

Annual report and statement of accounts : London Conference 1945 / Civil Service Sanatorium Society.

Contributors

Civil Service Sanatorium Society

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1945

The Civil Service
(formerly Post Office)
**Sanatorium
Society**

LONDON CONFERENCE

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A. E. EDWARDS, Vice-Chairman (Tunbridge Wells).
Miss M. M. FRANKS, B.E.M. (London).
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H. PLATTS (Sheffield).
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Trustees :

R. BAKER (London), J. H. GARNER (London) and C. C. JOLLY (London).

Secretary :

J. R. WILLIAMS.

Treasurer :

D. C. WOOLLARD.

Deputy Secretary :

A. E. EDWARDS.

Registered Office : 63, Catherine Place, London, S.W.1.

Telephone : Victoria 5022/3. *Telegrams :* Treatment, Sowest, London.

Hon. Solicitor :

F. W. WAREHAM, 34, Surrey Street, Strand, London, W.C.2.

Consulting Physician :

B. MYERS, C.M.G., M.D., F.R.C.P.,
53, Queen Anne Street, Cavendish Square, London, W.1.

Auditors :

T. BURTON MILLER & SON,
141, Fenchurch Street, London, E.C.3.



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LIFE MEMBERSHIP.

CIVIL SERVANTS (established, unestablished, permanent, temporary, industrial and non-industrial) can become **LIFE MEMBERS** for Sanatorium and Necessitous Cases Benefits in accordance with the Rules.

LIFE MEMBERSHIP can be obtained by making a single payment in accordance with the **Scale** at present in force. The Scale is inside the back cover of this book.

PRESENT MEMBERS are particularly urged to make the single payment and so commute their annual contributions. Deductions from pay are obviated and civil servants who leave the Civil Service avoid the direct payment of their annual contributions to the Society.

Application for **LIFE MEMBERSHIP** should be forwarded to the Secretary of the Society with cheque for the appropriate amount made out to the Society.

LIFE MEMBERSHIP

CIVIL SERVANTS, established, unestablished, permanent & temporary, industrial and non-industrial, and others, LIFE MEMBERSHIP is a permanent and exclusive privilege in connection with the Society.

LIFE MEMBERSHIP is a privilege obtained by making a single payment in accordance with the scale of prices in force. The scale is found on the back cover of this book.

PRESENT MEMBERS are particularly urged to make the single payment and to contribute their annual contributions. The Society is now preparing a list of all members who have the full amount paid the first payment of their annual contributions to the Society.

Applications for LIFE MEMBERSHIP should be forwarded to the Secretary of the Society with a check for the appropriate amount made out to the Society.

PROCEEDINGS OF THE EIGHTEENTH CONFERENCE.

London, 31st May and 1st June, 1945.

THE Eighteenth Conference of the Civil Service (formerly Post Office) Sanatorium Society, was held at the Conway Hall, Red Lion Square, London, W.C.1, on Thursday, 31st May and Friday, 1st June, 1945.

Miss M. M. Frakes, B.E.M., Chairman of the Committee of Management, presided.

DELEGATES.

The following Delegates were present and answered the Roll Call :—

POST OFFICE—LONDON.

Central Telegraph Office—Mr. P. H. Beveridge, Miss M. M. Frakes, Mr. B. Figg, Mr. J. H. Garner, Miss B. S. Hollington, Miss E. M. Juniper, Miss M. E. Pinner.

Centre Area L.T.R.—Mr. W. W. Cannon, Miss G. M. Dean, Miss E. W. Harris, Mr. S. H. V. Leach, Miss I. M. Mortley.

City Area L.T.R.—Mr. T. F. H. Allen, Miss L. G. Perkins, Miss M. Stevens.

East Area, L.T.R.—Mr. F. Ellis, Mr. T. H. Stallard.

Eastern District Office—Mr. H. Hallam, Mr. T. W. Townsend.

Engineer-in-Chief's Office—Mr. W. H. Fox, Mr. S. F. Hall, Mr. E. T. S. Lewis, Mr. D. C. Woollard.

Headquarters, L.T.R.—Miss E. Carter, Mr. H. Enoch, Mr. W. R. Head, Mr. C. C. Jolly, Mr. H. L. Niven, Miss M. Smith, Mr. G. H. Taylor, Mr. A. J. Wood.

King Edward Building (E.C. & F.S.)—Mr. R. Benfield, Mr. A. J. Crisp, Mr. T. M. Kennedy, Mr. C. R. Leach, Mr. E. G. McKewan, Mr. W. L. Sullivan, Mr. B. C. N. Tyler, Mr. C. J. Wright.

Long Distance Area L.T.R.—Miss E. A. Hall, Mr. J. E. Harris, Mr. L. E. A. Logan, Mr. G. P. Milton, Miss W. A. D. T. Waud, Miss I. E. Weston.

Mount Pleasant—Mr. W. J. Adams, Mr. C. C. Annis, Mr. J. S. Cook, Mr. W. C. Crofton, Mr. A. J. Davies, Mr. H. R. Dudley, Miss G. M. Roofe, Mr. F. T. Saunders, Mr. R. Westrop, Mr. C. W. Williams.

North Area, L.T.R.—Mr. H. A. Allen, Miss D. Beadle, Miss M. A. Grose, Mr. W. E. R. Jones, Mr. G. P. Stovell, Mr. H. Turner, Miss A. A. Waldie, Miss I. E. Yates.

Northern District Office—Mr. F. Price.

North-West Area, L.T.R.—Mr. D. F. Churchill, Mr. S. R. Hoare, Miss G. E. Maskell.

Post Office Savings Dept.—Mr. P. G. Cooper, Mr. W. E. Kay, Mr. D. E. Ramsey, Mr. R. Seymour, Miss E. M. Thompson, Mr. A. G. H. Weitzel.

Regional Directors Office—Mr. J. Tozer.

South-East Area, L.T.R.—Mr. L. J. Atkinson, Mr. W. K. Chamberlain, Miss A. Hart, Mr. W. G. Moll, Miss G. D. Moore, Mr. E. R. Pilton, Miss V. Thorne.

South-Eastern District Office—Mr. S. Carpenter, Mr. W. F. Watson.

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South-West Area, L.T.R.—Mr. A. Peach, Miss E. Roberts.

South-Western District Office—Mr. B. G. Barry, Mr. A. Deed, Mr. W. Fordham, Mrs. M. Groves, Mr. H. W. Knight, Mr. T. Phillips, Mr. J. W. Prior, Mr. J. B. Sheehan, Mr. J. J. Whittingham.

West Area, L.T.R.—Miss H. Cox, Mr. A. P. Paice.

Western District Office—Mr. J. W. Caughlin, Mr. T. L. Caughlin, Mr. F. G. Hole.

Western Central District Office—Mr. W. Baker.

PROVINCES.

Abergavenny—Mr. J. T. Watkins.

Birmingham—Mr. C. E. Morgan, Mr. H. J. Petty, Mr. E. Smith, Mr. H. Wilson.

Bournemouth—Mr. J. T. Watkins.

Brighton—Mr. G. A. Gilder.

Bristol—Mr. J. T. Watkins.

Cardiff—Mr. L. J. Birch, Mr. J. Griffiths, Mr. I. Miles, Mr. H. Railton, Mr. J. T. Watkins.

Cardiff T.M.O.—Mr. J. T. Watkins.

Edinburgh, Edinburgh H.Q. Establishment, Edinburgh Region Area—Mr. J. Cairncross, Mr. A. Harkess, Mr. E. N. Payne.

Glasgow, Glasgow Region Area, Glasgow Scotland West—Mr. J. Clark, Mr. J. W. Harrow, Mr. R. Hogg, Mr. R. Houston, Mr. R. Jack, Mr. J. Nicolson.

Leeds—Mr. C. Dennis, Mr. F. Lancaster.

Liverpool—Mr. R. Chivers, Mr. G. Fox, Mr. W. J. Gay.

Llanelly—Mr. J. T. Watkins.

Manchester—Mr. G. H. M. Elliott, Mr. T. E. Gregory, Miss E. Hopwood, Mr. E. Taylor.

Newport, Mon.—Mr. J. T. Watkins.

Nottingham—Mr. J. T. Watkins.

Pontypool—Mr. J. T. Watkins.

Portsmouth—Miss M. M. Worth.

Portsmouth T.M.O.—Mr. M. A. Squib, Miss M. M. Worth.

Sheffield—Mr. C. Dawson, Mr. H. A. Johnson.

Swansea—Mr. R. G. Coode.

Tunbridge Wells T.M.O.—Mr. S. W. Coates, Mr. R. L. Fagg, Mr. F. H. Owles, Miss I. M. Walker.

OTHER GOVERNMENT DEPARTMENTS—LONDON.

Agriculture and Fisheries, Ministry of—Miss M. Jackson, Miss D. Newton, Mr. E. C. Syms.

Air Ministry—Mr. H. J. Brooker, Miss M. M. Childs, Mrs. C. Jarrett, Mr. B. M. Robinson.

Aircraft Production, Ministry of—Mr. E. Benbow, Miss B. M. Carey, Mr. G. J. Gordon, Mr. H. J. Horn, Miss M. Jackson, Mr. B. M. Robinson, Mr. J. R. Williams.

Assistance Board—Miss A. Cash, Miss M. C. Hayes, Mr. A. Johnson, Mr. A. E. Kent, Mr. F. Marcus Arman, Mr. G. A. Pepper, Mr. S. C. Wells.

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Crown Agents for the Colonies—Mr. R. Baker, Miss M. A. Branscombe, Mr. T. Dwyer, Mr. W. A. Whyler.

Customs and Excise—Mr. A. H. Cohen, Mr. J. Fletcher, Mr. R. J. Lowe, Mr. A. W. Matthews, Mr. A. T. Winchester.

Education, Ministry of—Mr. R. Baker.

Food, Ministry of—Mr. T. E. Gregory.

Fuel and Power, Ministry of—Mr. C. J. Bazley, Miss M. Jackson, Miss A. Karno.

Health, Ministry of—Mr. R. Kenrick, Mr. J. R. Williams.

Home Office—Mr. J. R. Williams.

Inland Revenue—Mr. A. C. Allison, Mr. R. H. LeFevre, Mr. C. T. H. Plant, Mr. W. F. B. Smith.

Labour, Ministry of—Mr. C. W. Barnard, Miss K. M. Colebrooke, Miss T. M. E. Frost, Mr. F. H. G. Huggins, Mr. J. A. Milligan, Mr. R. G. Sutton, Mr. E. A. Walden, Mr. J. R. Williams.

Land Registry—Mr. R. Baker.

Pensions, Ministry of—Mr. J. R. Williams.

Postal and Telegraph Censorship—Mr. J. T. Watkins.

Stationery Office—Mrs. E. E. Fuller, Miss M. Jackson, Miss B. D. Lee.

Supply, Ministry of—Mr. J. H. Arnison, Mr. H. Clare, Mr. H. J. Stanton.

Treasury—Mr. J. R. Williams.

War Office—Mr. F. T. Lethbridge.

War Transport, Ministry of—Mr. W. P. James, Mr. R. Patrick, Mr. J. R. Williams.

Works, Ministry of—Miss M. Jackson, Mrs. M. B. Sherwood.

PROVINCIAL.

Agriculture, Scotland—Mr. E. C. Syms.

Scottish Education Dept.—Mr. R. P. F. Aue.

War Office, Outstations—Mr. P. H. Barber, Mr. D. Briers-Hutchinson, Mr. D. W. Jerome.

Welsh Board of Health—Mr. D. O. Jones.

RECORD AND VOTING STRENGTH OF DELEGATES.

	London.	Prov.	O.G.D.'s.	Total.
CONSTITUENCIES ...	22	25	26	73
MEMBERSHIP ...	51,223	31,703	55,323	138,249
DELEGATES ...	100	37	56	193
CARD VOTES ...	521	328	566	1,415

COMMITTEE OF MANAGEMENT—Not Delegates :

Mr. A. E. Edwards, Mr. H. Platts, Mr. T. W. Roper, Mr. A. P. Watson.

STANDING ORDERS COMMITTEE—Not Delegates :

Mr. G. O. Esdaile, Mr. B. Hubble, Mr. W. R. Solomon.

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GUESTS—

Mr. and Mrs. R. J. Jones.
Mr. W. O'Shea.
Mrs. G. Gilder.
Dr. Myers.
Mr. Burton Miller.

Mr. Laurie.
Mr. Wareham.
Mr. C. H. Garland.
Mrs. A. P. Watson.

STANDING ORDERS COMMITTEE.

Mr. P. H. Beveridge (Central Telegraph Office), Mr. G. O. Esdaile (London Telephone Service), Mr. J. W. Harrow (Glasgow), Mr. B. Hubble (London Engineering District), Mr. W. R. Solomon (Cardiff).

(Transcript of the Shorthand Notes of T. C. Foley, 180, Fleet Street, London, E.C.1.)

REPORT.

The Chairman (Miss M. M. Frakes, B.E.M.), in the Chair.

The Chairman: I declare this Eighteenth Conference of the Civil Service (formerly Post Office) Sanatorium Society open, and I hope we shall have a very instructive two days.

I call upon Miss Jackson, Chairman of the London Reception Committee, to make certain announcements.

Miss M. Jackson (Chairman of the London Reception Committee). (After making certain announcements) said: Mr. Atkinson and his wife have made very elaborate arrangements for this Conference, and when you have had experience of what he has done you will find he has done a very fine job of work; and we on the Reception Committee do not want to take any credit from the two Atkinsons for the job of work they have done here.

In welcoming the delegates to this Conference it is the desire of the Reception Committee to make them as comfortable as possible. In that way we can contribute something to the well-being of the Conference, because the main thing during the next two days is that this Conference shall take wise decisions in the interests of the Sanatorium Society, which after all, is vital to the Civil Service.

ELECTION OF TELLERS AND ADOPTION OF STANDING ORDERS.

The Chairman: I declare the following seven delegates elected tellers: Mr. Huggins (Ministry of Labour); Mr. Cook (Mount Pleasant); Mr. Robinson (Air Ministry); Mr. Plant (Inland Revenue); Mr. H. Turner (North Area L.T.R.); Miss Newton (Ministry of Agriculture and Fisheries).

On your Standing Orders you will find we should have had four tellers only; but it is necessary, with the increase of work,

to have seven tellers. Do you accept Standing Orders as printed with that amendment. (Agreed).

STANDING ORDERS COMMITTEE'S REPORT.

Mr. Hubble (Chairman of the S.O.C.): I have much pleasure in presenting the S.O.C.'s Report. We have had quite a number of pains in trying to get the channels of Conference working as speedily as possible. You have the S.O.C.'s Report before you. In addition we have a Supplementary Report about which I would like to make the following statement. The Committee of Management will move the new rules. May I add at this juncture: When you are referring to the old rules to emphasise the fact that you are referring to the old rules, and not to the new rules. This will help Conference and yourselves.

Amendments to the old rule, if covered by the new rule, will be seconded by the constituency concerned.

On page 3, the Inland Revenue addendum, if carried, is to be added to new rule 2. On page 8 the proposal of the Engineer in Chief's Office, which is put down as an addendum to old rule III (16) is to be moved with new rule 17 on page 7. On page 10, Assistance Board amendment to rule IV, Section 3, is to be taken prior to new rule 36.

Passing to ordinary resolutions, on page 16, the Committee of Management and the Engineer in Chief's Office have agreed to a composite resolution, and this should be inserted in front of the Committee of Management's resolution: "That this Conference forward the following telegram to the Ministry of Health," and then one carries on with the Committee of Management's resolution.

That is the Supplementary Report to the S.O.C.'s Report. I should add on page 17 Mount Pleasant have withdrawn their resolution in favour of new rules 8 and 9. L.T.R. East Area and West Area will move a composite resolution: "The following to be added to L.T.R. East Area: "If supported by expert medical opinion'."

L.T.R. North West Area withdraw in favour of the City Area, and North West will second that. That completes the Supplementary Report.

Mr. Hoare (L.T.R. North West Area): On the S.O.C.'s Report in the time-table is shown at 10.35 a.m.: "K.E.B. to move amendment on page 6 to new rule 15," while the report on that very subject is under discussion. We are unable to accept that recommendation because K.E.B. will in fact be moving an amendment to a new rule which has not yet been before Conference. We think that the Conference should have a free discussion on the Report, and treat the discussion as being a discussion on the motion and the amendment when reached.

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Mr. Fox (Liverpool): On behalf of the constituency of Liverpool I support the previous speaker. We feel that this subject should be dealt with under the new rule, and that it should not be discussed on the Report.

The Chairman of the S.O.C.: The S.O.C. put this in with the idea of making as much progress as possible; but, if what has been stated is the view of the Conference, we accept that as the ruling of the Conference.

Mr. A. P. Watson (General Secretary): If the Report as presented in the Annual Report is adopted, then the K.E.B. amendment will be out of order (Cries of "No"), for the simple reason that Conference will have to approve the principle contained in that Report. The others are simply consequential alterations to give force to those things. The S.O.C., as I understand it, wanted K.E.B. to have a good show and full presentation of their point of view so that they should not be cut out by the technicality of having adopted the Report. K.E.B. can say just as much or as little as they like on the paragraph of the Report with it as they can to the amendment of the rule. If Conference does not think that is the best way, all I can submit as a matter of principle on behalf of the S.O.C. is that it is a good and proper method of doing business.

Mr. Tyler (K.E.B.): We wish our resolution to be taken as placed on the agenda by the S.O.C. Obviously it would not be fair to us to move the resolution after the atmosphere had been biassed in favour of the Report before Conference. Therefore, we ask Conference to accept the S.O.C.'s Report as circulated.

The Chairman: I will now put the Standing Orders Committee's Report.

Mr. Pepper (Assistance Board): Are you putting the S.O.C.'s Report as a whole, or are you putting the particular point?

The Chairman: I am putting the point raised by Mr. Hoare. The reference back was lost.

Mr. Pepper (Assistance Board): On a point of information, the S.O.C. Chairman indicated that new rule 3(b) on the Order Paper will come before the discussion on new rule 11. In point of fact they are related to new rule 11, and since the old rule is amended in some form by the new rule 11, it would be wiser for Conference to take them on the discussion on new rule 11. May we have the observations of the S.O.C. on that? The point is this. You will be discussing an amendment which will affect new rule 11. You are going to ask for an amendment of the new rule and subsequently you are going to be rather tied up because you cannot, at that stage, go back and deal with the new rule which you obviously will want to tidy up. If you take this amendment and the Air Ministry amendment as an amendment to new rule 11 in its proper place, everybody will be happy and you will get the business done.

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The Chairman of the S.O.C.: I accept that on behalf of the Standing Orders Committee.

The Chairman: Does Conference agree to that? (Agreed).

Mr. Plant (Inland Revenue): May I raise a point on which I should like information before I contest the final paragraph in the S.O.C's Report? I do not wish to contest it if I can have an assurance from the Committee of Management that any new proposals which come into effect will be retrospective from the 1st January, 1945.

The Chairman of the S.O.C.: From what appears on page 16 at the top, you will see that the rules will be enforced as stated.

Mr. Plant (Inland Revenue): Then I can have an assurance that any financial arrangements for the new Secretary will be retrospective to the old Secretary as and from the 1st January, 1945?

The Chairman: Yes.

Mr. Plant (Inland Revenue): Then I do not desire to make any objection to the S.O.C's Report.

The Chairman: Does Conference agree to the adoption of the S.O.C's Report as amended? (Agreed).

CHAIRMAN'S ADDRESS.

The Chairman: Ladies and Gentlemen, It is my great pleasure to address this, the 18th Conference of our Society in London, and to wish you all—particularly new delegates—a useful and happy Conference. My keynote is—this is a Victory Conference. Our thankfulness is shared everywhere, may the future be worthy of our efforts. It is a wonderful climax, after serving many years on the Committee of Management, eventually to hold the position of Chairman of the Society, and it is with great pride that I will endeavour to uphold the traditions of our great Society by reviewing the hard work unselfishly performed by all our colleagues throughout the country, with the good results about which I will say a few words, but which will be evident in the Report which will be given to you by your Secretary.

This year, 1945, represents 40 years of labour and service for all grades in the Civil Service by the Society for the benefit of our less fortunate colleagues who have suffered from Tuberculosis.

Let me touch upon a few milestones in the story of our Society. In 1926 membership, which previously had been confined to the Post Office, was opened to the whole of the Civil Service. In 1935 the Registered Office of the Society was installed in the centre of London. In 1937 the Necessitous Cases Fund was inaugurated. In 1939 the Registered Office was evacuated to Headcorn, in Kent. In 1943 the Wives Scheme was introduced.

It should be stressed that during all these years the growth in membership and therefore to the area for which benefits could

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accrue, was steadily mounting. It is interesting to note here that from the inception of the Necessitous Cases Fund financial assistance has been afforded to members in need amounting to £33,363 7s. 7d. (Applause). The total membership of the Society to-day is estimated at 215,229. On the treatment side every known improvement for the cure of Tuberculosis, as a result of scientific research, has been brought to the service of our colleagues who have fallen by the way.

I think it is my duty to invite the attention of Conference to the extraordinary organising activities during the years 1943-1944, resulting in 25,895 and 19,411 new members during these years respectively. Fourteen thousand seven hundred and forty-eight wives of members were enrolled. All this calls for congratulation.

Some statistics regarding the incidence of Tuberculosis should be interesting. It has been reported that for women in 1943 the number of deaths from Tuberculosis was the lowest ever recorded, but for men the number was 4 per cent. above that of 1938. More serious is the number of new cases notified. The total of 42,410 in 1943 is 2.8 per cent. higher than in 1942, and 16.4 per cent. higher than in 1940. These may be directly due to war conditions, but must be reckoned as some of the toll due to diagnosis by mass radiography.

There is no doubt that in recent years, arising out of the increase in Tuberculosis in 1939 and 1940, culminating in the Dawson Committee Report of 1942, the institution of mass radiography, the issue of Circular 266/T by the Minister of Health to Local Authorities covering allowances, Tuberculosis is at present a first-class issue in this country. The subject is constantly referred to in the House of Commons. I have given you figures of the incidence in this country, but on the Continent figures show that the percentage increases, not only in incidence but in deaths, especially in countries occupied by the Germans, were anything ranging from 100 per cent. to 250 per cent. As an aside here, I might say that Civil Servants, especially our members taking up duties in these countries, should be safeguarded against the dangers they will be facing in this direction.

I would like a word here about mass radiography. As was reported to you in 1943, it was only then in its experimental stage. Since that time considerable headway has been made, and of course has produced its problems. Special arrangements have been made for London Civil Servants to be examined. Provincial Civil Servants would be examined as and when units were installed in their particular areas. We are told that, in due time, when staff can be trained, units will be available at all convenient spots. I think the response of volunteers from Civil Servants has been moderate. There are reasons for this. The National Whitley Council of the Civil Service is not satisfied with the

response, and yet you do find that some Civil Servants, especially the lower paid grades, have not yet had an early opportunity of examination. I hope that this examination will soon be completed. I do not wish to anticipate any resolutions on the Agenda, but certainly it seems to me that mass radiography would lose its effectiveness if the examinations did not become periodical. It might be possible in industries by areas where it was found, as a result of mass radiography, that the incidence was greater than in others that periodic examinations should be introduced in these particular areas.

I would like now to turn to some of the results and problems arising out of mass radiography. You will no doubt hear to-day that our Society has felt the increase due to this process. In the special report of the Medical Research Council on mass miniature radiography of civilians for the detection of Pulmonary Tuberculosis, we find in 1943 that out of 21,000 office and factory workers in Greater London 277 new cases were found. The total incidence of "Significant" Tuberculosis newly discoverable was between 1 per cent. and 1.5 per cent. Of this about .3 per cent. to .4 per cent. were persons requiring to leave work immediately for institutional treatment, while remaining approximately 1 per cent. required out-patient observation, including periodical X-Rays while continuing at work. On this basis the total demands on the Tuberculosis Dispensary Service would be for 10 to 15 persons for every 1,000 examined, and immediate demands on Institutions for accommodation would be for 3 or 4 per 1,000. You can, therefore see the problem and its vastness. Once it is tackled, and we have periodical examinations, it may never be required to be tackled again.

On the present basis, one prominent newspaper says that a quarter of a million persons in this country would be diagnosed as having Tuberculosis, of which 70,000 cases would require immediate treatment as dangerous. One other aspect, and that is, as a result of this examination, that of Civil Servants earning over £800 a year, .6 per cent. have Significant Tuberculosis; from £350-£800 1.8 per cent. and up to £350 1.1 per cent. Of manual workers in the Civil Service earning up to £350 per annum the figure of 2.4 per cent. with Significant Tuberculosis is given, which shows, without any shadow of a doubt, that the lowest paid is the hardest hit.

All these cases are notifiable. From all over the country complaints are pouring in of the lack of beds mainly due to the lack of nursing and domestic staff. We also in our Society are faced with the same difficulties. I might say here that our policy is to find beds for all our cases of Tuberculosis—to take them from their homes, avoiding the chance of infection, and curing them in a Sanatorium rather than in their own homes. With the large number of persons to be treated at the present time certain

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methods are adopted to meet the emergency—scientific methods of segregation and treatment. Already you find: (1) those who can be treated at home, with periodical visits to a Tuberculosis Dispensary, and can work: (2) those who can be treated at home, but are awaiting Institutional treatment: (3) those who require definite Institutional treatment forthwith; and (4) those who must have some form of surgical treatment, probably in an Hospital. This is all in connection with Pulmonary Tuberculosis. I have made no mention of any other forms, which, of course, must be dealt with on similar scientific lines. I have told you, however, of the Society's aims as far as their methods are concerned. It is interesting to note that in Russia workers suffering from Tuberculosis, but not sufficient to preclude work, sleep in Sanatoria at night and do light work during the day.

Our line is prevention and cure. We believe, as the economic conditions I have mentioned shews you, that some of the processes of civilisation have much to do with the disease. We must, therefore, lend all our power for good housing, hygiene, the training of women and of adults, no neglect of children, a sad point to have to mention, full advantage of meals at schools, and the definite enforcement of rules to circumvent infection. Let us eliminate infection and eradicate Bovine Tuberculosis wherever it can be found. Much attention must be paid to rehabilitation and training of Tuberculosis patients. This is already part of a scheme outlined in the Tomlinson Report and placed on the Statute Book. The Disabled Persons Employment Act also applies to persons suffering from Tuberculosis. We have had experience at Preston Hall and Papworth and in particular for women at Neyland Sanatorium of the British Legion. The National Health Service and the scheme for National Insurance are of great importance to us. These must be for the benefit of the nation. We see more clearly now what our position will be as a Society, and even better with Benenden Sanatorium as a Sanatorium, in the scheme of things. I feel that there certainly will be a place for the Society in the National Health Scheme.

You will see later in our day's work that the Committee of Management is putting before you a further advance in the subjects which it thinks the Society should attain, that is the cover for children of members, and the provision for the treatment of cancer.

I cannot conclude my address without making reference to the passing of Mr. W. H. Jayne, a former member of the Committee of Management for many years, a great believer in the Society, and one of its staunchest supporters.

We had hoped to have with us to-day, perhaps the greatest of them all, the inspiration of the Society and of the movement behind it, Mr. Charles Garland, who with very great reluctance and on account of advancing years had, unfortunately, to decline

at the last moment. I am sure you will be pleased to know he is mentally as alert as ever. Lastly, but by no means least, I refer to the laying down of Office, owing to the encroaching years, of our Secretary, Mr. A. P. Watson. We shall deal with this later, but my address would not be complete if I did not pay my respects to him and to his trojan work on behalf of the Society. (Hear, hear).

This is our Victory Conference. The ceasing of the terrible bloodshed, agony, torture and starvation which this horrible war has produced will bring the relief to this world which we all hope with peace and security will be of a permanent character.

We shall be able to devote our energies to re-building not only our houses, towns and cities for the betterment of the people, but also the war-torn and weary bodies and minds of those who have suffered, and in this connection let us do our utmost to see that our machine is made a perfect example of what man can do for man. (Loud applause).

Mr. Wright (K.E.B.): I hoped that a younger and more gallant delegate would have congratulated you, madam Chairman, on such an inspiring address. But it is my happy lot to congratulate you on the documentary evidence that you have given us regarding the scourge which we are all interested in. My constituency feel, however, that this address is deserving of wider publicity than has been given to it within these four walls. We have a very, very large membership. My own constituency carries 4,000 members. We desire that the incoming Committee of Management shall consider the publishing of the Chairman's address in future in documentary form prior to the Conference. That would do two things. First, it will give every member an opportunity of seeing and reading the Chairman's address prior to its deliverance and prior to the Conference rather than having it handed to them in about two years' time. Secondly, there will be economy in the time of the Conference, as you are now spending 15 minutes in the deliverance of this able address. Therefore, I move:

"That in future the incoming Committee of Management will consider the advisability of publishing the Chairman's address in documentary form prior to the Conference concerned."

Mr. Tyler (K.E.B.): I second.

Mr. Fox (Liverpool):—I should like to express the feeling of the Liverpool constituency in saying that we think that the Chairman's address would lose a good deal of its effectiveness in its leadership to the Conference if it were published prior to the Conference. (Hear, hear). I feel I am voicing the sentiments of this Conference when I say that it is the prerogative and the privilege of the Chairman to give a lead from the Chair. It is a

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matter of old-established principle, and I hope we shall have no departure from that principle. (Applause).

It was moved, seconded and agreed that the vote be taken.

On a show of hands the motion of K.E.B. was lost.

THE SECRETARY'S REPORT.

The Chairman: I have pleasure in calling upon the Secretary to make his Report for 1943 and 1944.

The Secretary (Mr. A. P. Watson): Madam Chairman and Colleagues: I must ask Conference to bear with me to some extent owing to the fact that I am suffering to-day from the result of a fall of over two years ago which is producing cataract in my left eye, but thank Heaven the other is fit and I feel very fit and mentally alert (hear, hear), so that I shall have to perform to a great extent, a feat of memory in giving you my Report. But my friend Mr. Williams will give me a prompting if I hesitate, and I think I shall be able to carry on.

I have great pleasure in presenting these Reports for the years 1943 and 1944, which reveal to you the work of the Committee of Management and of the Society during those two very strenuous years. If you will take the 1944 Report you will have the details before you which will save my going through a lot of figures which I cannot very well read.

The first point is the question of membership. Madam Chairman referred to that, and I need not do other than call your attention to the fact that we have added 45,000 members during these two years (applause). If we look over a period of years which you can see in summary in the previous Reports, we have grown from what one might call next to nothing to a body which matters in the world which is endeavouring to grapple with tuberculosis. I have followed the usual practice which my friend Mr. Plant rather criticised last time—but I think it still holds the field—of publishing the tables which show in detail the work done on the benefit side of our Society. It sets out the people who come to us, what happens to them, the age of the people we treat and the results achieved in the course of the year with the total general results which have accrued since the inception of the Society. You will observe this service by our colleagues to our colleagues has resulted in a very substantial proportion of them being able to return to work. Even if it were not as substantial as it is, I feel that this would be something that the Service and the Society should be proud of in providing the means of securing the return of their colleagues to work rather than, as is unfortunately the case with the greater proportion of the population, being thrown on to the scrap-heap.

In this connection I just want to refer in passing to the great necessity for early advice to the Society. We shall have something to say in the later part of the Report regarding this

actual point; but it is up to all of us to see that a colleague comes to us for examination or treatment, or whatever it may be, as early as possible so that he may not in fact get tuberculosis or only have a very slight incidence of it. In response to a request of the previous Conference I have tabulated the number of non-pulmonary cases that we treat. That comes under allied complaints. It is not very satisfactory as showing often times long term treatment, but there again, fortunately, we are able to show good results by which people have been able to come back and be reinstated in the Service. That is something which gives us satisfaction, and I am sure in your branches there is great satisfaction in seeing a colleague coming back in that way who expresses his own satisfaction to the Society.

As regards the question of organisation, the figures which have already been referred to show what has been done in that respect; but the organisation is and has been and will be even more strengthened in the future with the return to more normal conditions, when we hope to get more staff than it has been possible to secure under existing conditions. I am sure that in the immediate future there is going to be a big acquisition of membership of this Society.

I now come to the paragraph dealing with Benenden. You know the happy relations which exist between Benenden and ourselves. Benenden is ours, but yet it is not ours. Benenden is a great asset to this Society, and at the present moment we have 61 of our cases out of 145 located at Benenden. As most of you know, Benenden, unfortunately, suffered from enemy action and it had to be evacuated, with not those facilities elsewhere which one would have desired. I am now happy to say that Benenden has been returned to its former position. It has been rehabilitated. In fact a lot of it has been improved. We now have the full number of beds occupied; but there again (a subject with which we shall deal more extensively later), the question of the nursing and domestic staff is a problem. But thanks to the good work performed by the people there, Benenden can be said to be as good as, if not better than, many sanatoria throughout the country.

In passing, I may say that Benenden has started a very big experiment inasmuch as they have purchased premises that are furnished and partly occupied at the present time, and will be fully occupied soon, in the shape of a nurses' home some three miles away from the sanatorium on the main road; so that the nurses and domestics, when they have their times or days off go there or start from there and come back from there, so being right away from the institution, which we hope will be to their advantage and to the benefit of their work from the point of view of making them happier by getting away from the immediate surroundings of their work (applause).

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With regard to the Necessitous Cases Fund, I could give quite a lengthy account of those cases and of the operation of that fund. This was proposed by the C.T.O., and is administered with the full co-operation of the Committee of Management and the various offices. As madam Chairman has told you, it has expended £35,000 odd since its inception. There are many members in this hall to-day who could testify, if not personally—and perhaps there are some who could speak personally—to examples of members of their districts of whom one could go so far as to say that this fund has saved their lives and returned them to their working conditions. It has meant all the difference between a rough time and a reasonable time till it has been possible to put them back in a condition of, perhaps, full employment. Undoubtedly the mental relief a man receives when undergoing the treatment from the fact that he knows his wife and children are having at least a competence, helps him to recover and brings him back more rapidly to his home (applause). You are going to deal with this later on, but let me mention in passing something which will probably come out later. I do not want to take away other people's speeches, but I do want to refer to the generous method of treatment adopted by the Committee. Their approach to dealing with these cases is: "What can we do?" not "What cannot we do, or how much must we do?" When a scheme is operated in that spirit, it is giving the full benefit which the members intended. (Hear, hear).

As regards the registered office, as you know, we removed from this street, which runs along the side of Red Lion Street, in 1939, which proved, if you like to take a walk round, a very good proposition because otherwise there would have been practically no offices left. We have been at Headcorn, which was convenient in some ways and inconvenient in others. We had a rough time down there, I can tell you, too—135 over the house in one night between 10 o'clock and 6 o'clock. But we suffered no ill-effects, thank Heaven, except perhaps inconvenience. Our office has carried on and has been carrying on under the conditions to which I have previously referred; but I am happy to say that next week we are returning to London and your new Secretary will have offices not far away from his office. I am sure that the added space, accommodation and facilities thus obtained will be the means of beginning a great extension of the work of the Society (applause).

My friends of the K.E.B. wrote and asked me to expand a bit more the two paragraphs referring to the subscriptions in the Report. You will remember that at the last Conference the Treasurer dealt with the question of membership subscriptions and we promised we would pursue the question. The question was promptly taken up after the Conference, and we tackled the Post Office on the matter. The position on this question of sub-

scriptions was that throughout the Post Office and the Civil Service generally—I am going to deal with the Post Office for the moment because that comes as a separate item and has certain other factors which the others do not have—the position is this. The Post Office told us this means 90,000 alterations of the records for September, and it also means a further alteration of approximately 90,000 accounts for the first pay day in January. Not only did it mean that, but it meant putting it down four times in internal operations so that there would be a very large number of operations involved. The position was the same with the other offices on the switch over to some extent, but it was not quite as elaborate as with the Post Office. However, it did involve a great deal of work. The Post Office put it up that if you agree to a penny a week all the year round, this will materially affect the amount of paper and work involved in the department, and should ensure that there should be no loss of subscriptions in the branches up and down the country. Your Committee of Management, having in view the fact that technically people who did not pay over 3s. 0d. were not entitled to N.C.F. benefit, felt that in the generality of cases there would be no objection to that, so the Committee of Management agreed to the Post Office's view. Unfortunately for us the Post Office got to work very quickly—in fact they beat us, though we reckon we are pretty good. The result was the Post Office circular became known to our local correspondents almost as soon as we knew it ourselves. Hence the local correspondents were not definitely informed beforehand when the deduction commenced.

As regards our subscription department, we feel this is a matter affecting the whole of the Service, although the same position does not occur in every Government Department which pays on a quarterly basis, and could equally deduct it. There were a large number of 4s. 4d's and 5s's and 6s's in the Post Office and other Government Departments. We went to the Treasury, and here again we were fortunate. We happened to go in at the psychological moment, and the Treasury agreed to the issue of a circular instructing the departments, other than the Post Office, to make a deduction of 4s. 4d. weekly and 5s., in the case of the salaried members from now on. Where there was any question, the matter must be dealt with as between the member and the Society. The Committee of Management agreed that if there were any objection to this course we could not throw the member out of membership, but we would make arrangements for them to remit direct.

Fortunately, throughout the whole field, the total number of people who expressed dissatisfaction at this proposal were 35, 5 of whom were already paying over 4s. Several others withdrew their objection when it was explained why the method proposed was being adopted. Apparently the objection was really to the

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method adopted and not to the penny. I am sure that is the case in those particular instances. I think that covers the question of subscriptions.

We have to provide for every member, but, unfortunately, these tragedies occur. We find that a person who is approached and has not become a member of the Society often comes along at a later date when they think they have got T.B. and say: Can we do anything for them? I am of opinion that, owing to the N.C.F., there are probably very few individual cases in which they have not been paying a penny in, so the Committee of Management have ignored their neglect and rendered equal assistance with the person who has paid 4s. 4d.

Next I come to the question of wives. Here you see the returns of the first effects, according to the records of the operation, of the wives' scheme. In this connection many of you will remember—I remember it well—that for years we were trying to get this particular benefit included within the rules. In those days I was a younger member, but to-day I am an older member, but not as old in the sense of those older people we had in mind. We had all sorts of schemes and all sorts of proposals impossible for anybody to adopt, if they were honest, and we got nowhere. Then we got out a circular to the branches and made the wives' scheme a success before we altered the rules. The wives' scheme has been a phenomenal success because the number of claims for benefit by the people concerned has been relatively nil, and I hope that will continue in the future, with the result that there will be ample to meet the benefit, should the necessity arise, which fortunately does not exist at the moment, as shown by the records in your Report.

The next item is mass radiography, and matters dealing with the question of National Insurance, etc. I do not propose to say very much here because there are numbers of delegates who can deal with it thoroughly, but it does report on what we did arising out of the resolution at the last Conference. I am afraid we cannot report much success. In the course of what I shall have to say on the first resolution, I shall have to deal more fully with that aspect of the question, which will be the more appropriate place for dealing with it than in my Report.

In conclusion, I may say the general remarks contained in my Report are genuine and are called for. I have found, despite war conditions, that local correspondents, members of local Committees, individual members, heads of departments, subordinate people in departments, people with a feeling of responsibility regarding their staffs' welfare, all officers and people of that description, are bursting to work for this Society. It is up to us, now things are getting settled, to take full advantage of that, and I have no doubt that in the near future results will

accrue from taking advantage of those forces which are at our disposal.

Finally, in presenting my Report, I want to speak of the kindness, the sympathy, the consideration, the tolerance, of the members of the Committee, and the wonderful words of appreciation. I receive from patients who go through the hands of the Society. The confidence which has been reposed in me by the Committee of Management for the years past will live with me in the future to such a degree that I shall be able to sit back and realise how wonderfully good you were to me (loud applause).

The Chairman: The Report is now open for discussion.

Mr. Plant (Inland Revenue): I would like to congratulate Mr. Watson on a splendid Report, and on the way in which he has delivered it under the disability from which he is at present suffering, which I hope will be remedied in a very short time (hear, hear). Similarly, Madam Chairman, as one of the younger delegates, I say in deference to my colleagues behind me, that I did not wish to be ungallant in not congratulating you on the excellent way in which you delivered your address, and I do so now most sincerely.

