

NEWALL

GROUP

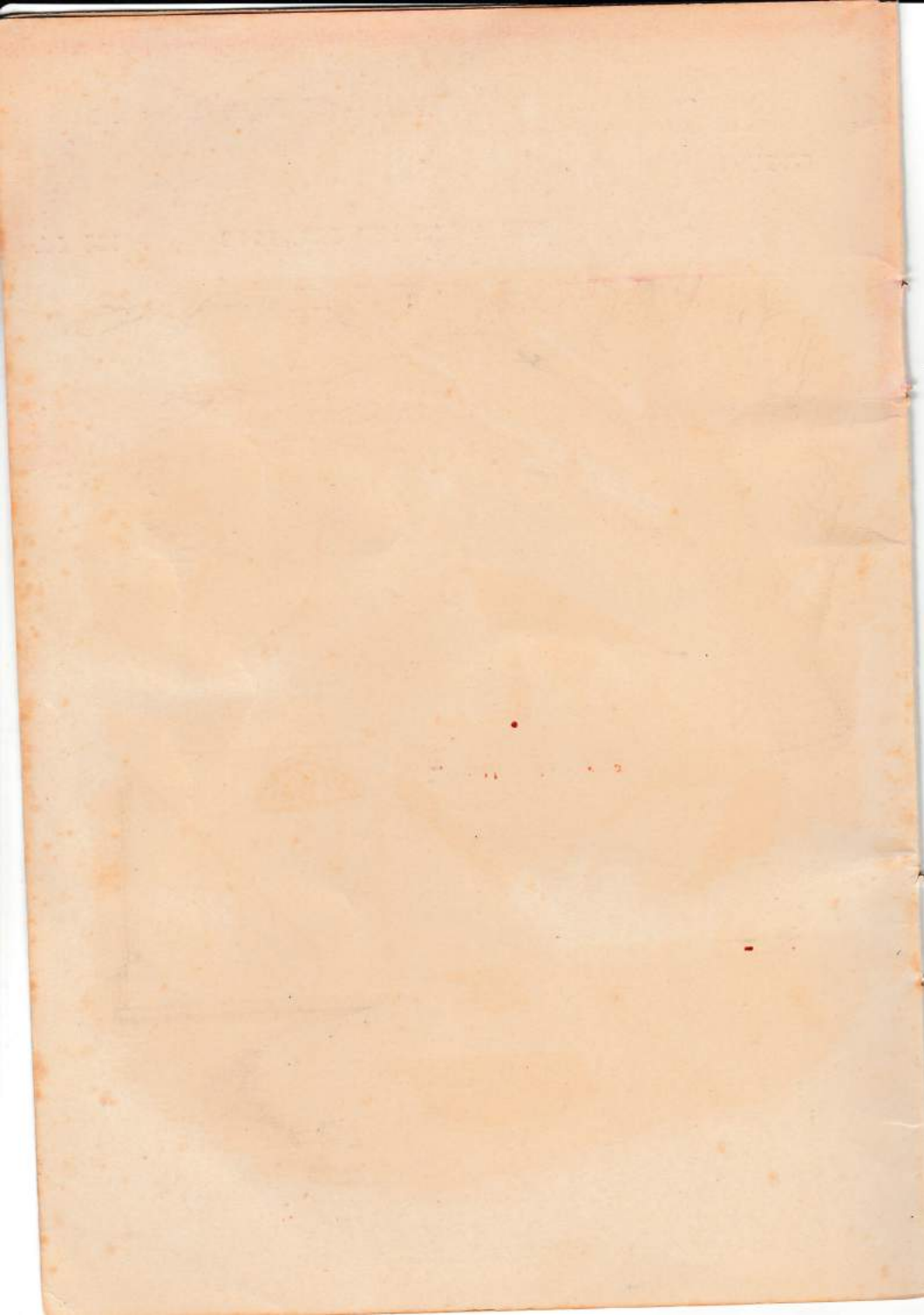
PRECISION

CHRISTMAS NUMBER, 1948

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A QUARTERLY MAGAZINE DEVOTED TO THE ACTIVITIES OF THE NEWALL GROUP OF COMPANIES



Precision

MAGAZINE OF THE NEWALL ENGINEERING GROUP



Christmas
1948

EDITOR: NICHOLAS R. CANADINE

Editorial

AT the end of this critical year, and filled with confidence for the years that are ahead, we tell you stories.

During the year we have heard them from France, from Switzerland, from India, from Spain, from Denmark, from Germany, from Australia, New Zealand, the Argentine, and from our young friends out of the services all over the world. The same thing is said in each of these stories, and we tell it with pride—

ENGLAND, they say, IS STILL THE BEST PLACE
IN THE WORLD.

