0 0
Delegates Expenses	56 8 6
National Joint Committee	150 0 0
Delegates Expenses	150 0 0
Labour Party	306 2 0
Delegates Expenses	31 7 5
Labour Hourly Council	8 0 0
Delegates Expenses	22 15 0

ASSETS

Real Estate	1,200 00
Stocks	1,000 00
Bonds	500 00
Other Assets	200 00
Total	2,900 00

LIABILITIES

Accounts Payable	1,200 00
Loans	1,000 00
Other Liabilities	500 00
Total	2,700 00

BALANCE SHEET
LIABILITIES

Creditors (Printers)

Balance	1,200 00
Income	1,000 00
Expenses	(500 00)
Balance	1,700 00

We have audited the balance sheet of accounts of the Postmen's Federation for the year ending on December 31st, 1919, and find that the same is correct and in accordance with the books and vouchers produced to us for that purpose.

The actual work of the Postmen's Federation has practically been performed as part of that of the Union of Post-Office Workers since the Amalgamating Conference in September, 1919, and all that was done separately was to clear up outstanding matters with the Department. Even in these cases treated. It is not therefore necessary for me to make any report upon that side of the work. As an accounts I take it that my duty is confined to informing you of the actual position of affairs and the assets and liabilities to be transferred to the Union of Post-Office Workers. Since some time to clear up accounts and outstanding liabilities, and these have taken a considerable time, but I believe every reason to believe that all accounts of every kind have been cleared up, and the following represents the position of my assets and liabilities. I divide into two sections - Mutual Benefit Society and Postmen's Federation together with the Postmen's Gazette. It was the custom of the Federation to separate the last two accounts, but owing to the war and the necessity of having the Gazette financed from the general funds, it is more convenient, and probably more correct, to balance them as I have done. The statement of accounts and December 31, 1919, was published in the Parliamentary Gazette, 1920, which explains the position and in which I have set out my assets and liabilities. The actual position of the Postmen's Federation at date in bank and P. W. balances paid on March 31, 1920, in all £2,900 00, and £200 00 of the Parliamentary Fund transferred from the names of Messrs. Stuart Running, Johnson, and Urquhart, to the names of Messrs. Lecker, Larsen, and Bowen; the sum of £1,000 00, which have to tide over the Postmen's Gazette during the war, and furniture, typewriters, and office fittings, to the estimated value of £200 00 - were £2,900 00. From the total assets there should be deducted the amount due to Mrs. Thomas Reilly - £100 00. And the amount advanced to the Postmen's Gazette, which has been written off £1,000 00. This leaves a total rank as assets of £1,800 00. There are also various outstanding moneys due on Postmen's Gazette accounts, but I am unable to state the probable amount likely to be realised.

The above-named individuals were appointed to the various offices of the Post Office... The Post Office is a public institution...

The Postman's Gazette.

Table with columns for various categories and amounts. Includes 'STATEMENT OF ACCOUNTS FROM 1/1/19 TO 31/3/20' and 'PAID BY' section.

The Workers Educational Association

The Editor writes and found a number of... Whether we admit it or not, there never was a period during our history when the opportunity was so good...



SUPPLEMENTARY CLERKSHIPS To the Editor of The Post

It is a pleasure to the Department's people... The present scheme for recruitment which it is stated, he deprecates for two reasons, so there is yet time to have the matter re-considered...

STRIKE ORGANISATION To the Editor of The Post

There is a large amount of talk in the air about a strike... In the course of the question would be pleaded—as was the case in the railway strike—with posters eight feet by six feet...

DEMOCRATIC CONTROL To the Editor of The Post

With the wages claim on the carpet and the Whitley Comtee an established fact... Wages claims are in themselves of a temporary nature. Like the poor, they are always with us...

democracy) had to be transformed again into profit-producing machines... The body of the Executive... The Whitley Comtee will not be satisfied...

PUBLICITY WANTED To the Editor of The Post

Sir—Will you show me through the medium of The Post... I am a member of the Executive of the Post Office Workers' Union... I have a suggestion to make...

Don't Hobble Along Through Life!

A. M. KOSBERG'S GREAT BLENDING... These pills... How to Build Mental Power... It is a science distinct from the other sciences...

Form for ordering 'How to Build Mental Power' with fields for name, address, and order form details.

Success Development with Memory Training.

ONE MONTH'S LESSON in Success Development with practical work in Personal Magnetism and Memory Training for ONE SHILLING... Dept. "S," RADIO SUCCESS CIRCLE, 75, Buchanan Street, Glasgow.

TELEGRAPHISTS (MALE) WANTED.

EXPERT SOUNDER WHEATSTONE PENNINGTON AND SLIP READING... APPLY, stating Qualifications, including Experience, Speeds, and Age, to TRAFFIC MANAGER, Marconi's Wireless Telegraph Company, Ltd., Marconi House, Strand, London, W.C. 2.



THE POST

SATURDAY, MAY 1, 1920.

All literary matters should be addressed to the Editor, "The Post," 11, Market Street, Manchester. Business communications should be sent to the same address, marked "Publishing Department."

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The Manchester Strike.

The thirty-minute strike at Manchester is a sharp reminder of the feeling of exasperation that exists owing to the delay in reaching a settlement. The Union's wages claim, and there are unmistakable signs that the feeling in Manchester is typical of the state of mind of the staff in all parts of the country. The members are feeling the pinch. The economic position of the manipulative workers of the Post Office is fast reaching breaking point. Men and women equally are at the stage when appeals to them to hold out longer border on the tragic. Men with families have lowered their mode of living to the point where real suffering commences. Women postal workers are not receiving enough to enable them to obtain proper food and lodgings. Take the case of telephonists living in our largest towns on a maximum wage, including the various war bonuses, of 52s. 6d. a week, the average wage, of course, being much less. When the girls are living at home, an undue burden falls on the parents, who thus relieve the Post Office from fulfilling its obligations to its employees. Where friends or relatives are not available to ease the economic position the girls can make ends meet only by sacrifices that ought to make the Postmaster-General, anxious to defend his Department. Every week's delay makes the position worse. What happened in Manchester last Saturday—an unpremeditated and spontaneous demonstration—may occur there again, and may quickly spread to other centres.

Judging from letters that are pouring in to us there is a growing belief that the Executive Council, has taken an unwarrantable step in making public all the negotiations and all the particulars of the discussions between the Union and the Department. We suppose that such suspicions are founded to exist. Notwithstanding the pressure that is being exerted to induce the Union representatives to pursue new and dramatic lines, we still hold that it is reasonable to ask the members to believe that those who are responsible for fighting the battle must be allowed to decide at what point the Executive should make open and public all that has happened and it is still happening. regard must be paid to facts and factors that are better kept from being made public until such time as publicity would not tend to defeat the object of the Union. Nothing would suit the Department better

than for the Executive Council to give ear to the specious appeals that are so frequently made for the negotiations to be conducted in such a manner as would place the staff representatives in a position of serious handicap. The battle is being fought not in the interests of a section or sections of the membership, but with a view to securing justice for the whole. The Executive needs no incentive to press without ceasing the case for an immediate rise for every member of the Union. All the facts are known, the feeling of the members a full appreciation, and the Executive will not shrink from turning to the membership for the necessary support if they find constitutional means in vain. At the moment having rejected the Department's offer, the Executive Council is bound to wait for a reply before it can do anything more.

The P.O. and the Public.