Mr. Watson mentioned that I had something to say to him at Leeds on the question of too many statistics in the Annual Report. I unreservedly withdraw my opposition to those statistics, because in the last two years I have had considerable contact with the Welsh National Memorial, which deals with tuberculous sufferers in Wales, during my period of evacuation at Llandudno. I have now returned to London, but in those two years we did an immense amount of work with the Welsh National Memorial, and the statistics which I was able to supply from the various Reports of our Society helped very considerably. I now realise that there is a good deal of value in those statistics which the Secretary has presented from time to time. I think the Report is most workmanlike. I think it shows very deep thought on the part of the Executive, who must have spent many hours in studying the Actuary's Report on the two new schemes. Obviously also the new rules which we are about to discuss represent the fruit of that consideration. Naturally experience must be necessary in dealing with new schemes which are coming to us without any real sound knowledge as to the calls which will be made by them on the Society.

I have been very impressed with the figures of sufferers as given in the last two Reports, and to think that after six years of devastating war our Society is able to show so little percentage increase in the number of people who come under its care, or so little percentage increase in the number of people who have not benefitted from the treatment they have received in the Sanatoria under the care of the Society. I think it is a great tribute to the work that Mr. Watson does, that the people who

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come under his care usually benefit. I may tell you, when a person has to go to a local authority, a great deal of the worry and work in connection with getting installed in the Sanatorium rests on the patient, or on his or her relatives. But when a member of ours writes to Mr. Watson, he takes all the worry off his shoulders and he is really acting as a father confessor to the unfortunate individual who is stricken down with tuberculosis. He takes away from that person a great deal of the mental anxiety which exists in the case of the unfortunate sufferers who are not members of this particular Society. I think that is one of the reasons why we do show a great deal of improvement in the cases handled by the Society.

I think we have to realise that all the after-effects of this war are not yet over, and we do not know but that there may be greater calls on the Society. In the Inland Revenue the rate of tuberculosis has gone up 350 per cent. That sounds a lot. Admittedly we have only got about 25 cases at the present time, the great majority of whom were not members of this Society, I am sorry to say. But it is a 350 per cent. increase, and that shows the effects of the war and the long arduous hours which people are being called upon to work.

I would like to ask a question of the Secretary, to which he could reply when he replies to the debate. Mass radiography started with a swing last year, and most Civil Servants in selected centres have been examined, but I would like to ask if the full effects of the mass radiography scheme have yet been borne by the Society. Does the Secretary think that the people who came under the review of the Society for the year ending December, 1944, are, for the most part, the results of mass radiography? I was glad to see in the Post Office the U.P.W. on the National Staff side were able to do something to make the Post Office authorities face up to this problem.

I will conclude by saying that on the question of recruitment we have a good deal to do. We have had 50,000 extra members in four years, and a large number of those people are temporaries. On the 1st June of this year, the syllabus for post-war recruitment examinations is going to be issued. The temporaries we have got in are going to go out, and a number of new recruits are going to come in from the post-war reconstruction examinations. The lads are coming back from the Forces, and anyone can come in from industry as long as they take the examination. Therefore, the Committee of Management will have to watch the position, as there is a big recruiting problem round the corner. My origin was in the Post Office. I have found the great comradeship of the Postal workers a great comfort to me. Further, it was by the comradeship of the Postal workers that this Society was founded, and I hope, through the comradeship of the whole of

the Civil Servants, that it will go on to greater success (loud applause).

Mr. Fox (Engineer-in-Chief's Office): There are two items on the Report on which I want to pass a few comments. In the first place, under the heading of "National Sanatorium Association," I would like to state that the Engineer-in-Chief's constituency has been in receipt of a number of commendations in the past year from our people who have had occasion to receive treatment at Benenden. On the other hand, I must say that we have had one case of a member returning to the service who registered a number of complaints as to the conditions at Benenden. My Committee felt, in all fairness, we must consider those complaints, and we did so. A number of them were regarded as of a frivolous character, others were attributable to war conditions, but others we felt had some substance in them, and we put them to the Committee of Management. I do not know whether the Committee of Management have dealt with them, but up to the moment we have received no reply. I would like to learn whether other branches have had complaints of that character. I am making no charges here, but, on the other hand, if there are justifiable complaints, I feel that it is up to the Committee of Management to investigate them and let us have the answer. Perhaps the General Secretary can say whether, during the course of the year, he feels that there have been cases which justify some action on their part. I should say in that connection that we took the individual I mentioned to task for not raising these complaints on the spot. The reply was that if he made complaints on the spot he would be victimised (hear, hear). Whether that is true or not, I cannot say, but I would like to hear from the Committee of Management whether they feel that there is any substance in the charges.

The other item to which I would like to refer is the paragraph on mass radiography. I would like to ask the Committee whether or not this paragraph reflects a change of attitude on their part to the introduction of mass radiography. I ask that question because at the Conference last year, we had the General Secretary saying that the Ministry of Health should have held up mass radiography till they could consider the whole question of domestic and nursing staff at the Sanatoria. Whether that was the General Secretary's personal opinion, or the opinion of the Committee of Management, I cannot say. Personally I feel, whether we have sufficient Sanatoria nursing and domestic staff or not, it is desirable to go ahead with mass radiography. Early diagnosis is the main thing, even if it means domiciliary treatment. I do hope that that paragraph does reflect a change of attitude on the part of the Committee of Management.

Mr. Morgan (Birmingham): I want to congratulate our

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Secretary on this particular Report of all others. It is the most comprehensive one that he has ever produced, and I suspect that he had the tip that this was his last Conference and, therefore, he thought he would put the data in all at once. I must say, anyhow, he has done so and has made a very fine show. As perhaps somewhat of a critic in former years, I should very much like to say how good it is and how we appreciate it, and how we feel that we cannot get on without it.

I do not intend to speak long—I have said what I really think—and I hope Mr. Watson will accept those remarks in the spirit in which they are offered.

Now I want to ask a couple of questions. The first is, I would like to know how many beds at Benenden are occupied by local authorities. The second is, on the paragraph headed "Dawson Report," I would like to know if the first essential of the Dawson Report has been put into practice at Benenden by only supplying pasteurised tuberculin tested milk.

Mr. Barry (South-West District Office): You have heard the previous statement by our colleague from the Engineer-in-Chief's Office. I was a patient at Benenden, and I must say that a lot of the things he has brought out I felt myself when I returned to duty. There were several grounds for complaint, but it was felt by many that, if a complaint was put forward, the person complaining would be victimised and told to get out. I say this, however, that my stay at Benenden was probably one of the happiest six months that I have ever spent in my life. I have no criticism against anybody or anything appertaining to it. But we must admit that in 1942 the nursing staff was very, very short. In the block I was in, there was one nurse to take the whole responsibility and care of all the patients so, therefore, a lot of patients had to look after themselves. It was felt that they had a ground for moaning, and they were rather dissatisfied because there should have been more people to attend to them and listen to their complaints. A lot of people come back and say: "This should be done and that should be done," but I refer you to what the Secretary said in 1943 at the Leeds Conference, which you will find on page 13 of the Report. The Secretary says: "In regard to complaints from patients, I would say that complaints really arise from the incidence of the disease itself. T.B. has a mental effect on patients, and they tend to complain about small things." Well, I do not think that I am mentally disarranged when I made a complaint, or that a lot of other patients there are mentally disarranged. When I was in the Army, everybody had a moan, and I am sure that they did not have tuberculosis. There are a lot of little things that people worry about at places of this kind where, for the time being, their whole life is centred on them. The doctor turned round to me once and said: "It does not matter twopence to

me whether you live or die. If you do as I tell you, you will get better. If you do not, it is your business." I have met these people, and in fairness to the Management Committee, I must say that a lot of people go there and do not obey the rules because they think they know more than the doctor. But you must have somebody in authority to say: "Either you do as I tell you, or you go out." I say that in support of what our colleague from the Engineer-in-Chief's Office has said. Everywhere you go you will find complaints. These things can be put right, but it takes a long time to do it.

Mr. Tyler (K.E.B.): I want to support what has been said by the delegate from the Engineer-in-Chief's Office on the question of mass radiography. When we in K.E.B. perused the paragraph on mass radiography on page 9, in which it says that the Society has actively supported mass radiography, we wondered where that came from, in view of the correspondence we had from the Management Committee. Some of you who attended the Leeds Conference will remember the resolution on the subject and the facts which came from the platform on the possible benefits of mass radiography. When we came back we discussed the Report and forwarded on the 23rd September a resolution in which we called upon the Management Committee to press the Ministry of Health to bring in the operation of the Dawson Report as far as possible. We received a reply on the 29th September, signed by Mr. Watson, saying they were in sympathy with our communication and saying that the matter would be brought up at the January meeting of the Management Committee. Since then we have heard nothing further about that. On August 4th, 1944, following on what friend Plant said, the Post Office people felt they were suffering under some bias in connection with the mass radiography facilities. We found that it was decided that postmen could not have it. The U.P.W. took the matter up and the Post published instances again and again of the holding up of postal workers on this matter. We thought, being active members, we would enlist our Society to assist the U.P.W. on the staff side of the Whitley Council. We wrote to the Management Committee asking them what they proposed to do. We received the following letter: "Dear Mr. Wright, We are obviously in full sympathy with the desires of the Union that the staff of the U.P.W. should be treated the same as the rest of the Service" etc. (reading the letter). "We wrote on the 30th September expressing dissatisfaction with that reply, and on the 4th October we received the following letter signed by the Secretary: "Dear Mr. Wright, I can quite appreciate the view taken by your Committee. In several cases the question has been dealt with by the department," etc. (reading the letter). That is the last we have had, and all it comes to is that we have a pious expression of sympathy and moral support, whereas the

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Annual Report talks about active assistance. We cannot reconcile that Report with the correspondence which has passed.

Mr. Dudley (Mount Pleasant): On behalf of the Mount Pleasant constituency, I would like to congratulate the Society upon giving us such a splendid Report. We felt very sorry to learn that this is the Secretary's final Report. We, at Mount Pleasant, feel great pride in knowing that we have brought out such a man as Tubby Watson. We know full well that the great progress which has been made in the last few years has been through Tubby Watson ably backed up by his Management Committee. But—and there is a but—we are a little sorry that he has not gone quite far enough in one respect, and that is in the Necessitous Cases Fund. Here you have a fund for necessitous cases which only is applied to one set of people. We would like the Management Committee to go into this matter very fully and see whether this cannot apply to the wives of members as well. We know there are quite a lot of snags in this fund, but surely the Management Committee can get over those snags. They are only small when we look into it, and we hope by the next Conference this fund will be applied for the benefit of the wives of members as well.

The Secretary: Madam Chairman, I am very pleased with the points which have been raised because, after all is said and done, when you have a speech made for you, you need not make it yourself. The first point came from my friend Plant. He raised a question of fact in connection with mass radiography concerning the benefits given by the Society and whether mass radiography has now got almost to its full effect throughout the Service. Obviously it has not got its full effect in the Service yet, and will not do so until there is a routine examination of the whole of the staff composing the Service. But up till last week-end, we have had 32 cases above the cases in the 1944 Report which are directly traceable to mass radiography. The attitude adopted by the Committee of Management is, that as soon as we get such a case—we are not concerned about domiciliary treatment or any other treatment—we feel that that person should have sanatorium treatment, if it is at all possible. We believe in the old adage on this subject. I do not care what the medical profession say to-day or tomorrow, but the records of this Society prove that early diagnosis is a great contribution to the success of this Society in its treatment of patients.

Then I come to the question raised by Fox for the Engineer-in-Chief's Office, and by my friend Barry, and also by somebody else concerning Benenden. In this Conference we have approximately 200 people, and may I be so egotistic as to say that there has been only one real criticism of the Committee of Management. That is one in 200. With the thousands of

people that pass through Benenden and your other sanatoria, obviously you are going to get some who will find something which is not acceptable to them in these institutions. My friend Barry knows full well from his personal experience that one morning if you have sausage for breakfast, it is very nice, but the next morning, or the day after, if you have sausage for breakfast, it is not nice at all, because perhaps you are not in such good spirits as on the previous day. What I will say quite definitely is that any case that is put to the Committee of Management is enquired into by them and is passed on to the Council of the National Sanatorium Association for attention. Where it affects administration, domestic questions, and that sort of thing, the Council is always willing to do what it can. As regards the medical part, we refer it to Dr. Myers. Dr. Myers has one stock question: "Are there any medical questions?" and if we have a medical question, we put it to Dr. Myers for him to enquire into and suggest, as he would do to the medical people if he thought right, that they should change their practice, whatever it may be. But I submit, while there may have been in wartime occasions, as there have been, in my own home when I am not satisfied, not because the wife or I are to blame, but because the circumstances under which we live do produce something which we do not desire, nevertheless there is a little real ground for complaint. I do assure you that you should put it in writing and not merely tell the Secretary. I have found with many complaints that I have tried to examine, that the man has climbed down when he has been tackled with it, but if I have it in black and white, in writing, I know what I am dealing with, and then it can be dealt with with the people concerned. Do not think we are the only one. We have complaints in connection with other institutions. We have had to take up the matter with Papworth on one occasion. We have had to take up questions with more than one of the L.C.C. places. Naturally such things will occur whatever perfection any institution may reach. But there is nothing in the attitude of mind of any of those associated with me, and of those in the future who will be associated with my successor, which will prevent them enquiring into it, and doing all they can to remove any legitimate cause of complaint involving anything which may be inconvenient or not helpful to the patient.

Then my friend Morgan raised a question. I thought he would not allow me to get away with it for the last time. I am happy to tell Morgan that, thanks to prevailing conditions, we have decided definitely to have a T.T. herd. The position is this. He knows a good deal about this matter, so I have to be a bit careful about what I say. We are in negotiation with the Department of Agriculture and Fisheries, and we are taking our instructions direct from the people who know all about it.

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We are consulting with their officials and also with farmers on this question of the intended herd. They are advising us, and we have cleared up the existing herd, and we are going to have a wonderful cow which is up to the standard asked for by the Ministry of Agriculture in every respect. If it had not been for this Conference, we should have been representd at Reading to-day in purchasing a T.T. herd. That attitude will be maintained, and it is under the consideration of the Ministry of Agriculture and Fisheries, so that Morgan will not be able to fling a chunk at Billy Williams next time. Let me tell Morgan it has only been the question of this Conference which has held us up. The Dawson Report deals with milk, and we are in sympathy with its recommendations.

Then may I come to the question of what is going to happen in the matter of National Insurance. Are we to remain a voluntary institution, or are we to come within the area of the scheme? Well, so far the Committee—and I am sure this Conference will support them—are definitely inclined to maintain this Society as a voluntary institution (hear, hear), even going to the extent that, should that present any difficulties, the Management Committee have tabled an amendment to the rule which will enable you to meet the position, so that you can snap your fingers at any area or any other kind of organisation that might exist (applause).

Morgan also asked me what was the number of other authorities who had patients at Benenden. I told you earlier we have 69 beds. The full complement of beds is 152, so that it means 83 are given up to other authorities or private patients or private institutions. The position is that we do not send people to Benenden if, in the opinion of our medical advisers, somewhere else would be more beneficial to them. We study the interests of the recovery of the patient rather than the filling of beds at Benenden. Tyler, for the K.E.B., dealt with the question of mass radiography. I assume everybody in this hall is a member of their Trade Union, or their Association, or whatever term they may apply to the organisation, which looks after their interests. This is clearly a matter of conditions of employment. Therefore, it is a matter that had to be discussed through the appropriate Whitley Committee for the various departments concerned. Right at the beginning we took our action—this will answer my friend Fox—with the Ministry of Health and the Ministry of Labour arising out of the Conference resolution to bring the position to their notice so that they could take steps, if the Government so desired, to provide beds and to provide nursing and domestic staff to enable people who were definitely recommended (leaving out others) for sanatorium treatment. My friend from K.E.B. mentioned the point that the Whitley Committee of the Post Office could not agree to extend the benefits of mass radiography to the manipulative grades in the Post

Office. As a matter of fact, the staff side registered disagreement with that. We took our part in urging the National Whitley Committee for the Civil Service to use their good offices through the Treasury, etc., to bring pressure to bear upon the Post Office to adopt this scheme for the manipulative grades. But we have not the same standing as a Trade Union Executive. We have only the opportunity of giving moral support in the shape of the provision of information and statistics to the staff side of the National Whitley Council of the Civil Service. I particularly remind you of the one which we circulated to the departmental local Councils. I do suggest in that respect we have not let K.E.B. down, and we have not let the Post Office down. Some departments of the Whitley Council, if my information is correct, are not particularly keen about getting mass radiography. You will find, I think, on the National Whitley Council the Post Office manipulative grades did not rush at it. There was a very poor response—not that I am saying anything against them because I imagine the reason is that in the manipulative grades a very high percentage are temporary people who are not interested probably in this particular thing.

On the question of alleged change of policy, to which Mr. Fox referred, I say there is no change of policy. I am happy to say the remarks I made at the National Association for the Prevention of Tuberculosis Conference brought Mr. Ernest Brown, the Minister of Health, to his feet to make a definite reply to the statement made by your Secretary, so we got publicity where we should not otherwise have got it. Had not those remarks been couched in the terms they were, I should have had something to say on the other side in the course of my remarks. We have impressed the position on the Ministry over and over again. The position to-day is definitely worse than it was two years ago. At one institution the shortage of doctors and the shortage of nursing and domestic staff has been such as to cause the shutting up of half its accommodation. At one of the best preserved and one of the finest sanatoria in the country, Winsley, unfortunately, for the time being, is unable to take any more patients, for the reason that their domestic and nursing staff had so deteriorated that they could not make use of the full number of beds. We are in a better position at Benenden, for various reasons.

Then my friend Dudley of Mount Pleasant raised a question about the N.C.F. being applied to wives. You have the rules before you to-day, which will make the position on that different to what it has been, and I am sure the Committee of Management will give consideration to it, if and when the case arises.

Mr. Fox (Engineer-in-Chief's Office): On a point of informa-

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tion, I would like Conference to understand that I was not making any charge with regard to the conditions at Benenden. I was merely stating the facts as we have had them in our constituency, and I put a question which has not been answered yet to the Management Committee as to whether they had found any justification for these complaints, more particularly in regard to the charge of patients being victimised, if they made criticisms on the spot. Would Mr. Watson kindly deal with that particular point.

The Secretary: On the criticism on the question of victimisation, knowing the people that would be the cause of victimisation, I cannot conceive it to be possible. The only point is in the difficulty that a person may feel that they would be under some special disadvantage in complaining, but I can assure you, as all my life has been, as I term it, a life of service, I would resent, and I am sure I should be supported in any such thing and would do my utmost in removing any person if there could be the slightest proof of victimising a patient who was there, whether a member of this Society or not.

Mr. Barry (South-West District Office): May we know the number of members of this Society discharged from Benenden Sanatorium within the last two years?

The Secretary: I should say offhand, three.

(It was moved and seconded that the question be put).

The Chairman: Is the Conference agreeable to adopt the Report given by the Secretary?

Carried unanimously.

REPORT ON CANCER INSURANCE.

The Chairman: The Secretary will now take the Cancer Insurance Report.

The Secretary: I shall be fairly brief on this because the Conference has in its hands the Report which is practically an extract from the Actuary's Report dealing with the proposals. This has occasioned the Committee a good deal of work, and has involved a good deal of time, and the obtaining of a good deal of information. The data relative to cancer is rather scanty, and for the purpose of considering the making of provision for it in this Society, the Actuary had to go to some trouble to get some concrete information which, after examining it, he does recommend we can apply to the membership of this Society, if they so desire. So that there should be no after consideration of the question whether wives could be admitted at the same time, we thought we would do the two things in one stroke. The Actuary has agreed that we can bring the wives in at the same price as the member, but he did put in a provision that we should not recruit members over 40 years of age, and he has not withdrawn it. The Committee of Management gave very serious consideration to this point and went back to him and tried to get him to

waive his objection, but he said, as far as he was concerned, he could not waive that age limit because, whilst T.B. was normally a younger person's complaint, cancer was an older person's complaint. Anyway, the position was very difficult to estimate. The Committee of Management felt that here was a case where one had to take a bit of a chance. We hope that our experience in this respect will prove similar to our risk in other cases where we have dealt with similar matters. We have eliminated it so that we do not put in the rule the age limit, but we have put in a safeguard that, in the event of this proposal not meeting with a reasonable amount of success—and I do not think the Committee will be too hard upon the interpretation of that expression—the scheme would be put in abeyance, but those receiving treatment would continue their treatment. This Society has always been actuarially sound. Throughout the whole of its existence, except on one occasion when it was about 19s. 6d., speaking from memory, we have been 20s. or more in the pound solvent. That in itself is one of the great supports that this Society has had. Whatever it has done so far, it has been in a financial position to carry it out irrespective of what the cost might be. In connection with cancer, as we unfortunately know to-day, it falls into a number of classes. The Committee of Management think in no circumstances whatever could it be allowed that an institution for the treatment of cancer should be used other than that actually designated by the Committee of Management. As you probably know, you can get into institutions at charges in the nature of £10, or £15, or £20 a week. Obviously that would be without the scope of our subscription and naturally some safeguards must be made in that respect. If you are going to give treatment for cancer, you must see that it shall be given, as it can be given, relatively reasonably in case of necessity. I move the Report relative to Cancer Insurance.

Mr. Morgan (Birmingham): I wish to support this Report, but to some extent I deprecate what the Actuary says in the last paragraph of his Report, that we should "proceed with extreme caution." I notice his statement is based on the incidence of possible tuberculosis recovery.

The Secretary: No, cancer.

Mr. Morgan (Birmingham): But he had no statistics of cancer. There is a relative comparison between other sicknesses, including tuberculosis, of insured persons. If any consideration has been given to this Report in calculating the actuarial cost of the treatment of cancer, then the fact that the incidence of tuberculosis is higher in Scotland than it is in England and Wales should put us relatively on the right side when we come to consider it from the ways and means point of view. I heartily support the adoption of the Report, and I am very pleased to

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see that the Committee of Management have been sensible enough not to try to exclude people over the age of 40.

Mr. Sutton (Ministry of Labour): On this Report, on behalf of the Ministry of Labour people around me, I would like to say how much we appreciate the progressive attitude of the Society. It also gives me the opportunity of saying how much we appreciated your address, Madam Chairman, and also how much we would like to congratulate Mr. Alfred Watson on his Report. We are sorry that he is leaving the Society, but we feel sure that the memory of the work that he has done for the Society will remain for quite a long time afterwards. On the Cancer Report, we would also like to say how much we appreciate the fact that you have removed the age limit.

The adoption of the Report was carried.

SANATORIUM TREATMENT FOR CHILDREN OF MEMBERS.

The Chairman: The Secretary will now submit the Report on Sanatorium Treatment for Children of Members.

The Secretary: This, again, is a further proposed extension of the aims and objects of the Society, and it has given us considerable food for thought. Here the actuary is not so optimistic, because as against my optimism he finds he cannot give treatment to children at the same price as he can for adults in regard to tuberculosis and cancer. The position in regard to that is this. The members of the Committee of Management, and no doubt many members as a whole, have had an opportunity of visiting the Sanatorium for Children, and if they have made enquiries they will find that maintaining a child in a sanatorium is much more expensive than maintaining an adult. For one thing, the medical side is more of a surgical character than of a physician character, which adds to the medical cost in the treatment of the child. In connection with children also, which is not the same in the case of an adult, there has also to be provided the cost of their education. If anybody has been to the Treloar Homes at Alton, in Hants, or to the Abergele Sanatorium in North Wales, they will know that the scholastic tuition there, under sanatorium conditions naturally, adds considerably to the expense beyond what occurs in the case of adults. Furthermore, unfortunately, as we were told at the last Conference, the period of treatment a child normally receives is much longer—twice in many instances—than in the case of an adult. The expenditure is much less in the more limited period required for treatment for adults; hence in calculating the cost of sanatoria which had to be reviewed in connection with the subscriptions and other factors the actuary considered, while there was a certain amount of margin, rounding up and rounding down,

one could not do it for less, practically, than double the cost. The Committee of Management seriously considered whether this was an economic proposition for the individual. We are a voluntary organisation, but if the speech of our friend at the last Conference is re-read to-day you will appreciate if this can be made a success (and I think it can be made a success) and in this Report the actuary is not as insistent as the previous actuary was that all the children of the family should be included—he is prepared to take one or more—taking the long view, you would be rendering to these colleagues of ours who were put in this unfortunate position a great service if you could make available to them the proposals included in this Report which I have pleasure in moving.

Mr. Arman (Assistance Board): I second. I wish to refer to one observation which the Secretary made in moving the Report. He emphasised the importance of making this scheme a success. In the course of his remarks on the Annual Report itself he referred to the fact that in certain areas of the Service there had not been a conspicuous success achieved in the matter of mass radiography, and that some of the staff sides in the various departments were not over-enthusiastic about it. I believe if you are to make a success of this scheme or of the cancer scheme, or of the general scheme, it is essential that there should be proper co-operation by our constituencies on their staff side, or the department's staff side, as the case may be. We have in the case of the Assistance Board formed a constituency Committee on this subject, a method which might be followed by other departments where it is not already in being. If that were done I submit a proper understanding of the work and functions and value of the sanatorium side in all its aspects, including the widening of the medical side, could more conveniently and efficiently be put across to the ordinary Civil Service clerical officer. Then, wherever he may be, there will be an opportunity for proper co-operation with the staff side and assimilation of information carried through. I hope Conference will take note of that fact.

The Chairman: Thank you.

Mr. McKewan (K.E.B.): Though I am in favour of the principle of this scheme, it does appear to us that this is a scheme for the wealthy and not for the lower paid grades. How can a man with two or three children pay 8s. 8d. a child? In talking about the cancer scheme I was pleased to hear you say that the Management Committee had decided to take a chance. I would ask Management Committee also to take a chance on this matter, in the interests mainly of the poorer paid grades. Another point is this. You take a child for 8s. 8d. a year primarily up to the age of 14 years, and then the child becomes a member of the

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Society at 4s. 4d. a year. So that one week the member is paying at the rate of 8s. 8d. for the child, and the next week he is only paying at the rate of 4s. 4d. Therefore, if you change that and take the chance and make it 4s. 4d. per week per child, I think the scheme would be acceptable to everybody.

Mr. Elliott (Manchester): In rising to support the Report before Conference regarding treatment for children, we in Manchester welcome it. It is in keeping with the traditions of this Society that we should be doing everything possible to help in this regard, and not leave it to legislation. But there is one observation I wish to make. According to the terms of the Report the benefit will cease at the age of 16. If a member has been paying for two or three children for perhaps a period of 13 years, it seems to me that the child should be able to retain its membership. That is not very clear from the Report. A temporary employee in the Civil Service can come in and obtain full membership of the Society and perhaps be out of the Civil Service after a period of 12 or 18 months and retain membership. It seems to me if I enrol my children in the Society it is only just that they should be in a position to retain their membership after attaining 16 years of age.

Mr. Miller (K.E.B.): In supporting this suggestion, our case was made out in 1943 by Mr. Fountain who, in his remarks, spoke of the appalling conditions of pay and everything else in the Post Office as so rotten. I do not apologise for quoting that language. The delegates who come from the provinces and think that the streets of London are paved with gold are under a big illusion. A postman's wages are £3 16s. We have also on our delegation cleaners, and the cleaner's wage is £3 1s. Let us be realistic. Do you think a cleaner can pay 8s. 8d. a year for one child? The majority of them have got more than one child. It is all right for Civil Servants who can go to the Holborn Restaurant and pay 5s. or 6s. for a snack; but 8s. 8d. is too much for a man with a wife and several children. I support the amendment.

Mr. Hoare (L.T.R. North-West): I am under instructions to oppose the amendment, but I hope to make clear to the Conference that the direction was given by our constituency before we had had adequate time to digest the Report. The late circulation of the Reports made it rather a rush job, but my constituency, on the evidence that it was able to absorb, took the view that if the Society is going to introduce a scheme of this kind, it should take the advice of the actuary as regards the cost. We are fully aware of the difficulties of people who may not be able to afford the cost of extra insurance of their children, but at the same time we do feel that the Conference has to make two decisions. One decision it has to make is whether it is going to introduce this scheme. If it is going to introduce this scheme.

we say it must be prepared to pay the cost. Although we are not mandated, we feel that our constituencies will support us when we report back to say that our advice to Conference is to ask the Committee of Management to defer consideration of the application of this scheme until a more favourable opportunity. I make particular reference to what the Chairman said in her address when she made the point that the lowest paid people in the Civil Service are the hardest hit. I am supported on that point even by what has been said by the supporters of the amendment. Indeed, the lowest paid people are hard hit. We rather fear that to ask the lowest paid people to meet this high cost will make the scheme unattractive, and will kill it at the outset. We think that if the actuary's full advice was followed, namely, that we might like to defer consideration of the matter, we may be in a better position by the time we come to the next Conference. Therefore the L.T.R. North West constituency want Conference, if it decides on the scheme, to turn down the amendment and pay the full cost, or, alternatively, it wants Conference to tell the Committee of Management that they think the whole scheme should be deferred until a more favourable opportunity.

Mr. Pepper (Assistance Board): I want to oppose the amendment and to oppose the suggestion of the last speaker that you should defer this scheme. I have every sympathy with the position of the lower paid workers in the Civil Service. For years it has been a growing scandal, but unfortunately that is not the business of the organisation whose Conference we are attending to-day. It is the fault of the Service Trade Unions, and of the Trade Union movement generally. It is up to them to deal with it in a proper manner. I have had a good deal of experience of the lower paid workers, and my experience tells me that the average clerk and postman belong normally to a class of society who attend dispensaries for the treatment of sickness, and pay generally a penny or twopence a week for that privilege. It is the only way that the poor devil can meet his doctor's bill. But what are you suggesting now? You are suggesting another Provident scheme which is going to cost him twopence a week in respect of his kiddies. It may be that is going to be a heavy drain, but, speaking quite frankly, it is a form of insurance which a man has got to meet if he wants to cover himself.

So far as the scheme itself is concerned, your actuary has quite properly warned you of its expense. It may well be that the amount that the Report recommends as appropriate to meet the expense is rather less than will be required to meet the commitments arising from this proposal. Reviewing the incidence of disease in children and the long term necessary in their interests for them to be retained in sanatoria, it does strike me that the actuary has been rather on the side of leaning towards a cheap scheme rather than what it may ultimately cost us. I think we

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would be very ill-advised if we attempted to monkey about with the figures given by the actuary, and should not adopt these rather high hopes which have been expressed.

On the other hand, the suggestion coming from the last speaker that you should defer operating the scheme to a later date does make me feel that you are rather burking the issue. We want to get the whole membership conscious of the fact that the children's scheme is sound in principle. We want it adopted so that any member of the organisation can cover the possible requirements of his children for benefit. I do suggest to Conference that you accept the advice given by the top table and in the actuary's report, and adopt this scheme as put forward in the report.

Mr. Syms (Agriculture and Fisheries): This Conference is one of the best Civil Service Sanatorium Conferences which I have attended. I rise on this occasion to support the remarks of another old colleague of mine in another direction, who has just spoken, and at the same time to oppose the amendment now before you. I, too, think, with the last speaker, that the suggestion made by the speaker previous to him that this scheme be postponed is a dangerous one. I think the time has come when we must consider how and when some scheme which will give benefit to the parents and enable the children to have satisfactory treatment can be introduced into the Civil Service through the medium of the Sanatorium Society. In considering putting this scheme into operation we have, without question or doubt, to consider the statements in the actuary's report on the scheme. We have every sympathy with our colleagues in the Post Office who are serving under conditions where there is still considerable need for improvement. They have attempted to get all the improvement they can through their respective Trade Unions, but, unfortunately, we do not have officials at the Treasury who see eye to eye with us and with what the Trade Unions urge should be given us in order to secure fair conditions. But here within this Society we can at least introduce something in the interests of Civil Servants for the benefit of their children; but we can only do it as laid down here and argued out by the actuary. With all the sympathy we may have in favour of a lower premium payment to obtain this insurance, I feel we must be governed by the actuary's report.

I have said there is urgent need for a scheme of this sort. I have mentioned that the cost of it must be based upon the actuary's report. Now I would like to deal, if I may, with the question that has been raised: that if we postpone it to some time or other later, it may be we can have some sort of scheme introduced by State machinery, or something of the sort, which will be on an easier basis. It may be that some of us hold the view that in course of time we shall have adequate

provision through the machinery of the State, and when that time arrives there may or may not be the same need for voluntary societies such as our Society. But at the moment that is in the air. We are living under conditions where we have no proper State benefit to the extent that we wish in the interests of our children, and therefore I should suggest that we adopt the proposal of the Management Committee and oppose the amendment.

Mr. Weitzel (Post Office Savings Department): Will the Secretary, in his reply, indicate what steps will be taken to ensure that the member does not have to continue his subscriptions when his children cease to receive benefit?

The Secretary: The complaint is that at 14 years of age we take the child in for 4s. 4d., but because the child is under 14 we are going to charge double the subscription. Obviously our answer to that complaint is this. At the age of 14 the assumption is that the child is not likely to require treatment because it has passed from the risk of child infection to that of adult. There was nothing else really beyond the fact of the actual amount of the subscription which was subject to criticism. We can only tell you what our own enquiries have produced and what the actuary says. He has viewed it with caution. We are not taking any notice of that, but we are putting our proposition to amend the rules, taking the element of risk which arises from that course.

As for the point raised by my friend Weitzel, obviously under the system which will be devised when the child reaches 14 years of age, the parent will be advised—no doubt the parent will advise us, too—and the deducting authority will be instructed to discontinue the subscription.

As regards the point made by Mr. Elliott, the Committee of Management will be pleased to take into consideration, probably at the next Conference, making provision on the lines suggested: that if the child has been insured by his parents the membership can continue as that of an adult.

The amendment proposed by K.E.B. was lost.

The Report on Sanatorium treatment for Children of members was adopted with three dissentients.

The Chairman: I call upon the Treasurer to present the statements of accounts for 1943 and 1944.

TREASURER'S REPORT.

The Treasurer (Mr. D. C. Woollard): Madam Chairman, Ladies and Gentlemen, I have much pleasure in submitting the Society's accounts for the years, 1943-1944.

These two years have been, equally with the history of our Country, eventful. There have been periods of difficulty, anxiety, and relief

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Your financial records have been maintained as in the earlier years of the war at my home at Pinner, and my duties have been performed either on or under the table, according to the German Basic petrol ration prevailing at those times.

First let us look back over those two years.

Our investments remain as in 1942 with the exception of the £1,300 India 3½ per cent. 1931. Stock which was redeemed in January, 1943. Any new investments have been by the Post Office Savings Bank, a continuance of our policy which I outlined to you at the last Conference.

The Value of Grove House, the Registered Office, has been appreciated in the accounts only by the amount we expended on Tithe Redemption. No attempt has been made to follow the general trend of property value fluctuations which have obtained throughout these years and which exist to-day.

Post Office Subscriptions show an increase in 1943 of £3,469. and a further increase of £2,103 in 1944.

Other Government Departments Subscriptions show increases in 1943 of £1,438 and 1944 of £2,736.

On the expenditure side the effect of the Rushcliffe and Hetherington reports and the general raising of price levels are shown by increases in Maintenance charges, with which I include After Care, Patients' Travelling expenses, etc., of £1,668 in 1943, and a further £1,679 in 1944.

The operation of the amendment to Rule III 1(b) of the Leeds Conference and additional members having calls on the Fund have had considerable effect on the amounts expended from the Necessitous Cases Fund. The increased payments were £1,174 in 1943 and £1,642 in 1944.

Staff Pension Fund payments were £150 in each year to Miss Evans our only pensioner, who by the way writes that she is fit and well. During the two years covered by these reports Cupid passed us by, and in consequence there were no calls on the Fund by way of Marriage Grants. In accordance with general percentage increase on all Government pensions, your Committee considered the case of Miss Evans. This lady now enjoys a 10 per cent. increase on her pension.

Your Management costs increased in 1943 (Conference year) by £1,813, but 1944, showed a decrease of £770 as against 1943.

Management costs for 1944 were 15.4 per cent. of subscriptions received. This is the lowest percentage figure since 1908.

The Wives Fund in its first full year of operation, 1944, received in subscriptions £3,218 6s. 6d., and its total expenditure was £73 15s. 1d.

The Credit balance increases for the two years were £6,847 11s. 2d. and £6,019 9s. 2d. respectively.

Our total Credit balance to-day is £97,369, which represents a reserve of approximately 9s. per member.

The Society has received in subscriptions since its inception to the end of 1944, £561,629 10s. 8d., and has expended on Benefits to members, £367,634 19s. 11d.

Victory in Europe is proclaimed and it should be recorded to the credit and wisdom of the Society that our income and expenditure were so balanced that we have lived through these long years of war within our income.

The increases in Maintenance and allied charges, which I anticipated in my last report to you at Leeds, became realities, and we are still receiving further notifications of increased charges for the current year.

I am no pessimist and with my colleagues on this platform I am anxious to see this Society go on giving greater benefits to our members, but we must still progress with caution.

The reserve funds of the Society are approaching £100,000, but the purchasing value to-day is far from par.

We feel we are sound and solvent, although we have had no Actuarial Valuation for some years owing to the incidence of war.

The Committee of Management's proposed amendments to the rules, which you will deal with later, have all been balanced against our actual and potential income, and we do feel for the time being that we have anticipated expenditure to the limit to which the Society can extend with safety. We will not recommend to you any new or increased benefit, however popular or worthy it may be (hear, hear), unless we feel the Society can afford it.

The Officers and Committee of Management have considered the Post War plans of the Society, particularly on the Management side. War-time man power difficulties have tied the Secretary's hands; he has had to be content with a limited and inadequate staff, and, consequently, with the increases in membership and general work of the Society during the last few years, we have much leeway to make up.

You have heard that the Registered Office of the Society is returning to London. As opportunity offers, new staff will be recruited, a start will be made to overhaul our indexes and records, and general modernisation of office equipment will be attended to. This necessary work will increase our Management costs.

Our Management costs throughout the 39 years history of the Society have been 18.1 per cent. of subscriptions received, but in the immediate years before us a higher figure must obtain.

Many new things are promised us in the future. The New Health Service may have some bearing on the Society.

We must continue to give all possible benefits to our sick brothers and sisters and keep within our finances.

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We must and will welcome any scheme or plan from whatever source it may come that will aid the elimination of Tuberculosis from this, our Country, but before we quit the fight, something as good, nay better than we give must be forthcoming to our members.

Madam Chairman, I move the adoption of the Accounts for the years 1943-1944 (loud applause).

The Chairman: The Report from the Treasurer is open for discussion, but having regard to the time I would ask your permission to postpone the discussion till we return from lunch and in the interim to take the election of the Secretary and the Treasurer. Does the Conference agree to that course? (cries of "agreed").

ELECTION OF SECRETARY.

The Chairman: I have very great pleasure in announcing that Mr. J. R. Williams, being the only nominee for the position of Secretary, has been elected to that post (loud applause).

Mr. J. R. Williams: Madam Chairman and colleagues, I am very conscious of the honour you have done me in electing me to this post. Over a period of years I have been absorbed in this movement and I have had certain ideals to pursue. This appointment will give me a further opportunity to carry forward those ideals which I have borne in mind for many years, and the confidence that you have shown me will not be wasted on me. With the help of my Committee of Management colleagues and my other officers and also of you yourselves in the constituencies and correspondents who may be called local secretaries after to-day's discussion, I will endeavour to carry out the objects of the Society to the best of my ability. I thank you very much (applause).

ELECTION OF TREASURER.

The Chairman: Next I have great pleasure in declaring that Mr. D. C. Woollard, again the only nominee on this occasion for Treasurer, has been re-elected to the position of Treasurer (loud applause).

Mr. D. C. Woollard (Treasurer): Madam Chairman and colleagues, for your continued confidence I thank you.