This issue of *PRECISION* devotes a good deal of space to our friends overseas. It is an Export Number. We, in England, in these troublous times, have an Invisible Export. It is courage; it is strength of purpose; it is high pride; it is craftsmanship; it is indomitable will. It is the expression of a way of life. There are no quitters here.

We do not ask our friends across the sea to take this way of life. We ask them to believe that now and for ever, so long as this way of life exists, the world, though it falter, cannot fail.

Let us turn away, now, from the big things, and for these few days of Christmastide look inwards towards the happiness we build for ourselves, and ask again—"If winter comes, can spring be far behind?"

THE EDITOR



A Message from the Chairman



This Christmas issue marks the 48th Anniversary of the inauguration of the Newall Engineering Co. Limited.

We have had our good times and our bad times, but we have faced them all with that Newall spirit which is so great an asset to our organisation.

We are taking, this Christmas-tide, a holiday associated traditionally with Peace and Goodwill. Let us, then, for these few days put aside our difficulties, let us put aside the affairs of the world. Let us gather together, each in our own family circle, and in the family of our Group of Companies, to relax, to celebrate this greatest of all the days in our calendar.



To each of you, personally, and to your families and friends, I give you that old, but never hackneyed greeting:

A MERRY CHRISTMAS.

Sydney Player.

The Newall Group and foreign trade

France MACHINE TOOLS

BEFORE the end of the second war, the Newall Group had made their plans for the rapid expansion of Export trade subsequently endorsed and urged by the Board of Trade.

In the hands of Mr. Denis S. Player, Sales Director, whose career is outlined on another page, world-wide market research was undertaken, and as soon as the war ended, extensive visits were made to many countries. Arising from these long and arduous journeys, agency agreements were concluded for most of the countries of the world.

With a sixty per cent export programme it is vital, not only to the Newall Group, but to England, that in our representation abroad our products shall be sold and maintained by Agents of the greatest possible reputation. This, we feel, has now been accomplished, and it is with some pride that we introduce at this Christmastide our nearest neighbours—

D A V U M

Davum, 96 Rue Amelot, Paris, Agents for the Newall Group for Machine Tools in France and French Possessions, have experience over one hundred and thirty years in the sale of metallurgical products, tools, and

industrial equipment; and, with M. Jean Maunory as General Manager since the dawn of the century, five generations of continuous know-how within the same family are represented.

M. Georges Menard, Manager of the Machine Tools Department, has played an important part in keeping French industry informed on foreign trends. He makes frequent trips to Great Britain, U.S.A., Switzerland, Belgium and Czechoslovakia, and, arising from these visits and the visits of Davum engineers, customers have been kept in touch with the latest technical progress in other countries.

The Machine Tools Department is based on two underlying principles—to import production machines vitally needed to help cut cost prices, and to import standard machines for immediate delivery to speed up the output of manufactured articles. Methodical visits by the Davum staff of salesmen to influential users throughout the country have a material bearing on the wise buying—the NEWALL buying—so important today.

As in many countries, the last word in the control of French imports lies with the Government, through the "Chambre Syndicale des Importateurs." This involves a great deal of

personal contact with Government offices to secure Import Licences, and it is unfortunate that the credits allotted are never enough to cover the needs of

buyers. Much hope of improvement is placed in the Marshall plan, which should include a sum to cover the needs of re-equipment.



Meet M. Pretet

RENE PRETET is one of DAVUM'S technical men, and in his work combines the technical and commercial aspects of machine-tool sales. This work, although interesting, calls for the sure touch and methodical and orderly approach that is one of the main aspects of his success.

Thirty years old gardening fan, newly-

wed Rene Pretet would be more than welcome at our Horticultural Show. Lucky occupant of a house of his own in a Paris suburb, Rene is an unashamed film fan. He makes no comparison between French and British films—likes all the good ones. His other hobbies include boating and fishing.

France

SADOUMA

MEASURING INSTRUMENTS

Dear *Precision*,

We are sorry to have kept you waiting so long for a contribution to your very lively and enjoyable *Works* magazine. Believe us, there was not the tiniest bit of bad will on our part and your insistence compels us to confess the mere truth: we had not the least idea

of what kind of contribution we might offer you.