A remarkable feature of the reception given to the Budget is the emphasis with which the proposal to increase postal rates and telegraph charges has been received. Some time ago the Post Office was insisting that before any new tariffs were introduced into the Post Office the whole system of administration of the Service should be investigated. Now everyone is taking the view that the whole of the existing system is a matter of course. This lack of interest is not good for anybody, and least so for the public themselves. We should like to see the Union of Post Office Workers seriously tackle the whole question of the Service. A powerful organisation, representing more than half of the whole of the people employed in the Service, cannot afford to confine its activities to matters purely affecting conditions of service, even if such questions can be separated from the principles of administration—which, of course, is not possible. The Union is already committed to a policy of developing the Service for the public good, and we have no doubt that the coming Conference will assert the need for such policy to be vigorously pursued. Closely related to an extension of Post Office activities is the subject of staff conditions. Whether a particular service be curtailed or extended, the staffing problem is necessarily involved. For instance, the Government propose a Sunday telegram tariff on prohibitive lines. Ostensibly the object is to make the service pay in actual practice it will lead to a falling off in traffic. Similarly, if some of the schemes favoured by certain members and certain sections of the U.P.W., whilst helping to improve the conditions of service of sections of the staff, would result in decreasing the usefulness of the Post Office as a public service. On the other hand, to pronounce in favour of wholesale extensions of the service without regard to the position of the staff would be very unwise. But what the Union must decide before long is whether it is prepared to respond to the needs of the community, with adequate compensation for irregular and unusual hours of attendance, or whether it will insist on the public service being made to conform to the views of the workers. As we see it, it would be fatal for any organisation to dictate its terms to the community. Certainly if the Post Office were controlled by postal workers, full regard would have to be paid to the rights of the public—the consumer.

The public question is to be tackled by the Union, and the staff are long to see the day when they themselves to finding a policy that would set fairly at once. The customers of the Post Office will know that it is impossible to secure reform under the present bureaucratic system of administration, which insists on disregarding the point of view of the public. They will see clearly soon what they already discern dimly, that it is from the staff that new ideas will come.

C.S. National Whitley Council

(Staff Side)

REPORT ON PROGRESS.

At a recent Staff Side meeting the question of greater publicity for the activities of the Staff Side was raised, and it was agreed that reports should be issued by the chairman and secretaries of the Staff Side, and that such reports should be understood, are only intended to supplement the joint communications on National Council business which are issued from time to time (including the Staff Side) to all National Council members. In this first report an attempt is made to summarise the main activities of the Staff Side to date.

Since the formation of the National Council on May 31st, several changes have taken place in the composition of the Staff Side, which is at present as follows:—
Mr. G. H. Stuart Binning (Chairman), Mr. Deane, Mr. Blanco White, Mr. Boys, Mr. Dowling (Secretary), Miss Bray, Mr. Brown, Miss Cole, Messrs. Dubery, Fielking, Finch, Howell, Lincoln, J. H. Connell, Monahan, Pate, Salmon, W. Smith, Thomas, Vernon, Watson, Weston, Webb, Wilson, and Wynyard, with the secretaries, Messrs. Chase and Milne.

STAFF SIDE'S WORK.

Although the Staff Side has no direct work of the Staff Side is seen in connection with the Reorganisation Committee's Reports on the clerical and administrative classes in the Civil Service. It was not necessary to say that this has in fact been the Staff Side's main achievement, however important that achievement may be.

The members of a new team cannot always pull well together at the first essay, but about each other's plans and methods before they can cooperate with success. Something must therefore be allowed for the time spent in settling down to the work, and it is safe to say that that part of the Staff Side's work is well in hand. There were several important domestic questions which demanded early attention and settlement, such as the Finance of the Staff Side, clerical assistance, and premises and equipment, and these domestic matters may now be dealt with quite briefly.

Finance.
The budget for the first year amounted to roughly £1,800, and the contributions from which the membership of the Staff Side is drawn are responsible for providing this sum. The account has been opened with the Joint City and Midland Bank, control over expenditure being vested in a Finance Committee consisting of the four officers and Messrs. Finch and Pate. A monthly statement of accounts is presented to the Staff Side.

Premises.
Lack of adequate accommodation proved a great handicap for the first seven and half months, and it is only within the last three months that arrangements have been made to occupy part of the premises which they were fortunate in obtaining at Parliament Mansions, Victoria Street, S.W.1. For the same reason it has only now become possible for all the officers to work together and to have the assistance of two lady clerks. A certain amount of furniture and equipment has been purchased and it is hoped within a short period, when the remainder of the sum of six rooms has become available, to hold all committees and full Staff Side meetings at headquarters.

STAFF SIDE COMMITTEES.

The first fact which thrust itself upon the attention of the Staff Side as soon as its domestic arrangements had been made, was that it had compassed an enterprise with considerable arrears of work. The existence of over 200 organisations of civil servants, after then occurred such widely varying conditions of organisation and conditions of pay, less arising therefrom, made it apparent at once that the agenda of the Staff Side would be a heavy one. Moreover, the Staff Side had to take into consideration the fact of the setting up of the Departmental Councils brought additional work and responsibility. It was therefore necessary to form a number of committees in the Staff Side itself, and to cooperate in appointing several Joint Committees of the National Council. Mention has already been made of the Finance Committee. A few notes on the work of the other Staff Side Committees will be of interest.

Programme Committee.
This Committee is charged with the duty of considering the relative importance and practicality of questions which

are brought to the attention of the Staff Side, with a view to their discussion on the full Council. The committee consists of Messrs. Boys, Vernon and Watson, with the chairman and the secretaries.

Subsistence Committee.
Mrs. Blanco White and Messrs. Brown, Howell, McConnell, Smith and Wynyard constitute this committee, the function of which is to investigate the practice of Departments as regards subsistence rates, and to make recommendations with a view to co-ordinating these rates and to improving them wherever necessary.

Superannuation Committee.
The work of this committee has been held back through various causes, but, however, about its progress it is perhaps too much to hope that it has not taken an adequate consideration of the superannuation regulations proposed by Civil Servants, and the formalities of existing recommendations for their extension can be carried through in the near future. The committee do not intend to report in the near future, but will make an attempt to reform. The members of the committee are Messrs. Deane, Brown, Brown, Finch and Howell, with the chairman and the secretaries.

JOINT COMMITTEE OF THE NATIONAL COUNCIL. Reorganisation Committee.

The Staff Side members of this Committee are: Mr. Deane, Mrs. Blanco White, Miss Bray, Mr. Brown, Miss Cole, Messrs. G. H. Stuart Binning, Monahan, Norman, Thomas, Watson, together with the Chairman and Secretaries. The terms of reference to the Committee are, broadly, to consider the nature of the clerical classes, and the recruitment, organisation and conditions of employment of those classes.

The first report of this Committee has been published, and the committee is now discussing it. The report is so well known to make any detailed reference to them unnecessary here. It may be pointed out, however, as showing that the time and labour involved in the preparation of the report, that twenty-one meetings of the full Committee were held, and twenty-one meetings of the Staff Side. The sub-committee of the Reorganisation Committee, which considered generally the future of the temporary clerical staffs, has also held frequent meetings, and a report has been published by the Staff Side. The sub-committee is composed of: Mrs. Blanco White (Chairman), Mr. Boys, Miss Bray, Messrs. Brown, Chase, and Deighton, Miss Evans, Messrs. Forester and Gibson, Miss King, Mr. Wilson.