The Chairman: I have a telegram from Mr. Harris wishing us success in our deliberations at first Peace-time Conference.

Conference adjourned for lunch.

**AFTERNOON SESSION.
TREASURER'S REPORT.**

The Chairman: We will now take the discussion on the Treasurer's Report.

Mr. Pepper (Assistance Board): I second the adoption of the Treasurer's Report, and in doing so I should like to compliment the Treasurer on the very interesting manner in which he has presented it and for the excellent work he has done for the Society, not only during the two years under discussion, but for a very long time now (applause).

In doing that I feel sure that the delegates would like to couple with their appreciation of his services the very valuable assistance that he gets from his wife. Most of you have had some opportunity of meeting her but few, I think, realise the enormous amount of work which is put in as a sort of family undertaking. I do think that we are very deeply indebted to that good lady for the help she gives to her husband and for the fact that she allows him so much of his time for the benefit of the Society (applause)

I would like to add this. You have already, owing to the alteration of your Standing Orders, endorsed your appreciation of the Treasurer by electing him to office unanimously. I suggest, therefore that there will be very little criticism of the Treasurer's Report and its statements of fact. I hope, therefore, that we shall be able to proceed not with matters of greater importance, but matters which require more consideration and discussion. I second the adoption of the Report.

Mr. Phillips (South West D.O.): There is not much which I can add to Mr. Pepper's appreciation of Mr. Woollard's Report. I think it was for a Treasurer's Report very clear and very concise and yet very comprehensive. Treasurers usually get very little notice and very little thanks. As one who has been long-suffering in that respect, I do appreciate the Balance Sheet Mr. Woollard has put forward, together with his comprehensive survey of the whole position.

There is one thing I want to call attention to in the Report and that is that we have had no actuarial survey of our position for a number of years. I hope that the Committee of Management will take note of that and will at the earliest opportunity when circumstances are normal, have that actuarial survey made in order that we can decide our policy, and if we can extend the benefits to our members or if the position shows that we need to undergo entrenchment the Committee will take steps in that regard. Anyhow I hope that an actuarial survey will be made in the very near future.

Mr. Fox (Liverpool): On behalf of my constituency I am in agreement with all the remarks which have gone before in relation to the Treasurer. There is one point in the Report I should

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like to refer to and that is the question of the actuarial statement which the previous speaker has mentioned. I was specifically instructed to bring that up and I do so, though I need not enlarge upon it having regard to what fell from the speaker who has just gone before me. Notwithstanding I felt it my duty to say that in the interests of Liverpool.

Mr. Fox (Engineer-in-Chief's Office): I am sure there is no need for me to endorse the appreciative remarks of the previous speakers, but there is one question which perhaps Mr. Woollard could answer. Is he able to give us any indication of the amounts held by the constituent branches and does he, as Treasurer, regard those as assets of the Society?

The Treasurer (applause): First of all, thank you, George, and I will tell the Missus. The only point is the question of the actuarial valuation. An actuarial valuation of the Society will take place just as soon as the War will permit us to do it. The reason we have not done it is that we were not permitted to do it. We just could not do it. The Board of Management and the officers are very concerned about it and we shall take steps as early as possible to do it. So far as Mr. Fox of the Engineer-in-Chief's Office question is concerned, as to the monies held by the constituencies—I assume he means the monies obtained from rebates—I have no knowledge of what money is held in the constituencies. I only know the money that I send them.

The Chairman: Are the Conference prepared to agree to accept the Treasurer's Report? (Cries of "Agreed.")

FINAL AGENDA.

PROPOSED AMENDMENTS TO RULES.

The Chairman: Mr. Watson will make a statement on the Final Agenda.

The Secretary: On behalf of the Committee of Management I have to present the amendments to Rules. What you see at the top is the procedure which will be to move the rescindment of the existing Rules and substitute the Rules numbered in ordinary numerals 1 to 74. The first and foremost reason why we are bringing in these new Rules to-day is that many of the existing Rules were drafted at the inception of the Society, and during the forty years of its existence they have been subject to additions, deletions and extractions till many of them are not really intelligible. Others are out of date. Others have been so amended as possibly to give two or three interpretations or not to give any interpretation at all. They will be dealt with in detail on each Rule. In one particular instance we are making an alteration in a Committee of Management Rule which at present provides that if a person is discharged from

a Sanatorium they should be discharged from the Society. The Society has only done that once in memory and that was a case where unfortunately the member was discharged for theft. That has been amended in the interests of the members to cover the practice of the Committee of Management. In one or two other cases there are amendments to meet any question of change of attitude adopted by various bodies. They also embody the necessary Rules for implementing the Report which was adopted this morning relative to cancer and children. Beyond that I do not think it is necessary for me to say much more than to make a formal proposal to rescind the existing Rules and substitute others which will be dealt with on their merits as we reach them.

The Chairman: We will now take these new Rules one at a time.

Rule 1.

Mr. Williams (C.O.M.): On behalf of the Committee of Management I move Rule 1.

Mr. Watkins (C.O.M.): I second.

The Rule was agreed to.

Rule 2.

Mr. Williams (C.O.M.): I beg to move Rule 2. The old Rule was by Act of Parliament 1927 made out of date on the separation of Southern Ireland from the United Kingdom. The United Kingdom boundaries were changed. We have been quite specific where people who had become members in the United Kingdom go abroad they can still remain members. That is made clear in the Rule. Also we have defined the ranks and grades we intend to cover. Incidentally we take in the intention of K.E.B. (E.C. & F.S.) amendment to the old Rule 1. Also we have an extra piece there covering members leaving the Service and widows. With that explanation I move Rule 2.

Miss Worth (C.O.M.): I second.

Mr. Wright (K.E.B.): I agree.

The Chairman: It will include "Established and Temporary Officers."

Agreed.

Mr. Plant (Inland Revenue): This amendment to add after "rank" "or any full-time employee of a Civil Service Trade Union (for this purpose the interpretation shall be those organisations affiliated to the National Whitley Council). The subscription shall be a minimum of 5s. per annum payable each January." is self-explanatory. The point is this; in the Inland Revenue Staff Federation we have half a dozen of our headquarter typists who wish to join the Sanatorium Society. They have all been civil servants and had long experience of the Civil Service but

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then they took up service in the Trade Union field. Three of them were actual members but the other three were not members at the time that they went into the Trade Union field. The three who were not members never had their attention drawn to the existence of the Sanatorium Society and they were most anxious, when they saw the good work it was doing, to add their contribution to it. Incidentally one of these girls, as I understand, is devoting her time as agreed by her organisation to organising the Inland Revenue Sanatorium distribution business. She distributes forms and sends letters to people when she thinks that a word of advice from her in this benevolent field will produce a few more members for the Sanatorium Society. Having such a close link with the Civil Service and being ex-civil servants, they feel they should be allowed to make contribution to the Society. They are very healthy themselves and they do not want to come in because they think they are going to get something out of it, but they genuinely want to support the Society in order to help anyone who is not so well placed as themselves. I should say most of the full-time employees of the Civil Service are probably members of the Sanatorium Society because of their origin in the Civil Service, but I should say there are some which are not—I should say the number affected is about 50. I have written to the Committee of Management asking if they could be admitted, but they were refused. I told the Committee of Management I would bring this to Conference so that you could give them instructions, as you think fit, on this particular issue. I do appeal to you to pass this amendment. It affects these people only, but they are people who are genuinely working in the Trade Union field for the betterment of conditions in all respects and certainly it affects people who wish to make contributions not only in money to the Sanatorium Society, but also to further its welfare.

Mr. Smith (Inland Revenue): I beg to second the amendment moved by my friend Plant, and in doing so I hope the Conference is going to accept this amendment. It does seem to me a good thing if members of the Trade Unions within our movement are actively in association with us and in what we are trying to do. We would like to feel that they have an opportunity of having privileges which we enjoy in such an organisation as this.

Mr. Chivers (Liverpool): I am instructed by my constituency to oppose this. We should like to extend our obligations, but there must be some line of demarcation. Our line is to have people in the Civil Service. If we accept this we are spreading out in increasing circles to include people embracing all classes. That is a very nice ideal, but I think we ought to see that the

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Society should provide more for civil servants than provide for extended benefits for people outside the Civil Service.

Mr. Taylor (Manchester): I also am instructed to oppose this. The point is under this Rule, apart from the sympathy we may give to the idea behind this amendment, if amended we would have to extend the whole idea to full-time members of the Refreshment Club or anything connected with the Civil Service, extraneous branches such as Dining Clubs, etc. We would be forced eventually to include all those people. It says "The subscription shall be a minimum of 5s. per annum payable each January." To whom does that refer? As I read the Rule it complicates the Rule which speaks about 8s. 8d. on page 6. It complicates the table of payments completely. I may be wrong, but that is how it strikes me. The amendment is misleading members into believing that 5s. per annum is the price for everybody.

Mr. Sutton (Ministry of Labour): My Committee have asked me to oppose this amendment. I have great sympathy with the views expressed by Mr. Plant in his opening remarks, but it is as one of the speakers said introducing the thin edge of the wedge. We feel, on the Ministry of Labour side, that it is against the policy of making the best of the Society to throw open the ranks of the Society to people other than those we already have in our membership, that is the existing civil servants, their wives and their children. We do feel, much as we sympathise with the proposal of Mr. Plant, that the Rule as moved now by the Committee of Management should be accepted without amendment.

Mr. Tyler (K.E.B.): I should like to support Mr. Plant's amendment. We have a considerable staff of the U.P.W. employed at K.E.B. Some have been in the Post Office and some not. All are very closely related to the Service and I think membership should be open to members employed by us. It is all very well to talk about the refreshment staff and other people not connected with the Civil Service as being on the same lines as people who are doing actual work in connection with staff representation. I have no doubt that the staff at Union Headquarters will assist the Society wherever possible and therefore I support the amendment.

Mr. Arman: Is not it the fact that the Necessitous Cases Fund and a number of other benevolent organisations in the Civil Service already include in their constitutions a clause of the type now proposed?

The Chairman: That may be so.

Mr. Williams (C.O.M.): On the last question put by Mr. Arman I suggest what other organisations do does not interest us from this point of view. I must admit they do so. But this proposal cuts at the whole basis of the Society as worked from

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its inception. On behalf of the Committee of Management I have to oppose it on principle. I am not concerned so much about the subscriptions. The point has been made about differentiating between some people who happen to be in the I.R.S.F. and in the U.P.W. offices who already belong because they joined while they were in the service and others who did not, and it is suggested it is wrong to have a distinction made so that they cannot join now. That, to my mind, is beside the point. The Committee of Management is firmly of opinion that you cannot just bring people in or keep them out because some other people in that sphere were eligible when they were in the service. The whole point is this. This Society is open to civil servants. The whole basis is the Civil Service. The Society is recruited from civil servants and you make provision for them to continue subscriptions when they are out of the Civil Service, but if you are going to extend it and I may tell you we have had plenty of opportunity before this of opening the ranks, remember it has been turned down by Conference in the past. Membership reposes in the member who is in the service and deduction is made from pay which is a valuable contribution Departments make towards the upkeep of our Society. The point is that the wife has no right at all. It is the member who has the right as a member of the Civil Service. The whole basis of the Rules and the amendments to Rules are founded on this particular point of membership of the Civil Service. Nobody can belong to the Committee of Management under the new Rule, which is to be put up later on, unless he or she has served as a civil servant or is a superannuated one. The basis of the Rules, as put forward by the Committee of Management, is the basis of the Civil Service. We have had opportunities to recruit the L.C.C. staff, the Police and even the teachers, but we have refrained from doing so. It is a question of retaining the basis of the Society from its foundation, namely, for civil servants only. Therefore, I oppose this amendment.

Mr. Houston (Glasgow): I support the amendment. Mr. Plant made one particular point to the effect that about half a day a week was being spent by a lady in the Inland Revenue Staff Office on organisational work for the benefit of the Sanatorium Society. I contend (and I do not think anyone in this Conference will disagree) that all the Trade Unions and staff organisations connected with the Post Office and the Civil Service generally are helping considerably in supporting the Civil Service Sanatorium Society (hear, hear). We have to-day to face up to an issue which is not a question of sentiment. We are not concerned with sentiment. We are choosing picked lives. I doubt if there are more than 300 people affected by this amendment. Out of that 300 people approximately 150 are already in

the Sanatorium Society. The other 150 are picked lives because they have had a medical examination before they are taken into the Staff Superannuation Scheme in the employment of every one of the Civil Service Trade Unions. You desire to have the assistance of the Trade Unions and of other associations in doing your work. You are constantly stressing that from the platform and from the floor. We have the Trade Union aspect to consider here whether you like it or not. Here is a small body of people to whom you are going to say: "No, you are working for us, but you will not be allowed to go in for the benefits." Here you have 140 picked lives to consider. I ask you to forget sentiment. These people are servants of the people who are fighting for the betterment of our conditions. They are actually fighting to relieve and alleviate the incidence of tuberculosis. Every increase that is fought for on your wages or salaries is actually a decrease in the incidence of tuberculosis. I ask you to attend to these servants of yours and support the amendment (applause).

Mr. Morgan (Birmingham): I oppose the amendment. I am wondering whether I have come to a Sanatorium Society or to a Trade Union Conference (applause). Personally, I think it is developing largely into the latter. But we are a Society primarily concerned with the afflictions of humanity. Although we may receive the support of Trade Unions I do not think it is desirable or fitting that we should stretch the Union aspect in our Conference. (A voice: Why not?). As far as the amendment seeks to enlist Trade Union employees it savours to me very much of class distinction which we are supposed to abhor. Why should you put the employees of a Trade Union in a privileged position when you remember the employees of the various Civil Service Insurance Societies and do not extend the same privileges to them? That is class distinction if you like, and I do not think we ought to consider it for a moment. Let us concern ourselves with the affairs of this Sanatorium Society as a Sanatorium Society and try to keep our Trade Unionism in its proper place.

Mr. Fox (Liverpool): I would also say, in opposing this amendment, it has been the practice of the Trade Unions to pay their employees a higher standard of subsistence than they would receive in the Civil Service. That is done as a matter of principle. Therefore, although I am an active member of a Trade Union, I feel it my duty to oppose this amendment. Let us keep Trade Union work to the Trade Unions and let us keep the affairs of this Society to this Society. I feel, and I am sure most delegates will agree with me, that it is not wise that we should bring in the Trade Union employees.

The Chairman: As this is a matter of principle I propose taking a card vote.

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Mr. Plant (Inland Revenue): Most of the people who have opposed the amendment have said they are in sympathy with it, but for some unknown reason they cannot give it their full support. Frankly, I do not want their sympathy if they cannot give us their vote. I must pay a tribute to my friend Houston who, in a very eloquent speech, said much that I was going to wind up with. I appeal to you to ignore sentiment and to face the position logically. This amendment is in categorical terms. It defines the Civil Service Unions which would be eligible, and as Mr. Houston has pointed out, there are only a few people affected. Most of the employees are members of the Sanatorium Society and are actually supporting everything we do. May I say this to Morgan? There is no word in this amendment which would import into the constitution of this Society any Trade Union activities whatsoever. You are the people who govern the Society. You are the people who will decide how far the wedge is to be driven into your constitution. This is not the thin end of the wedge. You are the people who have got the hammer and you are the people who can drive it. What I am asking you to do in this instance is to put into the constitution of your Society a clause which provides for people who must have been or are in the Civil Service, giving them the right to help and contribute to our Society.

A Delegate: May I suggest that if there is any demand for a card vote it should come from the floor of the Conference and not from the platform?

Mr. Williams (C.O.M.): **There is a Rule about it providing** that on a question of principle a card vote can be taken.

The Delegate: I cannot see any question of principle referred to in the Rule relating to card vote.

A card vote being taken the result was: 285 in favour of the amendment and 589 against the amendment.

The Chairman: I declare the amendment is lost. Perhaps you would like to have a record of the voting strength of the delegates. The membership for London is 51,223: for the Provinces 31,703: for other Government departments 55,323, making a total of 138,249. The card votes are: London 521: Provinces 328: other Government departments 566, making a total of 1,415.

Rule 3.

Mr. Williams (C.O.M.): You will see in Rule 3 that the registered office is put at Grove House, Headcorn, Ashford, Kent. You have heard to-day that the Committee of Management proposes to move the offices from the evacuated headquarters at Grove House to London. I think this is the proper time and place to let you all know where that is, so that particulars of the place should be available in your constituencies when you get

back, as we do not want you to send any further material to Grove House. We have to advise, as mentioned in the next Rule, the Registrar in this connection. You will see in your new Rule that notice of the change has to be approved by the Registrar. The address will be quite different from what it is in here. This is a model Rule as laid down by the Registrar of Friendly Societies. The new address is 63 Catherine Place, London, S.W.1. The telephone number will be Victoria 5022 and we shall have a telegraphic address. We have already advised the Post Office of the move. That will take place next week. On and after 7th June we shall be in occupation and operationally in occupation from June 11th. With those remarks I move new Rule 3.

Miss Worth (C.O.M.): I second Rule 3.

The Rule was agreed to

Rule 4.

Mr. Williams (C.O.M.): On behalf of the Committee of Management I move new Rule 4. It is a model Rule.

Miss Worth: (C.O.M.): I second.

The Rule was agreed to.

Rule 5.

The Secretary: I have much pleasure in moving this Rule. The Rule outlines the objects in future of the Society. I think we have discussed the details of it sufficiently and you would not want me to say any more, therefore I will move it.

Mr. Edwards (C.O.M.): I second. With Watson I propose to be very brief. There are just two points. Paragraph (a) in the new Rule more clearly defines the authority vested in the Committee of Management with regard to treatment prior and subsequent to sanatorium treatment. In paragraph (b) there is no change in the policy there. The limits of benefit are transferred to Rule 24.

Mr. Plant (Inland Revenue): I wonder if Mr. Watson could give us some information on paragraph (c) with regard to allied complaints. I have always understood that tuberculosis in children was, as Mr. Watson said, more on the surgical side than on the physical side, and that generally doctors say that in meningitis in children is a form of tuberculosis. I wonder what Dr. Myers' view is. Supposing a child is suffering from meningitis and was taken to hospital the expenses of that illness, which is an allied complaint, in my opinion should be borne by this Society.

Mr. Symes (Agriculture and Fisheries): May I point out that it is a question of children which is being mentioned here?

The Secretary: If, as we have said in the Rules regarding pulmonary tuberculosis, there is something that the medical

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people report of the kind suggested or not inconsistent with it, we should put it to our medical advisers, and if it were certified as coming within the term t.b. we should accept responsibility.

Mr. Dudley (Mount Pleasant): The Secretary has already told us, when I raised the question on the Necessitous Cases Fund about wives, that it had been covered under this Rule, and yet in paragraph (b) Mr. Edwards has definitely told us the position is the same as before. Where do we stand?

The Secretary: The answer to Mr. Dudley is that what I said this morning stands this afternoon, and I hope the Committee of Management in future will honour it. What I did indicate was that the Committee of Management would consider sympathetically all cases that came up under this, and, as they have done in the past, stretch the Rules to their limit and in that way they would not alter their attitude in the future.

Rule 5 was agreed to.

Rules 6 and 7.

The Treasurer: I would like us to take Rules 6 and 7 together if the Conference will agree. Agreed.

Rules 6 and 7 replace Rule II, 2(a) and 2(b) on page 4. Under the old Rule from members' subscriptions of 4s. 4d., 5s., and 6s., and all other amounts, excluding the Wives' Fund, the first 3s., less management expenses, were allocated to sanatorium benefit. The residue, less management expenses went to the Necessitous Cases Fund. From subscriptions of 8s. 8d., and 9s. covering a member and wife the amount of 2s. 3d. for the member and 4s. 5d., for the wife were allocated to the sanatorium benefit. Then a shilling went to the N.C.F. and the residue to management expenses. Separate accounts for income and expenditure have been kept for the Necessitous Cases and the Wives' Funds. The Registrar of Friendly Societies lays down in his model Rules that separate accounts must be kept for all monies received or paid on account of every particular Fund for which a separate contribution is payable. As one contribution covers these three benefits, Sanatorium Treatment, Necessitous Cases' Fund and Wives' Fund, the Committee consider it opportune to merge those Funds. That will facilitate accounting and the retaining in the General Fund of certain monies which, under this Rule, go to the Necessitous Cases' Fund, but were intended for sanatorium benefit. Under the new Rules 6 and 7 the subscriptions received will be shown in the General Fund Account as income from subscriptions and separate amounts expended on sanatorium benefit, Necessitous Cases Fund and Wives' Fund will be shown separately in the same account. 20 per cent. or 25 per cent as may be necessary will be deducted from the subscriptions received for Management for which a

separate account must be kept under the Friendly Societies' Act. In the records the expenditure on the Necessitous Cases Fund and the Wives' Fund for actuarial or other purposes will be available. The amounts standing to reserve of the two Funds will be transferred to the General Fund, and the Necessitous Cases Fund, and the Wives' Fund as such will disappear from the accounts. I beg to move.

Mr. Jolly (Trustee): Mr. Woollard has, I think, covered all the points of difference between the proposed new Rules and the old Rules and, therefore, I have very great pleasure in moving the acceptance of these two new Rules.

Rules 6 and 7 were agreed to.

Rules 8, 9 and 10.

The Treasurer: I would like again to take together Rules 8, 9 and 10.

The Chairman: Does the Conference agree? (Cries of "Agreed").

The Treasurer: Rules 8, 9 and 10 replace Rule XII on page 14. These Rules extend the limit to which the Society's Funds may be invested. They will permit the purchase or leasing of land in the names of the Trustees, building pulling down buildings, altering or rebuilding buildings. Under these new Rules the Society could purchase or build a sanatorium or like institution should necessity arise. The new Rules follow word for word those laid down as model Rules by the Registrar of Friendly Societies under the Friendly Societies Acts, 1896 to 1929. I move accordingly.

Mr. Jolly (Trustee): I second. Once again there is very little I can usefully add to Mr. Woollard's remarks, but on behalf of the Trustees I should like to assure Conference that the membership need have no fear that the wider powers given to the Committee of Management in matters of purchase of property etc., under these new Rules will be abused. I have found during my period of service that the Society's governing body are 10 per cent. business men where the Funds of the Society are concerned. As a trustee I have no hesitation in seconding the proposal that these new Rules based on the Friendly Societies' model Rules should be accepted.

Mr. Morgan (Birmingham): Will the Committee of Management inform us whether this will enable us to build a sanatorium on our own if we so desire? Do the Committee of Management consider that the Rule is sufficiently widely framed to enable us to equip and conduct the business of a sanatorium when it is built? After all, it is the Management function which costs a lot of money. The monies of the Society will have to be devoted

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to something else besides putting up brick walls. Do the Committee think that they are sufficiently covered here?

Mr. Westrop (Mount Pleasant): I should like to know if the Management Committee had in mind, when presenting this Rule, that they intended to build their own sanatorium.

The Treasurer: The answer to Mr. Morgan is yes. The answer to Mr. Westrop of Mount Pleasant is that when this Rule was brought in it was the immediate desire of the Board to build a sanatorium. As I stated, it places us in such a position should we want to do it, and the Conference agree at some future date that it can be done.

Rules 8, 9 and 10 were agreed to.

Rule 11.

The Chairman: There are now amendments to the old Rule III(a) which is represented by new Rule 11. I understand the amendment in the name of the War Office is withdrawn. Then there is an amendment to old Rule III(b) by the Air Ministry.

Mr. Robinson (Air Ministry): Are you proposing that we should take this now or after Rule II has been moved?

The Chairman: Yes.

Mr. R. Hogg (C.O.M.): In moving this Rule on behalf of the Committee of Management I can say really there is no change made as compared with the old Rule other than in the last line in which we are reducing the subscription of a widow of a member from 5s. 5d. weekly or 5s. 9d. monthly to 4s. 4d. per annum in both cases. I understand this Rule only deals with the Tubercular and Necessitous Cases Fund at the moment.

Mr. Baker (Trustee): I second.

The Chairman: Now perhaps we can take the Air Ministry amendment.

Mr. Robinson (Air Ministry): We have tabled two motions, the second of which is covered by the new Rule, so I need only concern myself with one of them. The second was an amendment to make sure that the Newcastle Resolution on the subject should be properly implemented.

This Motion derives from certain applications made during the War by women brought into the Service who happen to be reached by the war-time recruiting steps taken in connection with the Society. Knowing the husbands have applied to bring in their wives as joint members, we desired that a similar provision might be extended to married women. I imagine the Society would regard this more or less as a formal implementation of what was intended when the Wives' Scheme began. We had some years of tentative discussion prior to the Wives' Scheme, and eventually the Management Committee, taking its courage into both hands, decided to have a go at this Scheme without getting the approval of

Conference. I suggest that it is the natural and normal thing in these comparatively few cases where there are married women in the Civil Service, who were not available to have joint membership with their husbands, to enable them to do this.

Mr. Pepper (Assistance Board): There is a strong possibility that we shall be taking married women into the Service generally after the War. I feel that it is only a natural thing for us to ensure that the same privilege is accorded to the women civil servants as is accorded to the male civil servants. I hope that we will be practical today and extend our membership by giving this privilege to our women member civil servants.

The Secretary: The Committee of Management welcome the proposal and recommend you to adopt it.

The amendment was agreed to.

The Chairman: Does the Air Ministry wish the next amendment to be treated as consequential to the new Rules?

Mr. Robinson (Air Ministry): Yes.

The Chairman: Does the Conference agree to that (Agreed)
Rule 11 adopted as amended.

Rule 12.

Mr. Hogg (C.O.M.): This is also an old Rule which is under another number and provided for the bringing in of the widow of a member who may desire to become a life member. We give them that privilege. This Rule also only deals with the Tubercular and Necessitous Cases Fund.

Mr. Baker (Trustee): I second.

Rule 12 was agreed to.

Rule 13.

The Secretary: This Rule again speaks for itself and unless there is any question to be raised on it I can recommend its adoption to the Conference.

Mr. Edwards (C.O.M.): I second Rule 13. Rule 13 makes provision for benefits which are optional to the member. The Wives' Scheme is optional to the member as well, but that is covered in Clause 2 of Rule 11. Paragraph (1) of Rule 13 is in respect to the Children's Scheme. The Rule provides that a scheme, which is roughly on all-fours with that now applying to members in regard to the treatment of tuberculosis, should apply. Paragraph (2) deals with cancer. This is in respect of benefit in the shape of treatment of cancer for the member only. I do not think I need enlarge upon it. It is clear and I think compared with the next paragraph it is concise. Rule 13, paragraph (4), deals with the treatment of cancer as regards the member and his wife. If, therefore, we take Clause 2 of Rule 11 together with

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Rule 13, we have provision for the treatment of tuberculosis for the whole family and for the treatment of cancer with regard to a member and his wife.

Mr. Smith (Inland Revenue): I beg to move the amendment: "Paragraph 3 delete 'but she shall not be entitled to any right of voting or taking part in the affairs of the Society'." The intention clearly is to provide that if a widow pays a subscription on the basis of an original member she should have the right to enter into the affairs of the Society. I move the amendment.

Mr. Plant (Inland Revenue): I second.

The Secretary: Here again we come up against a principle that you previously defeated when resuming after lunch. The point is shall this Society be managed and run by civil servants? This has been put in specifically on the advice of and almost insistence of our honorary Solicitor, who said if a man during his lifetime had paid to cover his wife it would be very unfair to leave her high and dry after his death. So it was conceded that if she was prepared to pay a contribution, which you have agreed to reduce from what it was, she should retain the right to benefit in the Society. This is laying down the principle you have already approved, and I oppose the amendment.

Mr. Smith (Inland Revenue): If we may, with the permission of Conference, we should like to withdraw the amendment. We appreciate the principle determined on our previous amendment affects this amendment, and therefore we agree to withdraw.

Rule 13 was agreed to.

The Chairman: The other amendment is already covered under the new Rule.

Rule 14.

Mr. Roper (C.O.M.): I want to draw particular attention to the fact that new Rule 14 amends old Rule III (9) by reducing the probationary period of membership from twelve to six months. Those who were at the Leeds Conference will remember that this proposal was debated on a motion brought forward by the Inland Revenue constituency, and although it was rejected mainly I believe on the grounds of the uncertainty of the financial repercussions, it was quite evident that the Conference took something more than a sympathetic interest in this proposal. Indeed the Committee of Management gave an undertaking at the time that they would look again into the question. That undertaking has been implemented. The Secretary has kept this matter well under review during the past two years. It has been found that the number of cases coming under treatment during the first effective year of membership is relatively small. We feel that we can halve the probationary period without prejudice to the financial position. I want to make it clear that this only applies to t.b. cases of members and

their wives. It does not apply at the moment to the proposals that have gone through to-day, namely, cancer and the extension to children. We have no experience of that. But I do feel that in making this proposal we are in some measure giving a benefit and I think it is a step in the right direction.

Mr. Allison (Inland Revenue): It gives me great pleasure to second this proposal. It is quite true that at Leeds, when we made as impressive a plea as we could to have this amended, we were turned down flat by the Committee of Management. I cannot remember the Committee of Management giving any undertaking to look into it in the future. In fact the record does not suggest that. But at the same time I am very pleased that they have been sufficiently far-sighted to meet us to this extent. I hope that they will continue to think about it and extend it now to the other clauses (c) and (d) and come along at the next Conference and tell us again that they have looked into it and have extended the benefits still further. We also feel that this will help in the recruiting campaign which we have undertaken in our constituency. You will see from the record of this Conference that I suggested that we might raise our membership from 2,000 possibly to 8,000 during the recruiting period which we set at about three years. We have managed to get over 6,000 and I think now with this new Rule we shall be able possibly to get up to 10,000 (applause). However, that is a point for the future. I have very great pleasure in seconding the Motion.

Rule 14 was agreed to.

Rule 15.

The Secretary: If you refer to the old rule, it is what I might call a model rule. This new rule is one representing the new proposals in a new form. It is set out in tabular form, which is most attractive to everybody concerned. We have already discussed those figures which matter in it, and so I move accordingly.

Mr. Garner (Trustee): I second.

Rule 15 was agreed to.

Rule 16.

The Secretary: In this case there is no alteration, and I move accordingly.

Mr. Garner (Trustee): I second.

Rule 16 was agreed to.

Rule 17.

The Treasurer.—Rule 17 is to replace Rule III (16), on page 8. This rule follows the principle of rules 6 and 7; that is to say, a percentage of contributions is to be paid to the Manage-

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ment Fund. The first paragraph automatically follows old rule III (16), which permits a rebate to the local branches of a half-penny per shilling of the annual amount subscribed. Paragraph 2 of the new rule 17 permits a rebate of a shilling in the pound of amounts so subscribed, but it states that the amount concerned is that subscribed "during the previous year ended the 31st December," and must be applied for during the current year. The increase in rebate based on the years 1943 and 1944 will amount approximately to £140 per annum to the advantage of the branches and will facilitate accounting. The payment on the previous years subscriptions does not change the present practice but clarifies the rule. The difference in the wording "applied for annually" in the old rule, and "applied for during the current year," in the new rule, means that the 1945 rebate must be applied for in 1945 and will be based on 1944 subscriptions. The portion of the old rule concerning subscriptions obtained from members serving in the armed Forces and Civil Defence, etc., has not been included in the new rule. The Conference, having accepted this principle at the Leeds Conference in 1943, machinery was set up at the registered offices to include these members in their local branches. So long as those members are serving, their subscriptions will be considered as being received from the parent office. I move accordingly.

Mr. Jolly (Trustee): I second. In seconding this new rule, I feel there will be very little complaint from the constituencies, as they will all find themselves a little bit better off financially in the matter of rebates. We can call a cost of living bonus. I hope also that Mr. Woollard's assurance on the principle laid down at Leeds that the proportion of members' subscriptions will be taken into account for the purpose of rebate will be adhered to, and that that will satisfy those in the K.E.B. (E.C. and F.S.) who fought so hard for it at Leeds two years ago.

Mr. Lewis (Engineer-in-Chief's Office): I wish to emphasise that the amendment standing in the name of the Engineer-in-Chief's Office is, in the opinion of my constituency, essential for the efficient organisation of this Society. It proposes to add "such application to be accompanied by receipts and payments statement in respect of the preceding financial year of the local branch. The statement to be signed by the Secretary and Chairman or the local correspondent, and one member of the local branch making application." The new rule does not make it clear who shall apply for the annual rebate. This amendment makes it clear by whom and how it should be applied for. I do not think the Conference will have any objection to that part of it. Now I come to the more controversial part, namely, the question of a financial statement. I think one may take it that the delegates at this Conference are all from responsible constituencies,

and they do prepare and keep financial statements of the money they receive and the money they pay out. It is quite likely also that they have those financial statements audited and presented to the Annual General Meeting of their constituencies. I do not think those constituencies that are not like that can take any possible exception to this suggestion, that they should be prepared to submit such a financial statement to the Society's headquarters when making application for their rebate. This amendment does not give any right to the Committee of Management to interfere at all with the affairs of the constituency. I want to make that quite clear. All it does is to ask the constituencies to do a little bit more than they are doing, namely, to send their financial statements in. It encourages other constituencies, who are not doing that, to do something about it, and keep a recognised statement of their accounts and submit it as occasion requires.

Mr. Hall (Engineer-in-Chief's Office): I second. This is a very simple issue. I do not think you want to worry your heads much about it. The position is just this. We want to keep the Society above reproach. It is a simple thing we are asking. We shall have none of these innuendoes, which are thrown about in Societies of this kind, to worry you. I ask you to give the resolution your whole-hearted support.

Mr. Hoare (L.T.R., North West): I oppose the amendment, not because we disagree with the principle underlying it, namely, that the Society should be aware of how all its funds are being spent, but because we object to the way in which the proposal has been framed. We take the view that if there is to be sent to the Society an account of the constituencies' funds, the proper way is to establish a principle fund which will come under the direction of the Treasurer of the Society, and would make it obligatory on all branches to make an annual return, such as is done in other organisations, to show how they have spent their funds. We do not like this suggestion of only those people who are asking for rebates having to present their accounts. Secondly, we would ask the Conference, until the movers of this hardy annual frame it in such a way as to make it acceptable to the whole organisation, to turn down this amendment.

Mr. Fox (Engineer-in-Chief's Office): Frankly, I do not feel that anyone can rise in opposition to this amendment. Mr. Hoare says: "I am in entire sympathy with it, but it does not go far enough." I am with him there. On reflection, if we have a further opportunity of considering the matter, we would have gone a great deal further. I think the Committee of Management should tighten this up by laying down some constitution for branches and something covering the financial aspect of the matter. From a discussion of a similar amendment at the

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last Conference, I gathered from what the General Secretary said that the Committee of Management would investigate it during the ensuing year and come forward at this Conference with some concrete proposal. I am sorry that they have not seen fit to do that. I think any of you who have had experience of other Societies will recognise that there is something lacking in the rules, in that there is no procedure laid down for the branches, and no particular checks that I can see. Although the proposed amendment does not cover the whole ground, it does at least afford some control

Miss Jackson (Ministry of Works): I am one of the people who opposed this motion at the last Conference. The mover of the resolution to-day moved it in very nice terms, with which I do not think anyone at this Conference could disagree. He told us there was nothing at all in it that any of us need fear. I, for one, do not fear it. Then we come to the Engineer-in-Chief's Office third delegate, who tells us that something should have been done. Apparently they have considered it, and so, having put up a resolution at the last Conference, now they have put up the same resolution to-day with the variation of two or three words. I do not think any constituency, or any decent organisation, can object to a statement of an account being submitted each year, but I think it ought to be clear what is going to be done with that statement of account. Is it just going to be filed away at the headquarters of the Society and nothing done about it, if we find that money is not being used properly? Under the words of this resolution, you can do nothing about it. It does not give the Committee of Management any more power than the Committee of Management has got now. We have told the Committee of Management to-day that they are a responsible body of people. They have told us also how responsible they are. Are they going to pass on the knowledge which may be obtained from the accounts, or, if they think there is something improper in what is being done in the branch, are they going to do anything about it? If what the third delegate of the Engineer-in-Chief's Office said to-day is true, that there are innuendoes going about, then something should be done about it. The responsible Treasurer of the Association is from the Engineer-in-Chief's department. If he knows of these innuendoes, why are not the Management Committee aware of it? Are not they going to tell us to-day whether we ought to do something about this and put it in the constitution? While I have very great sympathy with the sentiments which have been expressed and with the expression of view that we ought to have a proper statement of accounts, I think somebody ought to come clean on this issue, and let us amend the rules in such a way that something can be done about this matter (applause).

Mr. Williams (C.O.M.): I was instructed by the Committee

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of Management not to say a word, but leave the matter to the Conference, but, in view of what the third delegate from the Engineer in Chief's Office said, that he thought that the Committee of Management was coming forward with some proposals, I can only say that is quite wrong. On a card vote at Glasgow, the proposal was turned down. We do not operate on things which have been turned down by Conference. What I might suggest is this. Having regard to the history, and having regard to what Miss Jackson has just said, if you want to give us instructions to do something, we will look at it, but I submit, in view of the fact that it has been turned down at the last Conference, it is not quite good enough for us to be expected to bring forward some proposal. We may regret what happened at the last Conference, or we may not, but in fact the matter was turned down by Conference, and that is the point. We want to leave it to you to decide what rights you are going to keep for your branches.

Mr. Fox (Engineer-in-Chief's Office): The last speaker said that the Committee of Management took no action on this matter because the proposition was turned down at the last Conference, but the words of the General Secretary at the time were: "I would suggest to the Committee of Management that they explore the whole of the suggestions and come forward with something definite at the next Conference." Although Conference turned it down, it was indicated at that Conference that there was a case. The inference, as I understand it, from reading the Report of the Conference was that the Committee of Management would examine it and come forward with something.

Mr. Williams (C.O.M.): I do not think it is fair to say because we said something at Conference and were turned down that we are going on with something that we said then, but which was not accepted. That is not proper work as between Conference and the Committee of Management. That is the position to-day on this subject.

Mr. Taylor (Manchester): I support the amendment. As local Treasurer of Manchester for a long time, I would have been proud to send in my statement of account every year. I think that we ought to carry the amendment to this rule now, and then our friends can frame a further amendment to put the whole thing in order at next Conference.

Mr. Pepper (Assistance Board): The difficulty about this amendment to the constitution is that if you did pass it, it is completely nebulous. Even assuming this were included in your rules—and, after all, we are tidying up our rules—and a constituency does not send up the statement that is asked for, there is nothing in your constitution to say that the Treasurer shall not pay the rebate. What I wish to suggest to Conference is, that owing to the unfortunate wording of this proposal—it is not perfect by any means—we should remit

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this to the incoming Executive Committee for examination with the observations made at this Conference.

Mr. Robinson (Air Ministry): I am rather incensed about this. I want to know what it is all about. We had occasion to draw some money from our interest account not so long since, and you have no idea of the difficulties that we had in the Air Ministry to get out even a halfpenny. It so happens that, quite in contrast with the kind of suggestion that has been made this afternoon, our account is in a bank where we cannot draw a penny until we have got three signatories for it. I am really wondering whether there is anything in the suggestion that there is any constituency anywhere where there are officials who can get at the money and misuse it, because that is the suggestion, as I understand, which is being made. If that is true, and if it be possible that there is such a constituency, the only thing that strikes me as being at all practical is the suggestion that Mr. Pepper has just made, and that is, we should forget what has happened and ask the Committee of Management to give some thought to it in the coming two years and to consider what has been said in this and in previous Conferences.

The Secretary: Before there is any further discussion, I think I must point out, to keep Conference in order, that this has been tabled and has been sent to the country and to the constituencies, and, therefore, Conference must give an opinion on the matter.

Mr. Griffiths (Cardiff): I think every constituency, if it is properly organised, sees to its own business, and I do not believe in control from headquarters all the time, or that it should take all the responsibility. I think the constituencies, if they are worthy of the name, are worthy of taking the responsibility of looking after any little rebates that they may get from the Committee of Management. I am not aware of any constituency which has any reason to think that the money is not spent as it should be. I am not aware that this question has ever been raised in my own constituency. Until such a difficulty does arise, I do not see why we should be tied up by rules and regulations of this kind. We are tied up enough by Government Regulations as it is. Generally there should be certain liberty to the people who know the local conditions, and I suggest we can safely entrust the responsibility of disbursing this little amount to the constituencies themselves. Therefore, I oppose the amendment.