We must explain that life in a Parisian business firm is altogether different from what it can be in large *Works* like Newall's in Peterborough. First of all, we have nothing like your social events



Meet M. Deleuze

The French, too, have Government Forms, and ROGER DELEUZE is the man who takes care of them, following through to the Departments themselves. Having been on the British end of some of these forms, we can well understand

how Roger appreciates his summer month at the seaside. Chess, tennis, fencing, reading, theatre-going, all help to make Roger's leisure as full and useful as his daytime work. We hope to see him at Peterborough one of these days.

to talk about. We have no clubs, no meetings outside the office, no social intercourses, no outings, in short nothing in common that could concern several members of our staff—and it is a real pity. But you should know that the French are very individualistic. Most people in this Office—although they are quite nice to one another each time their respective job puts them in contact—are probably ignorant of each other's way of living and circumstances.

The total staff of the firm amounts to twenty people, who do their daily job as conscientiously as possible. There is not much private talking at Sadouma! Time is money, and errors must be avoided! The working hours are 9 a.m. to 12 a.m. and 2 p.m. to 6 p.m., Saturday afternoons being free.

A good many of the employees hurry back home for lunch which is more plentiful than an English lunch. However, some of them who live too far away from the office bring their lunch with them. Such is the case for a few secretaries of ours who, after lunch, used to knit or do needlework while chatting. Do not forget that French girls are very fond of pretty things and do a lot of them themselves! In the evening, everybody hurries back home, happy to find one's own family again.

Sadouma is not a very large firm. It is more the type of a "family" concern. Its Chairman & Managing Director, Mr.

Marcel Dreyfus, supported by the General Manager, Mr. Varroud-Vial, and by his sister, Melle Suzanne Dreyfus, Head of the Import Department, cleverly handles the intricate problems of important Engineering Tools and Machine-Tools with scarce Import Licences.

Sadouma had hard times during the war. Business was entirely slackened. After the Liberation, new Agencies had to be secured; but thanks to the Managing Staff's shrewd sense of business the firm is flourishing again. Sadouma would have a promising future should Import Licences be granted in a normal way. This is Mr. Dreyfus' permanent target and he is never sparing his efforts towards this end.

Contributed by Melle COMMONT,
Import Department.

P.S.—On the point of mailing this article to *Precision*, we are pleased to say that we have now a "social" event to record. We have just heard of the birth of the first "Sadouma" post-war baby. One of our newly-married secretaries was expecting a baby. She wanted it to be a blonde daughter, but it is a small dark-haired and dark-eyed boy who has come. His name is Jean-Michel and you may be sure that his mother is very proud of him all the same!

NO PRIZE FOR CORRECT ANSWERS.

- | | |
|------------------|---|
| A FLY CUTTER IS: | (a) A cute barber; |
| | (b) An instrument for dissecting insects; |
| | (c) A type of milling cutter. |
| HELIX ANGLE IS: | (a) Screw thread terminology; |
| | (b) Boy sucking an ice-cream; |
| | (c) The inclination of demonstrators from the bar at 11-00 p.m. |
| BLOW HOLES ARE: | (a) Nostrils; |
| | (b) Recesses in gruyere cheese; |
| | (c) Defects in castings caused by gas bubbles. |
| EMERY CLOTH IS: | (a) A certain inspector's wearing apparel; |
| | (b) Abrasive impregnated paper; |
| | (c) Means of obtaining superfine finish. |

LEN BUSSEY

DENMARK

From MR. BENT SORT, Publicity Manager of our Danish Agents, BRODRENE VESTERGAARD, we received the following article. In this intimate magazine we print it exactly as received. So often with our friends abroad we learn of their diffidence about their knowledge of our language. So often is it better than our own.

The British Exhibition in Copenhagen, Denmark,

—ACCORDING to experts, the largest exhibition held in Europe this year.

The British Exhibition in Copenhagen was open from 18th September to 3rd October and became altogether the great Scandinavian event of the autumn.

The exhibition was visited by more than one million people, which is a fancy figure, considering the fact that the whole of Denmark has a population of four million.

The protectors of the exhibition were H.M. King George VI of England and H.M. King Frederik IX of Denmark, and the purpose was to display all sorts of British manufactured articles in Copenhagen, the largest capital of Scandinavia.

Through many centuries a close friendship has existed between Great Britain and Denmark, because the Danish people mentally and in its outlook on life feels the narrow resemblance of the English and Danish way of living, and the friendship has for many years resulted in extensive business connections between the two countries. England has among other things bought bacon, butter and

eggs from Denmark, which in return favours British industrial products.

It must be difficult for you to imagine the joy which filled the Danish people when the plan of the great British Exhibition was published. For a British-minded people, who for 5 years has been subject to the whims of the German occupying power, the British Exhibition was a distinct indication that the general situation is now improving, and we were looking forward to welcoming the British guests to Denmark.