Committee of Living Committee.

The composition of this Committee on the Staff Side is as follows: Miss Bray, Messrs. Boys, Bowen, Brown, Carrier, Chase, Dubery, Finch, Foster, Shaylor, Smith, Stuart Binning, Watson, and Wynyard. The function of the Committee is to consider the increase in the cost of living and its effect upon the salaries of Civil Servants, whether permanent or temporary. Several joint meetings have been held, and the committee is proceeding with its inquiry, which is of the greatest importance, having regard to the numbers of persons whose interests are affected by its deliberations.

Further Education, Etc.

This Committee has been appointed to consider and report upon the encouragement of the further education of Civil Servants and their training in higher administration and organisation. A certain amount of preliminary work has been done by the Staff Side, which at present consists of Mr. Blanco White and Messrs. Brown, Monahan, Weston, Webb, and Thomas, but joint meetings have not yet commenced.

Promotions Committee.

Reference to this Committee is to be made and report upon the principles and methods of promotion. No joint meeting has yet been held, but the Staff Side, which comprises Messrs. Livelywell, Watson, and Wynyard, has held several meetings.

Departmental Whitley Councils.

The approval of the constitution of Departmental Whitley Councils on behalf of the National Council, is entrusted to a committee consisting of the Chairman and Secretaries of the Staff Side. Frequent meetings have been held, and some sixty-five constitutions have been approved.

Staff Side Conference.

The Staff Side held a Conference of representatives of the Staff Side of Departmental Councils on February 13, the object of which was to give an opportunity for an interchange of views on the practical working of the Whitley

It is with sincere regret that we record the death of an old U.K.P. C.A. stalwart in the person of Tom Macle, who died suddenly after a brief illness. He was known to many as secretary of Galicianian T.P.O. and his public work is an example to younger men. He will be remembered by older members of our branch as the man who first brought to the attention of the U.K.P. the "Socialism" as a threat to the U.K.P. as a fraternal organization.

He was a man of great sympathy and a most kind and generous man. He was a man of great energy and a most successful organizer.

CARRICK-ON-SHANNON.—The Weekly Awake at Carrick of unity. On April 4 we received a branch of the U.K.P. from the U.K.P. of Carrick. The U.K.P. of Carrick is a large and active branch. The U.K.P. of Carrick is a large and active branch. The U.K.P. of Carrick is a large and active branch.

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were elected as Executive Committee, and Messrs. Clarke, Wischniuk, and Evans, Corson, were appointed auditors. A proposal for the establishment of separate Whitley Committee for related sub-offices, also a strongly worded resolution against the continued retention of female temporary lecturers in offices in the North Wales Surveyor's district, especially in the case of Crowe—were carried after lengthy and interesting discussions.

GLASGOW.—The U.K.P. of Glasgow for Leave Purposes.—This question received a considerable amount of attention from the meeting, but the delegates were not able to arrive at any decision except that local action was the only remedy for the situation. A motion brought forward by Mr. J. J. Martin in favour of a boycott of public businesses of Bank Holidays being refused to correspond with the Sunday Hours—i.e., 8.30 to 11.30 a.m. instead of 10.0 to 11.30 a.m. as at present—was carried unanimously. Arrangements were made for every branch in the district to be represented at the Morcombe Conference.

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82, Royal Avenue, BELFAST, specialises in high-class postal tuition at moderate fees. No old exam papers or out-of-date hints from obsolete textbooks, but fresh actual exam papers and newly formed hint-sheets based on present requirements. At two C.S. Exams held recently 50% were set on Labour-saving Devices and on The Nationalisation of Hospitals. Hughes's Correspondence Students had previously been applied with equally striking results.

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We buy old artificial teeth, dentures, and all kinds of dental work. We pay the highest prices for all kinds of dental work. We pay the highest prices for all kinds of dental work.

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THE INTERNATIONAL ARMY BOOT CO.
77, STONE NEWINGTON ROAD, LONDON, E. 10.

HEBERDORF.—Our members of the branch for the 15th instance of the U.K.P. of Heberdorf moving to a new premises on Monday, May 3rd, 1920. The meeting was held on Sunday, May 3rd, 1920. The meeting was held on Sunday, May 3rd, 1920.

HIGH WYCOMBE.—It is with regret we have to chronicle the death of our Postmaster (Mr. E. W. Winecomb), which occurred on Monday, the 12th inst., after a painful illness of three or four months.

HONITON.—At a meeting recently convened by our Postmaster the claims of the Heberd Hill Fund were laid before the staff and after an interesting discussion we decided to hold a Flower Day on the 14th inst. This day will be held on the 14th inst. This day will be held on the 14th inst.

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British East Africa.

A WAGE COMPARISON.

Another View of Local Government Service Conditions and Local Business Conditions.

Business Girl: More Fortunate Than in the E.A.P.O. The following article appears in the Nairobi Daily Leader of October 22, 1919.

In an issue of September 11 we reproduced, under the heading "Conditions of Employment," a couple of articles which appeared in the Postal and Telegraph Record.

Since then our attention has been drawn to another circular, this one emanating from Governmental circles, and published in the business papers, and we make no apology for again pointing out the matter.

It is to be regretted that the whole tenor of the articles in question was against the acceptance of Governmental appointments in the Protectorate, for various reasons, the chief of which was the inadequacy of salary, and the possibility of all classes in the Protectorate a salary of under £300 per annum.

Comparison is drawn between the salaries of salaried staff in the postal and telegraphic services and other Government Departments in the E.A. and Uganda Protectorate with other parts of Africa and other countries.

It is to be regretted that the article in question, which is all well meant, is in fact a grossly exaggerated statement of the conditions of employment in the Protectorate, and that the conditions of employment in the Protectorate are in fact a grossly exaggerated statement of the conditions of employment in the Protectorate.

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Under Big Ben.

TROOPS IN MESOPOTAMIA.

Mr. Ramsden asked the Secretary of State for War whether all the British troops who have served in Mesopotamia are to be relieved this year; and, if not, will he take steps to bring them home as soon as possible.

Mr. Churchill: Army Order 366, dated October 17, provides for the demobilisation of all men, excepting those who have undertaken or are permitted to undertake any further duties in connection with the carrying on of the war, and the present stations of all men eligible for demobilisation is to be completed by April 1 next, subject to the necessity of transport being available.

MEDICALLY UNFIT.

Sir Robert Thomas asked the Secretary of State for War whether he will state the reason for reliving those men who attempted to volunteer for service but were rejected on medical grounds, and were afterwards called up under the Military Service Act, namely by being considered as medically unfit.

Mr. Churchill: I regret that after careful consideration it has not been found practicable to do this.

The examination of the evidence in such cases is a formidable task, and the evidence would not improve as a result of a further increase in the number of cases.

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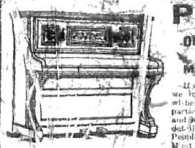
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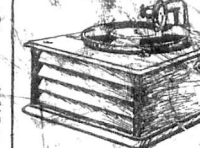
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Letters to the Editor

LLOYD GEORGE AT SHEFFIELD: SOME REFLECTIONS AND A MORAL.

With the Minister, Postal and Telegraph Record... The Minister's speech at Sheffield... The fact that the Government... The fact that the Government...

THE PATRIOTIC INVESTMENT.

It is a pity that Mr. Lloyd George's letter... The fact that the Government...

