TRAINING PAYS

As most of our readers know, the Industrial Training Act which became law in 1964 makes provision for all firms in the engineering industry to pay a levy to the Engineering Industry Training Board, the levy at the moment being 2½% of each company's total payroll and salaries bill.

Each firm's training activities have been assessed by the Board using various complicated forms - the assessment covering, by quantity and quality, all aspects of training.

The information from these firms has been fed into a computer at the Engineering Industry Training Board's headquarters and an assessment has been made of these training activities in order to pay grants to firms according to the assessment, and we are pleased to announce that our training activities have been assessed for the 1966-67 period at a rate of 97.2%. This means that the Company will receive a refund from the Engineering Industry Training Board instead of having to pay the additional money of the levy.

Consequently, a to some extent in local papers, this does not mean that the Company is making a profit out of training that is covered by the levy as some people have suggested that we stop training workers but merely produces more labour force at the Company's training activities still cost a lot of money each year. This cost is in addition to the levy the United Kingdom Companies have with training have been recognised, and this agreement can be continued in the future.

CRITTALL-HOPE LIMITED

THE FIRST YEAR'S RESULTS

Profit for periods to 31 March 1965 (Crittall Companies only), after charging depreciation at £240,000, was £116,000, and profit for the year to 31 March 1966, (the Group) after depletion of £623,000, was £1,193,000 making a total of £1,329,000. Interest income of £146,522 and profits on the disposal of assets of £137,232 brought the total to £1,672,543. From this figure £215,850 had to be deducted for interest and £20,000 for income tax, leaving a net profit of £1,436,693. Dividends absorbed £310,751, leaving £1,125,942 to be carried forward.

The profit, although considerably better than at any time in recent years, was estimated to be £1,200,000, but in the meantime the higher by six times the previous year, in addition to the normal half yearly increases for our junior members, also include the extra.

Many ways and means increase during the past few years have been the subject of unions and their members, and one can understand the Government's reluctance to increase any increases at all during the current six months, but they open the gate to a flood of bogus "productivity" agreements which are really designed to give higher earnings without necessarily ensuring higher output. The same time I cannot help feeling that the talks have been far too rigidly drawn at present, and I look forward to greater opportunities for rewarding increases in productivity and efficiency when the freeze is over. I hope we do not expect, however, to go back at the end of six months to the previous annual rounds of wage and salary increases irrespective of productivity or harder work. In that case we should soon find ourselves, as a company said in a nation, in just as dangerous a situation as we were in this July.

M.H.

GALVANISING AT WEDNESBURY

When it was decided that the Company should galvanise its steel window production at Howards' new works were underwritten, eventually a 37-acre site at Wednesbury was acquired to build both a Galvanising Works and a Standard Window Assembly Works. The site was at the time still suffering from unemployment, which was an indication of the industrial depression that still existed, though the company had been established by the local Member of Parliament, the Member for Wednesbury. The site was purchased from the South Staffordshire for the sum of £50,000 and was worked as a farm.

An assessment of work going through, using the automatic service system.

The first plants of American design were installed in 1938 and commenced operation in 1939.

Appropriately these first plants were cold-drawn, and with modifications and new charges were in use until 1953. The plants although they considered very up-to-date were simple with few mechanical aids and the process used was known as the Old Dry Process consisting only of packing (de-scaling) in hydrochloric Acid, drying and then immersion in the Zinc using vast quantities of Sal Ammonia as a flux. Needless to say the quantity of furnace fuel was considerable, and with this in mind the roofs were fitted with simple louveres to allow the flue to escape. With the coming of the war galvanising of windows was prohibited by the Government and window production virtually ceased in 1944. The factory was then used for galvanising Boom Defence

Continued on page 2
FLOATS and other military equipment until the end of hostilities.

In 1946 a shop was erected on the site and the metal finishing plant was installed. The process was also changed to the new dry system incorporating a solution flux - this was then run continually and has been kept up to now in the new plant. One of the advantages of this equipment is that it can be operated by only two operators at a time. One of the benefits of this equipment is that it can be operated by only two operators at a time.

Increased Capacity

Production capacity has increased from about 100 tons per week in 1950 to 500 tons per week in 1956. To operate these plants economically and to give a reasonable return on capital, it is necessary to operate the plant continuously day and night for at least five days per week. Consequently, any short cut in our own sales program has been as detrimental to the company as it has been to the company.

NORTHWICK PARK HOSPITAL

The building is to be completed in three stages, planned so that the North West Metropolitan Hospital Board and Medical Research Council will be able to move in as Stage 1 is completed.

The internal system will be two or three stores deep, the upper one for patients, staff and visitors, and the lower for service vehicles, trolleys and services.

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WHERE THE MONEY GOES

We thought readers might like to know how the money received by the Company for its successful operation is spent. We hope that the sale of this product will show this and will be of interest.

WAGES & SALARIES

Wages and salaries for all employees in the factory, on site, in the offices, branches and depots

MATERIALS

Including sections, fittings, wood surrounds, glass, etc.

BUILDING

Wages and salaries, heating, lighting, etc.