But let us go back in time and visit the exhibition on the opening day. All Copenhagen were out to celebrate the day. In the main streets were waving thousands of flags and streamers in the British colours, the shop-windows displayed an abundance of commodities, all made in Britain, but certainly not for sale—for Denmark is unfortunately still suffering from want of Sterling currency and import restrictions. The Danes cannot have enough of the British goods, which we all want to buy. All window decorators of the department stores contended for the prize for the most beau-



tifully decorated window display, and in the evening the many neon lamps and projectors of the town radiated for the first time in post-war Copenhagen. Denmark put on its lights in honour of our foreign guests.

However, the most popular features of the Copenhagen street picture were the **BUSSES** and the **SCOTCH HIGHLANDERS**. The Danes are a friendly and smiling people with a taste for pleasant and gay breaks of everyday life, and the many-coloured English "double-deckers," which the British see every day, were almost an adventure to a Dane to look at and go by. We have busses in Denmark too, but they are always "single-deckers" and yellow, and it therefore roused enthusiasm when the committee of the British exhibition announced that the conveyance of

passengers between the various exhibition centres would be attended to by real English busses with British drivers and conductors. The busses arrived after a long and tiresome drive through the continent and were received with great homage, and during the whole exhibition period the kind British drivers and conductors conquered the hearts of all Copenhageners.

The Scots were another trump-card of the exhibition arrangement, and hundred thousands of Danes crowded the streets when the orchestra of the Gordon Highlanders with drums, bagpipes and real kilts marched their daily round in the town.

Night view of the ancient part of Copenhagen taken during the exhibition. The ancient town is the "quartier latin"—the university town. In the background you will see the lights from the modern Copenhagen, the business and amusement centre. The tall tower to the left is the Town Hall, and the square tower to the right is the Copenhagen Cathedral "Vor Frue Kirke" (Our Lady's). This dome was a spire until 1807 when the English bombarded it. However, we do not blame you, as we were silly enough to stick to the wrong horse, France and Napoleon.

The exhibition centres were situated at five different places in Copenhagen. In the government building, the Christiansborg Palace, the British motor-car industry exhibited the latest models. In a large modern block in the centre of the town you would find leather goods, cameras and scientific instruments as well as radar, etc., while the famous British textiles occupied the department store "Magasin du Nord."

The Tivoli Gardens, the lovely park of entertainment, where the Danes and tourists in summer enjoy themselves together, had then been converted into many different exhibition premises for a great number of commodity groups, ranging from office-machines to biscuits. Among all these things the Danish housewives studied with great interest a model of the Royal Wedding Cake. A special division was reserved for the British television, and the organizers had chosen the expensive method to build up a complete television studio, from where performances were broadcast to the British receivers in a special hall. The television was one of the most interesting experiences to the Danes, who have not yet their own television system.



You will not find so many people waiting for an ordinary Danish bus, but during the exhibition every Dane wanted to ride the English way.

Finally, the heavy industry, machines, etc., were to be found in the biggest show-room in Copenhagen, the Forum, where visitors could inspect several NEWALL machines and O.M.T. measuring instruments, demonstrated by British demonstrators from the NEWALL factories.

The NEWALL and the O.M.T. products formed the main group of the big stand of Brodrene Vestergaard, Newall's agents in Denmark. The interest of the visitors was especially centring in the Plain Cylindrical Grinding Machine Model L, the Universal Grinding Machine Model K.U., and the



Part of Brodrene Vestergaard's stand at the British Exhibition in Copenhagen.



Jig Borer Model 2. The latter is no doubt the largest and finest Jig Borer hitherto shown in Denmark. The O.M.T. measuring instruments headed by the Toolmaker's microscope, created also great and entitled interest and admiration. Altogether the Stand of Brodrene Vestergaard was the biggest machine tool Stand at the British Exhibition.

In the Forum you could also find exhibitions of refrigerating-technics, electro-technics and chemicals. The principal stand of the hall was thus arranged by the Imperial Chemical Industries.

Even to an Englishman it has no doubt been of great interest to visit the great British Exhibition—many of the exhibits are rare in the export-minded England, too—and Copenhagen was in the exhibition period an English-influenced town throughout. Everywhere could be heard the English language, in restaurants, in trains and in the streets, and the Danes had another opportunity of showing their excellent knowledge of

English. The majority of the Danish school children start, as you perhaps know, their English training when aged 10 or 11. An Englishman never need to feel lost in Denmark, there will always be someone in the immediate neighbourhood who speaks English and who can give the tourist adequate information and in addition is more than willing to have a pleasant chat about the conditions in the country.

