

rapid release of younger women. Mr. Hooper lays considerable stress on the patriotic appeal, sufficiently so to raise the question as to whether it is right to allow non-industrial industry to utilize part-time labour in this way unless it can be demonstrated that all munition and other essential industrial demands for labour have been fully met. Apart from this the paper lays down a number of principles which are clearly of value in launching any such scheme and which go far to determine success. The regular character of the job and that it is for a fixed time during the day or fixed days during the week, as well as the importance of regularity in time and attendance are impressed on all applicants, and few applicants failed to fit themselves into one or other of the schemes scheduled by Messrs. Lewis's, Ltd. Firm handling of this problem, Mr. Hooper said, has reduced bad time-keeping and absenteeism to a minimum. Much stress is also put on proper welfare arrangements and adequate training, and on the importance of utilizing all the usual means for getting the new employees over the early and most difficult stages of their employment. Accordingly, although a fairly large proportion of the first applicants were lost, fewer really unsuitable applicants are coming forward. Moreover, the firm has been surprised at the comparative ease with which part-time workers have fitted into their administration and at the quality of the part-time workers themselves, the average age of whom was about forty-five.

In addition to the stress on the importance of welfare and personnel work, for which a member of the Board has always been responsible, there is in each business a staff manager with high administrative authority and strictly commercial responsibility, with both a Welfare Department and a Staff Training Department. Mr. Hooper also stressed the extreme importance of explaining the scheme in advance to the management and full-time staff and of securing their co-operation and sympathy. As a result of this handling of the psychological difficulties and the putting out of clear instructions rather than appeals, in no section has there been any real difficulty in employing part-time workers. Two main methods were used. Where work requires verification and constant reference, a team of two or four part-timers work in association with one full-timer. In specialized office work wherever possible part-time workers take individual responsibility for their particular work, the size of self-balancing ledgers and salary books, for example, being reduced so that the workers can complete their work during the shortened hours. This usually works better than a team of two, one morning and one afternoon, being conducive to individual pride in one's work and avoiding the tendency for one half of the team blaming the other for mistakes. All the privileges of the regular staff are accorded to the part-time workers, who are expected to observe the same standard of discipline; the use of the term 'auxiliary' for the part-time staff has also promoted friendly relations and appealed to the patriotism of both.

Drying Blood Plasma and Blood Serum

THE Trustees of the late Sir Henry S. Wellcome have generously placed a sum of up to £20,000 at the disposal of the Medical Research Council for the purposes of research into methods of drying blood plasma and blood serum to provide stable products for use in the transfusion of patients suffering from

hæmorrhage, shock, or other conditions requiring such treatment. By agreement between the Trustees and the Council, this gift is to be applied to the purchase, erection and operation by the Council of a plant which will make it possible to test and develop these methods on a substantial scale. The need for the improvement of such methods is of particular importance at the present time, and the products will be made freely available for the treatment of sick and wounded at home, at sea and abroad. The Medical Research Council has expressed its appreciation of this timely and public-spirited action on the part of the Wellcome Trustees.

Dr. Alés Hrdlička

THE retirement of Dr. Alés Hrdlička from the curatorship of the Division of Physical Anthropology in the National Museum, Washington, which he has held for almost forty years, is an event which no scientific journal can leave unnoted. Under him there has grown up in the National Museum one of the greatest—if not the greatest—collections of anthropological material in all the world; he is founder and leader of the enterprising school of physical anthropology which now flourishes in the United States. Born in Czechoslovakia in 1869, he was still a youth when his family emigrated to the United States; there he became a student of medicine and it was through the medical portal he entered upon the anthropological problems of the human body. On the anniversary of his seventieth birthday a list of his contributions to anthropology was compiled; they are now more than three hundred in number, covering every aspect of his subject, every one of them making a factual addition to a particular department of knowledge.

Dr. Hrdlička is beyond doubt the most travelled anthropologist of his time; there is no part of the world he has not visited in search of material and of knowledge. He made the circuit of the world several times to examine and report on the fossil remains of early man. His reports, issued from time to time in the publications of the Smithsonian Institution, are recognized throughout the world as the most reliable sources of fact relating to the discoveries of fossil man. His studies on the Old Americans (men and women of British ancestry), of the American Indians and of the Negro population of the United States have become classics. He has sought to trace the first peopling of the New World from a Mongolian homeland in north-east Asia and has explored Alaska for evidence of early migrations. In Alaska, too, he has dug up cemeteries attached to older Eskimo settlements; he has added greatly to our knowledge of the Eskimo, both ancient and modern. Dr. Hrdlička made warm friends wherever he went, particularly in England. He lectured in London in 1939 while on his way to the U.S.S.R. to examine the various finds of fossil man which have been made there in recent years. In 1926 his Czech colleagues issued a "Hrdlička" number of *Anthropologia* in honour of their distinguished countryman. At the close of the War of 1914-18 he founded the *American Journal of Physical Anthropology*, now the leading publication of its kind.

New Zealand Earthquakes

A STRONG earthquake shook a considerable area in New Zealand at about 11.18 p.m. (local time) on June 24. The places most affected were Masterton,