Mr. Lewis (Engineer-in-Chief's Office): If I may deal with the last speaker first, he has touched upon a number of points which the other speakers have hinted at, in connection with the organisation of the constituencies. I quite agree that organised constituencies do run their affairs properly. They have Committees, Chairmen, Secretaries, Treasurers, and so on, and some

have banking accounts. I wonder if the Treasurer of our Society could tell us whether he has to make out the cheques to persons or the constituencies. Mr. Hoare talks about the proposed amendment not going far enough because it should include all branches and all constituencies, but if the constituency does not apply for an annual rebate, it is not incurring any expenditure, and there is no point in it sending in an account, and they have not got to worry. He has referred to other classes of organisation who all have some sort of funds on which to draw and who have to send in accounts, but that is another matter. Miss Jackson referred to this as a hardy annual and as having been spoken about last year, and as being in sympathy with the idea. If so, why did not she formulate some proposals which would have met the point that caused her to vote against it last year and speak against it this year? There is one other thing. This Society may—we do not know—have to be wound up owing to the National Health Scheme. We all hope that that can be avoided; but, if it should occur, what about the monies held by the branches which the rules say are the property of the Society? If that is so, the Society might have to make some sort of claim on the Government.

Mr. Pepper (Assistance Board): On a point of order the speaker is introducing new matter.

The Chairman: I agree.

Mr. Lewis (Engineer-in-Chief's Office): I think that is all I have to say in reply to the various speakers. I ask the support of the Conference for this simple amendment, which calls on them to do nothing more than what I hope they are doing at the present moment.

Mr. Arman: Do I understand it is your ruling that the Conference cannot remit this to the Committee of Management?

The Chairman: No.

Mr. Arman: Could the Conference remit this to the Committee of Management with the approval of the Engineer-in-Chief's Office?

The Chairman: I think not.

Mr. Pepper (Assistance Board): If your ruling is that we cannot remit this proposal to the Committee of Management, I want to move suspension of Standing Orders to take an emergency resolution. The emergency resolution is: "That this Conference requests the Committee of Management to examine the financial arrangements of the constituent branches of the Society with a view to introducing such supervision and such safeguards as are proper." I move suspension of Standing Orders for the purpose of discussing that emergency resolution.

Mr. Dudley (Mount Pleasant): I second that.

The Secretary: You are putting the Chairman in a very difficult position. It is my job as Secretary to advise her in

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regard to the rules. I hope all of you are aware that we are a Registered Friendly Society which approximates to a Registered Trade Union, but functions differently, and is not an organisation susceptible to control by the Registrar. Our experience is that when a question has been put to the membership in accordance with the rules, it has to be voted upon by Conference for or against. If the Committee of Management, after you have decided that matter, care to make an offer to consider the question, it would be a different thing. That also applies to the emergency resolution. I hope the solicitor is listening to me carefully because, after all, he is the final arbiter so far as we are concerned. As I understand it, nothing can be brought before this Conference for a decision to be taken which is to be operative unless it has been circulated to the membership, the branches, or the constituencies, in accordance with the rules in your rule book, which calls for notice of amendments, etc. Therefore, I would put it to our friends that you are embarrassing the Chairman and creating a difficult position for the Committee of Management and yourselves by departing on a matter of this kind, which is not of such great importance, from the rules.

Mr. Pepper (Assistance Board): I should regret if anybody embarrassed you, Madam Chairman. I was trying to get the Conference forward and to get over the difficulty. There are many of us who feel that we could not support the amendment in its present form, although we think, if there is any dirty linen to be washed, it had better be washed, but not here. Therefore, if we could have an assurance from the top table that they will, in the oncoming year, give consideration to this matter, it would be a good thing, rather than compelling us to vote now.

Mr. Williams (C.O.M.): It is quite fair to put that point of view. I think the Secretary used the words which Pepper has used—that we can give consideration to it.

The Chairman: Will you accept that, Mr. Lewis?

Mr. Lewis (Engineer-in-Chief's Office): On that understanding from Mr. Williams, we are prepared to withdraw.

Mr. Hoare (L.T.R. North West): Do I understand that there is to be a suspension of Standing Orders?

The Chairman: No, the emergency motion is withdrawn. I understand Conference agrees to the withdrawal of the amendment of the Engineer-in-Chief's Office.

Mr. Lewis (Engineer-in-Chief's Office): If I may say a word, I would like Conference to understand that there is no question of us thinking of there being any dirty linen knocking around.

The Chairman: Then that is agreed. Does Conference agree to Rule 17?

Rule 17 was adopted.

Rules 18, 19 and 20.

The Secretary: This is simply repeating the old rule, and I move accordingly.

Mr. Platts (C.O.M.): I second.

Rules 18, 19 and 20 were agreed to.

Rules 21 and 22.

Mr. Williams (C.O.M.): The members of the Management Committee would like Conference to take Rules 21 and 22 together.

The Chairman: Does Conference agree to that? (Cries of "Agreed").

Mr. Williams (C.O.M.): They cover T.B. benefit for the member's wife and child, and it simplifies the old Rule III (10). I ought to draw attention to this particular point. Where the old rule mentions only sanatorium a practice has been carried on for some years of using other establishments. We have brought in a suitable set of words with the help of our legal adviser: "or other suitable establishment." I move accordingly.

Mr. Edwards (C.O.M.): I second. In Rule 21 the suggested scheme is incorporated but otherwise it is the same as before, and there is no change in principle. There is some alteration in wording between No. 10 and No. 21. It is a simplified reading as compared with the old rule. There is a reference to "the local medical officer," and "the chief medical officer." Those are terms and ranks peculiar to the Post Office, and are not included in the new rule. Another point is this. Arbitration was mentioned in the old rule. Experience has shown that there is no need for provision in the rule for arbitration. Should a case of exceptional difficulty arise the C.O.M. would exercise its judgment after its usual sympathetic consideration. With regard to Rule 22, here again we have no real change in principle, or at any rate, in practice. The C.O.M. in the past approved payments in respect of treatment, both as to treatment prior and subsequent to sanatorium treatment. There was a specific rule authorising this payment, and the C.O.M. in its wisdom has considered that necessary in the interests of the members, and, as in the past, has exercised its own judgment on that point. The members will find no fault, I am sure, with the fact that the new rule definitely empowers the C.O.M. to carry out its existing policy as one of the objects of the Society by which it gives members a right under the Rules to such benefit, which is the important point.

Rules 21 and 22 were agreed to.

Rule 23.

Mr. Gregory (C.O.M.): I would like to draw attention to page 8 of the 1944 Report dealing with the N.C.F. This

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stresses the wisdom of forming the Necessitous Cases Fund. One main object of the Society is to do as much as possible for the membership. You will remember that two years ago my Manchester colleagues brought forward an amendment to increase the N.C.F. to £104 per annum. This was sympathetically received, but because it was not framed according to plan it failed. We have worked on the £78 basis for the past two years, and your Committee have gone very thoroughly into it from the financial aspect. We find that now, in order to carry out our object, which is to do as much as we can for every member, we can without any financial strain bring that sum up to £104. Last year we paid out £8,000. If we increase it to £104, the approximate amount of the increase will be £2,000 per annum. I have great pleasure in proposing the Rule.

Mr. Elliott (Manchester): Mr. Gregory has pointed out that two years ago we moved an amendment that the maximum grant for the N.C.F. be £104. We did that because we felt that the Committee dealing with these cases should be empowered to give the maximum grant. We felt that £78, which was then proposed, was not sufficient, and we wanted to increase that amount. Mr. Gregory mentioned that our amendment was perhaps not framed very happily. I agree, and I accept responsibility for that. This morning during the discussion on the children's scheme sympathy was aroused I think throughout the Conference regarding the lower paid workers in the Civil Service. I had rather a sneaking feeling about what would happen when I put the case against the maximum payment under the N.C.F. being £78. To-day I feel quite different. I feel like most of us feel when we have had a happy meal and are quite comfortable. That is quite different from the position of the recipient of the higher amount that would be allowed if this amendment is carried. I ask Conference to treat it with sympathy. We have already learned from the C.O.M. that they are in a position to increase the rebate to the Branches. Surely this is more important than a rebate to the Branches, and I ask the support of the Conference for this proposal.

Rule 23 was agreed to.

STATEMENT BY DR. MYERS.

The Chairman: I have very great pleasure in drawing Conference's attention to the fact that Dr. Bernard Myers, our consulting physician, has just arrived and will speak to us.

Dr. Bernard Myers: I am sorry that I cannot say very much, but I have been up all night and I have just come from another conference; but I will do my best in the very few words which I feel it is my duty to say to you.

There are three suggestions which I can put before you. Tuberculosis during the war has not increased so much as we

expected. The death rate has fallen since the second year of the war. There are still a large number of new cases and the position cannot be viewed with complacency. As a matter of fact, I was responsible for the report which had to be issued for Europe, and my figures were pretty big. In some countries of Europe the position is quite different, and even bigger than the figures which are shown for England.

The next point is mass radiography. It is the greatest clinical method developed during the war. Twenty-five special units of mass radiography will shortly be in use throughout the country. Each of them has a medical director and a team of five or six, including skilled radiologists. X-ray units work in factories, offices and schools, and approximately 250 people can be examined in one hour on a miniature film. Follow-up is made with the full-size film in about 5 or 6 per cent. of those examined. Suspected cases of T.B. are in the region of 1 per cent.

Social after-care is the next point. The Ministry of Labour memorandum 266/T represents a great advance in social resettlement for the tuberculous family. Financial benefits are available for those patients who have a prospect of returning to work, and they are restricted to pulmonary T.B. An adequate treatment allowance is given on the recommendation of the T.B. officer, with an extra payment for disablement benefit to cover various social contingencies in the patient's life. The great value of this measure is that it enables the patient to leave work immediately on the first diagnosis without any fear of poverty for his family. There is no doubt that the allowances will be very considerably extended after the war—probably to all tuberculous patients.

The next point is the Disablement Act, 1944. This places the tuberculous person in the same position as the wounded soldier or injured man. He is entitled to training in those special workshops and companies which have been set up under the Act. Every firm of any size will be compelled to take a certain quota of disabled patients (including the tuberculous). It is now our duty to see that the Act is properly worked, and that T.B. patients are not cold-shouldered by preference being given to other injuries.

The next point is that of the shortage of nurses. The biggest problem confronting our T.B. schemes is the shortage of sanatorium and hospital nurses, and also of domestic staff. Unless this can be improved during the next few months the position will become very serious indeed. The modern view is that the sanatorium nurse does not run extra risks compared with other nurses and girls of similar age in different employments. Now-a-days all nurses are X-rayed and Mantoux tested. After this they are carefully watched, particularly the Mantoux nega-

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tive reactors. The most dangerous period appears to be that during which Mantoux negative reaction is being converted into Mantoux positive. It is not considered desirable to exclude Mantoux negative reactors from sanatoria as they are better under supervision during this stage. That is all I have to say, and I am sorry to have occupied rather a lengthy portion of your time. I think this will represent everything that is new.

May I just say this? During this period we have never been so busy in all our lives. You have a Secretary who is really never tired of working on your behalf and on everybody's behalf. I can say as one who sees the general activities of the Committee, I have never met a more conscientious body of men, men who only desire to serve the purpose for which this Society was formed. I feel I should not have been doing my duty if I did not make these remarks (applause).

The Chairman: I am sure Conference will desire me to convey on its behalf our thanks and appreciation to Dr. Myers for those few words, and say how grateful we are to him for his having visited us during a terribly busy time. I hope you will show that appreciation in the usual way (prolonged applause).

Rule 24.

Mr. Williams (C.O.M.): New Rule 24 covers the proposal for benefit which you have agreed to to-day by carrying the contents of the Report and which you agreed to in the same way by adopting new Rules 21 and 22 to be in respect of prospective benefit. We have a limitation clause in Paragraph 3. I also want to point out this. We had some trouble to define the question of cancer or allied complaints, but we found it was impossible to go outside the word cancer. From that point of view it would be left to our medical advisers to decide when we have to deal with benefit for cancer what is cancer and what is not. That will be for the medical side. I, therefore, beg to move new Rule 24.

Mr. Payne (C.O.M.): Mr. Williams has explained the position and, therefore, I merely second.

Mr. Kennedy: Mr. Williams has told us that this Rule 24 is framed in relation to the new cancer benefit. Can you give us an assurance that this is not going to be operative in the treatment of pulmonary tuberculosis?

Mr. Williams (C.O.M.): Certainly. This new Rule 24 refers to a clause dealing with benefits on the first page and, therefore, it only deals with cancer.

Rule 24 was adopted.

Rule 25.

Mr. Jolly (Trustee): On behalf of the Committee of Management I rise to move the acceptance of new Rule 25, which

replaces the old Rule III, Paragraph 14. The old Rule is cumbersome and unnecessarily expansive. The proposed new Rule covers all the old ground without any trimmings and is held to include all the necessary provisions for the proper payment of travelling expenses to those who may become entitled to them. The Committee of Management have taken a broad view on this subject and in its very brevity have made the Rule as comprehensive as possible to be carried out at their discretion.

Payment of travelling expenses is included in the objects of the Society under Rule 5, paragraphs (a), (c) and (d) and Rule 25 only sets out more fully to whom and under whose direction they are to be paid. The omission of any mention of the continent or steamboats in the new Rule is not to be taken to imply that the Society has overthrown the possibility of treatment in Switzerland, which at one time was regarded as the highest spot in the field of sanatorium treatment, but it is very doubtful whether we should want to send our patients there for some time to come. If it is ever possible to do so again the new Rule will cover such an arrangement should we re-introduce it.

I, therefore, propose the acceptance of this Rule as printed on the Agenda paper.

Mr. Watkins (C.O.M.): I second, Mr. Jolly having said all that is necessary.

The Chairman: Regarding the amendment to the proposed Rule standing in the name of the Engineer-in-Chief's Office, the Committee of Management will accept the wording and include it in the new Rule. The amendment is as appears on the paper. Will Conference accept that amendment? (Cries of "Agreed").

Rule 25 as amended was agreed to.

Rules 26, 27 and 28.

Mr. Wood (C.O.M.): I would like the permission of the Conference to take Rules 26, 27 and 28 together.

The Chairman: Does Conference agree to that? (Cries of "Agreed").

Mr. Wood (C.O.M.): The proposed new Rule, Rule 26, merely simplifies and clarifies the old Rule in parts to the advantage of the member. In Rule 27 there is no change other than the insertion of the word "child." In new Rule 28 there is no change whatever.

Mr. Payne (C.O.M.): I second.

Rules 26, 27 and 28 were agreed to.

Rule 29.

Mr. Wood (C.O.M.): Rule 29 replaces old Rule III, Section 12, and merely inserts the words "hospital or other suitable treatment" and so on, carrying out Rule 21 which alters the basis.

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This proposed new Rule will permit the Committee of Management to give treatment to its members in approved places other than sanatoria, that is hospital and domiciliary treatment, should such be necessary. I think you will agree it will operate to the advantage of all our members and I move accordingly.

Mr. Payne (C.O.M.): I second.

Rule 29 was agreed to.

The Chairman: There is an amendment standing in the name of K.E.B. (E.C. & F.S.) to old Rule III (10), paragraph 2.

Mr. Benfield (K.E.B.): I am very conscious of the fact that this is my first appearance and, therefore, I ask for your sympathy in moving this proposal. Rule III 10, in the second paragraph of which we desire to place two insertions, contains exactly 163 words. It is a splendid piece of legal jargon. We have lived with it and presumably you have managed to get what you want. But we ask for two insertions. Our reason for asking the first is to safeguard the acknowledged integrity of the Committee of Management. The second one is to give common justice to our members. We at K.E.B. are very seriously perturbed at what we think is the position which we desire to meet by this insertion. The Rule gives power to dismiss any member who has done anything wrong in a sanatorium, and the Rule definitely presupposes the guilt of the member. It definitely does not presuppose the guilt of the sanatorium. The first part of our insertion provides that the Committee should have at their disposal the full facts—that is to say the facts from the sanatorium and the facts from the member concerned. The member should come up to the office if they think necessary for the purpose of obtaining the full facts. Then the Committee of Management in our opinion will be placed in a unique, in fact I may say an unassailable position. People have been talking about sentiment, but I do not want to talk sentiment. We are here to do business. It is the business of every delegate in this room to safeguard the interests of members. We say that when a man's case is going to be reviewed by the Committee of Management he has the right to appear before the body which is going to try him. May I say this in addition? Very shortly many of our men will be coming home on leave and there will be a number of returned ex-Servicemen coming back soon. They may be suffering from tuberculosis. As members of the organisation they may want to go into a sanatorium and you will give them permission. They will not all be compos mentis. The conditions of the War do not make it possible to be so. These young probationary nurses may upset them, and they may upset the nurses in consequence, and if you upset the youngest nursing auxiliary you will upset the whole of the staff at the hospital, including the Sisters and Matron, and they can force the patient to go out. The patient

goes out and there is no redress for him. If he leaves of his own free will the Committee of Management, according to this Rule, consider that he has left and there is only one thing for him to do—he is outside. We prate of democracy, but is it democracy not to allow a man to give evidence on his own behalf but to take the evidence solely from the sanatorium, which is the position under Rule III 10, paragraph 2, of 163 words which we do not understand? We are demanding that these men should have a democratic right to face their accusers. They are in the same position as a man in the dock.

The second insertion we ask for is this. The second assertion requires that the findings in the case should be remitted to the sanatorium, to the member concerned, and to his constituency members. If it is good enough to slate the member surely it is good enough also to slate the sanatorium? The Council of the G.M.C. have been holding an inquiry. They have taken statements from a sanatorium. There is a case in to-day's paper about a hospital where there was something wrong about a new-born baby and the child recovered £500 damages. In our case the Rule seems to be based upon the principle that the patient is always wrong. I say that the sanatorium sometimes is wrong and it ought to be admonished and censured in such cases. Surely we ought to have the power to reprove it or censure the sanatorium as well as to admire it. These men are not here to speak for themselves, but we are here to safeguard our membership. There is only one thing we can do to safeguard our membership and that is to give the member a proper footing and to give him a chance to speak for himself. We should give him a right to come to the meeting where his case is being considered and give him an opportunity to reply to some of the accusations which the sanatorium people may be making. Then if he is right we should clap him on the back but not keep on clapping the sanatorium.

Mr. Tyler (K.E.B.): The previous speaker has covered the ground extensively, but I should mention the privilege which we are fighting for these sufferers to have is given already in the case of the Post Office worker who is charged with theft. After many years of hard fighting we secured the right of a staff representative to be present, though not necessarily to take part in the proceedings, at any interrogation of the man. If a man is charged with theft, as of right one of our colleagues or members is present when he is interrogated. We think a man who has broken any rule at the sanatorium should at least, if he so desires, have the right of having a representative present at any inquiry. It seems to me under this Rule the Management can always be right. In view of the fact that there have been only three cases in a number of years that maybe some evidence for thinking they are invariably right, but

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there is a theory about that a member may be right sometimes, and he will have practically no chance of getting any redress in present circumstances. I have been in a good many hospitals, and I may say if you knew all the patients said about them you would find that the nurses are not all angels and you will find that out very soon if you are unfortunate enough to come up against them. I do not know whether any of you have been in a military hospital, but I can tell you I have seen what has gone on in one or two of them. I was not in a fit state and I might have done something and broken the Rules, but I had no redress in the Army. That is the condition of our people in the present circumstances. They should have the right of appeal as is provided here, and if necessary go along to the Committee. Mr. Barry has mentioned earlier that innuendoes have been flying about. We have had a case where men have come back and complained and it makes it very difficult from the recruiting point of view when you have men who have complained but whose cases have not been investigated. There should be the democratic right given to the individual to go before his judges and state his case. The Management Committee are taken as being always right and we do not think that is correct.

Mr. Logan (L.T.R. Long-Distance): Speaking from inside knowledge, as one very interested in one of the largest hospitals in this country I can say any complaint by a patient in that hospital is reported to the right quarter and is dealt with by a Board of Inquiry after an Inquiry in a proper manner. It is not, as has been said by one of the delegates, the fact that any statement of the staff is taken before the statement of the patient.

Mr. Chivers (Liverpool): I have had experience of a naval hospital and sanatorium. When you go in the place you are told clearly the conditions under which treatment is going to be given to you. The matter is entirely in your own hands. Generally speaking that is the position. Secondly, if we are going to rush round admonishing the sanatoria we are not going to get very good co-operation from them.

Mr. Syms (Agriculture and Fisheries): I rise to oppose the Motion. I do not think this Conference should pass uncontradicted statements made by the mover and seconder, because the Resolution is based on an entirely false premise. It is based on the false premise that the patient is always right. The statement I am referring to relates to the nursing staff at the sanatoria and I think it is the duty of this Conference to say something on behalf of the nurses in the sanatoria rather than allow deprecatory statements to be made concerning that very honourable profession.

Mr. Tyler (K.E.B.): On a point of order we made no state-

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ment but we said there have been incidents of a certain kind and I think the nursing profession would agree with that.

Mr. Syms (Agriculture and Fisheries): There was a deprecatory statement made by the mover. I would ask Conference to read very carefully the proposal in the amendment. I would specially refer them to the sentence in the middle of the proposed amendment: "If however, it is proved after the Inquiry by the Committee of Management that the member or his wife's visit or departure from the said sanatorium is due to any reason by the failure of the administration at the sanatorium the Committee of Management shall admonish, or censure, the officials of the said sanatorium." The words I ask you to take particular note of are "If, however, it is proved after the Inquiry by the Committee of Management." You are going to assume that the Committee of Management is an entirely independent Tribunal—which may well be so—who must accept responsibility for determining what the result of the case must be based on the evidence that they hear. What sort of evidence are they likely to hear? They will hear the evidence of the patient's representative; and they may hear some evidence from the nursing staff and they may get some evidence from the medical staff. In the final result what must be relied upon is the medical evidence that is given. The patient in these cases is in the hands largely of the medical profession. The medical profession in the main is there to save life and for no other purpose. That should be said on their behalf as well, I think that this amendment, if carried, will act in a way derogatory to the interests of the membership whom we represent. A further point is this. After the inquiry, whatever its results may be, those results may well get into the department's hands. If we have an inquiry which goes against a member in the end and the result gets into the department's hands you may possibly get disciplinary action taken by the department against the member concerned. This amendment is concerned solely with a few unfortunate sufferers from tuberculosis who, because of their unfortunate state, may be a bit obstreperous. I am wondering how far we should go in trying to provide for those very few cases. I think in all the circumstances Conference should turn down this amendment.

Mr. Houston (Glasgow): I support the amendment. The last speaker, though opposing the amendment, virtually when he quoted from the K.E.B. amendment actually supported it: "If, however, it is proved." I wish to ask this Conference to apply itself logically to this problem. Has this Conference any guarantee that a member will have fair treatment after he gets turned out from a sanatorium? Has this Conference any clear idea that the constituency as a whole can get satisfaction for a particular member if he is discharged from a sanatorium? Under

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the present Rule you have not, but with the K.E.B.'s amendment you are giving a democratic right to every individual member of your Society to get a fair hearing.

You have just heard a speech from Dr. Myers. Dr. Myers' first and most important point was to this effect. He said there is a definite shortage of nurses and some action will have to be taken within the next six months. I want to put it quite seriously to this Conference that you are having people directed by the Ministry of Labour to take a job that they have not any desire to work in. If a person has not the Florence Nightingale outlook on a nursing job in a horrible sanatorium you will not get satisfaction from her and the patients will suffer. That is definite. I have unfortunately been the victim of the experience of lying eighteen months on my back as a result of this War. All the glorious stuff that is said about nurses I can endorse, but if you go into the higher supervisory ranks you will find that the Medical Association and the General Nursing Council have the greatest standing that it is possible to imagine. It has been stated to-day that if one junior makes a mistake the whole machine is at her back in order to safeguard that individual member of the staff against the patient. I am speaking particularly of what I experienced in military hospitals. You have a dress parade starting at 4 a.m. getting ready for the big retinue coming round at 10 a.m. There is polishing and scraping and fiddling round generally. These people walk up one side and go down the other and out they go and then you go back again to the bosses, but you have to depend in the main on people who have no knowledge of your case. This amendment of the K.E.B. covers the situation of any member who desires to take action against the sanatorium and put his own case before the Board of Management, which is a democratic right in this country.

Mr. Sutton (Ministry of Labour): On a point of correction the Ministry of Labour does not direct nurses into sanatoria.

A Delegate: On a point of correction I have just left a hospital last Monday. I have done ten weeks there and I was there when six auxiliaries were directed there. Women under the age of 40 cannot get their own jobs at present owing to the Ministry of Labour.

Mr. Houston (Glasgow): The statement of the Ministry of Labour's representative must be corrected. People are being directed. The statement of Dr. Myers was that something will have to be done within six months in order to provide nursing staff, which is a clear indication as a practical measure that there is going to be a further direction of unwilling people to these hospitals.

Mr. Arnison (Ministry of Supply): I am in a bit of a difficulty about this amendment, because I oppose the thing completely.

My difficulty is in following Ted Syms, because in every other respect Ted and I are in total disagreement. I hope Conference will turn down this amendment completely. It seems to me to be totally wrong. First of all, let us get the matter in its proper perspective. It deals with the behaviour of individuals who go into a sanatorium suffering from tuberculosis. I am not speaking on hypothesis, but I am speaking on actual fact, because I have been in a sanatorium in those circumstances. I do not know whether I was just a special case, but in the first few weeks I was a very intractable individual. Like everybody in this room who leads an active life I took very unkindly to lying on my back for five or six weeks. There was extraordinarily little ground for complaint. I want to ask Conference to realise what this means and what the alternative is. If one of our members, who is unfortunate enough to find himself in any sanatorium, finds anything wrong, what is to prevent him from writing to his constituency or to the Secretary of the Society and asking for some redress? Again I am not speaking of hypothesis. I had occasion, when I was at Benenden, to feel strongly about something which did not affect me personally which I thought was wrong. I wrote to Mr. Watson. I may tell you it was something which might have meant a man staying at the sanatorium between four or five months longer than he need. I think Mr. Watson will remember the case. I put it to the Secretary and he took action almost immediately, and as a result of his action an arrangement was made which resulted in certain action being taken and everybody was completely satisfied. I think this is a cumbrous proposal which is completely unnecessary. I am not concerned so much with the mechanics of the thing, but what I am concerned about is with the reflection which, if it is passed, it will have on the good name of this Society. I hope Conference, therefore, will turn it down.

Mr. Elliott (Manchester): There is just one clause which has not been touched upon yet and that is the last sentence: "Copies of the findings of the Inquiry shall be sent to (a) the said sanatorium; (b) the local correspondent at the constituency; (c) to the member or his wife concerned." If I happen to be a victim I would be most reluctant to agree to a copy of the evidence being sent to Tom Gregory, the Secretary of my Branch. He might be calling round at my house and telling my wife about it.

Mr. Benfield (K.E.B.): There is very little to say in reply to the critics. The Agriculture and Fisheries' representatives are concerned with the point that the Management Committee might communicate with the Civil Service. It does not say so. Then somebody said that a man had a means of redress by writing to the Secretary or to the Secretary of his constituency. In the 163 words written here you have little right of redress. The third

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speaker said the Secretary would be entitled to go and tell the man's wife about it, but that is rather a reflection on his good sense. I ask every delegate when they are voting to be true to their principles and to give the membership the rights set forth in this amendment.

The amendment was lost.

The Chairman: The next amendment is in the name of the Assistance Board, Rule III, Section 14, to add a new paragraph as set out on the paper.

Mr. Arman (Assistance Board): I beg to move this amendment to Rule III, Section 14. We have put this amendment down because we believe that the time has come when the Society has to recognise the fact that we are living in a new world. We have seen during the last few years a tremendous development in the treatment of tuberculosis by local authorities. We have decided, if I understood the Management Committee's statement this morning aright, to consider the working of the Society without the National Medical Service. That being so, I wish to remind Conference that we must, in the nature of things, provide a service superior to that which we expect the National Medical Service will provide. One of the difficulties that confronts a person faced with the possibility of t.b., if he is a member of this Society, is that he has to make the choice whether he will go miles away from his home to Benenden where the majority of our people go—I think the Secretary said some 60 per cent. or 40 per cent. of our patients go to Benenden—or whether he will accept treatment under his local authority relatively near to his own home. It is clear that the incidence of tuberculosis is much heavier so far as the poorer grades of the Service are concerned. It is, therefore, all the more difficult for the patient's wife or his nearest dependent or perhaps his sweetheart to visit him while he is at Benenden because of the economic difficulties in which they are placed. I suggest this is a modest and reasonable suggestion which ought to commend itself to the Conference.

There are two other points I would like to make. Quite deliberately we did not include in the proposed amendment of the Rules any comment on steamer fares for a reason which is tolerably obvious and which has been given from the top table this afternoon. It seems to me at the moment you are not able to make use of continental sanatoria and the likelihood of using them now is somewhat remote. Secondly, there is the question of cost. The financial position of the Society is extremely sound, but I would remind you that the General Fund Account has increased in expenditure by some £4,000 in the current twelve months. It would seem to me that this involves very little from the point of view of cost and I hope Conference will adopt this amendment.

Mr. Pepper (Assistance Board): I second. In the course of a very interesting and very informative address our Chairman this morning claimed that we were out to give every known improvement available for the benefit of patients who came within the ambit of the Society. She referred to the hard lot of the lowest-paid workers and she referred in another paragraph to the noble work of the British Legion in connection with their sanatorium. If there is one piece of common ground to everybody interested in the treatment of t.b. it is that the first essential is that the patient should have as far as possible complete tranquillity of mind. You cannot have that if there is worry about the conditions at home and estrangement from your family. Many of the patients come to Benenden from the North of England and from Scotland involving staying away from home for nine or twelve months. In the case of the lowest paid workers or in the case of any of them for that matter, man and wife are parted for a period of nearly a year. The man is in hospital and his wife does not write after a time, and then he may learn about other people getting round her. Instead of letters arriving every two or three days it is a matter of weeks with consequent bad effects on the condition of the patient. It would be good practice that in cases where it is asked for a patient could have his relatives travelling down to see him at least once a month. I made reference just now to the British Legion. I am indebted to a colleague who reminds me that the British Legion have considered this particular problem in relation to their convalescent cases, and on the advice of their Medical Officer of Health they have made provision for visiting of the nearest relatives to their patients in hospital once every six weeks. If it is good enough for the British Legion on their Medical Officer's advice to do that I am sure we, claiming to be the premier society of this kind in the country, should ensure that our people are in no worse position in that respect.

I realise that this cannot be done without an expenditure of money. If you look at last year's Annual Report you will see how much was spent on travelling to and from the sanatoria, and you will find it represents somewhere about £400. Assuming that everybody paid four visits a year, it would cost us something like £1,600, and I think that would be stretching the figure to an abnormal degree. What I am anxious to do is to ensure this facility should be available to our members. Many of our cases are cases which do not come to the N.C.F. because they do not want to. Unfortunately—I use that word advisedly—in this country there is still a hangover from the Victorian idea which thought that anybody who got anything for nothing was taking charity. We do not want anything to prevent our people getting better, but we want to do everything to help our people

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to get better. If this proposal does enhance our members' chances of obtaining recovery I hope Conference will approve it and see that every member has a right for his relatives to come and see him if they cannot afford to pay the expenses themselves.

Mr. Lewis (Engineer-in-Chief's Office): You may have gathered from what we have put down that the Engineer-in-Chief's Office is not a little concerned so far as the figures go on this matter. It is with a full sense of responsibility that we put down this amendment, but at the time it was put down we had not the Annual Report and Financial Statement on which to assess the figures. Since receiving the Annual Report and Financial Statement and looking at the Conference Agenda and adding up what would be passed and what would not be passed, we realised it would be impossible to meet what is proposed in the amendment on the score of expenses. We have already authorised more expenditure on the Necessitous Cases Fund. The Management costs will also increase and there is the reduced probationary period from twelve to six months. Therefore, I ask Conference's permission to withdraw our amendment.

The Chairman: Does Conference agree to the withdrawal of the amendment standing in the name of the Engineer-in-Chief's Office? (Agreed)..

The Chairman: The discussion on the amendment by the Assistance Board will now be resumed.

Mr. Birch (Cardiff): The Cardiff constituency think that this amendment is not a very happy one and this proposed expenditure might well be applied to the advantage of the Necessitous Cases Fund if any more is available. The amendment provides that four fares may be automatically obtained each year without regard to the circumstances of the patient (who may be in receipt of full pay) or the circumstances of his parents or his younger people who may be in very good circumstances indeed. We consider that it is opening the door for a further amendment at the next Conference for fares every two months or every one month, and later we will see an amendment for two fares instead of one. We consider that the money should be used for the Necessitous Cases Fund and it is not necessary to agree to this automatic grant of fares. On these grounds we oppose the amendment.

Mr. Fox (Liverpool): I would like to ask what is the procedure in the event of an application by relatives for free fares or transportation from their homes to the sanatoria? What is the present position? Is it covered by the Necessitous Cases Fund.

The Treasurer: The sentiments of Mr. Arman and Mr. Pepper I think must be shared by everybody in the Conference. We are out to do everything we can for every patient. We want to provide a better service than anybody else can provide. But,

unfortunately, if we have not the income to cover it, we cannot do it. Mr. Pepper has mentioned certain figures showing what he would think it would cost, and Mr. Arman also mentioned the carry-over figures of last year. This is my estimate which is an estimate not arrived at after a few months' thought but I have had a considerable number of years to consider this and try and find out exactly what the figure of patients' travelling would cost us. The excess of income over expenditure last year was £6,000, not as our friend said £4,000. The cost of the Necessitous Cases Fund increase, to which you have agreed, Tom Gregory mentioned as £2,000, I estimate it at £2,080. The potential increase on maintenance charges next year—and I understand my figure is not wholly agreed with by the Secretary who regards it as being too low—I put £1,500. The expenditure in the case of the Wives' Fund must increase next year and I put a figure of £500 on that. The Management Fund, which I mentioned in my reply this morning, with the cost of the new premises must show at least the increase of another £1,000 next year. The mass radiography service will certainly cost us another £500 I estimate. That makes £5,580 which I think we will expend this year more than we did last year.

Coming to Mr. Pepper's figures for the average patient's travelling costs I think he has put his figure too low. He took £400 and that was for a very exceptional year. It is the lowest figure for many years if you check it up. That figure, to get the average cost, should be about £570 a year. If you multiply that by four it will cost us £2,280. If you add those figures together, £2,280 plus £5,580, makes £7,860. That is the safety mark. Assuming that our excess income over expenditure this year will be approximately that of last year it would mean that we would be dipping into our reserves by a matter of £2,000.

I put it to the Conference that we on this Board are prepared to do anything we can to increase these benefits, but I think you have had a jolly good go at it to-day, and you have got things through which are going to cost us money. We have been with you on those things, but we ask Conference to disallow this one. If the Assistance Board are very dissatisfied, they can come back another time, and then we can see if we have the money to spare.

Mr. Fox (Liverpool): My question was, what is the procedure at the present moment for dealing with an application by members in sanatoria who apply for travelling facilities or money grants? Is such an application dealt with from the Necessitous Cases Fund?

The Treasurer: We pay no relatives' expenses, unless it is a very urgent case where the Medical Superintendent asks for the relatives to be brought there.

Mr. Arman: I am very disturbed at the attitude of the Treasurer towards this resolution for the following reason. It

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is the practice of the Government Department from which I come, the Assistance Board, in relation to its ordinary clients, its unemployed clients, its supplementary pensions clients, and so forth, to make provision in the amount of the grants for visits of relatives when they are sick and visits are necessary. Even where visits are not absolutely necessary, it is recognised that something must be permitted in the way of allowances to enable relatives to visit them occasionally, if not frequently. Further, I understand local authorities, in administering their domiciliary assistance arrangements in tuberculosis cases, are entitled to make payments to enable people to visit their relatives where necessity arises.

The Chairman: This is a new point.

Mr. Arman: My point is that this Society should be no less generous than are these other agencies to which I have referred. So far as the grant being absolutely automatic is concerned, which was the point made by Mr. Birch, I want to remind him of the terms of the actual motion which we are making. The point is that they shall be entitled to claim, but entitled to claim does not necessarily mean that you will get an application in every instance. So far as the financial question is concerned, I recognise there is some financial difficulty to the Society if we pass this resolution, but it is the business of the Management Committee to arrange our finances in such a way as to provide the money. We are not by any means a poor Society. We have a very considerable sum of money in hand. We have an anticipated increase of revenue. This money ought to be made available. No one has indicated that the principle with which we are mainly concerned is otherwise than sound, and I hope Conference will pass the proposed amendment.

The amendment of the Assistance Board was defeated.

ELECTION RESULTS.

TRUSTEES.

The Chairman of the Standing Orders Committee: The following are the election results. Trustees elected:

Mr. J. H. Garner	...	...	...	...	1,319
Mr. C. C. Jolly	...	...	...	...	1,296
Mr. R. Baker	...	...	...	...	1,052
Mr. C. J. Wright (not elected)	...	...	...	...	332

One spoilt paper.

The Chairman: I have much pleasure in declaring the following Trustees duly elected: Mr. J. H. Garner, Mr. C. C. Jolly and Mr. R. Baker. I declare those three gentlemen duly elected as Trustees.

The Secretary: According to the requirements of the Registrar of Friendly Societies, I formally move "That Messrs. Garner,

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Jolly and Baker are to be Trustees of this Society for the ensuing two years."

Mr. Williams (C.O.M.): I second.

The resolution was carried.

COMMITTEE OF MANAGEMENT.

The Chairman of the Standing Orders Committee: The result of the election for the Committee of Management, London, is.

Miss M. M. Frakes	...	...	...	...	1,202
Mr. A. J. Wood	...	...	...	...	1,183
Mr. R. Roper	...	...	...	...	1,121
Miss M. Jackson	...	...	...	...	1,097
Mr. A. G. H. Weitzel	...	...	...	...	940
Mr. C. T. H. Plant	...	...	...	...	711

Those not elected are: Mr. E. J. McKewan, 593; Mr. H. R. Dudley, 480; Mr. J. Tozer, 476; Mr. W. Fordham, 281; Mr. T. Phillips, 197; Mr. T. M. Kennedy, 191. There was one spoilt paper.

Then the result for the Committee of Management for the Provinces is.

Mr. J. T. Watkins	...	...	...	...	1,353
Mr. A. E. Edwards	...	...	...	...	1,334
Mr. T. E. Gregory	...	...	...	...	1,314
Mr. R. Hogg	...	...	...	...	1,307
Mr. H. Platts	...	...	...	...	1,279
Miss M. M. Worth	...	...	...	...	1,134

Those unsuccessful are: Mr. A. Harkess, 385; Mr. H. J. Petty, 270. There were two spoilt papers.

The Chairman: I have great pleasure in declaring Miss M. M. Frakes, Mr. A. J. Wood, Mr. T. Roper, Miss M. Jackson, Mr. A. G. H. Weitzel and Mr. C. T. H. Plant duly elected for the London Section of the Committee of Management.

I have great pleasure in declaring Mr. J. T. Watkins, Mr. A. E. Edwards, Mr. T. Gregory, Mr. R. Hogg, Mr. H. Platts and Miss M. M. Worth duly elected to the Provincial Section of the Committee of Management.

STANDING ORDERS COMMITTEE FOR 1947 CONFERENCE.

The Chairman of the Standing Orders Committee: The result of the elections for the Standing Orders Committee for the 1947 Conference is.

Cardiff	...	...	...	...	1,039
Manchester	...	...	...	...	1,012
Ministry of Labour	997
Glasgow	712
Mount Pleasant	694

Those are the successful ones.

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The unsuccessful ones are: C.T.O., 612; South-East Area L.T.R., 521; Long Distance L.T.R., 501; K.E.B., 426; Engineer-in-Chief's Office, 411. There were three spoilt papers.