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WELCOME TO THE MAIL Cafe au Lait... you have the delightful beverage of the French at its best... Welcome every time and every day for its delicious flavour.

Prepared by NESTLÉ & sold everywhere.

SMALL-OFFICE REPRESENTATION.

To the Editor, Postal and Telegraph Record... Sir, With reference to the discount at small offices...

To the Editor, Postal and Telegraph Record... Sir, I quite agree with the other correspondents...

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REPRESENTATIVE GOVERNMENT.

To the Editor, Postal and Telegraph Record... The Government's policy... The fact that the Government...

TECHNICAL COURSE FUNDING INSTITUTE.

To the Editor, Postal and Telegraph Record... The Institute's work... The fact that the Institute...



To the Editor, Postal and Telegraph Record... The Institute's work... The fact that the Institute...

CLASSIFICATION OF OFFICES.

To the Editor, Postal and Telegraph Record... Sir, With reference to the letter from W. F. West...

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CLARITY OF PURPOSE.

To the Editor, Postal and Telegraph Record... Sir, If the Postal Workers' Union is going to be a success...

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Branch Committee Meeting. The monthly meeting of the Branch Committee was held at the Metropolitan on Friday, October 25, when amongst others, the following matters were considered.

Special Events.—It was reported that the amount of £10 per hour has been paid in respect of attendance at the Hall cricket ground, and the matter was therefore closed.

Veterans' Keels.—Further reports were read from the Branch trainees and a copy forwarded to the General Secretary.

Provisional Pension from Civil Pay of Demobilized Soldier.—The Branch secretary reported that as a result of the intervention of the Branch, a sum of £10 had been withdrawn by the War Office.

Queen Street B.O.—Letter read to effect that it was not practicable to say whether the employment of women at Queen Street B.O. was a temporary measure or not. It was suggested that the introduction of women at the B.O. in 1918 had been limited to a temporary arrangement, and the committee could not therefore accept a suggestion that it was impracticable to characterize the measure.

Women on Writing Duties.—An instruction from Amalgamated Headquarters advised that women should no longer be employed on writing duties unless so performed by men in turn, and action decided upon.

Sectional Duties.—In order to revise temporary sectional duties in the branch, motions were considered and approved with modifications. The principal amendments were: (1) that the telegraph writing duties should be returned to the sectional staff; (2) that the same should be done to the sectional staff for both day and tea relief; (3) that duties terminating at 11 p.m. should be so adjusted with effect from 13 p.m. The list of these items is still under discussion, the remainder having been considered.

MAIDENHEAD.

Madison Dinner and Social.—On October 6 a most successful dinner and social was given, welcomed home a great number of who had served with the forces.

The Town Hall had been obtained for the purpose, and the whole of the B.O. staff were present, including the Postmaster, who was greeted very cordially. The evening was well enjoyed. The chair was taken by Mr. Cross, superintendent, and the proceedings included an elaborate dinner, the nature of which was largely of a social character, and a string band, the members of which were largely Post-Office men.

It is interesting to note that the Maidenhead office was presented with every battle front except German East Africa.

Mr. Cross, in his speech, made a tribute to those of the staff who had fallen in the war, and referred to the debt which was owing to them, and to the fact that it was during the war years of hardship.

MULL (T.).

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LIVERPOOL (P.). We refer to the death of Mr. Charles Herbert Mason, an intelligent and thoughtful member of the staff, whose untimely death and general characteristics impressed him to all with a sense of loss.

During the past few years he has been in charge of the Post-Office at Liverpool, and his work has been the subject of much praise and commendation.

The work of our deceased friend's estate was done by his wife and two sons, who were in the service of the Post-Office.

His wife, Mrs. Mason, was a member of the staff of the Post-Office, and her death was a great loss to the staff.

His two sons, Mr. Charles and Mr. William, were also in the service of the Post-Office, and their deaths were a great loss to the staff.

His death was a great loss to the staff, and his services will be remembered by all who knew him.

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MURDOCH AND LAMB.

The death of Mr. Murdoch and Mr. Lamb, two of our staff, was a great loss to the staff.

Mr. Murdoch was a member of the staff, and his death was a great loss to the staff.

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November 14, 1919.

Another very enjoyable evening was spent, and the arrangements for the annual general meeting of the P. & T. were discussed. Mr. W. G. Smith, who was in charge of the arrangements, made it clear that it was his duty to see that the meeting was a success, and it was his hope that the staff would be present in large numbers.

MANCHESTER (T. and P.).

Postal Study Committee will members note that the meeting to be held in the Metropolitan on Friday, November 14, at 7.30 p.m.

Subject: "The Postal and Telegraph Problems and Their Solution." The speaker will be Mr. W. G. Smith.

The speaker will be Mr. W. G. Smith, who will discuss the various problems of the postal and telegraph services, and will suggest ways in which they may be improved.

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received a card of invitation should make it known to Mr. J. G. Smith early. Members intending to be present are asked to notify Mr. Smith not later than the 13th inst.

NOTTINGHAM.

Under the auspices of the local branch, a reunion dinner was held at the Hotel de Ville on Saturday, October 11, to celebrate the centenary of the birth of Charles Dickens.

The dinner was given by the local branch, and was attended by a large number of members and friends. The evening was most enjoyable, and the dinner was a great success.

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PETERWORTH AND PULBOROUGH.

A successful and well-attended amalgamation meeting of the above branch was held at Peterworth on October 30, 1919, the guest of the evening being Mr. H. A. West, District Officer of Brighton.

A strong working committee was appointed, and keen interest shown in the interests of those present. Our thanks are due to Mr. West for his kind and helpful assistance.

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RAMSGATE.

Amalgamation. Members are specially asked to keep November 30 free for a combined meeting of the P. and T.C.A. and P.F. to be held on that date at 2.30 p.m. place of meeting to be announced later.

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READING.

Promotion.—We heartily congratulate Mr. F. Nook, overseer of this office, on his well-deserved promotion to the sub-master position of Marlus.

Retirement.—To Mr. Harrison, S.C. and T., we offer our best wishes in their retirement. Mr. Keene has always given himself to be one of the kindest-hearted men in this office, and we are sure that his departure will be missed by all those from the sorting office who will be most regretted by many.

Mr. Harrison has always been a staunch member of our association, and we are sure that his departure will be missed by all those from the sorting office who will be most regretted by many.

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Circulation of the Record... The circulation of the Record... has been... the most changes have been...

SKIPTON

The last issue of the Record was... than usual to the members... the Secretary... the local branch...

WINDSOR

At a rally... the members... the local branch... the Secretary... the local branch...

YORK (P.)

A general meeting... was held in the Lantier Tower... the local branch... the Secretary...

The Secretary... the local branch... the Secretary... the local branch...

IS

On Friday... a mass meeting... the local branch... the Secretary...

London... a committee meeting... the local branch... the Secretary...

The Secretary... the local branch... the Secretary... the local branch...

The Secretary... the local branch... the Secretary... the local branch...

The Secretary... the local branch... the Secretary... the local branch...

The Secretary... the local branch... the Secretary... the local branch...

The Secretary... the local branch... the Secretary... the local branch...

The Secretary... the local branch... the Secretary... the local branch...

The Secretary... the local branch... the Secretary... the local branch...

The Secretary... the local branch... the Secretary... the local branch...

METROPOLITAN DISTRICTS.

Committee Meeting... the local branch... the Secretary... the local branch...

Post Office Relief Fund... the local branch... the Secretary... the local branch...