SERVICES

Including transport, power, repairs and maintenance, telephones, stationery, insurance, etc.

TAXES

Available for dividend or use in the business

TOTAL 20 0
WORKING IN GHANA

The Company has done a great deal of work in Ghana, dating back to the days before independence, when it was, of course, known as the Gold Coast. Jobs have often been exceptional and unusual in architectural design and we have kept resident engineers to look after things over there. We have extremely good agents in the Swiss African Trading Company, a subsidiary of United Africa Company.

Ghana has had difficulty in the last few years to finance its very ambitious development schemes which it has launched. These schemes include the gigantic Tamale-Ham- byour Development, just outside Accra, and the Volta River Dam, with its vast artificial lake, hydropower station, and aluminium smelter to exploit the local bauxite site.

At one stage, some three or four years ago, English building materials could not be used in these development schemes because of a deal which had been agreed between the Ghana Government and a French organisation. Mr. Robin Hope, however, had other ideas and since we had put in a great deal of hard work with the architects on the design of a number of these development schemes.

We insisted and finally gained permission to quote and indeed joined the order for the Pharmaceutical Factory which was one of the few projects of the many then under consideration which finally went ahead and was built. We had the order for the windows and sun-breakers which were valued at just over £220,000 for many years, but could not proceed with this because we could not get an import licence or a letter of credit.

Eventually we did manufacture and ship all the materials and in January of this year Tony Gargaro, one of our Glasgow Fitters, went out to supervise the fitting. He returned at the end of September, taking his family with him, in order to carry out a tour of about twelve months. He has returned to supervise the fitting of two further large contracts which we are shipping out there at the moment. These are the Ghana Commercial Bank Head Office and the Volta River Authority Headquarters Building.

Happy Birthday.

Cartoon Competition

When OUTLOOK was first started in 1966 we said that we would publish a cartoon in each issue, but for various reasons we have been unable to do this. It was stated at the time that the best cartoon each year would be awarded a prize. It has now been decided to judge the five cartoons published so far and to make an award to the artists of the first three cartoons.

£5 will also be awarded to the person who sends in the first correct entry opened. All entries, which must be on the entry form printed below, must indicate the order of preference, and the winning entry will be the first one opened which agrees with the order decided by the general opinion of entries.

Entry forms must be enclosed in envelopes and addressed to the Editor at Swindon to arrive not later than Friday 11th November, 1966. The results of this competition will be published in the next issue of OUTLOOK.

This competition is only open to employees and relatives of Henry Hope & Sons Ltd.

ENTRY FORM - CARTOON COMPETITION

Enter the numbers of the cartoons in the order you consider best.

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DEPARTMENT/BRANCH:

CHECK No. (if any) 

DATE 

RUSH JOB CALENDAR

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1. This is a special calendar which has been developed for handling rush jobs. All rush jobs are wanted yesterday. With this calendar, a client can order his work on the 1st and have it delivered on the 3rd.
2. Everyone wants his work by Friday, so there are three Fridays in every week.
3. There are eight workdays at the end of the month for those end-of-the-month jobs.
4. There is no 1st of the month—so there can't be last delivery of end-of-the-month jobs on the 1st.
5. A 'Blue Monday' or 'Monday morning hangover' can't happen, as all Mondays have been eliminated.
6. There are no bothersome non-productive Saturdays and Sundays.
7. No compensatory leave or overtime to worry about.
8. With the 15th, 29th or 31st, no 'time-off' is necessary for ending salary cheques or paying bills—in fact, there's no salary cheque either.

Mrs. A. PHIPPS

Mrs. PHIPPS joined the Company on the 25th April, 1950, as a junior in the Filing Department. At that time she was Alice Greenwood, but soon became known as 'Greenie' to most people. She is still called this today by many of her associates in spite of the fact that she married in April 1942 and became Mrs. Phipps.

On transferring to the Typing Department as a junior, one of her jobs was to collect the wax cylinders used for dictation and after transcription 'shave' a layer of wax off these to prepare them for use again. She eventually became not only a first class stenotype typist but also a typewriter and dictaphone 'mechanic', coping with small defects on the dictaphone machine. She is still considered the company's expert on typewriters and their mechanical troubles.

The social life of the department was always of interest to her and for many seasons she played Hockey for the office team.

In August 1946 she was appointed Supervisor of the Typing Department. She remained in that position until 1961 when she became personal assistant to Mr. J. Evans, which position she still holds.

Smiles we are glad to see

Tony Gargaro supervises the job
ODD SPOTS

NOT SUITABLE FOR SMETHWICK

RATIONALISATION

or is YOUR NAME BILL JONES

Rationalisation means 'reduction of variety standardisation, simplification'. If we've got two-covers, two-teams, two-leagues, two-dates and three-jobs, then all is simple. People are rationalising themselves, which will save them time and money. It's a win-win situation.

Working on the theory that if you call two different objects by the same name, they eventually become the same object, we've started naming them. Do you know, not long ago all the members of the department had different names? That must have been confusing! It seemed to make no sense, but the new names are now accepted.