And what influence has the British exhibition then had on the commercial and cultural intercourse between England and Denmark? It would be very difficult to form an estimate in figures and turn-overs, but it can be said for certain that it would not be a matter of small amounts, and the exhibition has at any rate only strengthened the fellowship existing between two nations akin, which have almost the same culture, standard of living and outlook on life.

BENT SORT, Publicity Manager,
BRODRENE VESTERGAARD, DENMARK.

The Danish King Frederik IX (to the left) and the Duke of Gloucester, who is looking with great interest at the Newall Jig Borer Model 2 at the Brodrene Vestergaard stand. Jack Adams, second from right.



SPAIN

TO our Spanish-speaking readers we send special greetings at Christmas time.

From these vast countries our nation has received the foodstuffs necessary, after the second war, for our survival; and in exchange there has been to them a considerable flow of capital goods.

In this exchange of trade the Newall Group has more than played its part. From Maquinista Terrestre y Marítima we hear:

"Regarding the performance of the Newall L.A. Grinding Machine with which you supplied us last year, we would inform you that up to the present moment the machine has given us excellent results, and the quality of work obtained is entirely satisfactory and, furthermore, due to its powerful drive, it has greatly increased our production capacity".

Quotes Mr. W. F. Scott, Newall Chief Service Engineer, who visited Spain:

"At the Tarabusi, Bilbao, works, the reception of our Universal Grinder and the Hydrolap machine was so good that the director would have placed an order for a further substantial quantity had delivery been possible".

Tarabusi S.A. are leading manufacturers of pistons and piston pins and other automobile components, all of which conform to the highest possible standards of accuracy.

Some 20 machines have recently been dispatched to our Argentine agents, Messrs Arnott & Co., Soc. Anon, Buenos Aires, and from this greatest of our post-war consignments to the Argentine we look forward to continued substantial trading relations.

TRANSLATION

En este numero de Navidad, saludamos especialmente a nuestros lectores de habla española, a quienes deseamos felices fiestas y prospero 1949.

La Gran Bretaña recibe de ultramar grandes cantidades de materias primas y alimentos, necesarios para la existencia, y a cambio de stos exporta, entre otros artículos, maquinaria para todas las industrias. En este sentido el grupo NEWALL hace una importante contribución a la economía Nacional suministrándonos productos, dignos ejemplos de su ramo.

A continuación transcribimos lo que escribe la firma, La Maquinista Terrestre Y Marítima S.A. de Barcelona:

"Acerca del funcionamiento de la máquina rectificadora NEWALL, tipo LA, que Vds. nos suministraron el año pasado, pasamos a informarles que hasta el presente, dicha maquina nos ha dado un excelente resultado, siendo la calidad de trabajo que obtenemos totalmente satisfactoria y, al propio tiempo, por la gran potencia de que va provista, ha constituido para nosotros una notable mejoría en nuestros medios de producción."

Nuestro ingeniero principal, señor Scott, que ha visitado algunos de nuestros clientes en España dice:

"Nuestras Rectificadora Universal y Bruñidora 'Hydrolap' resultaron tan eficaces en los talleres de la firma Tarabusi S. A. de Bilbao, que su Director hubiese repetido con importantes pedidos de haber sido posible la entrega."

Tarabusi S. A. son fabricantes de pistones, bulones y demas accesorios para

automóviles que tienen que conformer a estrechos límites de precisión.

Unas 20 maquinas y aparatos NEWALL han sido entregados a nuestros agentes exclusivos en Argentina, Sres. Arnott & Co. S. A. de Buenos Aires, y de esta, la partida mas importante embarcada para ese pais en la post-guerra, esperamos una siempre creciente demanda.

Algunas firmas Britanicas que usan productos NEWALL.

Rolls-Royce Limited.

Ford Motor Company Ltd.

Austin Motor Company Ltd.

Standard Motor Company Ltd.

The Nuffield Organisation.

Rootes Securities Ltd.

Joseph Lucas Ltd.

Ambrose Shardlow & Co. Ltd.

Armstrong Siddeley Motors Ltd.

Leyland Motors Ltd.

The De Havilland Aircraft Co. Ltd.

The Bristol Aeroplane Company Ltd.

Metropolitan Vickers Electrical Co. Ltd.

Sir W. G. Armstrong Whitworth
Aircraft Ltd.

Vickers-Armstrongs Limited.

Courtaulds Ltd.

The British Thomson-Houston
Company Ltd.