Northwood District... the local branch... the Secretary... the local branch...

South Western District... the local branch... the Secretary... the local branch...

Finance... the local branch... the Secretary... the local branch...

Finance... the local branch... the Secretary... the local branch...

Finance... the local branch... the Secretary... the local branch...

Finance... the local branch... the Secretary... the local branch...

Finance... the local branch... the Secretary... the local branch...

THE CABLE ROOM.

The election of the Branch Committee... the local branch... the Secretary... the local branch...

What we need to understand... the local branch... the Secretary... the local branch...

However, we still have faith... the local branch... the Secretary... the local branch...

EASTERN CENTRAL.

In connection with the efforts... the local branch... the Secretary... the local branch...

Full details will be published... the local branch... the Secretary... the local branch...

There are signs that the... the local branch... the Secretary... the local branch...

The committee are very... the local branch... the Secretary... the local branch...

The general meeting... the local branch... the Secretary... the local branch...

POST OFFICE RELIEF FUND-MANCHESTER DISTRICT.

The general meeting... the local branch... the Secretary... the local branch...

Under Big Ben.

UNION STAFFERS' QUESTIONS.

Mr. Churchill asked the Secretary of State for War whether the Union Staffers' Association...

TELEGRAPHISTS IN EGYPT.

Mr. Churchill asked the Secretary of State for War whether telegraphists in Egypt...

DERBY MEN.

Captain Miller asked the Secretary of State for War whether all regulations in regard to the release of Derby men...

WIRELESS STATIONS (MESOPOTAMIA).

The following letter has been received in reply to the question which Mr. Churchill asked at the beginning of May...

Dear Mr. Churchill: With reference to your question in the House of Commons on the 7th May regarding the retention of men of the "W" Corps Signal Company, Egypt...

Mr. Churchill asked the Secretary of State for War whether there are four high-power wireless stations in Baghdad...

Mr. Churchill asked the Secretary of State for War whether the military authorities are planning to send a large number of the public into the country...

Mr. Watson asked the Postmaster-General whether he is in favour of the proposal to give the Post Office...

Mr. Churchill asked the Secretary of State for War whether his attention has been drawn to the fact that the present regulations governing the employment of women in the Army...

Mr. Watson asked the Secretary of State for War what steps have been taken to replace the members of the Army Postal Service in Egypt...

Mr. Churchill's reply available reinforcement has been sent to Egypt and it has been suggested to Egypt that Post Office...

Mr. Sinden asked the Postmaster-General why sub-post offices are not subject to inspection and report by inspectors as to light, air, sanitation, and cleanliness...

"GUARANTEE TAILORING."

Guarantee Tailoring. I refer to no more. Guarantee no more.



NEW & SECOND-HAND FURNITURE & PIANOS

Convenient Terms. Patterns of latest. I have you, you want it.

CYCLES on Approval & Easy Terms

Wanted by every cyclist. I have you, you want it.



Morton's

General Secretary's Letter. I am, Sir, your obedient servant.

General Post Office, London, E.C. 4. 15th February, 1920. Sir: In reply to your letter of the 11th January, 1920...

General Post Office, London, E.C. 4. 15th February, 1920. Sir: In reply to your letter of the 11th January, 1920...

General Post Office, London, E.C. 4. 15th February, 1920. Sir: In reply to your letter of the 11th January, 1920...

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LENNARDS BOOT & SHOES. Government Employees. Lennards, Limited, 100, Queen's Road, Bristol.

Prospects.

It was usual at the time I joined the Post Office service for a local departmental chief to interview each fresh and youthful victim, and sketch in his colors the post ahead. Permanency prospects and pension were the great trinity of attractions... I had no idea of the great things that were in store for me.

Prospects, like other things, are good in themselves, but they should have permanency of employment, which is the great work. Every normal human being needs a working incentive beyond his weekly wage. No man who has laboured should have reason to fear the advance of old age. Life is very complex. To estimate the value of things about us is almost an impossibility.

We will first try to find out just what our prospects in the way of promotion are, and what they are worth. Then we will try to realise something not easy to write of—the material and spiritual losses which result from the existence of these prospects. I have recently taken the trouble to trace the imaginary career of a very successful Post Office servant.

It may be said that to write this is to labour the obvious. I do not think it is. Very few of the people who rush into the mad competition realise the paltry material value of the prizes offered. Still fewer realise that the only promotion really worth having is not bestowed, or bestowed by the Department, but solely in one's own power to give.

Starting when eighteen years old at a weekly wage of eighteen shillings, this Post Office prospector would follow the trail of his prospects for forty-two years, climbing at a top steadily to £410 a year in his final year of service. Until he reached the ripe and sober age of fifty-five, his

faithful heart would never be gladdened by an increment greater than four shillings a week, except when at the age of forty-two he leapt into the Assistant Superintendent's class with an eight-shilling weekly rise. In his final five years of service, whilst undertaking big responsibilities and supervising big staffs, he would receive annual increments adding less than six shillings a week to his salary. During forty-two years this man, having resigned to an exceptional degree his Post Office prospects, would enjoy an average weekly income of about three pounds twelve shillings. Again I ask readers to remember, when considering these ridiculous figures, what costs a week, and how hard, honest, or dishonest, to achieve such exceptional success.

What do we sacrifice? We sacrifice for each and every man and woman amongst us a weekly wage in excess of this three pounds twelve shillings at present held out to the old individual. I firmly believe that for as long as you have a Post Office career is restricted, my prospects have got me about £1 a week during the last twenty years. Per if our days were left without prospects of promotion we should soon possess a trade unionism strong enough to demand coin, and not doubtful future prospects, as payment for work done. Anyone with the slightest experience of Association work will accept and develop the thought for himself: Prospects of promotion as at present held out weaken the individual, deprive him of initiative and fighting power in the most precious years of his life. He or she wails, Micaëlar-like, for "something to turn up," neglecting the opportunities which abound in the present to improve the present and build a certain future. Unwisely as I have shown the object to be, its pursuit tends to kill the class idea amongst us, and to stifle social consciousness. Charity, the greatest of the virtues, and the real foundation of trade unionism, is driven out. It is hardly of this nature that I describe prospects as a greater handicap than our present possession of employment, or pension rights. The inducement of the two latter highly purchased conditions is great, involving as they do a lack of nobility in the labour of the individual, and a collective timidity, but they do not introduce the definite selfishness or anti-trade unionism which the race for promotion calls up.

It is possible to be a postal trade unionist and to be also an efficient public servant following legitimate

Departmental ambition. And it may be taken as a fact that every call to drop or suspend trade unionism on the ground that it hinders personal ambition is a call to do something which does not become a man. When our members are wise enough to realise this relation between promotion and trade unionism, the promotion problem, which so many think unsolvable, will solve itself. Why will I substitute for the present dishonest machinery, under which, with our unions expressing a big, but a complete, control, the wages of all will not be reduced, but pay the salaries of the few, the highest posts will not be the preserve of a caste, and the process of selection, if subject still to human frailty, will at least be carried on in the open, and subject to democratic criticism and control.

Letters to the Editor.

THE PEACE TERMS. To the Editor, Postal and Telegraph Record. Sir, Perhaps you will be kind enough to allow me space in which to reply to a Glasgow correspondent, at the close of one of my fellow members, that the columns of the Record should not be used for the furtherance of the creed of any "section" of our "party" or other "group" of "social revolutionaries." We are affiliated to the Party, and we are individuals to swallow the dogmas of the I.L.P. But, if they suddenly take the determination to the Peace Treaty, we should not be surprised if they were to do so. We are not to be afraid of the "Class Conscious" magazine, but the decision of the Empire would not be a good thing.