The Chairman: I declare Cardiff, Manchester, Ministry of Labour, Glasgow and Mount Pleasant duly elected the Standing Orders Committee.

Adjourned to tomorrow morning Friday, 1st June, at 9.30.

DINNER.

Dinner given by the Reception Committee of the London Constituencies at the Holborn Restaurant, Kingsway, London, W.C.2, on Thursday, 31st May, 1945, at 6 p.m.

Chairman: Miss M. M. Frakes, B.E.M.

Guest of Honour: Colonel Sir Stanley Angwin, Engineer-in-Chief of the Post Office.

Colonel Sir Stanley Angwin, proposing the toast of health and prosperity to the Society, said: Madam Chairman, Ladies and Gentlemen, it is a great honour to be here this evening at this gathering of your Society, and doubly so as representing to some extent the Post Office. The honour is perhaps somewhat mitigated by having to thrust a speech upon you.

I gather that this meeting of the Society is unique in several ways. It is the first time you have met in London for a conference since the early inception of the Society. I would congratulate you upon having chosen this victory year for this meeting in London, and I think great congratulations are due to your Organizing Committee, not only for arranging a conference, but for undertaking a task which must have been an extremely difficult one of finding adequate accommodation for your provincial members at the present time. That I think could only have been done by a Committee which has such great organizing powers as it is evident that this Society has at its disposal.

I understand you had hopes that the Founder of your Society, Mr. Charles Garland, would be here to-day, but unfortunately he has not been able to make the journey. I think it is appropriate in thinking of Mr. Charles Garland to turn back to the early days of your Society, 39 years ago I think. One finds many reasons for congratulation in the initiative which was shown by the Founder and the early pioneers in starting this great Society.

If one thinks how difficult it was 39 years ago to do anything in the Civil Service in the way of getting combined co-operative effort through the staff, I am quite sure there must have been great initial difficulties at that time in producing a society, even a society which had as its object the great task with which it was confronted. But it was done, and I think perhaps

your emblem, which has a dual meaning, is a very good indication of the struggle you had to start this Society.

In looking at your emblem one naturally turns to its associations with the Cross of Lorraine. I am aware it is really the double-armed Cross of Geneva, which is of course a symbol for its interest in health and tuberculosis, and it has become an international symbol. But perhaps the Cross of Lorraine is at the present moment more closely associated with the Fighting French, and I am quite sure when your objective was adopted your pioneers had to have that spirit of the Fighting French in order to engineer and build up this great Society.

I think one thing the Society can congratulate itself on is the very sound financial position it has built up. Is not it wonderful what one can do by starting it with such a subscription as a penny per week? No doubt it is a great example of the Woolworth idea as applied to finance. If one can only get a sufficient number of people to band together as you have done, by first tapping the Post Office and then extending it to the whole of the Civil Service and putting the subscription at such a low rate; and if one can get a great community of interest, not only with the object of making some insurance against some possible calamity occurring to themselves, but with the wider aspect of helping one another, such a motive, universally applied, brings with it a tremendous financial backing, which has been shown in your Society to be adequate to finance such a great undertaking as you have carried out.

Your finances are very sound. You have accumulated since your inception a total amount running to something like half-a-million pounds. So not only is your annual balance sheet satisfactory, but your reserves are exceedingly satisfactory. I personally am delighted to see the way in which you are looking at your reserves and are gradually expanding the benefits and enlarging your sphere of activities. No doubt you have very much in mind what may result to the Society from this mass radiography which is now attracting so much attention. Already I believe it has had some effect on the members who have to receive benefit from the Society, and when its full implementation is known it is bound to have some reaction on the Society and its finances.

But despite that added burden you have already extended your benefits to include wives, children, necessitous cases, and are now proposing to bring in benefits for that great scourge of humanity, cancer. I am quite sure that is the right outlook and that it will bring its reward in the expansion of the Society, and that your finances will meet the need and that you will have cause, you and your successors in the Society, to congratulate yourselves on the bold step you are taking in extending its sphere of usefulness.

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When looking at your balance sheet and at your reserves one other thought occurred to me as a possible means of expanding your benefits. Have you ever thought of doing something, however small as a start, as a contribution towards medical research? Now one hears, particularly in the realm of cancer, so much of what has been done. Hopeful vistas are occasionally being opened up, and yet a great uncertainty still prevails about what is the real cause and what are possible cures, some of which look promising and are not always carried right through to a successful issue.

I am not making any propaganda for research, but as an engineer perhaps I have a leaning towards research, perhaps a feeling whatever can be done towards prevention is something a great deal better than what can be done towards a cure. I would leave that thought with you. Even if it is in the nature of a gesture, would it not be a fine thing for this great Society to consider the possibility of doing something to stimulate research, particularly in the direction of this new sphere of good and usefulness which is opening up in front of you?

On an occasion such as this, after having had an exhausting day in dealing with your Society and having another exhausting day in front of you tomorrow, I feel sure you will not want me to burden you with statistics of the progress of your Society. I am particularly good at forgetting statistics. I had one or two in my mind before I came here, but I feel I might add two unnecessary noughts. But I will spare you those statistics. But it is quite clear how successful is your Society, how steadily it is increasing its numbers. Here I would interpose with one other thought on this question of getting maximum benefit and greatest financial backing from the multiplicity of members. I would commend to you, and I feel sure it is always in the minds of your members up and down the provinces, the necessity of bringing the advantages of your Society before the younger members immediately they come into the Civil Service. I know the young entrant into the Civil Service often goes a long time, sometimes too long, before he knows about your Society and one or two other promising insurances societies, or before the appeal is made to him to come in and to come in early. The fact that you have appealed in the past to young people to come in early is, I am sure, one of the reasons for your success and that is something which should not be overlooked in considering the future.

I would conclude with the very pleasing task, not only again of thanking you for honouring me by asking me to attend here this evening, but to ask you as members of this Society and as guests to drink to the health and prosperity of this Society (applause).

A. P. Watson, Esq., A.C.I.L., responding on behalf of the

Society, said: Madam Chairman, Colonel Sir Stanley Angwin, Ladies and Gentlemen, it gives me the greatest possible pleasure to reply on behalf of the Society, in view of the terms in which you have presented the toast of the Society. I would have really said this Society was founded or inspired—and that is the correct term to use—by Mr. Charles Garland, who we hoped at the age of 78 would have been able to be with us, and be amongst us for the attainment of the ideal of which I have no doubt in those days he inspired the realization. But I must say in passing we have with us tonight one of the founders of the Society, the original Trustee of the Society who retired recently under the age limit, as I shall do to-day, Mr. Dick Jones of Manchester (applause). You will pardon me for transgressing the proper method of replying to this toast, but this is the only opportunity I will have and it will be interesting to you, Sir Stanley and the other guests here this evening. We have two other members besides myself here who were in the foundation of this Society and its inauguration, Mr. Arthur Gilder, a late Trustee, and Mr. Bill O'Shea, all three in good health and vigour and looking good for a good many years, as I am sure we all hope.

As regards the Society itself—I again will not burden you with statistics and figures: I think I have done my part in the course of to-day in that respect—but you did strike, if I may be permitted to say so, the right note on the wonderful things pennies can do if they are only put together by a sufficient number of people.

This Society was born in the Post Office, and it is happy to relate that all through after the initial difficulties, that everybody that mattered in the Post Office—if I may use the term—always looked at the Society with a kind eye and did their best to promote its interests, and when the Postmaster General of that day got the Treasury's permission to make a deduction at the inception of the Society from the wages and salaries, they gave us a very fine contribution to the work of this Society.

As you have remarked, later in its career, practically twenty years ago, it was decided to extend it to the rest of the Civil Servants; and later we changed the name from the Post Office Sanatorium Society to that of the Civil Service (formerly Post Office) Sanatorium Society. And may I refer to the help experienced in the Post Office, the kindness, the assistance, the opportunity of the people coming into the Post Office being told about the Society in the course of their original training? It is actually stated in the Staff Room Book of the Post Office that this is a society that is recommended to them to join. In going out to the other departments the Society has found that same kindness help and assistance has been given us by the officials of the other departments. It is with extremely great pleasure that we are able to speak of the great assistance during

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the last two years that we have received from the responsible officers and heads of the departments of the Civil Service, and that has enabled us to build up during the past two years some fifty thousand members in the other branches of the Civil Service; and with our guests here this evening, whatever they may be, I am going to use it as a bit of propaganda, and ask them when they return to their departments to see the local representatives of the Society and get to know what they are doing—and sometimes not doing—and appeal to them to do a bit more. In these respects we shall be doing our colleagues a real service.

At the present time, in view of the position of the temporary staff, we are trying to persuade them to take up life membership, because we do not want to have them in the Society for a few years and by a policy of drift slip away and not pay their subscriptions; and if and when (God forbid it) an occasion should arise, the Society would not be able to help them. We are encouraging them to take up this life membership. It is a very good investment.

You referred to research, Sir, and asked us to see the benefits of research. Although we are not business men but Civil Servants, we have shown in this Society, and by the research which has been carried out by various Government Departments, that we are equally impressed with it as the so-called industrial and commercial world. If and when the opportunity presented itself we have done our little bit directly and indirectly in regard to research for Tuberculosis, and I am sure as and when the opportunity occurs the Society will consider the question of research into the great scourge of Cancer, as you called it. May I say on behalf of the Society that we welcome you, Sir, together with the other guests—and real friends of the Society I know many of them are—and we thank them for being with us this evening and giving their time, particularly as many of them are extremely busy people. But we thank them for honouring us by their visit tonight, and wish them good luck in future (applause).

The Chairman said: Ladies and Gentlemen, we are presenting the retiring Secretary, Mr. A. P. Watson, tomorrow with an album which has been signed by most of the people at the Conference. But we would like everybody here tonight to sign that album. If any members of the Society have not signed it, will they please do so? But we should also like our guests to sign it, because we are very proud of our Secretary and we are so pleased you have honoured him tonight by your presence that we would like a visible sight of your names, so that he does not forget this memorable occasion. I cannot imagine him forgetting, but I would like this little token so that he does not forget.

There is a little more I would like you to do, that is, the

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London Constituencies would like you all to drink to the health of the provincial delegates. We are delighted to be having this Conference in London. We have wanted it for a long time, and I think we are doubly fortunate in having it this year when we have reached this victory in Europe, and may we soon be able to see that we have reached a complete victory. We have had far too much of this bloodshed and these horrible devastating cruelties, and I hope that when we meet again we may have the final victory. In the meantime I would ask the London people to drink the health of the provincial people, and I would like a provincial delegate to reply to that.

The toast of "The Provincial Delegates" was then honoured.

Mr. Gregory: I am very grateful for the opportunity, Madam Chairman. It has been, we all know, a very arduous task for the London people to put this Conference through. We all realize that we cannot have everything we want, although up to now we have had a really good time, a good Conference, and there are quite a lot more good things to come. I am going to be brief because this has been thrust upon me at short notice, but on behalf of the provinces we thank the London Constituencies for having us here.

Mr. R. Jones: I think the provincial people ought to respond to our London colleagues' toast, so here is to the London people.

The provincial delegates then drank the health of the London Constituencies.

FRIDAY, 1st JUNE, 1945. PROCEEDINGS RESUMED.

The Chairman (in the Chair at 9.30 a.m.): The amendments in the name of K.E.B. to Rule III 17 (a) and (b) will be taken with Rule V., paragraph 2. The amendment in the name of Inland Revenue is withdrawn in favour of new Rule 46. Are you agreed we take as a block new Rules 30 to 34 inclusive, on Meetings?

Conference agreed to this.

Rules 30 to 34.

Mr. Payne (C.O.M.): I move new Rules 30, 31, 32, 33, and 34. There is no change with the exception of the paragraph on the proposed Rule 41.

Mr. Platts (C.O.M.): I second.

The paragraphs were approved.

Rule 35.

Miss Worth (C.O.M.): I move new Rule 35

Mr. Platts (C.O.M.): I second.

Conference indicated assent.

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Rule 36.

Mr. Pepper (Assistance Board): I move the following amendment:

Rule IV, Section 3. Last paragraph after Postmaster-General delete "unless where a desire" to "Post Office."

The job of this Conference is to clean up our rules and present a nice tidy arrangement for the membership after we have finished with them. I want to retain or improve all that is good and to expunge anything that is bad. It is the submission of my constituency that the paragraph at the tail end is definitely bad in both principle and application. You will find that the additional words which we propose to delete were included as a result of discussions at the Glasgow Conference in 1939. I had hoped to attend that Conference, but if my memory serves me right there was some rumour of war at the time which made it impossible, and I am therefore forced to rely upon the official record as to what transpired, and as far as I can see there were two main arguments adduced in favour of the inclusion of this special provision. They were put mainly by Glasgow, and supported by Cardiff in relation entirely to U.A.B., now Assistance Board members. The argument was (1) we recruited these people into the organisation and therefore rightly they should be taken into membership of our constituencies, and (2) the organisation will be considerably improved because we can give them better service than a H.Q. body.

I want first of all to deal with the two grounds on which this was included. First of all you are going to argue that because one section of the community assisted members from another Department they automatically should be included in that constituency. I am afraid you are going to ask every member of your Committee of Management that when they go out on a recruiting tour they shall claim, in effect, every new member recruited as a result of that meeting should be attached to their particular constituency. Further, take the case of my own daughter. She happens to serve in the P.O., and despite the fact that like her father she is somewhat of a rebel, she did accept his advice and joined the same Society when she became a Civil Servant, but would you contend because I persuaded her to join the Society she should come into the constituency of the Assistance Board? I think the thing would be farcical. I myself was recruited into the Society in the Ministry of Health. When I was transferred to the Assistance Board I naturally became a member of the Assistance Board constituency. As a matter of fact I happened to be the Chairman at the inaugural meeting of that constituency, but frankly if you are going to suggest that bare recruitment is going to be a basis for retaining the membership of individuals it is wrong. As far as organisation is concerned let me put it to you this way. It arises out

of a misconception of organisation inside the Department itself. As far as the Assistance Board is concerned, all our establishment matters are dealt with centrally at Central H.Q. We have no regional organisation, and every case dealing with establishments matters ultimately has to go to H.Q. for a decision. We ourselves, with the good advice of our General Secretary Mr. Watson, and I must say with the experience of all the other constituencies on which they draw, we felt we had framed a pretty good organisation. We have a Central Committee, we have a representative in every one of our districts, and we ensure that everybody is adequately represented. Our attachments with our Official Side are fortunately so good that we are able to use the official machinery for the dissemination of all information and propaganda.

As far as the advantages of being in a central organisation like this is concerned, and I say this regarding the Assistance Board because they are set up in rather a different manner from other people, even in the remotest office there is a daily contact to the centre of the district, the daily postbag, and in addition from that district there is another daily postbag that goes to H.Q., so that if any individual wanted to put a case in writing it could certainly be at the centre of things within 48 hours. It was suggested at Glasgow that, in fact, there might be delay. I am going to suggest to Conference that in point of fact as soon as we in establishments at Central H.Q. know that a man is sick, and his sickness indicates the possibility of action by the Society, because of our friendly relations steps are taken to ensure the man's position is safeguarded, and immediately we start the ball rolling. I am not claiming we are perfect, but I do suggest our organisation is pretty reliable.

So much for the arguments we used at Glasgow, and I could considerably enlarge on the actual question of organisation, but I don't want to waste your time. I would like to turn to the actual details we seek to expunge from the Rules. If you look at them closely you find: "Each Department of the Civil Service other than that under H.M. Postmaster-General, unless where a desire has been expressed by Local Members of a Government Department." But the situation is this: that you can either have a local branch formed by members of the Government Department as a separate entity, or individuals can link up with a P.O. constituency. This only applies in the Rules outside of London, and it does not permit of Departments other than the P.O. forming themselves into a branch. It does not permit anything other than attachment to a P.O. group. Frankly, if it is right to have a town branch, and there is no doubt at the moment it has been proved useful elsewhere, but if it is right to have a town branch the Rule should provide for

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a town branch, and not a town branch essentially a P.O. branch.

That is the first thing I want to draw to your attention. The second thing is that this Rule, as it stands at the moment, gives the main constituency no possible control over individual units wanting to split away. If you are going to be logical you ought to provide in your Rules, if this is good, that every dissatisfied member should be able to break away from his branch and join another branch of the P.O. Frankly, I want to suggest to Conference that that is bad in principle. This is a national organisation. We have but one aim in view, the betterment of our colleagues and the better organisation of the Society. With this Rule in being, you are setting out to cause trouble for a Department like the Assistance Board, and possibly others. I am speaking entirely from the angle of the Assistance Board. I see just as great difficulty from the angle of Departments who are coming along, the Ministry of Social Insurance will be in very much a similar position to ourselves, and there will probably be other Departments who are equally affected. We want to get away from anything that suggests our organisation is not going to be improved.

At the moment you have in this Conference two delegates who are actual members of my constituency, but who are attending as delegates representing P.O. people when they are not actual members of the constituency in question. Frankly I suggest that is wrong.

Mr. Arman (Assistance Board): I second this amendment. I am glad to do so because I am a P.O. man myself, and whatever else is at the back of this I do assure Conference in no way is it an attack on our P.O. colleagues or the work they have done in the past in building up what I regard to be one of if not the major staff welfare organisation in the Civil Service.

But the difficulty that we see in this matter is, as Pepper has indicated, that there must be some reasonable plan for the representation of members of the Society both in Conference and in other directions. Earlier on in this Conference I drew attention to the desirability of co-operation with Staff Sides, Departmental and otherwise, in building up our organisation and in extending its purposes and functions, and I should like, if I may, quite briefly to indicate to you how we have done this in the Assistance Board, because this is the note of the whole business from an organisational point of view.

As Staff Side we have a seat on the local Constituency Committee for the Assistance Board. Through the Staff Side the Sanatorium Society has contact with all the Staff Associations operating in the Board, and through their Journals, Circulars and News Letters a very large proportion of its publicity is carried out. We find at these Conferences that where a representative Constituency Committee, having carefully gone

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into matters, comes to Conference, that Assistance Board people put up by P.O. constituencies elsewhere are opposing our point of view. We do submit that is quite a wrong approach to the problem, and one which ought not to arise. We seek no particular preference for the Assistance Board, but we do hope Conference, in looking at this matter, will take a decision that gives no preference to any other Department in this matter.

Mr. Cohen (Customs and Excise): I support the amendment. We in Customs, as you realise from the very far flung organisation, are almost in the same boat as the Assistance Board. We think that under our present constituency constitution we can best represent the interests of the Society and the members as now constituted. I have heard it said, in support of this old Rule, that numbers of our members in various areas don't think they are sufficiently represented. In our case we beg to differ. We are in close contact through official channels with all our outposts, and on the question of representation I say that at our Conferences, say one of our delegates is a member of the Customs staff employed in Leeds, and another, although in a London district, might be equally well in Stornoway next week and Londonderry the week after.

Mr. Birch (Cardiff): Mr. Pepper and Mr. Arman mentioned that to-day they have Assistance Board staff representing P.O. constituencies. In that whole remark, Madam Chairman, rests the weakness of the Assistance Board case. I am a member of the Assistance Board. I had very stimulating experience yesterday and I hope I will to-day as a result of the Cardiff P.O. constituency. It is an experience which I would never get from the Assistance Board constituency as it is at present organised.

Let me tell you how this Departmental constituency runs. For obvious reasons of expense the Committee of the Assistance Board must be composed of staff at H.Q. The representatives in the outlying parts cannot take a full and complete part in the affairs of the Society or of the constituency. We were invited to submit resolutions to this Conference. We were not invited to elect delegates, and the only move as far as I can judge whereby myself and above 36 other representatives can come to Conference is for the Conference to be held in the town where we are stationed for the time being. I maintain as a member of the Society we are entitled to be able to take a full share in the affairs of the Society. If it was our good fortune we should be able to become one of the Committee of Management. Under the present system that is not possible unless we are given the right to join a local P.O. constituency.

To move on to the arguments put forward by Mr. Pepper. He mentions one advantage is that the Central Committee can make representations to the establishment divisions. I suggest if I wanted to make representations to my Establishment Division

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that it would carry more force through my Senior Officer locally than through the local correspondent at H.Q., and I am sure my Chief would feel hurt if I short-circuited him and wrote to a member of the Sanatorium Committee at H.Q.

The next argument is that the postbag disseminates information. As you know correspondence is not a matter of daily occurrence in the Society, and the argument that a member can write direct to H.Q. and get an early ruling in a matter of treatment is pointless, because as I understand it a member should write direct to the Secretary, and therefore there is no necessity to go to H.Q. on that point.

Finally, a matter of wider principle. The P.O. Sanatorium Society opened its doors to the general Civil Service about 20 years ago, I am told, and in the matter of recruitment and organisation it was obviously desirable that it should be done centrally through the Departments. About seven years ago, I think, the P.O. gave their Society to the general Civil Service, and they not only gave their Society, they gave the name. They might have left the P.O. Sanatorium Society, but they abandoned Departmentalism in favour of the wider ideal: service. The Assistance Board's amendment to-day is Departmentalism and parochialism. We are a Civil Service organisation, and the obvious constituency is the geographical one, where all members can go to meetings and take a full part in the Society and become if they can and they wish to, a member of the Committee of Management, and possibly Chairman. I therefore ask Conference most earnestly to reject this amendment.

Mr. Houston (Glasgow): I am very glad our friend Pepper this morning went back to the official record of the 1939 Conference. Sometimes a constituency and even a national constituency like the Assistance Board, need to go back. On the particular paragraphs which our friend spoke of at Glasgow in 1939, he said that this was the thin end of the wedge to split the membership of the Assistance Board and any other Government Departments. The membership of the other Government Departments in 1939 was 21,000; to-day it is 55,000. He also said this was peaceful penetration by the P.O. constituency. We have to-day in Glasgow 600 people on the Assistance Board. Despite the fact that this addendum was added to the Rules of the Sanatorium Society in 1939, these 600 people in Glasgow still are members of the London constituency. There has been no penetration by the P.O. constituencies into other Government Departments. On the contrary, the penetration has been for one specific object, and that object the increase in the membership of the Civil Service Sanatorium Society. The figures you have to-day show quite clearly that the provincial constituencies are concerned not with parochialism—as our friend from Cardiff says—but with the imbued ideas of succour to the people who

are suffering from T.B. That idea permeates every provincial constituency, and yet the Provincial People come here to-day and put a curious case of peaceful penetration by the London people into the provincial atmosphere, and not one word of that has been uttered at this Conference.

At the last Conference at Leeds you had seven provincial delegates on your Committee of Management, and five from London. The position now, you will see, is fifty-fifty, and the possibility is that the peaceful penetration of P.O. people in their endeavours to get into other Government Departments and to recruit their members for the Sanatorium Society will result in the Southport Conference in 1947 having seven delegates from London on the Committee of Management, and only five from the provinces. It is quite possible. Our friend Pepper said this was to clean up the Rules. Its application would do good to official records, and he thought it would be controlled over individual units. Does this Society desire that a person in London or a constituency in London should have control over other people? If they do so, you delete this amendment. If you adhere to the desires of any member who desires and expresses that desire to the General Secretary, you are giving a democratic right to every member and every little body up and down the country.

I want to go again to the 1939 Conference report, and there was quite a little bit of by-play. I was a visitor at that Conference, and the present Secretary, Mr. Williams, was Chief on the Committee of Management. On page 72 of the 1939 report Mr. Williams got in on a point of order to ask that the question now be put to the vote. Later on Mr. Williams again purported to read from the legal people a statement that this addendum would not conform to law and was not correct, and would not be accepted by the Registrar of Friendly Societies. Later on our friend Williams again said that he had not been given an opportunity of getting into the debate. The opportunity of getting into the debate was given to him when he rose on a point of order, and I put it to the Conference here to-day that all the red herrings which our friend Williams drew across the matter were lost completely when we find out now that the Registrar has accepted the addendum moved at Glasgow.

Mr. Hogg (Committee of Management): I am very glad I am given an opportunity to get in here. I am rather in an invidious position here. You will appreciate and all understand how I feel about this, and also where I come from. There is just one point to clear up regarding Mr. Pepper's speech. I want to clear the position regarding a group of members if they want to break away or link with an existing constituency of the P.O. The procedure they should be adopting is they should, if they wish to break away, write to the General Secretary of the

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Society who in turn will get into touch with the H.Q. of that particular constituency, let it be from A.B., Customs and Excise, Inland Revenue, or any other Government Department. They are the deciding factor; they have to decide whether they think that group or body want to break away. It is not a case for the town or village. We are still leaving open that there is a certain amount of democracy attached to the H.Q. of that particular constituency.

I am rising on behalf of the Committee of Management to move the status quo. I am very pleased and delighted to find in fact that I am here after what you heard to-day and in 1939, that I have the Committee of Management at my back in connection with this amendment to the Rule. We want to see the status quo. But to me, I feel proud after what happened in 1939 that I have the whole Committee of Management at my back.

The Chairman: Mr. Pepper to reply.

Mr. Houston (Glasgow): Is it correct to assume the mover of an amendment will have the right to reply? At the very outset of the Conference you gave us an indication that the Committee of Management would move all the new Rules, and therefore I conclude the Committee of Management moving the new Rules the Committee of Management have the right to reply, and therefore Mr. Hogg concluded the debate. The mover of the amendment has not the right of reply.

Mr. Williams (C.O.M.): In the early part of Standing Orders we said every motion—if I might put the interpretation I do on it—taken separately is taken as a motion. Therefore you must have a mover, a seconder, and the right of reply. Everyone is having that. In this particular case in answer to Mr. Houston it was agreed on a supplementary report that this should be taken as the first motion. If it is carried then it rules out the Committee of Management addendum to Rule 36. If it is not carried Mr. Hogg will move the adoption of 36.

Mr. Houston: May we have your ruling, Madam Chairman.

The Chairman: That is my ruling. Mr. Pepper to reply.

Mr. Pepper (Assistance Board): I am sorry there seems to have cropped in something which I did my best to avoid at the outset, my colleague Birch from Cardiff who spoke on behalf of the Cardiff people, commenced by saying he has enjoyed during these last two days an experience which could not possibly have been his lot had he not been here as a delegate from Cardiff. If you have before you copies of the report of the Leeds Conference you will find that the representatives of the Assistance Board who attended that were Mr. Barrow, who came from Liverpool, Mr. Bolton, the District Officer from Leeds, another member from Southport, and two members from London. We in our constituency with a membership of something like 6,000 have seven seats allocated to us as delegates to Conference.

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We also have a limited amount of money inside the constituency which we can spend. We therefore do our best to ensure that every part of the constituency gets a fair crack when it comes to Conference, and to-day our representation at Conference consists of four of our London districts, and one lady from Liverpool. Had the Conference been invited to go to Cardiff in two years' time I very much doubt whether Mr. Birch and several of his colleagues in Cardiff would not have been invited to come along and act as delegates for the Assistance Board, and that has always been our practice.

He made the point that his little particular unit in Cardiff of the constituency, consisting of himself and 36 members, therefore didn't get a real look in on the organisation centrally. Quite frankly I think you will agree seven seats for 6,000 members is just a practical impossibility when it comes to Conference. But what Birch didn't tell you was that we always circulate to all our local representatives in the districts adequate information and copies of the procedure at Conference, in order to ensure they know exactly what is transpiring and what is going on. The point I made regarding the question of a 24-hour service to and from H.Q. was, I was replying to the point stressed during the Glasgow debate when this particular addition was made. But what Birch said was he felt sure any representation to H.Q. would be far better through his District Officer to Establishments than if he made it direct to some local representative at H.Q. of the Sanatorium Society. Frankly, friends, we get very good service and very close contact with our Establishments' people. It has been of inestimable boon to our people. We have explored the possibility of the transfer to a more equitable climate. The Board has 500 odd offices, many of them in places which are definitely beneficial to the health of a sufferer, and transfers have been made. That would not be possible except through H.Q.

The point is this, it is not only a question of handling cases for treatment; it is the very fact that by the time a man wants to go for sanatorium treatment he is probably, in fact, at the end of his normal sick leave period, and somebody has to watch that case very carefully. You can watch it best at the centre of things.

Our friend from Glasgow says that the increase on other Departments is from 29,000 to 55,000, and he puts that forward as an argument that it has not split the Departments. Our suggestion is whether it has split the Departments or not is by the way if you have this infiltration into P.O. branches from us it will cause internal difficulties, and I want to suggest to Conference that if this Rule is right it ought to be open for every Department to amalgamate. If local organisations within the town are necessary, Co-ordinating Committees are the proper

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procedure, but I maintain the principle where one section of the community has a vested right which is not accruing to the other Departments that is fundamentally unsound. I want to suggest that this might well lead to branches being involved in acrimonious competition for each other's membership. It is bad in principle, and I hope Conference will support the amendment.

The amendment was lost.

Mr. Hogg (C.O.M.): I beg to move new Rule 36 as printed in the Agenda. One point to stress—a very important point—is perhaps you observed on page 9 at the very top, Rule 36, the word "Branches." The word "constituencies" is now forgotten. We are now known up and down the whole country as Branches.

Mr. Baker (Trustee): I second.

This was agreed.

Mr. Pepper: On a point of information. During the discussion on the previous thing, Mr. Hogg gave us an indication that the procedure in this case would be any application for joining another constituency would be by application to the Secretary, which would be forwarded to the present parent body. Can we take it that is to be the procedure?

The Chairman: That is correct, Mr. Pepper.

Rule 37.

Mr. Edwards (C.O.M.): I move new rule 37. There is no change here except in wording.

Mr. Gregory (C.O.M.): I second.

Conference approved.

Rule 38.

Mr. Edwards (C.O.M.): I move. We are in the same position.

Mr. Gregory (C.O.M.): I second.

This new Rule was agreed.

Rule 39.

Mr. Roper (C.O.M.): The new Rule 39 is quite straightforward and I think speaks for itself, but it might be helpful to Conference if I put a word of explanation in here to indicate why this form should be followed as distinct from that which appears in the old rule, and at the same time to emphasise one or two underlying points of principle, because I think it has been indicated that the position is not quite appreciated generally.

In the first place we have endeavoured to improve on the layout of the old rule. If you refer to the opposite page where the old rule appears under Rule V, Clause 1, you will see that the old rule commences by dealing with the expenses of the

administration without specifically defining who or what that administration is. Now you will see we have tidied up that point in the new rule by stating in the first place just who is to administer the affairs of the Society. In other words, we have put the horse in front of the cart, and followed on with the question of the expenses. Expenses in the new rule follow the same form as in the old.

In the second place I want to point out that under the Friendly Societies Act we are required as a Society to make certain provisions in our rules regarding the appointment of a Committee of Management and Officers, etc., and the Friendly Societies Act also imposes certain limitations as regards age. This is rather an important point, and I will just quote the appropriate sentence from the Friendly Societies' Book. "Every registered society or branch must have a Committee of Management and must provide in its rule for the appointment and removal of such Committee." There are similar rules covering the appointment of Officers. It also says that a member under the age of 21 cannot be an Officer of the Society. We may all have our own individual opinion about this particular provision, but we just have got to make the provisions, and include them in our rules.

The third point I want to make is in connection with the final clause, which reflects in the rule a very important point of principle which Conference confirmed yesterday, that this Society is run by civil servants for civil servants.

I do not think I have any other points which require explanation, except one other. If you turn back to page 3 Constitution, you will find that to meet the point I have mentioned regarding the limitation of age, we have lifted out of the second paragraph of Part 1 of Constitution and put it in its appropriate place in the new rule. I move.

Mr. Platts (C.O.M.): I second.

Mr. Fox (Engineer-in-Chief's Office): There is one point which the mover has omitted to cover contained in the final sentence where the Committee of Management seek to withdraw from Conference the right of giving approval to the scale of subsistence and expenses. Can we have an explanation as to why the Committee of Management have taken that course? The old rule finishes up: "and approved by the Conference of the Society." In the proposed amendment these words are omitted.

Mr. Roper: In reply to that, Madam Chairman, I think the short answer is that the Registrar considers that the inclusion of that clause which my friend has just referred to as not really necessary.

Mr. Fox (Liverpool): I have listened with care, and I have been waiting for this point, and we have very specific instructions from Liverpool to raise this issue. On a point of informa-

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tion, please, may I be informed why this rule was originally passed by the Registrar of Friendly Societies and it is now found that this is not a desirable feature. We feel that some explanation may be forthcoming, and we should be very happy to hear the reason why.

A Delegate: Can it be confirmed that is an authentic decision of the Registrar.

The Chairman: I will ask the Treasurer to answer both these questions.

Mr. Woollard (Treasurer): This may seem to Conference something which has been put in or taken out in a slick manner, and it means something. Is it possible for the expenses of the Committee of Management to be brought before the Conference other than as they are at the present moment, in your statement of accounts? Supposing the Committee of Management in three months' time goes to Leeds; we can pay them nothing. We have to wait to pay them until Conference decides when we can pay them. The position is, although this portion has been withdrawn from the rules, the Registrar is not very concerned about it at all. What we do do is we show you in the statement of accounts quite clearly the expenses, and they come to you each year, and it is brought before the Conference every second year, and you have actually all you want. You have the opportunity at any time of asking me or my successor just how they are made up, if it was necessary. Everything is straight and above board.

Mr. Fox (Liverpool): I respectfully request the members of this Conference to weigh carefully the wording of the old rule. It says: "in accordance with a scale drawn up by the Committee of Management and approved by the Conference of the Society." My point is this, that I submit it does not mean it would be impossible for delegates' expenses to be paid, or the Committee of Management expenses to be paid. We are concerned with the retention of the principle that it refers back to the Conference who shall approve the scale; that is our point.

Mr. Phillips (S.W.D.O.): I want to move the reference back of this rule to the Committee of Management on this point. Mr. Woollard is quite correct; the Registrar General is not particularly concerned about the amendment. All the Registrar General is concerned about is your expenses are confined within the amount which is allowed on account of expenses. What we are concerned with ourselves is, as to how these management expenses are spent by our Management Committee. In every registered society or any organisation of any standing there is always a scale laid down and approved by the members of that Society for the expenses of the Committee of Management, as regards subsistence, and travelling, otherwise we cannot control the expenses of the Committee of Management in their actions, because circumstances vary, but I do suggest to you there is a

principle here that Conference should have the right to decide how and approve of the various emoluments and payments which are made to members of the Committee of Management in conducting their meetings.

It is all very well for Mr. Woollard to say you can get it in the annual report in bulk, but you are not able to analyse that position, but before you come to Conference—if you know the basis—you can get to the bottom of the expenses and see what is being done. I do suggest, without any reflection on the Committee, it is wise—in the interests of members—to have a right to say how those expenses should be limited, and I do think the Committee of Management have been very unwise in endeavouring to remove that control from Conference. It is the control of the members' money, and as the Registrar General doesn't care whether you have that in your rules or not, we should definitely have the right to say how our Society is managed and how the cost shall be spread over, and have the right to challenge the Management Committee if they are outside the Rules. I suggest to you in the interests of the membership, without any reflection on any Committee of Management, we should control our own Society, and we should move the reference back of this Rule to the Committee for the inclusion of that point.

The reference back was formally seconded.

Mr. Watson (Secretary): I do submit to you, Madam Chairman, as a point of order, if the reference back is moved you will have no rule covering these expenses at all. I quite appreciate the point that has been raised, and my only regret is, as Liverpool has apparently considered this, they didn't send us along an amendment so Conference could have dealt with it to-day. The position is this: obviously I am going to quote the practice of the past. The first thing is to provide substitution for the member of the Committee, whatever that might cost. That, I think, everyone will agree is a legitimate charge on the Society. The next is, of course, to meet the reasonable travelling expenses of the member of the Committee of Management. The third is as to what is to be allowed as out-of-pocket expenses that the member would incur whilst carrying out the work of the Society. The position has been and is, and probably will remain that we are not, as a Committee of Management, in a position to give a figure, to be quite frank. I remember the last meeting at Leeds, the amount allowed for subsistence was 33s. per day. It has been as low as one guinea. It has been in between those figures, and I can say quite definitely and I can produce my hotel bill, I think, to prove it, we were out of pocket at Leeds at the last meeting at 33s. a day—I won't say a lot. I want to put it very seriously to Conference if you were to lay down a figure, what would be the position if that figure did not meet the actual expenses? It would be unfair to

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the Committee of Management, but I am going—although I finish to-day—to commit the Committee of Management to consider this question, and if necessary to bring to the next Conference an amendment to meet the position that has been raised to-day, and therefore I am going to ask Conference to pass this rule, because if the reference back is carried there will be no authority for your Treasurer or Secretary to authorise the disbursement of money to meet those expenses which are essential in carrying on the work of the Society.

Mr. Phillips (S.W.D.O.): On the assurance of the General Secretary, in view of the circumstances I will withdraw my reference back.

The seconder agreed and Conference approved the withdrawal of the reference back.

Mr. Fox (Liverpool): In the light of the comments by the Secretary I shall be very happy to withdraw.

The Rule was approved.

Rules 40 to 45.

The Chairman: Will Conference again allow Rules 40 to 45 inclusive to be taken as a block?

Conference indicated agreement.

Mr. Payne (C.O.M.): I move 40, 41, 42, 43, 44, and 45.

Miss Worth (C.O.M.): I second.

Conference agreed to these Rules.

Rule 46.

Mr. Jolly (Trustee): Before I proceed with the business of moving Rule 46, Madam Chairman has been graciously pleased to grant me permission to digress for one moment to offer you the thanks of Mr. Garner, Mr. Baker, and myself for your continued expression of confidence in us in electing us again as trustees of the Society. No one appreciates more than we do the honour accorded us, and we shall endeavour with all our hearts to repay the trust in us.

Now Rule 46. On behalf of the Committee of Management I propose the acceptance of this Rule, which takes the place of the old rule III, paragraph 17 (a). The new Rule proposes an increase in the salary of the Secretary from £200 per annum to £300 per annum, and an increase in the salary of the Treasurer from £90 per annum to £200 per annum, all amounts being free of income tax, which is paid by the Society. At this stage I feel I should explain that the relatively larger increase proposed in the case of the Treasurer is due to the feeling that that Officer has for some time been very much underpaid (hear, hear), and records will show that the holder of this office did not participate in an increase in 1939 when the Secretary's salary was increased from £150 to £200. In fact, the Treasurer's

salary has remained unchanged at £90 per annum since 1921, when it was increased from £60. It would perhaps have made my task a trifle easier if I could have included in the reasons for this recommendation from the Committee of Management, in so far as the Secretarial job was concerned, a tribute to the honest hard work put in by our retiring Secretary, but our appreciation of Watson's sterling qualities and earnest endeavour must now be shown in some other form.

The recommendation therefore must come before you as the Committee's reasoned assessment of the value of the large amount of additional work which has fallen, and will continue to fall, on its Officers as a result of the large increase in membership since the old salaries were first paid in 1921. The ever increasing burden of operating the Necessitous Cases Fund by means of which the Society is now alleviating financial worry in over 170 cases, and by the introduction in 1943 of the Wives' Scheme, which has now added 15,000 names to the Society's roll. In addition to these items which in themselves are probably sufficient to justify the proposed increase, you have now in your wisdom agreed to include the treatment of cancer in our benefits, and to admit the children of members to benefits in the case of T.B. I do not propose to burden you with a lot of facts and figures to support this case, but from the point of view of interest alone I make no apology for introducing a few items.

In 1921 the membership was 67,119. In 1944 it had risen to approximately 210,000. Again, in 1921 the income from subscriptions was £10,292; in 1944 it was £40,778. In 1921 subscriptions were received only from the P.O. by cheque about four times a year. In 1944 they were received from every Government Department, as well as a number of minor stations, and payments numbered something like some hundreds per annum. In 1921 disbursements for maintenance and management totalled £10,793. In 1944 this figure had reached, with the addition of the N.C.F., a total of £35,439. Wages and salaries increased from £403 to £1,852. In the midst of all this welcome growth in the Society's business, our new Secretary is setting up the Society's H.Q. in new offices in London, and true to the tradition of the new broom, he is going to endeavour to sweep the records clean and give us a system which we hope will eventually enable the Society to say quite definitely that Tom Jones is really a member, although his card at the moment is reposing in a box labelled Coventry, and it is not at all sure anybody is paying his subscription.