C.V.A. Jigs Moulds & Tools Limited.

The Hoffmann Manufacturing Co. Ltd.

Ransome & Marles Bearing Co. Ltd.

Hepworth & Grandage Ltd.

D. Napier & Son Ltd.

Switzerland



MR. RAUSSER, SENIOR

TO sell machine tools to Switzerland — the home of quality engineering — calls for first-class machines and a first-class selling organisation.

The Newall Group are fortunate in having both.

The firm of Rausser & Cie, who are our Swiss agents, was founded in 1911, and the thoroughness of their organisation has in no small measure been responsible for their success in a very difficult field.

Mr. Rausser, Jr., spent six years in foreign travel in various countries in order to get acquainted with machine tools and learn foreign languages. He spent long periods with the firms his organisation represented, in order to become completely informed on all aspects of their programmes.

Not until just before the





MR. RAUSER, JUNIOR

second war did the British and American exporters pay real attention to the Swiss market, and it was only after many years of hard work that Messrs. Rauser & Cie obtained a few English representations.

The setback of the war, during which British export ceased, did not deter our agents, and as soon as hostilities ended, Mr. Rauser

came again to England, where, after long and detailed negotiations he succeeded in securing a number of agencies for first-class machine tools.

The entry of the LA Grinding machine into the Swiss market was a triumph which could not have taken place without the knowledge and experience on the part of Messrs. Rauser & Cie, to which we have already referred.

The whole of the population of Switzerland is only half the number of the City of London, and it will be seen that there is no demand for a large selling organisation, and that competition, which Messrs. Rauser & Cie are so satisfactorily mastering, has been keen.

We look forward to the continuance of our export trade with Switzerland, and to the further success of our Swiss agents.



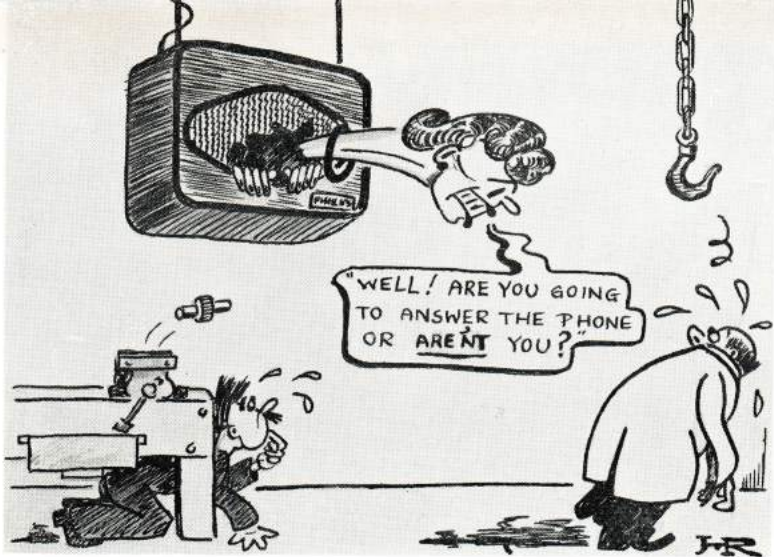
Christmas *round the World*

Contributed by Kathleen Tumbelty.

CHristmas is that joyous, festive season which makes us all think of the happy time in store for us now that Christmas is upon us once more. As these first words are read, there must immediately come to the minds of us all, a picture of our *own* Christmas, and the special way in which we celebrate it. To lots of us it means a family re-union,

a "get-together" of all those we love by a cosy fireside; the laughter of the children as they play with the toys that Father Christmas had brought, and the happy knowledge that after weeks of scheming and saving, that for this holiday, at least, there are plenty of good things to eat.

We acknowledge the age-old custom of exchanging gifts, of singing carols, and pouring rum over the Christmas pudding, so that we may see it "burn." There are many little customs that mark Christmas in England, but are we so familiar with the way our brothers and



sisters all over the world celebrate this great festival?

Christmas Eve is the principal Czechoslovakian celebration. The Christmas tree is decorated with gifts, and in the evening the candles are lit and the children gather round it and sing carols. They believe it is the Child Jesus who brings them their presents, for Father Christmas is not known in Czechoslovakia. A favourite custom with the young people is to put tiny lighted candles in nutshells and float them in a bowl of water—the longer the candle floats without capsizing, the longer one's life will be. The main dish in their Christmas meal is fish cooked in various ways, especially Carp.