Probably he agrees with the contention of certain extremists that the action of the Government in sending sailors to sea the mines from blowing was tantamount to strike breaking. I do not, however, claim the right to strike for myself, and at an excellent should vote for when I believe to be the best course of policy. I am sure that I fancy I am alone in this. May I take it as a "sign of grace" the fact that your correspondent has a pseudonym? The Executive Committee has not sufficient time in which to attend to our domestic affairs. The affairs of the nation are in the hands of the electorate, of which the P. and T.O.S. is but a drop in the ocean. If the Record is to be used for the furtherance of the views of extremists, then let us hand over its publication to the promoters of that hideous chancery poster which defends the eye for the reasonable person. Let us, in "Class Conscious" may even yet learn that the best way to convince an opponent is not by abusing him, which savours too much of Kipling's "Lays," etc.

To the Editor, Postal and Telegraph Record. Sir, It is difficult to criticise, or even think, with moderation of the latter section of "British." It is inexplicable to me how a writer who is so full of indignation against the Government, and more interested in the postal workers, than the "Dilemma of Northumberland Coal," should think it to remind "British" that, but for Messrs. and Co. he would still be struggling along on poor wages. It was not our Association that started the Government moving, but the miners and the railwaymen. It is hardly obvious that "British" reads his John Bull with any interest, since he is so full of patriotic and righteous indignation that the only way to get the moral courage to make a silent protest against the anti-killing euphemism so much in vogue these days. A few more letters and articles, with a liberal sprinkling of the word "Bolshevist," and no doubt "British" will be rewarded by an O.B.E. When will these people learn that Labour's fight is not, and that the workers' cause is the only one worthy of the name—Yours etc., G. DAVEN.

To the Editor, Postal and Telegraph Record. Sir, The Butler Mr. W. H. W. of Birmingham, was like a breath of fresh air. I am glad to note that someone had the backbone to advance a complaint regarding the publication of a war-time article in the Peace Treaty. Let us keep the Record free from political matters. We who have "been and seen" have our own views, and more publications of the like in our paper will certainly lead to a lack of loyalty in our ranks. E. HARDY, S.C. and T. (P.). Newcastle-on-Tyne, 15/7/19.

To the Editor, Postal and Telegraph Record. Sir, I see that you are not only interested in the postal and telegraph workers, but also in the general welfare of the community. I hope the various sections of our industry will be able to work together in a more harmonious and efficient manner. The postal workers are an integral part of the national life, and their welfare is of great importance to the country as a whole. We are glad to see that you are taking an interest in their conditions, and we hope that your efforts will lead to some improvement in their lot. We are sure that the postal workers will be able to do their duty to the best of their ability, and we are confident that they will continue to be a valuable asset to the nation. Yours faithfully, W. F. WATKINS.

To the Editor, Postal and Telegraph Record. Sir, It is regrettable that many of your correspondents have descended to vulgar abuse of your correspondents of attempting, in a journalistic fashion, to provoke their arguments. Such methods of controversy are unworthy of the writers, and are likely to have had a depressing effect on the minds of readers of the Record, especially our young men. However, some of the writers, conscious of having the Defence of the Realm Act, the capitalist Press, and Winston Churchill on their side, seem quite reckless in the expression of their views. The writer of the letter " presume to Represent Labour" takes the liberty to "presume" the Ministry of Pensions, and the Executive of the Miners' Federation, does not represent Labour, and surely it is not a qualification of Labour leaders to express only those views which are approved by their own party. He speaks of the Record as our "trade journal." The Record is not merely a technical paper—it is the organ of our Trade Union. We do not pay our contributions to the Association to support our own views, but to support the official Circular. Many of us have got time to read the beside picture papers and the Record, so it is desirable that the Record should be as interesting as possible. Our opinion on vital matters connected with our interests and the interests of the workers, generally. It is surprising to think that while the Association is responsible for four Parliamentary candidates, these will not be amongst the first to be put forward for office. It is not only the workers who are interested in the affairs of the postal and telegraph workers, but also the general public. Never again I address us as follows: "We have any sympathy to spare, but we give it to our own kind and kin." With a noble, altruistic sentiment. He could have expressed it better in the memorable words of Mr. Lloyd George: "Our people first, ourselves last, ourselves all the time, ourselves alone."

Forgetting that the workers of all the belligerent nations were the dupes of the capitalist Press, and that the war "N.A." charges the people of Germany with causing a million vacant chairs in this country, I submit that those who are without sin in this respect are entitled to throw the first stone. All those who are guilty of having sent their sons forth to slaughter and be slaughtered, believed they were defending their homes against the foreign enemy, and that the end justified the means, are not to be held responsible in allocating blame for the ensuing carnage, or vote for "N.A." will never again applaud Imperialism, or vote for a Parliamentary candidate who believes in war. It is generally recognised that the war and jury cannot give a sound verdict upon a case without hearing both sides.

NEWS FROM—

ABERDEEN (T.)

Promotions.—Mr. J. Gaiter, Asst. Post. Off. 1st Cl. Asst. Supt. Class 1, and Mr. C. P. ...

BIRMINGHAM (C.)

The Birmingham Association for the Blind ...

Will our members ...

Wanted to get the ...

Wedding Bells.—Miss Mackintosh has left us to get married. We wish her every happiness in the future.

The Major's Farewell.—A lovely company met at the ...

Mr. ...

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The Major's Farewell.—A lovely company met at the ...

Mr. ...

Blackburn (C.)

Whether the result, the staff must bear in mind that the ...

Notes.—The local ...

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he has leaped forth into commercial life, and we wish him the best of luck and good fortune in his enterprise. We can't afford to lose a man of this who has always been a good Association man ...

CONQUEST

For much notice past, and under the heading 'Conquest' ...

EPSON.

A very pleasant evening was spent on the 13th inst., when the outdoor and indoor staffs held a social at the Wellington Hotel ...

GRAVESEND.

The return to civil life of the great number of our inland members has made necessary the reconstruction of our branch committee. The newly elected staff are Messrs. Leonard ...

KETERING.

The annual general meeting of this branch was held on Sunday, May 18. The attendance, though not to be complained of, was, of course, no improved record. Heavy ...

EXETER (T. and N.)

We have had a very successful evening with the ...

CARDIFF (T. and T.)

Telephones.—Conditions at the Trunk Exchange are as bad as they can be, and if steps are not taken ...

TECHNICAL CORRESPONDENCE INSTITUTE

Principal: WILLIAM J. WHITE, A.M.A.E.E.

TUITION BY CORRESPONDENCE

For Telegraphy, Electricity & Magnetism, Telephony, Practical Mathematics, Special Overseers Course.

For full particulars apply—

Acaclis, Henry Road, New Barnet.

We want someone who will put up a good fight for the Association straight from the shoulder. Our course is present ...

Members of committee might please note that it has been found necessary to hold the monthly meeting on Wednesday, August 6, instead of Tuesday 5th. The duration of the ...

GLASGOW (T.)

The return to civil life of the great number of our inland members has made necessary the reconstruction of our branch committee. The newly elected staff are Messrs. Leonard ...

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The Estimates Debate.