I feel I have said enough to support the contention that the work of both the Secretary and the Treasurer has increased to such an extent in recent years—and will continue to increase more rapidly now that there is a case on the other hand for an

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increase in their salaries. The actual figures now before you are not, in my mind, any too high for the job they are doing.

Mr. Garner (Trustee): I second.

Mr. Fox (Engineer-in-Chief's Office): I am indebted to the member of the Committee for his explanation of the assessment of the value of the services of our Officers, and we are instructed to support this amendment. But in doing so I feel that it is our duty to put before you a question which was raised in our constituency when we were considering this proposed amendment. The question is, as it was put to us, if we can afford to pay something of the total of £750 for the services of part time officials, has the time not arrived when we should begin to think in terms of the appointment of a permanent official. I suggest the question is quite a natural one, and calls for an answer. Will the Trustee give me a satisfactory answer to this question?

Mr. Hoare (L.T.R. North West): Should not the constituency, under the Rules of the Society, have given notice of such a question?

Mr. Lefevre (Inland Revenue): I move the following amendment:

Delete new Rule 46 and insert: "The remuneration for the time being of the Secretary shall be £450 per annum and there shall be paid an expenses allowance of £75 per annum.

The Remuneration for the time being of the Treasurer shall be £300 per annum and there shall be paid an expenses allowance of £50 per annum."

I want to say at the very outset that we do not oppose in any sense or for one second an increase in the remuneration of any of these Officers. What we seek to do is to get the maximum benefit for them. The proposal on the paper means that the cost to the Society in the case of the Secretary is going to be £600. We see from the report of the Leeds Conference that the Society was relieved of part of its responsibility towards its Officers by the Finance Act of 1941, but the relief to the Society was only possible by some sacrifices on the part of the individual Officers concerned, who were then called upon to bear part of the tax themselves. The Finance Act of 1941, I may say in passing, does not apply to these new proposals, because they are dated subsequent to the date of that legislation. But we feel very strongly, and we are fortified in this opinion by the statements by the Chancellor of the Exchequer, that we are going to pass into a period where taxation should and will be reduced, and we feel your Secretary, Treasurer, and so on should, in common with all other taxpayers, have the benefit of the reduction if any in taxation which takes place. We also say from the report of the

Leeds Conference that it has been necessary to reimburse these Officers for some out of pocket expenses. That being the case it is perfectly legitimate for them to be paid an expenses allowance, which does not attract liability to income tax. It is always a little difficult, I feel, to discuss income tax affairs in public, because in the end you always are driven down to the personal circumstances of the individual taxpayer, and I want to make it clear that the Officers concerned in this case are actually the taxpayers. It is not the Society who is the taxpayer, but may we assume for the purposes of illustration that the only income-tax allowances due to the Officers concerned is the earned income relief. Whilst tax remains at 10s. the cost of the new Bill to the Society is £600, of which the Secretary gets £300. We have directed our attention to paying to the Revenue the least legal contribution, stabilising the cost to the Society, and giving the Officers the maximum benefit possible.

If you look at the amendment which we have tabled, we suggest a honorarium of £450, and after earned income relief has been allowed, the tax payable will be £202 10s., leaving £247 10s. in the hands of the Secretary, in addition he gets his expenses allowance of £75, so that he gets in actual cash £322 10s. at a cost to the Society of £525, instead of £600. If tax is reduced to 9s., on the tax free basis proposed in the Rule the cost to the Society is £555, of which the revenue would secure £255 and the Secretary his set amount of £300. Under our amendment the Secretary would receive net £267 15s., plus his expenses allowance of £75, which means he would have £342 15s. at a cost to the Society again of £525, instead of £555 under the proposal. It is only if there is an increase in the rate of tax above 10s.—which God forbid—under our proposed amendment the Secretary would get less than his stipulated amount of £300, but the burden on the Society then would be very much heavier than the £600 which it is at present. We feel strongly that for less cost than in the proposal tabled the Secretary can have more money, and we feel strongly that in common with all other taxpayers, if any reduction in taxation is coming then the Secretary should benefit and not solely the Revenue.

Mr. Plant (Inland Revenue): You will notice this morning my constituency has brought along an expert. I am only a Collector of Taxes, my Colleague is an Inspector of Taxes. (Laughter).

I want you to be realists in this. Harking back to the Leeds Conference we were told the amount of income tax which the Society bore on Mr. Watson's honorarium and the amount of tax which he bore himself. The income tax which the Society bore, in the statement of the Leeds Conference was £24, and in the case

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of the Treasurer, £6 6s. 8d. The outgoings under the old rule were £200 paid to the Secretary, and the Society only paid £24, tax, the Secretary himself paid £70, so really he only got £130 out of it, not £200. The Treasurer received £90; he paid his own tax on that—I think it was £16—and the Society paid £6 6s. 8d. The Deputy Secretary had £25, and we were never informed as to the amount of tax. Therefore the total amount that the Society incurred in connection with its salaries and income-tax on those salaries was £345 6s. 8d. Now I will deal with the Committee's proposals. They say £300 to the Secretary, tax free. Official instructions supplied to the Treasury by the Board of Inland Revenue in relation to the introduction of P.A.Y.E. are that in the case of tax-free emoluments in some instances, especially in the case of Directors' fees, the employer may agree to pay remuneration free of tax. We are the employers, and we are paying it free of tax at the standard rate. In such cases, the gross remuneration will be the nominal remuneration multiplied by a fraction over 20, minus the standard rate. Where the standard rate is at 10s. in the £ this fraction equals 2, so that for the purpose of the gross equivalent of a fee of £250 tax free at the standard rate is £250 times 2, and £500 is the figure which must be recorded as debited against the employer or the Society in order to produce a figure under P.A.Y.E. of £250 free of tax. If it is £300, then £600. You are going to commit yourself to £300 tax free to the Secretary. You are going to have to put another £300 on to that to go to Sir John Anderson. You have the Treasurer £200; another £200, that is £1,000, the Deputy Secretary £50 free of tax, another £50. That total is £1,100. Our proposals are £450, not tax free, on which the Secretary must pay his own tax—I am opposed to any tax-free payments. There is nobody in this room who has a tax-free payment, and I think every person should pay their own liability to the State. It savours too much of Directors' fees to me. It savours of the General Electric Company and other people. I believe that every person should pay his own contribution to the State, and therefore I suggest it should be £450. I am a Trade Unionist, and I believe in payment for the job. I agree with every word Jolly has said. Your Secretary has been underpaid for years, and I am surprised you let him get away with it. (Laughter).

In the case of the Treasurer, we propose £300, from which he pays his own tax, and £50 expenses allowance, and in the case of the Deputy Secretary £50 expenses allowance, which will total £925, a saving to the Society of £175. I suggest £175 is worth having. You are doing nothing illegal. We are giving more to the Officers, and there is nothing wrong with it. Instead of receiving £555 between them we suggest that they have £587 10s. between them. (Applause).

Mr. Watson (General Secretary): I am very indebted to my

friend Plant for bringing along an Inspector of Taxes, because a lot of people never see these people (laughter), and I am also very much obliged for the information they have given us, because some of it we might be able to take advantage of, but to be quite serious really and truly the difference between the two propositions is whether the Society should pay the tax or whether the individual should pay it. I think that is a fair statement.

Mr. Plant: Yes.

Mr. Watson: Obviously I can see that our friend the Inspector is wrong. All I am going to say is, thank God the Inspector who is dealing with our accounts has never in the past dealt with it as our friend explains to-day.

A Delegate: That was before P.A.Y.E.

Mr. Watson: The question raised of the 1941 Act, which varied the previously operated principle against the people who had their tax paid for them on their salaries or whatever it might be, did present a difficulty. That was presented, as Mr. Plant says, at the Conference, but as I understand it at the moment it is very nebulous, and I doubt whether the Taxes know really the implications of the whole of it, but the practice and experience of the Society in the past is that on the salary of £300 proposed here for the Secretary, there would be approximately paid about £150 by the Society. It is, of course, a matter that my friend Plant puts as a principle in the amendment, whether the Conference will agree to pay the tax whatever it might be, and with all due respects I don't think there is a lot of money in it. I guessed it was about £50, falling if it went down to 9s. to something else. That is one of the things you are safeguarding in the proposition of the Committee of Management, if it should go up or the circumstances of the individual produce some other results, but for his work on behalf of the Society he would get a sum of £300.

Roughly speaking, the pleas of the mover and others gave me the impression that you thought the Secretary should get £300, the Treasury should get £200. If that was the view of Conference five minutes ago I suggest it should be the view of Conference now, irrespective of what the tax proposition resolves itself into. If there is a reduction in the amount of tax, the Society will get it, and not the individual. You have decided he should have £300. If the tax goes down he will get his £300, and the Society will save the reduction in taxation. As regards the question of £75 for expenses, £75 under this proposal would be free of tax, but supposing the Secretary's expenses were £150 a year, you are reducing his salary then from £300. The Treasurer has something else, you are reducing the figure you thought he should get. It is true he will not pay tax on it, but the individual will be out of pocket to the extent that his expenses do exceed £75. On the other hand, if his expenses don't equal £75 you, as a Society, will

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be saved. I put that, may I say, as a man in the street attitude, without all the complications of the Act, the straight issue being you have agreed to pay £300 and £200, whatever the cost may be as a fair remuneration, and to relieve as you have already agreed in past years, all the reasonable expenses the Secretary or Treasurer incur in carrying out their duties. Therefore I oppose the amendment and support the proposition.

Mr. Cohen (Customs and Excise): I hate to disagree with Mr. Watson, but I do think we would be fools to throw aside, shall we say, the expert advice given to us by our colleagues. (hear, hear). Irrespective of what Mr. Watson's view is, the Inland Revenue, unfortunately, will have the last word in this, and I think we ought to accept the experts' advice.

The amendment was carried. (Applause).

Mr. Pepper (Assistance Board): On a point of information, I gathered from Mr. Watson's comments that the interpretation he placed on this is that the expenses allowance means that the Secretary or Treasurer, if they spend more than the amount mentioned in the amendment, wouldn't be able to collect it from the Fund. Can we have an assurance that that is not going to be their viewpoint. Surely this is a personal expenses allowance, entirely outside the ordinary allowance granted for the purposes of the Society.

Mr. Watson: I am sure the top table accept that as an interpretation, with pleasure.

The amendment was carried as the substantive rule.

Rule 47.

Mr. Jolly (Trustee) : I move 47, which presumably will be amended in the same way, but I must put the case as it involves the figures in the form of a resolution. Having received your comforting assurance that you do really appreciate the fact that our Secretary and Treasurer have to work hard, and you are prepared to see they are adequately paid for the job, I have no hesitation in saying to you that the Deputy Secretary should also be given an increase. The proposal is to increase remuneration from £25 to £50 per annum, free of tax, and had I been putting this forward as a recommendation for an increase to the man who has been carrying out the job since the inception of the office, and who is now relieved of it in favour of the main job, I could have said the payment he has received under the old Rule has been grossly inadequate for the work he has done. It may be it has not all been strictly Deputy Secretary's work, but the Society should be very grateful to him. The New Deputy Secretary has to be found, and in the opinion of the Committee of Management, this Officer will be given sufficient work to relieve the Secretary to keep him out of mischief, and is well satisfied that whoever it may be, will earn the proposed sum of £50 p.a. free of tax.

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I recommend acceptance of the new Rule 47, which replaces old rule III, section 17 (b).

Mr. Tyler (K.E.B.): On a point of information. May I have your guidance? In view of this motion, what will happen to the resolution standing in the name of my Branch on the question of abolition of this office?

The Chairman: In the event of this amendment being carried, your Officer will take the place of the Deputy Secretary.

Mr. Garner (Trustee): I second.

Mr. Lefevre (Inland Revenue): I move the amendment:

Delete new Rule 47 and insert: "The Committee of Management shall have power to appoint one of their body to act as Deputy Secretary during the absence of the Secretary, and he shall hold such office at the pleasure of the Committee of Management and shall be given an expenses allowance of £50 per annum."

We have no opposition, whatever, I say again, to any increase in remuneration for this particular post. Again, however, we seek to get the maximum benefit possible for the individual concerned. Leeds Conference tells us about the out-of-pocket expenses of these people, and we see no reason whatever why this Officer should not have an expenses allowance of £50 per annum which will be the total cost to the Society. No tax will be involved at all, and may I make it clear that if the Officer demonstrates that his expenses are more than £50 a year, there is no earthly reason why he shouldn't come to the Society, say so, and ask for reimbursement of any further amount. The principles are precisely the same as under the other Rule, and we merely seek to get the maximum possible benefit for the Officers at the least cost to the Society, and the least legal contribution to the Exchequer.

Mr. Plant (Inland Revenue): I second.

Mr. Houston (Glasgow): I oppose the amendment, and do so very timidly after the experienced persons who have spoken, but I am going to pull them off their scientific stuff with which they are bluffing us this morning. Take your agenda, page 12, and take the whole context of the paragraph "Appointment and Removal of Committee of Management, Trustees and Officers." You will find every paragraph is inter-linked with the other, and our friends from the Inland Revenue have tabled their amendment 47 "Delete and amend," and they have paid no attention of the consequential Rule 48 which immediately follows it up. Our friends say in the amendment that an expenses allowance shall be paid. They should, therefore, in coming properly to this Conference, have tabled an amendment to Rule 48 also. If you read the top paragraph of Rule 48: "The salaries payable under Rules 46 and 47 shall be deemed to accrue from day to day."

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On procedure, Madam Chairman, I think it is quite definite that this Conference must follow the same procedure as we had on Rule 39, that the amendment is defeated and that the Committee of Management will take in hand the suitable amendment of 48, and bring it back to a further Conference.

The Chairman: May I assure Conference if this amendment in the name of Inland Revenue be carried, the necessary correction will be made, or at least will be made, in Rule 48.

Mr. Houston: Is it not correct, before a Rule is amended notice must be given and it must be on the Order Paper?

The principle is really the same as in the previous amendment, just carried.

The amendment was carried, and on being put as the substantive motion, was adopted.

Mr. Houston: May we have it recorded in the Minute of the incorrect procedure now being proceeded with by Conference.

Mr. Cohen (Customs and Excise): Glasgow's trouble seems to be a question of the salary. The point in question seems to be one of allowance.

The Chairman: That is noted.

Mr. Houston: You will be putting the mover of the next Rule, 48, in an invidious position. Notice should have been given by Inland Revenue of a suitable amendment to Rule 48.

The Chairman: It has been noted and suitable procedure will be followed.

Mr. Arman (Assistance Board): On a point of order. Mr. Houston appears to be challenging your ruling on this matter. Is it not correct procedure if he desires to challenge your ruling to move you leave the Chair?

Mr. Woollard (Treasurer): Thank you for this little rise. I shall need it to work out all the income tax people have been telling us. (Laughter). I have an accountant on the platform with me here, and I just don't know what to do, and I doubt very much whether he does. You have given an allowance in the case of the Deputy Secretary, the full amount is allowance. Am I to deduct £50 from the Deputy Secretary's expenses before I pay him another halfpenny?

A Delegate: No.

Mr. Woollard: But you haven't said so.

The Delegate: Yes we have, on the assurance of the top table.

Mr. Woollard: I think we ought to be clear on this. The accountant asks, is this allowance supplementary to the ordinary allowances? (Cries of "Yes").

Rule 48.

Mr. Jolly (Trustee): I move Rule 48. Madam Chairman has given a ruling that it will be suitably altered in accordance

with your decisions on Rules 47 and 48, and it doesn't embarrass me in the least putting this new Rule forward as occasion and the solicitor demand. In moving adoption of the New Rule, I would like to say it has no counterpart whatever in the old Rules, but is a sensible provision for regularising any decision as to the method of payment of the Officers' salaries or expenses allowances that the Committee of Management might see fit to make.

Mr. Garner (Trustee): I second.

The Rule was approved.

Rule 49.

Mr. Payne (C.O.M.): I move Rule 49. There is no change.

Miss Worth (C.O.M.): I second.

The Rule was agreed. ...

The Chairman: The amendments by K.E.B. will be taken together, and the principle to be discussed from every aspect.

Mr. Tyler (K.E.B.): I move:—

Rule V, paragraph 2. Appointment and Removal of Committee, etc.

Line 1, after "Secretary," add "a full time Organiser."

Line 8, after "Secretary," add "a full time Organiser."

Line 23, after "Secretary," add "A full time Organiser."

Line 28, after "Secretary," add "a full time Organiser."

I want to express our sympathy with the Chairman in conducting a Conference which involves alteration to rules. It is one of the most difficult things a Chairman can be called upon to proceed with when we have so many conflicting points of view.

No doubt many of the delegates who have attended Conferences in the past will realise this idea of a National Organiser has been uppermost in our minds for a number of years, but our predecessors who have gone into other Government Departments have thought we should have a National Organiser. We tried to raise the matter at the Tunbridge Wells Conference, but due to our rustic simplicity in the City of London we failed to follow what this Conference has already given other people a command to do, not laying a consequential amendment to rules, but at one Conference you are ruled out of order if you don't make the consequential amendment; this Conference you accept that. At Leeds we tried again. Instead of putting the salary in we put the figure "x" in. But we were ruled out of order by an alleged statement by legal opinion obtained by the S.O.C., plus the eloquence of Mr. Fountain, and why the heck the S.O.C. couldn't stand up and do their own work and put their own case we couldn't understand. Therefore we were ruled out of order, because we argued Conference was the place to fix a salary. This morning you have decided to discuss all Officers salaries and

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we have spent a long time on it. Here we are like *Oliver Twist* asking for more.

Some of you delegates wonder why we thought in pre-war days there was a need for an Organiser. If there was a need for an Organiser in pre-war days, I think the post-war period will show us how absolutely essential it is to have an organiser on a national basis. Doctor Myers told us the Secretary is overburdened with secretarial work. Our guest last night drew attention to the need to go into the research side and get our organisation as tight as possible. The Assistance Board this morning gave us an indication of the organisation in the provinces. There will be appeals coming to the Committee of Management as to what is going to happen to anyone who wants to transfer, and whether there is any fee. The Trustees this morning drew attention to the increase in the Secretary's salary because of the intense amount of work involved at H.Q., and I believe he has to do some work in the Air Ministry (laughter), and coupled with that we are going into new offices. Most of us in the P.O. have other jobs to do in our local constituencies. We have been carrying a burden, particularly in London, in trying to organise this Society in conjunction with our Official duties, which has meant for us writing at three and four in the morning, and trying to give such time as we can to the Society. My constituency tried to get these people interested over Temporary Civil Servants, and the Secretary applied for a speaker. The Ministry of Information is closing down, and we shall probably lose those people, but had we a National Organiser we should not.

Mr. Watson: I think the explanation is we did recruit, on the suggestion of K.E.B., the Censor's Department. You are conveying to Conference the organisation has done nothing on a proposition or a suggestion from K.E.B., whereas as a matter of fact we have over 2,000 members in that building alone.

Mr. Tyler: The people we recruited there were the Postal Censorship Branch, but not the M.O.I.

What is happening in the P.O. at the present time? We have a lot of boy messengers who were taken into the Armed Forces before they had ever even heard of the Society. They are now coming back into the P.O., coming back to be demobbed, and those people will want every assistance they can get from the Management Committee, and we think your Secretary is overloaded. Unfortunately some of these boys are coming back and say "Oh, I would have joined before I went, but I didn't know of it." You had some very excellent reports at Conference this morning, glowing reports of membership figures, but have you on your agenda got a list of the constituencies who are not represented here, who are virtually dead from the neck upwards, and also have you a list of the Government Departments

where we even haven't got a member. I suggest there is a good field for an Organiser to get cracking on that work. When we get 100 per cent. membership the prospects of owning our own sanatorium will be a definite reality and not floating in the sky.

Mr. Wright (K.E.B.): I second the amendment to Rules.

Mr. Fox (Liverpool): We are not primarily concerned in the search for profits, where you find a man brought in to use high-pressure methods to organise on a national basis. We have here a Society who have the services, fortunately, of a Committee of Management, a body which is voluntary, and who are primarily moved by a desire to use humanitarian methods and organisational methods which are beyond question. I feel, and Liverpool constituency feel, that they have performed their duties well. They are capable, with the return to peace conditions, of filling up all the gaps and exceeding previous performances, given the opportunity, and we ask this Conference to reject the amendment because we have not as yet seen the full measure of the capacities of this excellent Committee of Management.

Mr. Leach (K.E.B.): Like all other alterations to rule, this amendment has the object of improving the efficiency of the Society. In case anybody should think the object is to advertise for an outsider or for a professional organiser, I would like to dispel any fears on that, because for a full-time organiser of such a Society it is possible to recruit a civil servant, because this is a society of civil servants run by civil servants, and it is quite possible to make a full-time job and recruit only civil servants or ex-civil servants.

Mr. Caughlin (Western District): On behalf of our constituency I want to oppose this amendment, on various points. First and foremost you heard yesterday about the increased cost of the Society next year. A sum of approximately £15,000 is required for the increased expenditure to run the organisation next year. Just realise the extra cost on the Fund which the appointment of a full-time Organiser will call for, and I want also to refer to the statement made by the Secretary at the Leeds Conference wherein he states "you will want 100 National Organisers."

I cannot for the life of me see, when I realise that we have hundreds of local constituencies right throughout the country with a fine body of workers in every constituency, willing to sacrifice all their spare time in getting 100 per cent. membership right throughout the Service, where is the need for a National Organiser. Then, just to quote the mover of the amendment, he said boy messengers have gone away to the Forces and come back without any knowledge of the Society. I am sorry to say something has been lacking in that constituency, because we in our constituency—and I feel sure it has happened in other constituencies—you have your methods of contacting every new

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entrant into the service, and making him properly aware of the existence of this organisation. On top of that you have set posters from time to time, you have different Press reports dealing with the scourge of T.B., which in my candid opinion does away with the necessity of this Society paying for a National Organiser.

I am going to suggest to all constituencies now that the war in Europe is over and when general demobilisation takes place, who are the people who will know when these lads return from the Forces to their constituencies? Why, the local correspondents. It is up to them to redouble their efforts to ensure and to interview all those people when they return and ascertain whether they are members or not. I will put that to you for all it is worth, because in the Western District we have undertaken amongst ourselves to find people or get in touch with the authorities when these people are returning, to work and find whether they are members of this Society. On top of that you have your Committee of Management. Your Committee of Management, together with other methods, have got organising at their finger tips. They can instruct the Secretary to issue the various circulars to assist the local constituents and the local organisers, and they can supply them with all the literature, so I feel bound to say and put before this Conference that the need for a National Organiser is non-existent, and I am going to ask you to place your confidence which you expressed yesterday in your Committee of Management, knowing full well they will carry out your wishes to assist local constituencies in their recruitment to obtain 100 per cent. members.

Mr. Williams (Committee of Management). I think the first thing I want to say is I give credit to the K.E.B. people in connection with this proposition, because at least they are sincere in their endeavour for what they want to try and get as an objective, and it has not been for the want of trying that they have made this a point in their platform right the way back in several Conferences. But I think I ought to point out to you one or two rather important features now in the make-up of this organisation of ours.

It is a matter of principle, I think, that Conference has to oppose this question. First of all, this is a voluntarily run organisation, and it was built up from the beginning and it has been recognised by the authorities, by Conference, by the membership, and by every other authority as such. I don't think we want to let anybody forget this is the case. One of the chief things is the Officers are democratically elected biennially. In this particular instance you are at least introducing the professional element, and this, I would say, is not a Union or a political body, but as I have said before, it is a health organisation, voluntarily built up for the purpose and

its objects. I think we ought to say quite clearly that the achievements have not been by any means mean—from the beginning of the setting up of the Society. In this connection, I think it is right that the top table should say something about the achievements in the last couple of years as regards recruitment. In this connection I might add I have had myself to deal with this, and it has been a department in the Secretary's Department. The recruitment has been vast. It has not just been piecemeal in its foundation. Its foundation has been set by real plans

First of all, in the last two years we wrote to the Treasury, especially at the time of mass radiography, and drew attention to the fact that it was the first time we were asking them to assist in recruiting officially in the Civil Service. As a result Miss Culhane the new Welfare Officer in the Treasury, wrote to every Department. She asked the Establishments Divisions to assist us in recruiting, and we said our agents will be ready to meet the Official people in all Departments at all times. The first step in this connection was, therefore, that we endeavoured one at a time to meet the Directors of Establishments, and the Heads of Departments with local correspondents and Whitley Council Staff Side representatives, to put our point of view, and to ask them officially to start off organising in those particular Departments—nationally in those Departments.

The second step was the Official people themselves sent out strong circulars to their staffs through the Heads of Branches asking them to join the Sanatorium Society, and most of those circulars have been over the signature, in the case of the Air Ministry it was the Permanent Secretary for Air, Sir Arthur Street, in the Ministry of Supply it was the Permanent Secretary, Sir William Douglas. The importance of these circulars and the reason they have done this is because we are basically a voluntary organisation. The Staff Side themselves sent out special circulars in the Aircraft Production and so on, to their staffs.

The third step: we had definite organising visitations by people on a voluntary basis. In this connection our friend Watkins of Cardiff has given up his retirement to recruit on behalf of the Society (applause). It has not been London, it has been the provinces as well. And the big point of all of it is that this is done during official hours. The staff is visited during official hours, and in most cases when visitation takes place in these Departments the heads of the Branches are in the Chair. I am talking about the meetings in their own little branch of the office to encourage other people to join the Sanatorium Society. We have worked out a rotation in each Department. That rotation has been worked out. Take the Ministry of Supply, for instance, running over weeks. Watkins has visited Depart-

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ments in London, but at the same time we have visited Royal Ordnance Factories and so on in the provinces. We must emphasise this, when we come to your Departments in the future, that we believe in one method, not only the personal one, but we collect the forms on the spot. We don't leave it for staff to think about it for another day.

The next big thing is we are now considering the temporary membership that may leave the Civil Service in the next few months, and that is my first job when we go back, to push the membership as far as we possibly can. In the last fortnight or three weeks J. T. Watkins has been round the Ministry of Supply. Many of their people will be terminating their employment at some time, and he has collected, quite apart from ordinary forms of deduction, £40 a week in life membership alone. (Applause). I propose to try every member of ours over the course of time to see whether he or she will become a life member.

There is no question of differentiation between P.O. or other Departments, between London or the Provinces: you are all going to be done in time (laughter). The main object, of course, is T.B. It is pitiful and it is a pitifying business to put over to crowds, it is morbid.

(The suspension of Standing Orders was here moved and seconded in order to allow an extension for the speaker to continue).

We have laid the plans. This has not been done in the last week; it has been over the last two years. The Committee of Management, Gregory, Hogg, Jolly, they have all been out to particular spots. We have also lists of the Regional Heads of the different Departments, and we propose, as we always have proposed, that the Committee of Management members in the regions are going to be made responsible for their particular spots to see they are definitely covered and recruited.

I want to conclude on this, that all you people are recruiters, and you will go back from this Conference, I am sure, inspired to do some recruiting. If you want any assistance, any particulars or information of non-membership, don't hesitate to come to 63, Catherine Place to get it, or any word of advice in this connection.

I know several of the Departments want to speak on this if time allows, but it has been the complete voluntary effort. We visited personally, during official hours, the P.O.A.G.D. at Harrogate; the Savings Bank Department at Harrogate and Morecambe; the P.O. at Croydon and London; the Postal and Telegraph Censorship, London and Liverpool; the Ministry of Labour, London Region and any city where we happen to be in the vicinity; the Air Ministry, London, Worcester, Stroud and Harrogate; Agriculture and Fisheries, London; the Stationery Office, Manchester—London is to come very shortly; Petroleum

Warfare, London; War Damage, London; Aircraft Production, London and Harrogate; Supply has been done. Glasgow and Birmingham was done by Hogg and Gregory; Manchester has been done by Gregory, the War Office has been circularised, and there is a certain security business about all these, to get into the Departments during official hours. The Admiralty was also approached, and they are coming into the picture now. Food, War Transport, Fuel and Power are to come and that is the extent at the moment of what we have done, what we are proposing to do. It is the Secretary's job to do this job, and he has other jobs to do, but surely only a few jobs to do in a Society like this; to carry out the objects; see subscriptions come in; that income and expenditure is pretty well O.K. and to look after the membership.

With that I think I have covered the ground, but I want to point out to you the duties as laid down here for an organiser. I do not want to touch upon the salary, but the Secretary of the Society, to my mind, must be the responsible Officer, and in any case I myself would feel it somewhat a little bit out of the channels of ordinary business in a Society of this kind if the Organiser had to report direct to the Committee of Management and not to the Secretary, and without going into any other detail I want to put the point of principle: this is a voluntary organisation, and I ask you to stick to it all the time (applause).

Mr. Pepper (Assistance Board): I do suggest to you in point of fact that it was indicated by K.E.B. that people wanted to get in, and in fairness to them I appeal to Conference not to ask for the vote until they have had their chance.

(A motion for the resumption of Standing Orders was moved, seconded, and agreed to).

Mr. Tyler (K.E.B.): I can only say we are fully satisfied; we have secured what we have tried to get, this matter thrashed out on the floor, and as democrats we are prepared to abide by your decision.

To reply to some of the criticisms, Liverpool said wait till we see the results of this excellent Committee of Management. We have had a Committee of Management for ten years. It was ten years ago we decided something ought to be done. Our friends from the West went on about the increased cost. Some of you have been pretty gallant in voting away salaries this morning. Nothing was said about the increased cost to the Society. We suggest a National Organiser would soon earn his corn. Mr. Watson said we should want 100 Organisers at one Conference. There are Societies in the Civil Service with one National Organiser. He has a pretty big job of work. Mr. Caughlin went on to say about boy messengers being interviewed. The boy messengers I referred to are not in the realms of my

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constituency, they belong to a constituency which is not even represented here to-day. The return of members: the Western D.O. are not the only branch who do that. We have a fairly well organised meeting, and we have the official medical people to advise us, and we work hand in glove with them.

Mr. Williams gave us credit, and I thank him very much. This is a voluntary organisation, he says. So are all other organisations in the Civil Service. We don't demand to see a man's ticket before you work with him. You pay honoraria to Officers the same as you are paying here to-day; and somebody mentioned a political body. We never introduced the political side in our argument. The peregrinations of Mr. Watkins: you bring him up from Cardiff in his leisure time, to speak, but surely that justifies our case to a point for a National Organiser, and give him some standing when he comes into a public building. Appoint the man who is doing the job, and give him some standing.

The Committee of Management can easily appoint him, and pay for the job.

Another point Mr. Williams made: visits to various Government Departments by the Management Committee. We know you have been trying to do this, and that is why we want to put it on a proper basis. The Conference does not even know the work you have done on the platform, and if we had an Organiser's report it would come up for discussion. You have been all over the country, a tremendous amount of work, and until this resolution comes on the floor no one knows the hard work which has been put in. We have only discussed a paragraph in the Secretary's report.

The amendment regarding the appointment of a full time organiser, was lost, and the consequential amendments on the amendment to old Rule V. fell.

Remainder of New Rules 50 to 74.

It was formally moved and seconded that the remainder of the rules, being non-controversial, be taken as a block.

Mr. Platts (C.O.M.): I move the rules under the headings of, Committee of Management, Trustees, Secretary, Treasurer, Copies of Rules, Keeping and Auditing of Accounts, Annual Returns, Valuations, Inspection of Books, Voluntary Dissolution, Applications for Inspection Special Meetings or Dissolution, Disputes, New Rules and Alteration of Rules, and Interpretation.

The Rules were formally seconded, and Conference signified approval with the acceptance of the Air Ministry amendment to new Rule 74.

AMENDMENT TO RULES.

Mr. Watson (Secretary): I propose:--

That the Rules be completely amended and that the new

Rules to be substituted therefor, shall be the Rules in force on the 1st day of January, 1945, as amended by the Resolutions for alteration of Rules passed at this Conference.

This is so that we can make the necessary declaration to the Registrar that the rules as amended are the rules as agreed to by this Conference.

Mr. Watkins (C.O.M.): I second.

Conference indicated assent.

ORDINARY RESOLUTIONS.

The Chairman: We now proceed to Ordinary Resolutions, on page 16 of the Agenda.

Mr. Watson (Secretary): "This Conference of the Civil Service (formerly Post Office) Sanatorium Society views with deep concern the inaction of the Government in providing beds for Tuberculous patients as well as adequate Nursing and Domestic Staff and calls upon the Government to end the scandal which has grown more acute owing to the operation of Mass Radiography."

I believe you have been advised that the Committee of Management have come to an agreement with the Engineer-in-Chief's Office to slightly amend this first resolution, by taking the first line of the Engineer-in-Chief's regarding sending a telegram to the Minister of Health, as well as dealing with other matters. You will remember that a resolution in somewhat similar terms was moved at the Leeds Conference, and as a result it was sent to the Minister of Health and to the Minister of Labour, and we got just what one might call an official reply, that the matter was under review of the Government, and as and when steps could be taken to meet the position raised in our resolution they would be taken. I am afraid that has been nothing. Although we returned to it, there has been very little progress. I quite appreciate a war was on, and there were other factors that probably had to be taken and dealt with in their relation to this aspect of the question. Mass radiography had started on its journey, and has proceeded, but as I said mass radiography was an estimable thing and it was obviously going to find cases that were not coming up in the immediate future from the ordinary method of diagnosis, and that that would result in a waiting list or alternative treatment of a domiciliary nature or going to work part of the time and rest in their leisure time, which was not satisfactory, particularly from the experience of the Society, which stood for equal diagnosis and early treatment.

I am sorry to say not only must I point out that there has been no practical amelioration of those conditions, but the conditions have deteriorated, and the position has become much seriously worse. We have had public protestations that they

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are dealing with this question. We know the Ministry of Labour are doing certain things and have issued circulars, but unfortunately any application by the Ministry of Labour has been relatively restricted to hospitals. I do not call to mind a sanatorium in which they have put people as nurses, as referred to here by my friend. As regards hospitals and sanatoria in not one case that I am aware of has a direction been enforced. In fact my friend Wood and I, in trying to solve this problem of nursing and domestic staffs, were told "We have a directing policy, but we have nobody to direct," and when pushed further what they would do they said "So far as we are at present advised nothing has been done if the person hasn't carried out the direction given to them." That is regarding the nursing staff. I said the position had become more acute. Two of the sanatoria that we use, which were very useful for many of our cases, at Kelling in Norfolk, have had to practically close down because they not only couldn't get nurses and domestics, but couldn't get a doctor. In regard to another, which is a very estimable institution and has been very good, Winsley, near Bath, I unfortunately had to communicate to the Management this week that they had to advise us owing to the condition of their nursing and domestic staff the discharges of patients could no longer be filled.

We can speak from a personal experience of the difficulties arising round this particular situation of staff. Instead of creating and finding and making more beds, they have done nothing in the way of increasing the number of beds. We have repeated statements, you see in the Press on behalf of the Ministry of Health on what number of nurses are required, but no effective steps, no real steps have been taken to try to meet this position. I believe the Ministry are beginning to wake up to this position, and probably will take some steps, but I think my friend Wood will support me when I say it is on behalf of the voluntary people we have to look to, supported by the Ministry of Health, to find the people to fill the nursing staff. As regards the question of the number of people awaiting treatment it is phenomenal. Dr. Myers referred to the fact that the deaths were down. That is true, perhaps, but he also said the number of cases coming forward from day to day was ever increasing. It is true that in one or two instances steps have been taken to acquire or to fit up certain places, and this is to the good I will admit, but it is to be restricted to Service needs only, and therefore the average person under mass radiography or any other diagnosis will be put on a list, and there is no opportunity to commence a cure. Whilst you raise hopes of an early diagnosis in an individual, you put the hopeless position of the endless wait and worry and necessity of continuing at home or partly at work, as to what is going to happen in the

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future, and in this respect, therefore, I ask Conference to pass this resolution, so that it shall not only be a telegram, but that we should follow it up by written notice of the views of this Conference.

As regards the domestic problem, that I think will be solved before the nursing, for the simple reason that up to a point it has a much less period of training. Here I will say we find the Ministry of Labour very sympathetic, but there again they are up against the position which you all realise of inducing people to go into a domestic life as against the industrial or commercial life that gives the freedom it does compared with the other, but I pay this tribute to them in the Ministry of Labour, they are trying to do and have done all they can to help solve this problem of the lack of staff.

I ask Conference to pass this resolution to enable the Committee of Management to have a direct instruction to press this question as far as they possibly can.

Mr. Fox (Engineer-in-Chief's Office): It affords me very great pleasure indeed to have the privilege of seconding this composite resolution. Unlike an earlier resolution from my constituency, I feel sure we are going to carry Conference with us in this. The terms of the resolution must commend the resolution to you. It has already been indirectly endorsed by first our Chairman and secondly by Dr. Myers, and in many instances from the floor of the Conference during the debate. It will be clear to you that the resolution can be divided into two parts, one which deals with the question of provision of beds, secondly that dealing with the inadequacy of nursing and domestic staffs. In considering the relative importance of those two matters I personally feel that the second is the most important, and is one which can more readily be dealt with at the present time in view of the re-allocation of labour, which will result from the cessation of hostilities in Europe.

Two or three months ago there appeared in a leading article of the London "Evening Standard" a very good case criticising the Government for their lack of action in this matter of providing domestic and nursing staffs. In that article they referred to some figures in which they said "that at the present time beds were lying empty simply because they had not the staffs available to accommodate the patients." They gave a figure of 4,000 T.B. patients awaiting treatment. It was not for lack of beds, but simply lack of staff. I do not know to what extent these figures hold true to-day, but I gather the position is pretty much the same, if it isn't worse.

Then again, we have a statement by the Chief Medical Officer of the Ministry of Health in 1943 in these words: "We have the beds and equipment, but they are useless without nurses and maids. We hope to do something about it." The

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fact is, as far as we can see, nothing has been done about it, and the position has deteriorated from that time forth. With regard to the reallocation of labour I cannot do better than quote the words again of the "Evening Standard" on this subject. They say: "In the reallocation and retraining of labour, the staffing of hospitals should have high priority and the professional healing should be made an attractive and well-paid profession. I endorse that, and I am sure Conference will endorse it. It is a crying shame, in my opinion, when the pay and conditions of the nursing profession are so low as they are (hear, hear)."

Incidentally, might I say I hope this Society will be making the conditions of our nursing staffs and domestic staffs the best we can possibly afford. I personally feel it is nothing short of a scandal. We have men, women, and children, many of them with useful lives in front of them who are dying, not because science is unable to cure them, but simply because we haven't the staffs to look after them. I feel sure Conference is going to carry this with acclamation, and every delegate will go forth from this Conference and do all they can to get public opinion to support them and to bring to the notice of the Government how we feel on the subject.

The Chairman: I hope Conference will carry this resolution with acclamation.

The resolution was carried amid loud applause.

A Delegate: On a point of information, I should like to know what is going to become of this resolution. It is all very well, we are more or less talking to the converted, and I hope the Committee of Management will circulate this resolution as extensively as possible, to the B.M.A., the College of Nurses, as well as the Ministers of Health and Labour, to try and assist them in their efforts to reply.

The Chairman: The Committee of Management will agree to that whole heartedly.

Mr. Stallard (L.T.R., East Area): We have agreed with L.T.R. West Area to submit our resolution as a composite resolution, as follows:—

That this Conference instructs the incoming Committee of Management to approach the Government Department concerned to endeavour to secure that the facility of mass radiography is available at a frequency of twice per annum per person, failing this at least once per annum.

We do this on the experience of the constituency that mass radiography has been made available in London. Our constituency for some years has no case treated by the Society, but with the limited amount of mass radiography made available in the past two years we have had several cases that have gone to sanatoria, and we feel that fact alone should commend the resolution to the Conference.

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Mr. Paice (L.T.R. West Area): I second. I have nothing to add except we know the value of mass radiography, and we want the best out of it for all our members of the Society.