In Norway, there is no burly Father Christmas to be seen at parties, instead the presents are distributed to the children by a small man dressed as a gnome, with long white beard and red cap. The Christmas feast takes place on Christmas Eve and includes several kinds of smoked or cured meats and a porridge in which a "lucky" almond is hidden, entitling the finder to a gift.

In Holland, the eve of December 6th is the real SINTERKLAUS feast for the

exchange of presents. Christmas is mainly a religious festival. The Protestants attend church, and then at home gather round a decorated tree. In the Catholic home, Christmas starts with midnight Mass, followed by a special breakfast. Instead of a tree, there is usually a decorated Nativity Crib. The Christmas delicacy is a pastry stuffed with almond paste and decorated with crystallised fruits and tiny candles.

On Christmas Eve in Poland, the members of every family try to get together wherever they may be. All day they fast. Then, when the first star glimmers in the sky, dinner is served. Before the company sits down, the host and hostess take a wafer, or bread, and break it with everyone present, exchanging good wishes. The others then break it among themselves, exchanging more good wishes. As in Czechoslovakia, the main dish in the Polish feast is fish.

The people in Yugoslavia also make Christmas Eve their principal feast. Celebrations, especially in Serbia, centre in the yule log, brought into the house a week earlier. Before the evening dinner, a male relative is asked to help at the ceremony of putting it on the fire. He is greeted by the womenfolk

holding home-made wax candles, which throw a soft light on the scene. Grains of corn are thrown on to the log—olive oil and wine in some districts—to make sure of next year's harvest, and everyone sings folk songs. Oak and laurel branches (instead of holly) are used for decoration.

The bells begin to peal out their message while it is still dark on Christmas morning in Belgium, and the villagers set out for church carrying lanterns. After the service they return home to slabs of cake with hot chocolate or coffee, and dainties for the children, some shaped with outstretched arms to represent the Holy Child. In the villages, old Christmas beliefs linger on, the oxen in the stalls turn their heads to the east, the bees fall asleep in the hive, and an egg taken from under a hen is as good as insuring your house against fire !

In France, Christmas Eve supper in the cafes is more important than Christmas dinner. Even the poorest people are ready to go hungry for days, in order to save up for this great event. The custom is to go from cafe to cafe, taking one course at each, hailing friends, and finishing up with early morning coffee. Christmas is a day of devotion and rest after the night's celebrations. Most of the churches have elaborate Nativity cribs, to which the villagers bring small offerings in the same way as we do to our harvest festival. Many of the peasants make their own crib, using oak bark for the Holy Inn and sand and moss for the paths leading to it.

And so when we are hanging up our stockings for Father Christmas this year, shall we think of all those people in other countries who have already begun their celebrations for Christmas with their age old customs ?



Miss IRIS LEEDER

COMING OF AGE.

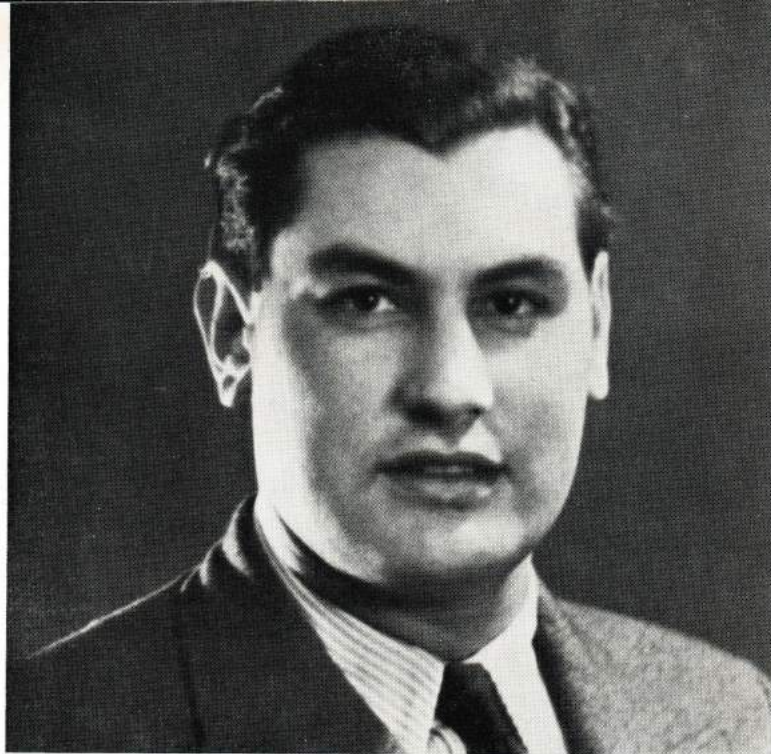
CONGRATULATIONS to IRIS LEEDER, Personnel Department, who attained her majority on December 8th.