When Mr. Whitley took the chair he dropped a bombshell on the "Military Committee," and, incidentally, on our hopes. He stated that after full and careful consideration he had decided that any reference to "Colour service to count for civil pension" or to the "K" Company claim would be out of order, because legislation would be necessary to give effect to the proposals under those headings. At our request, various members were called in to persuade the Chairman that the "K" Company claim, being based upon a promise made by the Post Office authorities, was a matter proper to be considered by the Post Office Vote, but he held otherwise despite the precedents created by numerous discussions on the subject which have taken place on earlier occasions. We are willing to believe that this decision was taken after very careful consideration, and, whilst we are reluctant to admit the correctness of the motion, we can only regret that the rules of procedure permitted an important matter to be avoided. Mr. Whitley's ruling closes the door of the House of Commons on the soldier who, having served his country, asks that his whole service may count for pension. It may be that we shall find another opening, but the prestige of Parliament is not enhanced by such suggestions that occurred by the Government on Thursday last. A large number of members supported the motion, and it is regretted that the members friendly to the "K" Company claim had no opportunity of showing their sympathy.

Mr. Hlingworth's speech was as usual. In his endeavour to defend the telephone service he stated that the great demand for munitions arose, a great many of the most efficient and experienced telephone men had to other positions in various offices and places where the work was easier, and where they considered they were performing more patriotic work than answering telephons calls all day.

So far as could be gathered from Mr. Hlingworth's illuminating defence, the low wages and bad conditions of telephonists had not caused one resignation.

The critics of the telephone service encountered most of the time available, but Lord Henry Cavendish Bentinck, Stephen Walsh, and Robert Young managed to get in very useful speeches. Robert Young dealt with the wages and conditions of Scale Payment Sub Office Assistants. He quoted instances after instance of extremely low wages, emphasising the absence of meal reliefs and the liability to make good losses. He drew from the Assistant Postmaster-General the extraordinary statement that "we are to be more responsible for their success than are any for those of the railwayman." Lord Henry Cavendish Bentinck told the Postmaster-General that, if he wished to improve the telephone service he would have to pay better wages and grant improved conditions, and he very usefully emphasised the points of the scale payment sub-offices, which had been made by Mr. Young. Sir Frederick Hall appealed for sympathetic consideration for the telegraph and telephonist in the Central Post Office who were faced with early retirement without pension after periods of service ranging from thirty to forty-seven years.

We are keenly disappointed at our failure to secure a hearing for the "K" Company case, and the ease with which the administration escaped on the plea of "no responsibility." For the wages and conditions of Sub-Office Assistants' emphasis upon necessity of direct representation.

W. J. B.

While there are good economic reasons for declining to regard labour as a commodity, the laws which govern the price of commodity, in fact, operate in governing the wages or price of labour.—Times Trade Supplement.

Organising and Financial Notes.

CRAFT AND SOCIAL STUDIES.

A paragraph in the TS Notes and a letter from "Domino" both appearing on the same page in last issue, cannot be allowed to pass without comment. The first is an extraordinary piece of news one has noted in a certain journal for some time—especially from TS—and the other is a description by the same author. Not that either one either time or space to argue with "Domino" either on the meaning of the word "craft" or his evident lack of respect for its very important function in the community; but I would request him that whatever title he chooses to use at the outset to the proposed "series," it was never intended to limit them to questions intimately connected with existing progress, as the Branch Circular sets out for their instruction. However, the Blackpool Conference retained their "Craft and Social Study Circles" (so "Domino" may rest in peace). Mr. Lewis desires to place facilities and the best form of thanks would be a wholehearted acceptance. But while I am quite prepared to place that opinion by itself, personally I would prefer to see the subject handled on a different basis. I mean that there are methods of teaching the same subject which will produce different results, there is the ability of varying progress which might be harmful to the cause of postal democracy. Nevertheless, with our minds open to receive and consider all points of view without acceptance of dogmatic assertion, nothing but good can result from such a venture.

It has been my intention for some weeks to send out a few circulars to branches on the subject of "Craft and Social Study Circles," and the only branch which has not sent a supply of leaflets, from Hakin Gollis is setting forth the details of correspondence instruction which the College offers, and had hoped also to include a similar leaflet issued by the Central Labour College, but Mr. Hacking tells me they are not yet ready. It seemed to me that these courses would be of many of our members, and equip them for trade union work, and, indeed, other useful activities. They also appear to me as affording an opportunity for the "leaders" to be elected to obtain that necessary minimum of trade union leadership. I was a member of a circle some years ago which did not boast a professor, and in these circumstances was a special one of our number to join and assist all the time and to get a week or two ahead of us in the subject chosen. We met weekly, and the leaders' business was to deliver a short lecture on the allotted topic for that period. The rest of us asked questions and discussed doubtful conclusions etc. Altogether, it turned out very successful.

In this case, of course, all the members were participating in the correspondence course, and a modification of this method would be necessary in our particular circumstances. There is no reason, however, why there should not be such a class in most offices, thereby providing a nucleus of members, who in turn could open debates at large gatherings of the staff as a whole. It is impossible to lay down any hard and fast rules for such activity, of course, so much depends upon the local circumstances.

Nobody could over-estimate the need at this moment for a clear understanding of the problems facing the community, and it is because of our lack of clarity that the Empire movement is failing with its high ideal of lifting all the forces of "progress." Misunderstandings and antagonisms among the people are being fostered by the Press, which are only possible among those who are groping in the dark. It is because I recognise the necessity of clearing up the fog of misapprehension being created in this subject, and I urge each local committee to consider at once the possibility of setting up some form of education.

The syllabus I have mentioned includes a great variety of subjects from Cottage Gardening to Industrial Reconstruction, from English Grammar to Advanced Logic and French Translation, Politics, Trade Union Law, Economics, General History, Industrial History, Ethics, Land Reclamation, Psychology, Sociology, Parliament, Local Government, and other subjects are some of the subjects offered.

All the staff is entitled to receive material for periods ranging from five to twelve months, according to the pensioner's rank.

PENSIONERS.

The recent Conference authorised the acceptance as members of Post Office pensioners. I have been asked to make clear that this means pensioners, and not the class of pensioners catered for by the Society. They will be enrolled under the ordinary conditions.

July 21, 1915.

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MORTONS HORTON BROS & CO

Letters to the Editor.

PARLIAMENT AND THE CIVILIAN.

To the Editor, Postal and Telegraph Record.

Perhaps you would be good enough to allow me to state my views on the "Parliament and the Civilian" in relation to the Citizen. In the first place, there is a direct connection with regard to the statement that in 1888 the Hibernian dynasty was developed. My history book informs me that the Hibernian dynasty had occupied the throne of the country. But my real point in writing, is with reference to the statement that we have not secured the power by the people through Parliament, to legislate for themselves, and further on that in the voting lobby the question is not whether proposed legislation is good or bad, but whether or not the Government continue in office. The paragraph "On Based the Influence of the House" is a natural sequence on the above, and the statement "but only in return essential to a revival of interest in political affairs, but it must precede any real control over the machinery of political government." The question therefore arises as to what form the reform necessary to re-establish the political power of the people, and to secure that the question of the Government of the day remaining etc.

The reforms that I desire to bring to the notice of all lovers of democratic principles would I think secure the ends in view and would secure the representation in Parliament of every individual elector.