The advantages of this are obvious. At the time of writing, this rationalisation programme of ours is making great progress. Among the 19 men in the department, we've reduced the names down to about 10 or so, by means of some very crafty renaming. We've got two-Ted, two-Alan, two-Louis, two-Dave, two-Edwin, two-Smiths, two-Collins, and, in addition, two-Bill Jones and three-Jones - and most of all, we've got two-Bill Jones! There are only three-Bill Joneses and three-Joneses altogether, and we'll deal with them soon.

We don't find it quite so easy with the teams. We've tried with three-of-them, and the design problem is rather more complex. But names could probably be rationalised if one or two or three of the teams would show some initiative. It is not as if all eight men in the department got married last year, so we're running a bit short of bachelorhood.

Meanwhile, if your name is Jones or Jones, you're just the chap we're looking for. Come and join us, and add to the confusion.

congratulations

BIRTHS

Denise Moore (Contractor D.O.) and wife, Brenda, a daughter, Sarah Ann, on 29th August, 1965, Weight 7 lbs 8 oz.

Wiliard (Roofing D.O.) and wife, Megan, a son, John Lewis, on 12th June, 1966, Weight 8 lbs 3 oz.

A. Price (Midland Depot, Wednesbury) and wife, a son, David William, on 19th July, 1966.

Doug, Haynes (Contractors D.O.) and wife, Margaret, a daughter, Samantha, on 24th September, 1965, Weight 5 lbs 9 oz.

SALES FORCE NEWS

BIRMINGHAM

Mr. Geoffrey C. Cart (Sales Trainer at London Office) appointed to Birmingham Office as a Sales Representative with effect from 3rd October, 1966.

RETIEMENTS - JULY/OCTOBER, 1966

R. F. Robinson, Leeds Office 12

R. F. Hawkins, Methods 24

G. L. Bridgland, Seaviews 14

This entry must be sent in a sealed envelope to:-

The Editor, "Outlook",
Harry Hope & Sons Ltd.,
Smethwick, 40.

SPORT AND SOCIAL

ANGLING

Press Metal have so far dominated the 3 contests held so far, A. Cooke winning at Beadleley with Alan Jones a close runner-up, and E. Collins winning at Upton on Severn. Sam Price has retired and has been made an Honorary Life Member of the Private Club and we hope we will see more of him in the future. Another good character from Walsall to retire is "Eddy" Horne, who we all wish well and hope to see coming along to our Socials and containing the future. We still have a heavy programme to fulfil before the year is out and hope to be able to report some successful achievements later.

The Club has already got two attractive venues for next season, one at Underdale and the other at Walsall Lakes. The private club is up to strength, 50 members, and, it is a matter of obtaining venues, we will have to restrict membership to 50 members in the future. Congratulations to Press Metal A team on winning the G. Watson Trophy with a special mention to Don Pittard on his success winning both G. Watson and J. E. Williams aggregate Trophy. F. Ball, Tool Room, was again runner-up. It is interesting to note that Know that Frank is only one of the origins of the private club at Walsall who is currently engaged in the same occupation. It is interesting to note that Frank is only one of the origins of the private club at Walsall who is currently engaged in the same occupation.

CRICKET SECTION

RALPH HOPE inter-departmental competition

Due to the World Cup Football competition closely followed by annual work holidays, there were fears that that time would not allow this competition to be staged for the first time.

F. Woodward, C.D.O. and Cal Pugh, Estimating Department had other ideas however, and rallied 6 colleagues to form two teams and 10 office teams.

The usual exciting contest ensued with the works entries of the Aluminum Shop and Pressed Metal Shop A reaching the semi-finals.

The Aluminum Shop batting first made 59 innings total. The Pressed Metal Shop having to average 12 runs in an over passed the score with the first half of the last over to run out worthy winners.

OBITUARY

We regret to report the death of the W. J. (Dunny) Hayfield of the Contracts D.O., who died in a tragic accident whilst working in the Burslem area. Unfortunately, there is no further information on the accident, but we are informed that he had been with the Company since 1945 and was particularly fond of knitting and had been a regular customer at the local Knitting Shop.

Mr. W. J. (Dunny) Hayfield, a long-term employee of the Company, passed away on 23rd October, 1966. He was a valued member of the team and will be missed by everyone. The Company offers its deepest condolences to his family and friends.

POTTED PROFILE

Mr. T. B. PATRICK

Mr. T. B. PATRICK joined the Company in April 1955 as a Junior Draughtsman in the Patent Glazing Department at Smethwick, after having completed his studies at the North West Technical Institute.

Mr. T. B. PATRICK has been in the Company since 1955 and has held various positions within the Company, including a short period as a Draughtsman in the Patent Glazing Department. He has been a valued member of the team and is widely respected for his technical expertise and professionalism.

Mr. T. B. PATRICK has been involved in numerous projects throughout his career, and has been instrumental in the development of several innovative products. He has been a proactive member of the team and has always been willing to share his knowledge and experience with others.

Mr. T. B. PATRICK is married and has one son. He is a keen member of the local cricket team and enjoys spending his free time playing cricket and watching the team's matches.