Mr. Phillips (S.W.D.O.): I rise to support this resolution because it is of great value to the membership, if it is applied. One feature that came out of a recent examination of mass radiography was that there was one of my members who had previously had treatment in a sanatorium. He was getting on in years, and I suggested he had a mass radiography examination when he had an opportunity, and he did so, and although he had no trace of any recurrence of the disease, but they did take such an interest in his case, they considered his condition and recommended and gave him medical support for an increase of rations. That saved that man, probably, from going into deterioration and getting it again.

I suggest to the membership they support this resolution, for it does not only provide us with the goods in the working, it gives us assistance to prevent a man getting it back.

Mr. Atkinson (L.T.R. South East): I support this resolution. I am one who has waited over 12 months for my first mass radiography examination, and I am not the only one, and it hasn't been for the want of trying, and I feel the Official Side are tied. I can speak from the matter being raised on the Regional Whitley Council. We have had the assurance of the Official Side that they have done their best. I feel it is at the higher level that the incoming Committee of Management have to tackle this problem. We don't accept in our Area there is any difficulty about providing units. This is an engineering nation. We have heard a lot about thousands of tanks, Mulberry ports, and we feel if the urge was there at the highest level they could provide this and the necessary labour, and I hope the incoming Committee of Management will use their whole endeavours to see everyone has mass radiography at least once a year, and as soon as possible.

Mr. Hogg (Committee of Management): I rise on behalf of the Board of Management to accept this composite resolution, and personally I feel very strongly about this. I think you can rest assured that the new Committee of Management will do everything in their power to try and force this, to see everything is done and everyone gets done at least once a year. I cannot promise twice a year. It will have to go to medical evidence for that. But I want Conference to have the assurance that we definitely will do everything in our power to assist in that direction.

The resolution was passed with acclamation.

Mr. Petty (Birmingham): I move:—

That in the event of evidence that the Sanatoria at present being used by the Society becoming controlled by a

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Local Authority under the National Health Services, steps should be taken by the Committee of Management to arrange for the treatment of Association patients in an institution provided outside the scope of the new legislation.

I am assuming or hope that delegates have read the White Paper containing the Government's proposals for a National Health Service. The effect of these proposals on the work of our Society promises to be very drastic, and, when considered in relation to the inadequate provision for tuberculosis treatment throughout the country, the position calls for very deep thinking on the part of those responsible for Civil Service patients.

It is contemplated under the new scheme that the country shall be divided into administrative areas each catered for health services by a separate joint authority, and apparently self-contained for health services, including sanatoria. Four hundred of the existing sanatoria will immediately pass into the service of these joint authorities because they at present belong to local government already, and of the remaining 270 it is possible that most will enter the scheme on a voluntary basis. I am not aware of the position of Benenden in the new order of things, but no doubt the Committee will have some idea. As I see it, a Society providing treatment for patients drawn from all parts of the U.K. must either cease its functions and be satisfied to see its members pass to these area institutions, or continue to acquire beds in sanatoria which have remained outside the National Health Service.

We in Birmingham think that with the upward surge of the incidence of T.B., due no doubt to war conditions, the Society will be failing in its duty if it allows its members to lack that special care which has been the pride of the Service for so many years. Other hospital services may be ripe for absorption, but we know that T.B. sanatoria will require a great deal of additional bed provision before each local joint authority can guarantee immediate treatment. The solution may be the adoption of subsequent resolutions, but I think it may be probable that the difficult transition period may be weathered by this resolution, which I beg to move. Think carefully, for two years hence it may be too late.

Mr. Wilson (Birmingham): I second. I hope, in order to save time, the Management Committee will immediately inform us of their acceptance of the proposal.

Mr. Watson (Secretary): I think I can say the Management Committee are wholeheartedly in support of the principle that Birmingham have at the back of their mind, but we have to face the practical effects of the resolution. You ask: What is the position of Benenden? As at present advised it will keep out of the scheme. As I previously said during the course of this Conference, we endeavour to place a

patient in a sanatoria that is best suited to give the treatment to the particular case as advised by the medical people, and to carry this resolution would mean that the Management Committee as and when this came under the joint control, would not use them and it would be of great disservice to the members of our Society that we exist to assist. We wholeheartedly agree with Birmingham that the voluntarily conducted and managed concern in regard to these cases, of what I will call the institutional system brought into being by this control, but until and if and when this scheme comes in we are able to provide sufficient voluntary accommodation to meet the ideas that have always been followed in this Society, we unfortunately cannot accept this resolution. Therefore I would like Birmingham to withdraw this, because quite frankly I don't like the idea of Conference turning it down, but if Birmingham withdraw it as a wise course of procedure and if, and I say if, National Insurance or whatever it is called comes along within the next two years, you will be in a better position to discuss it at your next Conference and instruct your Management Committee on alternative action to be taken, if that is the only alternative. I sincerely hope, with the return to more normal conditions, I won't say even to normal conditions, we do hope we will be able to make Benenden meet the cases it is not suitable for at the moment, but that is a question that under the voluntary system we have to rely on the voluntary contributions of people who have an interest in alleviating the suffering of their fellow creatures. If there are funds available throughout the country, and we shall be making an appeal to you because we feel there are funds available in the country, particularly now in the immediate future amongst our services, when we make that appeal, if that appeal is sufficient to make Benenden all that is desired in regard to the surgical, etc., treatment of T.B. I can say definitely the Council of that Association, backed by you, will carry out as early as possible so as to be absolutely independent of any other sanatorium in the country.

Mr. Morgan (Birmingham): We are very pleased about this, incidentally, because Birmingham's motto—as you may or may not know—is “Forward,” and we wanted to be perfectly sure that the Sanatorium Society had the implications of this new legislation in the forefront of their minds. Mr. Watson has told you the difficulties that you may have to be prepared to place your patients in sanatoria up and down the country. That is so, but under the new legislation the country will be divided into areas, each controlled by a Local Joint Authority under the National Health Service, and you will only be able, as I see it, to send your patients to an institution within that Local Joint Authority's area. That is the position that will have to be watched, and it may be that we shall have to seek other volun-

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tary institutions in addition to those which are controlled by the Local Joint Authority.

We are pleased because the reactions of the top table to our resolution show us that the indication is that this Society is going to maintain its entity in the future, and continue by voluntary effort to get special treatment outside the scope of the National Health Insurance for Civil Service patients. That is what we are trying to ensure for the future, and I am going to advise my adjutant to withdraw his resolution.

The resolution, with Conference's approval, was withdrawn. Conference adjourned for lunch at 12.30 p.m.

LUNCHEON.

A luncheon of the Civil Service (formerly Post Office) Sanatorium Society was held at the Holborn Restaurant on Friday, 1st June, 1945, with Miss M. M. Frakes, B.E.M. in the Chair.

The Chairman: Ladies and gentlemen, I welcome Dr. Norman Smith, a Deputy Senior Medical Officer in charge of the Tuberculosis Services, and I would like you to welcome him and our other guests in the usual way (applause).

Dr. Norman Smith: Although I am a very poor substitute, I am very happy to be your guest. The Chief Medical Officer has asked me to express his regrets, and to record appreciation of the excellent work you have done in the last 40 years, and his best wishes for all possible success to further efforts in such a worthy cause. A worthy cause no doubt it is, and I want to show in a few minutes how hopeful a cause. This is a Society of men and women of goodwill interested in helping one another against disease, but as my time is so limited I cannot do as I wanted to and discuss your report, but I must cut that out and get on to the final word.

What is happening to mortality? In 1913, the last year before the last war, we had 50,000 deaths from tuberculosis of people in England and Wales, and in 1938, the year before this war, the deaths were down to 26,000, about half. That is reassuring, although it is not the last word. The Ministry were aware of this, and said the peace-time service must not be overshadowed by wartime service. A Standing Advisory Committee was formed, and has sat ever since.

Regarding tuberculosis, war does bring increases in T.B. There is no doubt about it. We did think that it might not be the same as in the last war, when it went up in 1916 and 1917, and continued to rise in 1918, but after the armistice was signed it fell. During 1940 and 1941 we got an increase in the deaths of about 11 per cent.; in 1915 and 1916, the second and third years of the last war, we also had an increase of 11 per cent. Up to 1941 it looked as if we were going to do the same as in

the last war, but in 1942 mortality fell, in 1943 it fell further, and went down in both these years to about the pre-war level.

We have caught up to some extent with what I call "the mortality waiting list." A lot of people have to die of T.B. and some were hurried off by war conditions. We know we have an increasing T.B. service tackling the disease. We have the assistance of the mass radiography scheme and the financial allowances which we hope will bring forward more and more earlier, more and more hopeful types of case.

Just reverting for a moment, if you threw a lot of needles in a haystack and got people to go all round the haystack, one or two people would sit on them and find a few, but if you invented an apparatus for extracting needles from haystacks you would find them in large numbers and that, I think, is perhaps a parallel to mass radiography. We are out to find T.B. patients earlier.

Mass radiography is a sieving process; it is not a diagnostic process. We take 100 people, and roughly in 95 we can say that the chest is, at that time, normal. I hope in due time we shall be able to have periodic examinations for everybody, just as you all obviously go to your dentist once in six months (laughter).

Again, we are having reports from Navy, Army, and Air Force as well as from civilian units working in the country, and out of every 1,000 people examined about four require to be taken off their work and put in a sanatorium. That isn't bad. About 9 out of each 1,000 are kept under observation, and carry on with their work, perhaps regulating their lives a little, going to only four dances a week instead of six, but that is a constant figure all over the country so far.

I must say the financial allowance scheme was complementary to mass radiography. If people are feeling well they don't want to go off work, and if you put these two things together, I think it is a complementary measure to compensate when the breadwinner has to be taken off.

There is one snag in the efforts we are bringing to bear against T.B. and that is although we have more or less or very soon will have all the beds for the patients in the physical sense we want for the treatment of this disease, we can't get enough staff. The European war and the Japanese war are causing a shortage of domestic and nursing staffs, which is the one spot we are unable to clear at the moment. It largely rests in the hands of young women of goodwill to come forward for this work. We are short of doctors, but we can get round, but we must have nurses and domestic staffs before we can tackle it, otherwise I think the picture is good. There is a falling death rate, increasingly earlier ascertainment and treatment of cases are very much going ahead, and then there is some current work going on on chemical drugs for T.B., designed to kill the

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tubercle bacillus without harming the human tissues. All that can be said is that that work is full of promise. More than that cannot be said at the moment.

Shakespeare wrote: "It never yet did hurt to lay down likelihoods and forms of hope." If Shakespeare says so, it must be true. Sir William Osler, the great physician who knew things years before anyone else thought about them, wrote about T.B.: "Much has been done, much remains to do. By joining actively in the work of the local and national anti-tuberculosis societies you can help in the most important and most hopeful campaign ever undertaken by the medical profession." (applause).

The Chairman: May I thank Dr. Norman Smith on your behalf, and say we have enjoyed very much your speech, Doctor.

Mr. J. R. Williams: Dr. Norman Smith, Sir Henry Basford and guests, I am sure we are inspired by the eloquent effort of Dr. Norman Smith, and although he started in a small way, when he came down to mass radiography he started pulling us into that realm which we have been getting into at this Conference the whole time. I would point out this, they may want to know why we, in our day, did actually launch our scheme, and it seems to me the position is quite clear. Not only in the Civil Service, but in the outside world, it is clear that the incidence has been due to the fact that T.B. is an economic and social disease, and mass radiography has definitely proved it to us. There is no specific cure for the complaint, so our work will go on, and I ought to let the guests know that during the Conference we have decided to extend our benefits to cover cancer, and also the children of our members. I do not know whether Dr. Smith knows—we are well aware of the Circular 266/T,—but we also have a Necessitous Cases Fund, which has only been in being seven years, and we have disbursed £33,000 to our needy members.

I would mention this in connection with it. We are trying to keep our Society on a voluntary basis, and we are trying to give our patients all the private patient treatment we can give them, and I think we shall fit in with any new National Health Service which you may have in mind, either from a political or Ministry of Health point of view. We have reduced our waiting period of membership for T.B. to six months, which is a very good 50 per cent. slice. We are encouraging life membership, and that is a very important aspect which I hope to push in the next couple of years. I do not think the disease is so terrible as it was, I entirely agree with Dr. Smith, and this is only because of the efforts that have been made and the keen and desperate fight going on through the years, on our side anyway since 1905, which is still being waged on behalf of our members in the Civil Service.

May I read you one letter from the founder of the Society, who would have liked to have been here very much, but he is 78 and physically he is not able to be present. I think it sums up what our Society stands for, and it gives us something to carry on for from the point of view of the Society's objects and ideals. He writes:

"Dear Mr. Watson, I am very sorry that I shall not be able to be present at the Conference, although it would have given me great pleasure to have done so.

"As you are probably aware, I have been engaged for some days with Mr. Wareham in what I hope will prove useful work for the benefit of Benenden Sanatorium. The short interval between that work and the Conference makes it impossible for me to contemplate a visit to the Conference.

"I should, however, like to express my hope that the Conference may be fruitful of good results to the Post Office Sanatorium Society. In that Society you have an instrument which will give you power to work for and achieve great ends, and will foster that sturdy independence of character and kindliness of heart of which our race has always been proud, and which it would be disaster to lose. Yours sincerely, Chas. H. Garland." (Applause).

On resumption: The Chairman: The Mount Pleasant resolution is withdrawn.

Mr. Barry (S.W.D.O.): I move:—

That this Society, claiming to be the finest of its kind in the world, approach the greatest authority on T.B. with a view to advising and watching the progress of patients of the C.S.S.S. assigned to Benenden with a minimum visit once a month, and to be paid a retaining fee of £1,000 per year.

This resolution is self-explanatory. I said yesterday, in referring to the remarks made by the Engineer-in-Chief's Office, that there were complaints. Our Office experienced the same complaints, and we went into them and some of them have been frivolous, I will admit. It was thought by many patients that the medical attention of Benenden left a little to be desired. Patients have gone there and died. Our records show that last year 23 people died from T.B. This resolution is that by getting the greatest authority on T.B. in this country to go and review and watch the case or cases of our patients, and if they die their people who are left behind can honestly turn round and say this Society has given the finest there is to the patients. If the patient recovers it is a great credit to the Society. We all admit—especially those in London, who have been through a very tough time, and I was attached to the London A.A. Defences—there was not one penny spared to protect this City. Everything possible was done to stop the enemy getting here. With

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this there is no surrender, and every weapon you have got you must use to fight this dread scourge. If your daughter or wife or children go there I can only emphasise the fact that the medical attention is not the best. I must honestly say that; it is not the best there is in this country, so this resolution is that if you get the finest person there is and the finest person that money can buy to review the case which is in hand, or our cases which we send there, you will have what our Chairman and Secretary referred to at lunch, that we are trying to give the treatment as meted out to a private patient. I personally don't think at Benenden you do get the treatment as a private patient, because everybody there is in together, and the organisation is too vast to give individual attention to individual persons. I think there are only two practical things that have been put on the Agenda to-day. First I must hand it to Manchester—the adage is what Manchester thinks to-day London does tomorrow, which has proved itself here—when they suggested £104 at the Leeds Conference, and the Committee of Management have thought fit to bring it into line. Now this resolution of the S.W.D.O. is that you get the finest medical attention that it is possible to get for the patient. Probably we will get a barrage from the top table telling us we cannot afford it. I really prefer to see this Society heavily in debt, if it could save the life of one person. £100,000 in the bank; the Treasurer says Bravo, it looks good, but on the other side you have 23 people who have died, so therefore, Madam Chairman, in moving this resolution I expect everybody here to support it, and I hope to God nobody ever goes to Benenden, and if they do they have the honest and firm conviction they are receiving the finest possible treatment that money can buy.

Mr. Fordham (S.W.): I second the resolution. We have had cases come to light where many of our members have come from Benenden with a definite opinion that they feel, in spite of our activities, that we have overlooked one particular aspect, and that is of them receiving closer medical supervision. We have considered this matter, and we do feel, irrespective of cases, we should as far as practicable provide as much close supervision of these cases as can be given, and we have a particular medical officer in view who would be prepared to undertake the duties, and in spite of the figure we quote, he was prepared to do it at a less figure.

Mr. Chivers (Liverpool): The Liverpool constituency instructs me to oppose this, on two particular grounds. Firstly, it would create a definite distinction if a specialist were provided at Benenden and not elsewhere. Patients allocated to Benenden would definitely have preferential treatment over patients allocated to other sanatoria throughout the country where the Committee of Management was told it is sometimes better to send

them. Secondly, as I understand it, the peak of treatment for T.B. is surgical. In most of the cases that have had treatment, it is a matter of time, rest, good food, possibly a series of injections, but the local officer in charge of the sanatoria is nearly always, to my knowledge we can cast no doubts on their capabilities, able to determine the extent of treatment which may be necessary for a particular type of complaint, and if he deems it is something beyond his own knowledge and capabilities, he will call in further and more expert opinion, and I think the Society will always support the medical officer if he chooses to do that.

Mr. Arman (Assistance Board): I oppose this resolution, because in our view it is a retrograde step to assume—and there is a false assumption beneath this resolution—that the quality of service which is obtainable from the medical profession of this country is necessarily and always will be conditioned by the power of the purse. I believe that to be a completely fallacious assumption.

Mr. Barry: It is a lie; it is the truth.

Mr. Arman: Our friend says it is the truth. It may be the truth to-day, but by the grace of God it won't be the truth in a very short space of time. As Civil Servants we have built up this Society, of which I have been a member for twenty years. It is one of those occupational social services of which people in this country and in the Civil Service are justly proud. But no one, I submit, would suggest that the solution to the medical difficulties, absence of reasonable treatment and proper treatment for disease, can be cured—so far as this country as a whole is concerned—on this basis. We have at the moment a White Paper on a National Health Service which the House of Commons is determined shall be the general basis on which a radical revision of medical services in this country shall take place, and of the hospital services.

It is our job, I submit, as Civil Servants and as citizens to see that that National Medical Service is the finest thing possible to produce, that it is a fully efficient service, and that nothing can be obtained by the power of the purse. Given those conditions I believe there is not a great deal more that, on an occupational basis, we can do for our people who suffer from T.B., but if we start undercutting in this point in time the principle—which seems to me axiomatic if we believe in progress at all—that the National Health Service when it comes—and it must come quickly—must provide the finest service it is possible to produce under any conditions, and nobody can get a better service anywhere than that, it is a result of a scheme to which as citizens we shall be entitled to participate. That is the crux of this matter. This is a resolution attempting to provide by the power of our own Society's economic stability prospects for the Civil Service in this matter from the

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position of the country as a whole, when we have within our grasp the potentiality of a first-class service available to everybody in the country, whether he is a miner, a postman, or a staff clerk, or whatever he is. He should have a first-rate claim to the best service that medicine can provide. Money should not come into it at all, and I deprecate very much the fact that this suggestion should have appeared on our Order Paper to-day.

Mr. Taylor (Manchester): Reference was made by the mover of the motion to what Manchester thinks to-day London does to-morrow. I want to dispel the idea in this particular instance straight away, because we oppose this resolution. Mind you, I have had experiences as my friend has had at Benenden. I am one of those people who always came back. I have been there twice in the early days of Dr. Spurrier that grand old gentleman whom we all remember with reverence. There is one point I want to make, and possibly it will meet our friend's remarks about the lack of attention by the medical people. In my own experience, I had unfortunately to go there again after Dr. Spurrier had gone, and have this A.P. treatment which has proved in many cases such a great success, but the Medical Superintendent at that time caused some dissatisfaction amongst the patients in my time regarding what was thought by the patients to be lack of medical attention. It was because they felt that the Medical Superintendent didn't give them personal attention; for instance, instead of seeing the patients perhaps once a day or once in every week, he made it once a month, and had a definite examination. I was saying the patients felt that they were not quite getting that expert treatment they should be accorded, but there might be something in that point of view, but it isn't suitable to say that because I know from experience, and my colleagues know, our cases would be referred to Brompton Hospital if necessary, to our specialist Dr. Myers, and anywhere where it was necessary the case should be submitted, and I am quite confident it was submitted and due notice was taken of the case and proper treatment supplied. I want to dispel the idea about Manchester and London. We don't think it in this case.

Mr. Hoare (L.T.R., N.W.): At the outset I want to say it is not my practice, from my Conference experience, to unnecessarily add to a one-sided debate. But on this occasion I want to get in on opposition under the direction of my constituency, and I want to do so because of one particular thing that the mover of the motion said. He said, with an airy wave of his hand, he expected a great barrage from the top table telling him we couldn't afford it, how that wasn't possible. I want him to understand he is getting the barrage from the floor (applause) because that appears to be the only way that will

satisfy him this Conference at any rate does not see eye to eye with his constituency on what they want to get.

To take another aspect of what he said. He quoted an Ack-Ack Battery, and of using all the weapons you can find to defeat the enemy, but I ask him this, would you use your Allies' weapons, and leave them defenceless. Because that is exactly what he wants to do with his resolution. He wants to exclude all the other people who need expert treatment from the highest authority, as much as any member of the Civil Service might need it. That is what he wants to do. He wants to see the ammunition, the defence weapons, shall be exclusive to the Civil Service. I want to deny that. I have worked outside the Civil Service, I was treated outside the Civil Service, given preventative treatment as a child. I grew up under adverse family circumstances, and I would hate to think that merely because my father, because members of my family were not fortunate enough to be able to subscribe 1d. a week to a Civil Service organisation that they should have been excluded from any treatment that was going. I want to make that quite clear, because I want our friend to understand why I have got in on this debate, when it is already obvious to me that Conference doesn't agree with him. Another thing is; what do we regard Dr. Myers as now, a general practitioner? Because he is asking for the highest medical authority. All the people I know who have got into contact with Dr. Myers have spoken in the greatest admiration not only for the advice and attention they have received, but the extra attention that he has secured for them. When the mover talks about the highest authority, what does he mean? Someone like Sir John Boyd Orr? Is that the authority? Because if that is what is the highest authority to-day, it is not the highest authority tomorrow, and consequently we shall be faced year after year, Conference after Conference, with applications for particular people who are regarded by particular other people as being the highest authority of the day. Let us look at this rationally, to what he wants to pay them, and ask him if he thinks he could get the highest authority with time to do the job, to give the attention described in this resolution, and accept the retaining fee of £1,000 a year for the privilege of doing it? I want Conference to let our colleague know in no uncertain terms, because I resent it rather, his assumption that the barrage would only come from the top table in this instance.

Mr. Woollard (Treasurer): Official barrage (laughter). Taking the first 14 words of this resolution Conference will most certainly agree, and go further. This is the finest Society in the world, but is the South West really serious in suggesting a retaining fee of £1,000 a year, 12 visits a year, and each to cost £83 4s., and when the great authority has reached Benenden, is

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is satisfactory to say that his advice will be taken? The Medical Superintendent of any sanatorium has the last word, and if he says he won't take advice, he won't take advice, and this Society or any other Society in this country couldn't force him to take advice.

Your Committee has always taken the necessary steps to cover this position. We have an adequate panel of consulting specialists. Your Annual Report will show that Dr. Bernard Myers, the specialist of this Society, is a member of the Benenden Council, and who would dare to say that there is a greater authority on T.B. in this country than Dr. Myers? The acceptance of this resolution would place us in the position of making an expenditure totally unwarranted. I am going to be brief. Much has been said. I know Conference is determined to turn this down, but in preference I would ask Mr. Barry from his S.W. constituency to withdraw it. He has had his say. Conference knows what he means, and thinks about it. Now is the opportunity, do the big thing; withdraw.

Mr. Syms (Ministry of Agriculture): There are too many suggestions from the top table about withdrawing resolutions. If we think resolutions are bad, Conference, blow them out, and turn them down.

Mr. Watson (Secretary): I feel it a reflection on myself, first and foremost. I have never received a complaint regarding the medical attention at Benenden during the whole of my connection with it. The incident referred to yesterday was one of those unfortunate accidents which was put right immediately. Secondly, your Committee have always supported me when I have reported to them any special examination that I have raised with Medical Superintendents, not only at Benenden, but at other sanatoria throughout the country.

The next point is I hope Conference won't think that the 23 people shown as dying in my Annual Report were all at Benenden. As far as I can call to mind, during last year we had three. The other twenty were throughout the rest of the country, and I regret to say one definitely, at Benenden, who died, was taken there out of sympathy and consideration for the individual and the family, much against the Medical Superintendent's desires, but it was a kindness on his part to take that person from circumstances and conditions. As a matter of fact, to be quite frank, the wife was in hospital, the child was down with T.B. and this man was taken there to die, whereas he would have been living at home in the house practically on his own.

Mr. Barry (S.W.D.O.): I am honestly convinced that I have done my duty to my fellow bed-patients. I can go over all the criticism that has been put up against me, but the only thing is that these people have paid for this, they have subscribed,

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and they are willing subscribers, but they probably could have had the treatment through their local Council for nothing. They have paid twice for it. They have paid in their rates. I get criticism for saying because he is in a Civil Service Sanatorium Society he should get preferential treatment, because he pays a penny a week. What are we paying a penny a week for? For something better. I am not asking any more. I am just asking if a man's life can be saved, if it can be, that is all. I came back from Benenden; I went to the Leeds Conference and tried to get a say in there. I have waited two years, and I thought it my honest duty to come here and be honest with you people here to-day. If you floor me that is your business. I think I have done my duty to my fellow bed patient.

The resolution was lost.

The Chairman: Inland Revenue have withdrawn their resolution.

Conference agreed to the withdrawal.

The Chairman: Now a composite resolution in the name of L.T.R. City Area and L.T.R. N.W. Area.

Miss Perkins (L.T.R. City Area): I move this resolution on behalf of my constituency. I feel the time is opportune in that the Rules have been amended to say a separate certificate should be issued for membership. We suggest perhaps it could take the form of a certificate which could be stuck in the Rule Book, as we feel a lot people like a little bit on the book, but we have had experience in the past of some difficulty in getting hold of a rule book for reference purposes, because we find lots of members lose them. They therefore lose their membership portion, and we know to get a new rule book the membership certificate on the cover has to be cancelled, so we feel that a separate certificate could be very helpful, and they could then put it away with their private papers and would always be able to find it.

Mr. Squib (Portsmouth): I second.

Mr. Hogg (Committee of Management): I am in a very happy position in connection with the resolution. I move no change, more or less on the grounds that the mover made, that very often the rule book with particulars of membership on the back gets lost. If we changed our method and were to issue a certificate that would get lost also. The only method would be to frame the certificate. I do feel we cannot at this moment change our method, which has existed for years, in sending it out with the Rule Book, with the name of the member in the back. We have found it to be very beneficial, and it has helped us. I move no change.

Mr. Elliott (Manchester): What procedure is followed on the wife of a man entering membership of the Society. Is there any certificate given in respect of her?

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Mr. Watson (Secretary): There is no actual certificate, but it is a post-card, indicating that the wife of the member has been accepted into membership. Of course that should be put with the Rule Book, but that is quite a separate item.

Mr. Elliott: Further to that, Madam Chairman, I raised the same question at Leeds two years ago, and said members of the Manchester constituency who had enrolled their wives were still waiting to receive notification that their wives had been admitted. My own wife, I am waiting to know whether she is admitted. When you get members of your constituency asking you for evidence that their wives have been admitted, and you are told by the Secretary that these notifications have been sent out and they have not received them, it puts us in an invidious position.

Mr. Hoare (L.T.R. N.W.): We withdrew this proposition because we felt that L.T.R. City had introduced something extra which was useful. Other than that, there was no difference between our constituency and the L.T.R. City constituency on the principle underlying the motions. We have been told to-day that it would be impossible to depart from the standing procedure. Let us examine what the standing procedure does. We have had a number of requests from long-standing members of the Society who say that at the time they joined books of rules and certificates of membership were not issued. Being younger people we cannot contest that, but what we can ask for, and what I think a member of any friendly society is entitled to, is a copy of the rules of that society as they are amended from time to time. When we have put up applications to Head Office on behalf of these members who have either lost their Rule Book or legitimately never received it, we have had to wait for the procedure to be operated for a fresh certificate of membership to be issued. Imagine the work involved in first of all submitting these names to the Registrar, finding out whether they are members, and we have had some returned saying when they joined.

A Delegate: On a point of order, is the speaker speaking to this resolution?

Mr. Hoare: I am speaking to the resolution. I am giving the reasons why it is necessary to have a certificate of membership separate from the Rules, and I claim, Madam Chairman, that I am perfectly in order, in support of my argument, in quoting instances as have been quoted in Conference previously. We think also, that this is an opportune moment at a time when the Rules of the Society have had to be reprinted, to introduce a procedure which means that a printer has got to leave a block off the back cover of the book. We think it is a useful method and we did not expect any opposition from the top table, particularly when we remember the previous discussion we have had at this Conference about the intention to overhaul the

general organisation and administration of the Society. It is only because of that I wanted to come into this discussion, because if Conference agrees to it rationally, they will see it is quite as easy, whether the member loses it or not afterwards, to give him a slip with his membership certificate on and to issue him from time to time with the Rules which we claim he is legitimately entitled to under the Friendly Societies' Act.

Mr. Tyler (K.E.B.): I am mandated by my Branch to support this resolution. The simple reason is that we in K.E.B. have gone out of the way to recruit roughly a hundred temporary women sorters. Owing to the cost of paper and printing, we have not been able to supply them with a copy of these current rules. We have reached the end of the war in Europe and there is a possibility under the reorganisation scheme of the Post Office that these women's services will be terminated. We are hoping before they go that we shall recruit a few more so as to get them into the membership of the Society. They will be going within 12 or 18 months and then they will leave the Society without any record of being a member, apart from the pay sheets in K.E.B. They take a keen interest in the Society and they have asked us to see if they could have some certificate which would show that they were members when in the Post Office. It should not be pasted in the back of the Rule Book but I think it should have the word "certificate," similar to the post-war credit.

I wonder whether some of you could find your post-war credit, but it does give you some standing. I am mandated by my constituents to support this.

The Secretary: It is astounding to me to hear at this moment that there are 200 women sorters in the Society and not one has received the Rule Book. I would like particulars of any individuals sent to me to be enquired into, because it is part of the routine when the deduction form goes to the Department that a Rule Book is sent, with two exceptions, to the private address shown by new members on their application for membership and everyone should have received a copy of the Rule Book with that certificate at the back.

Mr. Dudley (Mount Pleasant): There seems to be a lot of mixed feeling with regard to this certificate of membership. I would like to make a suggestion, which I hope the Management Board will see fit to accept, and that is that the certificate of membership be perforated inside the Rule Book so that those who want it separate can tear it out and those who want to keep it in can keep it there.

Mr. Edwards (C.O.M.): To oppose. Miss Perkins first of all said that this certificate would be useful, but did not say in what way. Another delegate spoke about the issue of new Rule Books. I think that is beside the discussion alto-

gether. Before this was moved I found it difficult to find the reasoning behind it. The Committee of Management opposes it because it would entail an unnecessary amount of work, and at this particular point in time that is, I think, a thing to be avoided. We have already overloaded the Secretary with a good deal of work at this Conference. We have had the children's scheme, the cancer scheme, and these must have repercussions on the staff, particularly on people who are going to carry out the routine work and issue of Rule Books and certificates. We believe it would be far easier to lose the certificate than it would be to lose the Rule Book. Incidentally, the question of the issue of a new Rule Book is already contained in our Rules. It would be interesting to know—and this is where I come to Miss Perkins' point—how many people have been asked to produce a certificate when they have required treatment. It would also be interesting to know how many people would retain a certificate for any appreciable length of time. I suggest there are not more than 10 per cent. of the ordinary members of our Society who retain our Rule Book, and certainly would not retain the certificate more than a very short space of time. The Committee of Management are of the opinion that the cost and amount of work involved would not justify the issue of a certificate with the Rule Book.

Miss Perkins: In reply to Mr. Edwards, I think the certificates are more safely kept than the Rule Book. I had a certificate of membership sent to me. I put it away with insurance policies because it is, to me, an insurance policy and, therefore, I feel that a certificate of membership would be much more useful than when it is printed on the back of the Rule Book. I must confess I have not my Rule Book. I had originally, but I have been in the Society so long that I could not find it, but I speak too with people who get the Rule Book and lock it up and put it aside. If members like certificates in Rule Books they can gum them inside and put the Rule Book with their policy. I do not think many of them will.

The vote was then taken and 80 voted for the resolution and 87 against.

A card vote was then demanded and 470 were for the resolution and 942 against.

The Chairman: I declare the resolution lost.

Mr. Dudley (Mount Pleasant): Will the Management Committee give us an assurance that they will consider the suggestion I put to them, to have the thing perforated? There is no expenses attached to that at all.

Mr. Williams (C.O.M.): We will give consideration to that. We think the suggestion is a good one.

Mr. Fox (Engineer-in-Chief's Office): May I be informed whether it is the intention of the Committee of Management to supply every member with a copy of the Rules,

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Mr. Williams (C.O.M.): The answer to that is, no.

Mr. Fox: Then how is a member to have the Rules made available to him so that he might know what benefits he is entitled to.

A Delegate: Rule 56.

The Chairman: The local correspondent has a supply and if the member has not the information he requires he will apply to his local correspondent.

Mr. Syms: May I ask for an explanation of the point that has been put. I do not want to argue against our new General Secretary, particularly with our knowledge of his work for the Society, but his direct negative in such simple plain terms to the question raises an issue in our minds whether it is fully implied. I mean whether, when paper and printing arrangements become easier, and we get down to normalcy in that direction, the Committee of Management will give some consideration to it because we have altered these Rules to a considerable extent at this Conference, and it is my belief that every member will want to know precisely what are the conditions of his membership and benefits of entitlement, and so on. Therefore, I do suggest to the Board of Management that they should give consideration when the time comes to issuing a Book of Rules to each of our 200,000 members showing the new rules as they are to-day.

Miss Jackson: I do think every member should have a copy of the new rules.

Mr. Williams (C.O.M.): I know Sym's ideas and Miss Jackson's on how we are dealing with the membership certificate. You turned that down. The question was not important when the discussion came up and points were used to consider the loss of Rule Book, but the new point which has been brought up should have been brought up under the Secretary's Report. In the light of the reconstruction of the whole rules, when the paper situation becomes somewhat better, we shall certainly give consideration as to whether we might use it as propaganda value and do it from the recruiting point of view. We shall have to consider the point of issuing the Rule Book to everybody, but we have to look at it from the financial point of view. But I will give that undertaking now.

Mr. Fox (Engineer-in-Chief's Office): Can we be assured that the Registrar of Friendly Societies does not deal with this point and that a copy of these should be made available to every member?

A Delegate: On application.

Mr. Jolly (Trustee): Will you draw the attention of Conference to Rule 56, which provides that any member can on demand receive a copy of the Rules of the Society on payment of a sum not exceeding 1/-.

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INVITATION FOR NEXT CONFERENCE.

The Chairman: We now come to the next part of the programme, and that is the venue of the 1947 Conference. I propose it be held in Southport. Is there any discussion on that?

This was formally agreed.

CHARLES GARLAND.

Mr Robinson (Air Ministry): We were regaled by the new Secretary with a very clear reply to what was said to us by our visiting doctor at the luncheon and he wound up by reading to us a letter he had received from Mr. Charles Garland. I am one of the junior members of this Society. I only joined it in 1906 and I knew Charles Garland personally, because like my friend Arman over here, I also came from the Post Office, and I had left it before he joined it. Charles Garland, who was personally responsible for the beginnings of this Society, has throughout the years held it very much near his heart. There is not any doubt whatever that if he could have been he would have been with us here and we owe it to him to reply to his message and first of all convey to him our remembrances of him, secondly to send our good wishes, and thirdly to assure him we will keep the flag flying.

The Chairman: That is splendid.

A. F. FOUNTAIN.

The next business, I think, is a letter from an absent member of the Board of Management, Mr. A. F. Fountain, whom you probably know is on duty in Germany. It has only just at this moment come to my hand and I wonder if Conference would like to hear what he has said:—

Just a line to wish you a very happy Conference. I cannot tell you how much I regret having to miss this, what I regard as probably the most important of the conferences yet held. The subjects of cancer and children alone are such I should have loved to have been in on them, especially as I moved the resolution on cancer at the 1939 Conference. However, so much has happened since that time, and fate decrees that I have to be here in the midst of the most utter desolation and chaos that anyone has ever seen, and believe me, when I say desolation and chaos, I mean it. I shall spare a moment or two from getting a bit of order out of this muddle, to think of you at Conway Hall and sincerely hope you will have a successful meeting and that the junketings after will be no less successful.

Please greet Conference for me,

Yours sincerely,

A. F. FOUNTAIN.

I am sure you will like us to send a suitable reply in your name (hear, hear).

ALFRED P. WATSON.

The next resolution is in the name of the Committee of Management, the Assistance Board and the Ministry of Works. I call on Mr. Williams as representing the Committee of Management.

Mr. Williams: Madam Chairman and Colleagues, I am proud to be entrusted with this resolution:—

This Conference places on record its deep appreciation of the valuable services rendered to the Society by Mr. Alfred P. Watson and wishes him on his retirement from office many years of health and happiness in the days yet to be.

I have a certain amount of mixed feeling about this resolution in that it means while we are giving appreciation to our old colleague, Alf Watson, it also means that he is retiring from our counsels, shall we say from attendance in our midst, and when a Secretary retires it leaves a tremendous gap in the ranks of the people who have served the Society and is very hard to replace. Since somebody said at the last Conference in moving a vote of thanks to the Chairman, that he started off as a young man amongst the middle-aged gentlemen in the Committee of Management, I am afraid I have seen those people leave one at a time and our old Alf here, is the last one of that long line and breed.

The Chairman has asked me to say just one thing on her behalf, that, after I have spoken, she wants to allow latitude for anybody else to speak in support of this resolution, which I am sure you will support.

The Chairman sent out an appeal to the membership of the country, to the Departments and so on, and you will hear the result of that appeal later on in the proceedings. But she pointed out to you that it is the age rule in the Rules that makes all the difference to us keeping Alf Watson here and, further, she was able to tell you in this appeal that 26 years of unbroken service have seen a transformation in the growth and activities of the Society since Mr. Watson took up this work. Since he became Secretary, in 1935, the membership has increased by 90,000 covering the whole Civil Service. The Necessitous Cases Fund has been introduced and the Wives' Scheme has become a reality, and the Society has been established on a firm and sound basis. Much of this is attributable to the foresight of Mr. Watson, and to his breadth of vision during the whole period.

I think, perhaps, I ought to say one other thing first. I had the pleasure at the first Conference of the Society I attended in 1927 at Birmingham, of being called upon to make a presentation to the Chairman at that Conference and that Chairman was A. P. Watson. He was right at the top of his powers then, and I proposed a vote of thanks to the Chairman, who had been

tactful, but firm, who had steered them gracefully through their difficulties and had met the representatives of the city in a dignified manner, and the Chairman suitably replied. I have been an intimate and close associate of Alf Watson since 1935. He was part of the inner circle before that and I was not, but since 1935 I have been the deputy secretary and the association between the deputy secretary and secretary must be close because the deputy secretary might have to step into the shoes of the secretary at any point in time. I have been faithful to my boss and I hope loyal to the tradition he set, and I am sure I shall have the same tradition to follow in the light of what has gone before me as secretary to this Society.

The contact I had with him, not only in Lion House, which is round here, but in other directions and in the blitzed White Horse round in Holborn, and my experience with him considerably broadened my outlook and, I might say, mellowed me and I learnt very much. In the last few years—why he took the step I do not know—he got the headquarters evacuated to Grove House right in Bomb Alley and for five years he travelled up and down every week with bombs and trains and every conceivable trouble and the stress he must have suffered must have been considerable. Well, you see him to-day. He does not seem to have felt the slightest bit of it, but the work of the Society went on and at the Sanatorium at Benenden as well, and it went on full tilt. What he has brought to the Society and to the Movement's benefit, is his business acumen and I can tell you he has got some and his experience of other movements besides this one. He has thrown all in on this one and all his time and it has been without stint in that direction. Even at the present point in time his mind and brain are as keen as they have been, and one thing I will say that I admire. He can take decisions. He has a decisive mind. He has a streamline mind and has a width of vision which goes a long way to build up a movement of this kind. But, of course, this is where I have to come back to it, physically he is not so streamlined and I hope he does not mind my saying so. I did hear from one of the Treasurers who went by many years ago, that he has never been different since he was 20, but has maintained the same good appearance all the time.