My proposals are as follows:

- (a) That all divisions of the House of Commons should be made by the system of the first and vote such card to correspond to the number of electors in the constituency subject to provision for the member's constituency.
- (b) That every elector following up a General Election should be entitled to transfer his vote, as represented by the card, from the member representing his own constituency to any other member of the House of Commons for which a short period, say, a fortnight, would be allowed. This period could be repeated every six months. The same period would be allowed in any constituency following upon a by-election in that constituency.
- (c) That should a vacancy occur in any constituency, all votes transferred to or from other constituencies to or from that constituency shall revert to their original constituency.
- (d) That a member who loses one-half of the electoral strength of his own constituency by transfer to other constituencies, not taking into account votes received from other constituencies, shall be made a Steward of the Children Hundreds, necessitating a vacancy in that constituency.

The following particulars would then be secured:—
(a) The vote of every elector would be secured.
(b) A proportional representation of minorities (political) in constituencies would be enabled to transfer their votes to the member of their own constituency, and the rest of the people by the power shall be made a Steward of the Children Hundreds, necessitating a vacancy in that constituency.
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The P.O. Firm, 10, High Street, London, N. 5.

THE RECRUITMENT OF TUBE ATTENDANTS.

To the Editor, Postal and Telegraph Record.

In your issue for June 12 you gave the second report of the Committee on the Employment of Disabled Soldiers in the Post Office. Paragraph 24 refers to the class of tube attendants at the Central Telegraph Office as having in the past been recruited from boy messengers who were debared by physical defect from other appointments. The Committee are certainly wrong in this statement, and I should be obliged if you would kindly publish this rejoinder to the information of the many at the C.T.O. who read the Record.

A few of our men are under the Post Office standard height, a 5 ft 4 in. When giving evidence before the Hilt Select Committee, Mr. Holt stated that a man that a man 5 ft 4 in. was physically fit, and fortunate to have a position in the Post Office at all. I argued that the Post Office standard was too high, both the Navy and Army standards being at least one inch lower than the Post Office standard. Mr. Crabb in tendering rebutting evidence, upheld the theory that we were a class of tall men. This came war, that great leveller of all grades, and 10 per cent. of the whole class were called to the Colours on the very day that war was declared.

A "Sixty-five man from a total of 102 called with the Colours during the war. Only five of the whole class under the age of 41 were turned down as physically unfit. Eighty per cent. of the men who went away in the numerous sacrifices, were wounded and eight per cent. were killed in action. In each and every case they were actually killed in action. At least three of these men were under the Post Office standard height and in consequence consigned to the "N.C.U.s" (from Sergeant Munton downwards), and one who became invalidly killed obtained a commission. The men who were spread ourselves out on all fronts, including France, Belgium, Russia, East Africa, Italy, and Egypt, etc., and quite a number are still with their units.

In conclusion I submit that our service is unique, seeing that we are still considered to be a class of tall men. W. H. Buxton, Secretary, Tube Staff Association.

The Postal and Telegraph Record.

JULY 15, 1919.

Parliament and the Post Office.

Director will naturally be pleased that the members of the House of Commons, who have taken an interest in the postal and telegraph services, have shown their sympathy for the telephone. It is gratifying to see that the House of Commons has taken an interest in the telephone. It is gratifying to see that the House of Commons has taken an interest in the telephone. It is gratifying to see that the House of Commons has taken an interest in the telephone.

The Excluded Pensioners.

A large meeting took place at the Common Hall, when Mr. H. W. Huxley, late collector, Exams and Customs Liverpool, presided. The Chairman gave an interesting account of the progress of the movement, and the formation and activities of the United Civil Servants' Federation, in which he occupies a prominent position as president for the North of England. The agreement of March 18 between several Service Associations and the Treasury, and his omission of telephone rates paid to the Post Office, which was a very important matter, and which was a very important matter, and which was a very important matter.

legal liability for the conditions under which the work of scale-payment offices is done. We earnestly regret that the House did not take the opportunity provided by Mr. Hingworth's speech of upholding the whole conception of Post Office management as conducted by present-day administration. The telephone does not pay the rate the reason may be that by raising the charges and restricting the service. With the same amount of money we could have a better service than that which is provided by the Post Office. It is gratifying to see that the House of Commons has taken an interest in the telephone. It is gratifying to see that the House of Commons has taken an interest in the telephone.

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MEETING AT LIVERPOOL.

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POST OFFICE ESTIMATES.

"K" Co.—Question Ruled Out of Order—The Scale-payment Sub-office System Condemned—Telephone System Attacked—Anti-nationalisation Members to the Fore.

The Chairman (Mr. Whitley): Before I read the Vote to the Committee, it will perhaps be desirable that I should read out some of the correspondence which I have received since the meeting desired to raise to-day will not be in order. I refer to the question of Colour Service counting for Civil Servants' purposes. I have had very many letters on this subject, and I find on referring to the Superannuation Act, 1892, that the question can only be dealt with by legislation. That takes it outside the scope of our discussion in Committee. I am sorry that the hon. Member for the City (Mr. Archer-Shee) is not a fact that on previous occasions we have discussed this matter on this Vote. The Chairman then referred to the fact that on the part of the telephone workers, it was not until the middle of the year that the Government had looked into the matter. He then referred to the fact that the Government had looked into the matter. He then referred to the fact that the Government had looked into the matter.

means, which, of course, are mainly the fighting departments of the War Office, the Admiralty, and the Air Force. This is the only hope that has been realised, that it will be on a small scale. The cost of materials has very largely increased, and the cost of the materials of the materials has very largely increased. The cost of the materials of the materials has very largely increased. The cost of the materials of the materials has very largely increased.

The Excluded Pensioners.

The Chairman: Not an any Vote in Committee of Supply. That is all I am concerned with. In Committee of Supply, on whatever Vote, we can only deal with something that is within the administrative control of the Minister under the existing legislation. Hon. members of the House, under amending legislation can make other forms of the House, but not Committee of Supply. The Chairman: Can it be brought up on the Estimates? The Chairman: No, not on the Estimates. The Chairman: Would it not come under the Army Vote for men, seeing there was clearly a promise made to them that this service should count towards their Post Office pension? The Chairman: The Leader of the House was asked about it in the subject. The Postmaster-General: This Post Office now covers such a large field of activities—that it is both the Post Office (bus and mail) and the telephone service. It is impossible to deal with the telephone service separately. Consequently, I propose to refer only to those questions which have excited criticism both inside and outside this House. That is, of course, the subject of the telephone rates. On the two previous occasions that I have referred to the House on the Post Office Estimates I have not referred to the telephone rates. Everyone knows that the telephone rates are a very important matter. I am afraid that at the present moment the position is not very much clearer. Still, I will do my best. I will do my best. I will do my best. I will do my best. I will do my best.

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PARAPHRASE telegram from the Secretary of State
for the Colonies to the Governor of Kenya.

Sent 1.3.20. 31st August, 1920.

31st August

Your cipher telegram of 26th June

boycott clearly seems to be due to misleading
articles in the Post and the Postal and Telegraph
Record and it will be I fear difficult to dispel
prejudice unless Union of Post Workers in this
country with whom I am hoping to get into direct
communication receive statements which they regard
as satisfactory from men in East African Service.
However will do all I can to overcome difficulties.
Apparently one of main objections is second class
passages and alleged humiliation of inferior status
and to meet this would be ^{you} disposed to recommend
first class passages for male or female postal
clerks or for both. Telegraph reply.

Ans'd 43961

MILNER.