There is one thing about him I can tell you also: he is one of the best trenchermen I have ever seen. In addition to that, he knew where to get his trencher support from as Chairman of the Mount Pleasant Dining Club. There again, there was experience in working out menus of which he was able to make use at Benenden. He likes a very nice cigar and if any of you know where he can get one, he is always open to assistance.

You can see in me the first secretary patient, but you cannot see that in Alf Watson. Do not think that just because

he is leaving us that he is leaving the movement as a whole. He still remains the honorary secretary of Benenden and I hope when we have a meeting of the Committee of Management after this meeting, they will agree to re-elect him unanimously to that post. He has always had big ideas about Benenden, as you know from the appeal. I am going to make a suggestion to him which I made to the Committee of Management a few days ago, that it is about time we launched an A. P. Watson Victory Fund and I am sure it would get thousands of pounds. I make that suggestion and I am sure he will make a go of it.

My next point takes the whole side of one paper, and is a record of the services performed by Alf Watson. I shall leave some of them out.

He got his Civil Service certificate on 21st August, 1901. It was not long before he started activities. He joined the Fawcett Association Local Committee in 1904 and he was on that until 1918. He got on the Central Committee or Executive Committee, and he was on that from 1906 to 1917. He was a local secretary from 1908-17 and a treasurer 1907-17 and of the United Government Workers Federation 1907/10, and acting general secretary of the Fawcett Association 1907/08. He was assistant general secretary of the Fawcett Association 1908-18. He was on numerous committees. He was the national joint committee secretary in 1919 and on the War Emergency sub-committee of the Fawcett Association and of the T.P.O. Committee. He was also connected with another insurance society from 1916/33. He was secretary from 1925 to 1933. He was on the Provisional Committee of the Post Office Federation, and then came bigger things—the Civil Service National Whitley Council from its inception in July 1919 to 1925. He was on the U.P.W. National Executive Council from May 1922 to May 1925. He was Chairman of the U.P.W. 1924-25, and during that chairmanship Bowen was in America on behalf of the T.U.C. most of the time and Alf Watson was actually doing the General Secretary's job of the U.P.W.

In our own field, he joined the P.O. Sanatorium Society on its inception. On the Committee from 1st June, 1919, to May 1935, he was Chairman in 1925 until 1927. He has been Secretary since 1935. He has been on the National Sanatorium Association Council from 1925 to 1936, Vice-Chairman 1936-37, Chairman 1937-1943—Six strenuous years, and Hon. Secretary 1943 to date. I hope he will continue.

I cannot finish this record without just mentioning that he was on the Committee of the Mount Pleasant Refreshment Club from 1922, Acting Chairman 10th December, 1923, Chairman from April 1924 to April 1940. I think that is a record of service which we might well emulate amongst the rank and file of Unions and Associations (applause).

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I would like to read the piece that Alf Watson has put in the Annual Report this year. He says:—

"In this my tenth and final report, I have great pleasure in acknowledging the wonderful support and confidence that has been given me by everyone connected with the Society. May I say a special word of thanks to every member of the Committee of Management during the period I have been Secretary.

"I must take this opportunity of expressing my deep gratitude to all members of the Office Staff who have rendered me and the Society most loyal support, particularly so considering the conditions that have prevailed during the past five years."

The Office Staff are sitting up in the gallery and are all proud to be here to-day to hear the farewell to their old governor.

I am sure, on your behalf, in moving this resolution, that I can wish you Alfred, Mrs. Watson and your family, good health to carry on your work for the Movement and many years of happiness. I personally have been very glad of your association and on behalf of the Committee of Management I move this resolution.

I hope he will always be with us as long as he possibly can be at these conferences (loud applause).

Miss Jackson (Ministry of Works): I am very grateful for the opportunity of seconding this Resolution. I have known Mr. Watson and his wife for about thirteen years. I have been closely associated with them on the work of the Sanatorium Society, and I have known them as a friend and have spent many hours in their company. I do not think that many of us to-day can claim that we know people with the long record and faithful record of service for others performed by Alf Watson. I do not want to repeat what the new Secretary has said about him, but I would just like to say that the culmination of the work in the Benenden Fund, which was the thought of Alf Watson, has, I think, ended a very glorious career of service for other people.

I want to say without any offence to the new Secretary who is taking on his job, that he has a tremendous job to fill in taking the place of Alf Watson. I think he is a man with tremendous vision. I have sat at about eight Conferences and I have seen General Secretaries, and I think he compares with the best of them, that he can sit and size up his audience, and I have never known Alf Watson to be beaten at any Conference I have attended. He seems to get to the back of our minds and to put over a story, the story of the Committee of Management; and sometimes we were thinking we had got what we wanted. and

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afterwards discovered we got what Alf Watson thought was best for us (laughter).

I would just like to pay one small tribute to his wife. Those of us who have been associated with them over a period of years have never seen those two apart. She went about with him but she must have spent many hours alone as well, and we must couple her with him. They have been a real pair, and nobody could find a better Darby and Joan. He has looked after her and she has looked after him, and they have been an inspiration to a good many of us.

I would like to say one other word, and perhaps it is a word of advice. When I get on the Board of Management I shall look back on the example set by Alf Watson and shall try to be kindly when I am up there, and I think that all the people that are with the Secretary must go back to the example set by Alf Watson and take the broad view of things. I think we shall go forward, and that Alf Watson's work will not be forgotten. I would like to thank you, Mr. Watson, for all you have done and all you did for me in the L.E.D. where we had many bad cases, and for all the advice you gave me when I went to you for advice; and also for the friendship you gave me, some of which I shall never be able to repay. I wish long life and happiness to Mr. Watson and his wife, and I hope the new Committee of Management will not forget that we would like to see him at future Conferences (applause).

Mr. Pepper (Assistance Board): I have not the privilege of the two previous speakers of being such a close personal friend. I feel sure I am expressing the thought of every delegate at Conference, indeed every member of this Association of ours, in supporting this Resolution and wishing Watson and his good lady everything that is good in life throughout the rest of their term on this earth.

My first recollection of Alf Watson was when the Assistance Board Constituency was formed. I had the honour of taking the Chair at their inaugural meeting, and I was rather surprised when I saw a gentleman coming along with a figure that rather reminded me that that was the way I was going (laughter). Having heard how he got the figure I am now thinking of joining our Canteen Committee.

Frankly what has always amazed me about Alf Watson is the easy manner in which he has been able to handle not only your Sanatorium Society rank and file, but the senior officers of the Department, who, as most people see them, are normally frosty, reserved and very stand-offish. But Alf always managed to get round the right side of those people and use them in furtherance of the objects of this Society. I think in that we have to pay very great tribute to a very grand officer. I am sure during the years he has given to this organisation we could not possibly

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have found a better leader, a better officer; because although, with due deference to you Madam Chairman, the Chairman is ostensibly leader of the organisation, we all realise that the power behind the throne is the Secretary of the organisation, our friend. I know many of you want to get in in support of this Resolution, and therefore I will curtail my remarks, but I have been thinking about this retirement of Alf for some little period, and I have come across a quotation. Some wise man wrote, "Perfection is immutable, but for things imperfect change is the way to perfection." I give that to Alfred as something which he can try to live up to, but I think we all realize that in asking someone to succeed such a man as Alf Watson we are imposing on him a task which will only give us reason for added sympathy with the new Secretary, in trying to emulate a man who has come as near perfection as any of us can hope to do (applause).

Mr. Hogg (C.O.M. and Glasgow): I am going to crave the indulgence of Conference and ask you to allow me to speak, not as a member of the Board of Management, but as Secretary of Glasgow. That is how I know Alf best. Glasgow, I am sorry to say, is one of the black spots in Tuberculosis up and down the whole country. At the actual moment we have, I think, 19 cases receiving treatment. When I write to Alf I say, "Dear Alf, I am sorry—another case." I had to give him particulars and asked, "What can you do to expedite it, and can you get him near home or at Benenden?" Alf has always come up to scratch. I have also written to him and said, "There is a snag in this case; there is a question regarding membership." Alf has interpreted your rules very broadly in favour of the member—very much indeed. On behalf of Glasgow I thank Alf Watson very much indeed.

Mr. Whittingham (S.W.D.O.): I would like to thank Mr. Watson for his kindness and help, and wish him and his wife on behalf of the S.W.D.O. Constituency long life and happiness. There is one incident I would like to recall. When he was Chairman of the Refreshment Board at Mount Pleasant we had a lot of trouble over one period, and he called a meeting which was to be held on the roof. We all trooped up there, and things were getting very awkward, but unfortunately it came on to pour with rain, and Mr. Watson closed the meeting.

Mr. Annis (Mount Pleasant): I feel sure that Alf would not like this occasion to pass without getting some reference to his associations with Mount Pleasant, the Mount Pleasant area of the Civil Service Sanatorium Society. You have all heard of his qualities and abilities to-day, what he has done, and I can take you back 40 years, when I was a young man with him, and through the awkwardness of the duties to which we were subjected in those days. I can now visualize him, after

having performed a duty which required him to get up between three and four in the morning, to extend his knowledge and to benefit the whole of the associations he was acting for, he used to attend evening classes to study elocution and the necessary sides of learning which would benefit him in the many activities he had to take on. So you see that it is not just a question thrown at you, but when he has given his services he has given them with a great amount of labour in his younger days, and we have received the benefit of that learning he has received. We found in the Mount Pleasant area that he was able to pick out the people who would benefit the Association to the greatest extent. I am thinking of an instance where he wanted to find a Secretary, and I think his judgment was correct in that case, and as an Association we have benefited to a great extent by Watson's forethought in finding such a man as Woollard. Many things said about him regarding the Association reflected back upon the services which, as a younger man, he was wont to give; and I do feel I am speaking for the whole of the delegates and the members generally of the Mount Pleasant area when I give him our very best wishes for long life, health and happiness in the future (applause).

Mr. Jolly (Trustee): In this connection I would prefer to be regarded as L.T.R. Headquarters delegate, as the senior member of the Headquarters delegation of the L.T.R., and I think I can safely speak for the L.T.R. on Mr. Watson. Alfred, I would not like this occasion to pass without saying how much I thank you for everything you have done for the L.T.R. and for me personally during my period of Service for this Society. It covers a great number of years—25 to be exact. Although I have not been on the Committee of Management the whole of that time I have been closely associated with Alfred Watson, especially perhaps during the last eight years in the matter of the trencherman business. As I was Secretary of the Cornwall House Refreshment Club, maybe I was in a privileged position to supply Alfred with the food he so badly needed, but apart from that question of the assistance given by Alfred I have no complaint whatever. On every case I have referred to him he has done everything possible to make the way smooth for me to carry out the requirements and needs of my members in L.T.R., and even at such a late date as last Friday (I think it was) he arranged for one of our own members to get into Benenden because I suggested he needed it, to enable us to carry out our promise, or rather our slogan, that early treatment was essential. For that latest act of grace on the part of our Secretary I would like to give especial thanks. That was a girl in the Centre area. Maybe I should not have dealt with it as

being a Headquarters girl, but nevertheless it came to me. I dealt with it and Alfred dealt with it also. To Alfred and Mrs. Watson up in the gallery, for their friendship and assistance in every way I thank you sincerely, and from L.T.R. we do appreciate everything you have done for us.

Mr. Pepper has mentioned Alfred's method of dealing with chiefs. I am delighted to say that the chief of my Department is here this afternoon. He is Chairman of my Committee, and I personally have found him, and every chief with whom I have come in contact, as interested in the Society as the lay members, and I thank you one and all, chiefs, and Mr. Taylor especially, for all the assistance you have given to me; and I am sure you personally, as Chairman of our Committee, would wish to be associated with the remarks to Mr. Watson (applause).

Mr. Tyler (K.E.B.): I am one of those young members of the Fawcett Association. Although I never had the experience of working with Alfred Watson personally I feel I would be failing in my duty if I did not pay a tribute on behalf of the old colleagues in the City of London. Men such as Bill Windmill and George Brunton bore the brunt of the early days of the organization and they are not here to pay tribute to his services. They would have done it more eloquently, but it would be remiss if I did not place on record the sterling worth of the work of Alfred Watson. We have put up cases to him, and we have found him always helpful and willing to assist us in every way in the individual cases. I would like on behalf of the City of London to wish him all the very best. May he never want so long as he lives, and live as long as he wants (applause).

Mr. Hubble: I would like to pay my tribute on behalf of my branch (L.T.R., S.E.). To my mind Alf Watson has revolutionized the methods of the Society. I was rather perturbed myself as a youngster when Durrant went and I thought what would happen to the Society, because Durrant knew everything that was going on, but he was very conservative in his methods. That is my personal view; and we wondered whether Alf Watson was going to pick up the threads; and then when Sam Wood died Alfred combined the jobs of Secretary and Treasurer, and I think he has made a marvellous job of it, and I wish him all that is possible in this life.

Mr. Sutton (Ministry of Labour): As the leader of a delegation from one of the younger Ministries we are very proud to be associated with the expressions of appreciation for one who we now regard as one of our old friends, Mr. Alfred Watson. It is true you have been good enough to open your ranks to the whole of the Civil Service, and we in the Ministry of Labour, starting from small beginnings in 1931, with a membership

of about 560, to-day have a membership in the Ministry of round about 12,000. During the course of our period of service with the Society we have been in touch with Mr. Alfred Watson—I will call him Alfred—on a number of occasions, and for my part Alfred Watson is a person I have been proud to have been associated with. He has on a number of occasions gone out of his way to help me personally with little problems, because I am not an old Post Office man and I am not au fait with all the rules and traditions of this great Society. For my part I am really a youngster in your midst, and on that account my expressions in regard to Mr. and Mrs. Watson are all the more important because they are coming from a junior, and I am proud to have known Alfred Watson, and I wish him and Mrs. Watson all the best (applause).

Mr. Watkins (Cardiff): As the local correspondent of the Cardiff Constituency I had hoped that my Chairman, who is present, would have spoken in Welsh to Mr. Watson. I want to make it quite clear I can on behalf of my colleagues endorse all the nice things that have been said about our friend Watson. I have been a local correspondent for the Cardiff Constituency since 1912, but a member of the Board of Management since 1927. Since then I have been in close touch with Mr. Watson. I want now on behalf of my constituency to thank him first of all, and I think this is most important, for the prompt manner in which he has seen that patients which I have brought to him have been sent to a sanatorium, and with the best of treatment. I think that is the first thing we should say to him. We know he started on the voyage ten years ago, and he has brought the old ship back triumphantly in spite of shortage of staff owing to the war, and in spite of the blitz and evacuation, and so forth; and secondly, when he was presenting the Annual Report earlier you heard Mr. Dudley of Mount Pleasant say a nice lot of things about him, and Mr. Morgan, the critic, saying so many nice things about him; and you do know during his Secretaryship he has brought in the "wives" scheme. He has engineered the Cancer scheme and the children's, and he is handing over the ship now to our old friend Williams in very good shape indeed; and I want to say how much I appreciate all he has done personally and for this great Society, and I am going to say in Welsh to him and his good lady: "Llangyfarchiadau a phob llwyddiant i chivi eich dau" (Congratulations and every success to you both) (applause).

Mr. Jerome (War Office Outstations): My colleagues and I being new boys, youngsters, regarding our associations with this Society, have refrained from taking any vigorous part actively in this Conference, but I am not promising the same immunity at future Conferences. But we have felt it was up to us to

associate ourselves with this Resolution, and we are very proud to do so. Some five or six months ago my Department, in conjunction with the Staff Side, launched an appeal which I think Mr. Watson referred to this morning, throughout the Department; and since that time I have sent to Mr. Watson some 5,000 application forms, and I am bound to say that I have been amazed at the manner in which these application forms have been dealt with. We have had an enormous number of enquiries, as will be appreciated when you realize that ours, from the point of view of the Society, is probably one of the most difficult Departments throughout the whole of the Government service. We have hundreds of outstation staffs up and down the country, from some of whom you have received a total of three membership applications, and we have felt it is up to us to be associated with this Resolution. On behalf of the War Office outstation staffs I do extend to Mr. and Mrs. Watson our very best wishes for a happy retirement, and we hope they are going to live a long time happily associated with these movements.

Miss Worth: I really must pay tribute to Mr. Watson, and to thank him most sincerely for the help he has given me during the many years I have been on the Board of Management, especially during the year I had the honour of being the Chairman of the Committee. I have never been afraid to ask his advice, and whenever I have written to him about my constituents I have always received very quick replies and help.

Socially I would like to thank Mr. Watson and Mrs. Watson for their friendship, and I would like to say, "Pa and Ma, I wish you all the best!"

Mr. Robinson (Air Ministry): I want to ask Conference, particularly those who are newcomers, to have a jolly good look at the table on the platform, because fifteen people there for good or ill you have elected to serve you for two years. I ask you to do this because some twenty years ago I went to my first Conference, and I could not help having a good look at the people on the platform then, because we were a good deal nearer to one another than to-day, and if I may say so, twenty years ago the row on the platform was a much more amazing spectacle. In the first place there was scarcely a head that was not grey. In the second place it had a dominating effect, a much more dominating effect on Conference than those on the platform at this Conference. Times are changing, and perhaps we are becoming very democratic. There was one thing nobody could ever forget. Amongst the fifteen people on the platform were two enormous portentous figures, and throughout the proceedings every eye from time to time was drawn to observe the behaviour and performances

of those two figures. One of them was the Secretary we lost some years ago. It is not my business to say anything about him now. I keep to myself what he has said and thought then, but there remains now one of the two figures. He is having the temerity to tell us he is not going to be here with us again as our Secretary. You had as one of your guests last night the head of the Air Ministry, a man who has a string of honours as long as my arm, and a man of great character; and one of the things he asked me was how I could account for the kind of gathering he saw and more than saw, felt, in the Dining Room at Holborn; and the only answer I could give him was that whatever we might say on the platform we could come to know in the course of time that it is character which eventually causes us to select out of our body the dozen people or so we have in front of us.

In this respect this Society has been especially favoured, and nobody could ever have guessed the extreme great good fortune it has had in its governance right down to the present day, and there is no better example from amongst those who have been chosen from time to time by Conference than our friend Alf. He is a pillar of character, of energy, and it is impossible for us to estimate what his value has been to us. One last word: I do not know Mrs. Watson. Unfortunately few people do. She is not that sort of woman; but any married man who has observed another married man being shadowed about by the woman whom he took as his wife—God knows for how long she has shadowed him about to this day—must know how tremendously dependent he is on her; and we could not pay any tribute to him in which she was not included (applause).

The Chairman: I think Mr. Watson has just had about as much as he should bear, but I would like to call upon Mr. Elliott of Manchester, who very much wanted to speak, and I will then ask Mr. Woollard to conclude these good wishes of yours. I know I am leaving out quite a number of you, but do realize that Mr. Watson should not be asked to bear any more at the moment.

Mr. Elliott: I am very proud Manchester was allowed to be associated with all the kind things said about Mr. Watson and his lady. We in Manchester would have been very disappointed had we not been allowed to express our good wishes towards him, and to be associated with these very good things. I, as Chairman of the branch, am especially delighted, in view of the fact that my predecessor as Chairman of the Manchester Branch was his old colleague Dick Jones, who was associated with Mr. Watson from the inception of the Society.

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Brevity is the keynote now, but whilst I am brief the sincerity is there; and I would close on this note: Mr. Watson has set an example, and when the time comes for him to submit his final report for his tenure of office on this earth he will be in the happy position of being able to say that during his lifetime on earth he did that which we should all endeavour to emulate, namely to have left the world a better place than he found it (applause).

Mr. Woollard: I am very happy that you have given me the honour, and the Board of Management, of being the concluding speaker. It is perhaps fitting that Bill, the new Secretary, should be the lower portion of the sandwich, I should be the top, and Alf the Spam in the middle.

Now I have known you as many years as I have anybody in this hall, perhaps in a different manner, more perhaps as a father and son. But there is one thing you did upset me on, and I have told you before I did not think I would ever forgive you. You will remember when I returned from Germany after the last war, when you were doing the arrangements duty, and you were very unkind in putting me on full duty on Christmas Day. By that means I would have been unable to have got home and got my first Christmas dinner; and I said I would not forgive you, but to-day I really can. You did not know that after you left the office I followed you five minutes afterwards, and so I did not do the duty.

Naturally as a lad who originated at Mount Pleasant, I have a wealth of words. I could say much that I will not say now; and if I did dare to touch on the subject of affection, which I dare not touch on, it would almost knock me down, but throughout the years you and I have been very good friends, and in these last six years, despite the fact you choked me off; but you have to appreciate that anything I do better you have taught me, so if I have done well it is your fault: otherwise it is your fault. But I have made a note here: we are leaving Grove House, and we shall not make any more car journeys down there. I have made a note: "reduce tyre pressure on car." (laughter).

You know what I wish you; I will not try to express it. It always seems to be the Treasurer's duty in this Society to touch everything with money, and in any presentation or anything they push it all on the Treasurer; but in this case it has been a very happy job. We have an album here which was given to me by a very young girl in my office as a present to you, because I was unable to buy one, and in front of this book we have had illuminated: "To our esteemed colleague, Alfred Watson, on his retirement from the Civil Service Sanatorium

Society, May 1945." In the middle of the book we have a special two pages, which says: "To our governor, best wishes," and that is signed by our staff in the gallery from our Headquarters. The book contains 229 signatures. That represents the people here and all the visitors that we could get hold of at the dinner and the luncheon.

Mr. Bill Williams told you this circular was sent out by Madam Chairman, and I would like to say this idea did not come from me, although it did originally come from my constituents. They said they would like to do it, and they gave me the job of doing it; and this was circulated to the whole country. Before I go on to this I want your permission to correct this Resolution, in order that this Resolution will not be only from this Conference but from the 215,000 members of our people throughout the country.

It was very interesting when this went out, and to wait and see what was going to happen. First of all came a donation from Arthur Gilder. He would like to know that he sent the first donation. Then we got them from all kinds of little offices where sheets had been circulated; and those sheets are here. They will be handed over to him. There are personal letters and expressions of "Good wishes and happiness in retirement," "Well aware of great services," "Rendered valued service," "Valuable service," "Invaluable service."—I hope you know the difference, Alfred.

I have been asked by many people to pass on personal messages, and I have a list here. I cannot read it out because I could not read them all, but I will let him have the whole lot, and then he can read all these messages.

There was one question I think I ought to answer. There was a letter from Tom, of the Welsh and Border Counties Region of Cardiff, "What does this 'A.C.I.I.' mean?" I understand it is an Associate of the Chartered Insurance Institute.

This is in my opinion the testimonial that Alf Watson wanted. He did not want a lot of money. That was not the idea; but he wanted a testimonial which had with it some signatures, and if I take the top section and it happens to be my own office—but I do not take any credit—I see it is signed by the Chief Engineer, who sent £20, and there are the signatures of 900; and we asked nobody to give more than sixpence.

I will not go on any longer, but I am going to ask you Madam Chairman, to hand this album to Mr. Watson, and also this cheque for £207 8s., to Mr. Watson with the respect, regard and the wishes that in the future he will have happiness and that his affliction from which he is suffering will soon be remedied

and I want that to be given to him from 215,000 members of this Sanatorium Society (applause).

The Chairman: Mr. Watson, on behalf of the 215,000 members of our wonderful Society I ask you to accept a cheque for the sum named by Mr. Woollard, and the album containing the signatures of all our friends here for these two days. I must add my tribute. There is one particular thing that has not been mentioned by anybody, I am very glad to say, and that is Mr. Watson's wonderful memory. I wonder if you noticed he has been doing most of his work to-day from memory, and I congratulate Mr. Watson on that. Personally I would like to thank Mr. Watson very much indeed. I should never have done this job these two days if he had not helped me. He has been very cross with me sometimes, but I did just manage to pass muster. Be pleased to accept my very sincere thanks, and my love to Mrs. Watson. I have known her quite a long time, and Mr. Watson and Mrs. Watson are two dears (applause).

Mr. Watson (loud applause): Madam Chairman, Colleagues, I suppose this is the most uncomfortable time and yet the happiest time during the whole of my career. I am sure you will not expect me to make a long speech. I am too full for words, which is a most unusual thing. As has been said, I can eat a dinner for two or three people and still say a lot. I am really touched. I am sure you appreciate you have touched something which does stop my speaking, but I must say what I said in my Annual Report was what I felt, and the happiness of having the staff in the gallery gives me very great pleasure, because it has been with their assistance, their untiring efforts I have been able to do what I have been able to do.

My friend Mr. Woollard said on a certain occasion a certain incident happened. But if in those days I did not have a blind eye I made one. After all, as I told him yesterday, there is something in having a blind eye in many things that come across one's path in a lifetime. That blind eye has always been shown when the Rule Book looked awkward and the patient wanted something. It has been my aim and ambition to serve to the best and utmost of my capabilities. If I have earned what has been said to-day, then I may feel all satisfaction, and I like the words of our friend at the back; and I conclude by saying if I have earned that entry into whatever it is, I shall die with satisfaction (applause).

Three cheers were then called for Mr. Watson, and one for Mrs. Watson.

The Chairman: On that note we close the business of Conference.

VOTES OF THANKS: CHAIRMAN.

Mr. Williams: The next item is to propose a vote of thanks to the Chairman.

Mr. Beveridge (C.T.O.): As an old colleague of Miss Frakes, of thirty years' standing, you may expect a long speech, but do not be frightened, I will make it brief. The C.T.O. look upon her with great pride and affection. It is true she came from Plymouth in 1916, and early became a very enthusiastic society worker. Throughout her official career in the C.T.O. she has been very busy, and she has been more than enthusiastic in sanatorium affairs, the U.P.W. and all social and welfare work. Her enthusiasm throughout the years has been unbounded. Since her retirement from official duties she has taken upon herself to make even closer contact with the object of furthering the movement.

Her charm and tact have endeared her to our hearts and this has been in evidence; you must admit, throughout this Conference. On D-day Miss Frakes was honoured with the presentation of the B.E.M. by His Majesty the King, a very deserved honour. She is proud of the honour bestowed on her as Chairman of this Conference. We consider it an honour to have had Miss Frakes presiding over us. On behalf of the Conferences delegates I ask you to accept this as a token of our thanks to you. That concludes my few words.

(Mr. Beveridge then presented Miss Frakes with a painting of a vase of flowers and an inscription on parchment "Presented to Miss M. M. Frakes, B.E.M., Chairman, Civil Service (formerly Post Office) Sanatorium Society, June, 1943 to May, 1945, Conference, May, 1945).

Miss Frakes: Mr. Beveridge and friends, as I said in my speech yesterday morning, this is a wonderful climax that I am just so full of pride I could burst. But really I have had two such delightful days working with you all, and your wonderful patience with my mistakes and your wonderful co-operation is just beyond my capacity to thank you for.

When I was first promoted to be Chairman I just wondered how I should manage to perform the duty. I was in a frantic state of nerves. At the first meeting of the Committee of Management I was not very pleasant, but the next meeting altered the circumstances entirely and from that time it has been wonderful to be in the position to direct these friends of mine on the Board. They definitely are friends. They do not agree; we none of us agree always. We should be most uninteresting if we did, and we have fierce fights; and those new members coming on the Board will find they will be called upon to fight as well. But I am sure you will agree that the results

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of those fights, as shown by the Secretary's report and your Treasurer's report, are well worth while; and to be Chairman of such a Society is just wonderful.

Regarding my career in the C.T.O., as Mr. Beveridge says, I came from Plymouth to the C.T.O. I knew an old naval man, a friend of my father's, and he said, "Why don't you send your daughter to Plymouth; and then when she has been there for a time send her to London?" I had no idea in those days I should go to Plymouth or to London eventually, but I am so glad that those things have come to pass, and that the last years of my service were performed in the C.T.O., and I was able to be here in this position. It seems as if my life was mapped out for me beforehand, and the climax was when I was presented with the medal attached to that ribbon on D-day last year. It was a beautiful finish to a Service life. And may I please thank you very much indeed for this lovely picture. I would like you all to come and see it. And thank you for nominating me to the next Board of Management (loud applause).

RECEPTION COMMITTEE.

I will now call upon Mr. Elliott of Manchester to return a vote of thanks to the Reception Committee on behalf of the provinces.

Mr. Elliott: I feel it a great privilege to be permitted to propose this vote of thanks to the Reception Committee, for although my membership in the Society is more than thirty years old it is only my second Conference. Those of us who have had experience in organizing affairs must realize the difficulties with which the Reception Committee have been confronted. The printing of the tickets; the wording of the different printed matter; the sketch plan on the back of the form; all that thinking out had to be done by this Committee, the endless journeying backward and forward. I know the worry and anxiety that Miss Jackson and Mr. Garner must have experienced. May I say right away that I am of the opinion that they have done their job in a gradely manner, and they need have no worries regarding our appreciation of their efforts. We do appreciate them, and I say that in spite of the High Holborn pigeons. To be honest I thought perhaps that the Committee have been let down by the catering establishment, about which I feel they must be disappointed. We realize all the difficulties yesterday. Provincial delegates perhaps had come to London to find the streets paved with gold. We have no illusions about that, but what we have realized on coming here is the sterling quality of the Reception Committee. I want sincerely, on behalf of the provincial delegates, to move this vote of thanks to the Reception Committee (loud applause).

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Mr. Houston (Glasgow): Well Madam Chairman, this is the first time you have allowed me to speak. I want to tell Manchester that they were not pigeons but rooks. My friend, Clarke of Glasgow here intends to have you about 1949 up in Scotland, and he said, "We will have to put in an advance order for some of these damned rooks." This is my first Conference of the Sanatorium Society. It has been a privilege for me to be here and see the high standard set for the Civil Service Sanatorium Society. We in Glasgow carried out a feat in 1939 which I think has been surpassed in London during wartime, and with restrictions which we have found I think the London people have surpassed themselves. The show that they gave us last night, apart from food, would satisfy a Scotsman. The show you put up last night, every individual turn, would top the bill at Glasgow Empire, and that is saying something. We accord you of the Reception Committee a very hearty vote of thanks (applause).

Mr. Fox (Liverpool): I feel very deeply on this subject. The first thing that strikes a provincial delegate on arriving in London is the personal contact with the Reception Committee. I may tell you I said that when I arrived within ten minutes I knew the billeting difficulties, the condition of the room before I saw it, and knew that the beer was too dear in the hotel and that there was a better pub down the road. But I thank the Reception Committee for the way you have faced the difficulties. This organization was brought into operation to provide these facilities for the provincial delegates at a time when the blitz was at its height. In order to get a sense of proportion of the effort that has been made successfully on our behalf, I would ask you to believe me when I say you have performed a miracle. I am also conscious of the privilege we have enjoyed in having such an excellent hall. It is a grand hall and it has given us a grand chance. We have appreciated it and enjoyed it. The Reception Committee have set a very high standard, which will make it extremely difficult for the North-West to improve at Southport. But I say to you London friends we shall welcome you, and I hope that our friend Mr. Hogg will play the Cock of the North (applause.)

The Chairman: I will now call on Miss Jackson of the Reception Committee, who has worked tremendously hard.

Miss Jackson: I want to thank you very sincerely on behalf of the Reception Committee. I am sorry I do not know anything about the birds, but for the last fortnight I have woken up in the morning and gone to sleep at night thinking of Vienna Steak. I said to the Treasurer of the Reception

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"Committee that it was going to be awful if we had to put on Vienna Steak, and he said, "You know they might get rabbit and blanch it and put it down as turkey, and they might get liver and do something else with it and call it chicken"; so I did not know where I was, but I was advised that if we said too much to the Holborn Restaurant we might be told to go somewhere else and find something better. However, I had been promised a menu for days and I got it yesterday at lunch time, the menu for last night and to-day, and I saw "pigeons" and I said "Thank God"; but when I tasted it I would have been grateful for a bit of Vienna Steak.

I have earlier on mentioned Ben Atkinson and his wife. I don't want to accept credit for doing most of that work, but I would like to say to Conference now that for the greatest enjoyment they have had, that was the concert last evening, it was McKewan of K.E.B. and of the Reception Committee you have to thank, because he brought it to the Reception Committee.

The last thing I want to say is that the whole of the Reception Committee feel that we have not been able to do in London for you people what we had hoped to do, and that is a great disappointment to us. But I am very grateful for your vote of thanks, and I think you have really enjoyed it (loud applause).

Mr. Garner: Thank you very much for your vote of thanks. It has been a difficult matter, and I do not think you realize the difficulties of the Reception Committee. They have had to work very hard, and it was only in these difficult circumstances we have been able to do the things we have been able to do. But if you are satisfied our labour has been well rewarded (applause).

Mr. Jolly: My name has been mentioned in this Reception Committee, and I am only too glad to have had the opportunity, because at the luncheon to-day the Chairman and myself were assured that the birds provided were golden plover.

STANDING ORDERS COMMITTEE AND TELLERS.

The Chairman: Now we have a vote of thanks to the Standing Orders Committee.

Mr. Watkins: It is an honour to have the pleasure of proposing a vote of thanks to the members of the Standing Orders Committee. They have had a very good captain.

He has been a member of the Standing Orders Committee for ten years. He was the Chairman at Leeds, and he has been Chairman at this Conference. I am quite sure that he has a very efficient band. They have materially assisted us

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at this Conference, so that all the business has run very smoothly. I propose this vote of thanks with the very greatest pleasure (applause).

Mr. Platts: I have great pleasure in seconding. I look upon our friends, particularly of the S.O.C., as the back-room boys; and without the back-room boys I am afraid we should be very often in difficulty. I have noticed we are fortunate in the people we get to do these jobs. I think I might say in a broad sense they are sometimes lawyers, and when we look at the calibre of some of the Resolutions and the meanings displayed in them it needs someone with a legal mind to get out of some of the jargon we get. As to the Tellers, it is a thankless task, but one that has to be performed; but in the last card vote we had a little bit of fun, and I hope they enjoyed it.

Mr. Hubble (Chairman of the S.O.C.): I do thank you for the vote of thanks, but I have had a jolly good feed. I can assure you that the other members of the Standing Orders Committee have been most loyal to me and to the Conference. As you must appreciate, when we come to Conference here we can point to numerous people who come from other associations. You have Hoare; you have Pepper; you have Platts; and they have come from organizations that know procedure, and we have to be on our toes. In other words we have had the cream of other societies and unions here, and we have had to envisage what might have happened had we had a Reference Back. But we had something up our sleeves. The point is we have had to make Conference run as smooth as we can, and we have had the assistance of our able Secretary and then Deputy Secretary of the Society. If we wanted any documents, as far as the S.O.C. was concerned, we merely have gone to them and they have been put on the table. Their vast amount of experience has been very helpful. S.O.C. cannot carry out its work without having a real captain of the ship on board, and also going through the agenda. It has not been an easy agenda, although I think the Standing Orders Committee have come out on top. We had thought that perhaps we should finish at five, but owing to the numerous votes of thanks I think we should have been out before five, and if you remember we did keep up to time until we got to Mr. Watson. I am going to thank again our able captain, or two captains, who have helped us out on Standing Orders, and I do most heartily and sincerely thank my Standing Orders Committee that have helped us out with the Conference (applause).

E. N. PAYNE.

The Chairman: My final duty to perform is to ask you all to say farewell to Mr. E. N. Payne, the representative of

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Edinburgh on this Board of Management. He leaves us this time. He does not seek re-election. I think I can do no better than read to you an article in his local Branch Notes, which his colleagues there said about him. I think it would cover all the points and be brief:—

“Mr. E. N. Payne.—A man who has done grand work for his colleagues in the Post Office over a long period of years is Mr. Ernest Payne, who has recently retired from the Telephone Service. While he did not take an active part in staff associations he was well-known for his work in connection with the Sanatorium Society which he joined nearly 38 years ago, and has served on the Management Committee since 1921. No man gave up more of his leisure time to this work than did the subject of this reference. He was perhaps better known in Glasgow than in Edinburgh where, away from the bulk of the Post Office, he did not have the same opportunity of contact that service in the G.P.O. would have brought.

Along with the late Mr. H. G. Turner, they were for many years the only representatives from Scotland on the Board of the Sanatorium Society, and they were frequently called upon to do organizing work on their journeys south. Between them they enrolled thousands of members, and many of our colleagues who have fallen victims to the dread disease of T.B. must be grateful for the ready assistance given by Mr. Payne during his long period of service as local Secretary in Glasgow, and latterly in Edinburgh. Mr. Payne intends to retain his seat on the Board until the Conference in May, but will retire then in favour of younger blood. We are sure Ernie will feel the break from his active life of service on behalf of his colleagues, a service which he gave freely and with one desire, to help others. He leaves the Management Committee at an awkward time, for there are many problems to be faced, and not the least are those concerned with Government Health proposals. In the fight against T.B. the P.O. Sanatorium Society has played a noble part, and behind that part has been Ernest Payne, who can claim to have done a man's share and can take into a well-earned retirement the grateful thanks and best wishes of those who are privileged to have worked with him in the P.O.S.S., in the administration of which he was an undoubted expert.”

I am sure you will agree with me that is an excellent character or article to have been written about one, and I can only ask you all to endorse that, and give him your farewell in the usual way (applause).

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Mr. Payne: I am leaving active association with the great Society with very deep regret. During the years I have been connected with it I have had very many friends. The memory of this wonderful friendship will never be forgotten by me. This Society, as you have heard, has grown from practically nothing. It has been my privilege and pleasure to have helped to bring it to the wonderful monument of self-help in its admission of 200,000 members. As I have said, I am leaving it with very great regret, but that does not prevent me from wishing you and the workers on behalf of our suffering colleagues the very best wishes. We have all got to give up our active association some time, but you will carry on. I thank you very much for your past patronage, and also for giving me your good wishes (applause).

The Chairman: I now declare this Conference closed. Thank you very much.

TAKE UP LIFE MEMBERSHIP NOW

CIVIL SERVICE (formerly Post Office) SANATORIUM SOCIETY

Single Life Payment in commutation of Annual Contributions

Age next birthday at date of commutation	Weekly wage members contributing 4/4d. p.a.			Monthly salary members contributing 5/- p.a.		
	£	s.	d.	£	s.	d.
16-20	5	2	0	5	16	0
21-25	4	19	0	5	12	0
26	4	17	0	5	10	0
27	4	16	0	5	9	0
28	4	15	0	5	8	0
29	4	14	0	5	7	0
30	4	13	0	5	6	0
31	4	12	0	5	5	0
32	4	11	0	5	4	0
33	4	10	0	5	3	0
34	4	9	0	5	2	0
35	4	8	0	5	0	0
36	4	7	0	4	19	0
37	4	5	0	4	18	0
38	4	4	0	4	17	0
39	4	3	0	4	15	0
40	4	2	0	4	13	0
41	4	0	0	4	12	0
42	3	19	0	4	10	0
43	3	17	0	4	9	0
44	3	16	0	4	8	0
45	3	15	0	4	6	0
46	3	13	0	4	4	0
47	3	11	0	4	2	0
48	3	10	0	4	0	0
49	3	8	0	3	18	0
50	3	7	0	3	16	0
51	3	5	0	3	14	0
52	3	3	0	3	12	0
53	3	1	0	3	10	0
54	3	0	0	3	8	0
55	2	19	0	3	6	0
56	2	17	0	3	4	0
57	2	15	0	3	2	0
58	2	13	0	3	0	0
59	2	11	0	2	18	0
60	2	10	0	2	16	0

TAKE UP LIFE MEMBERSHIP NOW.



CIVIL SERVICE (Monthly Pay Sheet) SANATORIUM SOCIETY

Single Life Payment is \$100.00 per month for Annual Contribution

Age on 1st Day	Weekly Contribution	Monthly Pay	Monthly Pay
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18-19

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TABLE OF LIFE PAYMENTS FOR