Iris came to Newall when she was fourteen years of age. She has worked in the same Department ever since, and after some four years of night-school and home-work has developed into one of our senior stenographers.

She has the coolest temperament we have ever met, and unusual capacity for hard work and concentration.

When she is not at work, and not looking after the fowl on her father's smallholding, Iris finds time for embroidery, knitting and a little picture-going.

Many Happy Returns from us all, Iris.



Career

DENIS S. PLAYER

- 1929. Apprentice Newall Engineering Company, Limited, Ponders End, London.
 - 1930. Federal Products Corporation, Rhode Island, U.S.A., training on Dial Indicators and Measuring Instruments.
 - 1931. Newall Engineering Company, Limited, Ponders End, London, apprenticeship continued.
 - 1934. Newall Engineering Company, Limited, Peterborough, Sales Department.
 - 1939. Volunteered 27th Regiment, Light A.A.
 - 1940. Discharged medical grounds. Managing Director Optical Measuring Tools, Limited.
 - 1945. Sales Director, Newall Engineering Group of Companies.
- Age 35 years; married, with 2 children (Penelope aged $6\frac{1}{2}$ and Jacqueline aged $4\frac{1}{2}$).
- Hobbies: Walking, Tennis, and Swimming.

Mainly

on

BY DENIS S. PLAYER, SALES DIRECTOR
NEWALL GROUP SALES LTD

SALES

IN the foregoing pages you have read articles and notes from our friends abroad. These notes have been written in a fashion to suit this magazine, which is not a technical magazine and is not intended to be of a highbrow nature.

From the correspondence sent to us by our friends abroad, we all must realise that there is more than a social and friendly feeling between us. Greater than the sale of machine tools and instruments there is in some small measure the salvation of this country. For a moment or two I propose to talk quite seriously about it.

"Hard currency" means what it says. Hard currency is hard to get. "Soft currency" means what it says. It is relatively easy to get.

You have of course heard our Government continually refer to agreements between different countries. After the end of the war, we decided that we would enter into what we called unilateral agreements between the various countries abroad. This, in simple terms, means that they were free to convert any moneys which were owing to us into dollars or hard currency. We found that some countries were selling to us certain commodities, and whereas we had assumed that they would accept either our goods or pounds sterling in payment, they demanded that although we paid in pounds, this money could be converted into dollars. Thus, our dollar account became considerably depleted. As we all know, the whole matter was reviewed and we had a form of economic crisis eighteen months ago, when a considerable change of policy all round was undertaken. It was then that our Government decided that it was impossible to work the so-called unilateral

agreements, and we undertook the method of bilateral agreements, which, in simple terms again, are agreements between each country on the basis of goods for goods.

These terms are new to us and associated with new economics which ultimately provide us with meat on our dinner plates and cigarettes in our pockets. For example, from the Argentine, the sale of our products produces currency convertible into dollars for this country's treasury, which enables us to buy much needed foodstuffs elsewhere and other things of which we have had too little for too long. From Canada comes similar convertible currency. And so it goes on

Now if certain countries owe this country money, which is not convertible into other currencies, or when they have no goods to offer us in exchange, it is extremely difficult to arrange the sale of our machines.

In some cases where we have tried to reach agreement on a bilateral basis—that is to say for machines with no money involved—unfortunately, the goods we have been offered have been too high in price for us to make an agreement.

One can see then, that, at times, the British Government will not allow us to export, and the Government in the "buyer's" country will not sanction the import of our products. These restrictions may or may not be right, but they do exist, and they constitute one of our biggest difficulties to-day, when trading with our friends abroad. In point of fact, the position is not as to whether our agent is operating efficiently. We have had instances whereby the customer wishes to purchase machine tools and has placed the order with the agent and the

order has been placed with us. But without an import license which would enable the country to pay in currency or goods such an order is worthless.

There is a wealth of work and a wealth of negotiation to be undergone before complete permission is obtained from all concerned to proceed with the simple contract between buyer and seller. Over and above this, we are competing with America, we are competing with Switzerland, and we are competing with import duties, customs duties, and in some cases subsidised products. In spite of all these difficulties the Newall Group far exceeds the export quota laid down by His Majesty's Government.

It must always be appreciated that, indirectly, although we are all striving for greater exports, the machine tool, being a basic industry, helps the hundreds of other industries in this country to achieve and better their own export targets.

For these accomplishments we have to thank all members of our organisation at Keighley, at Peterborough, and at Slough for the individual parts they play towards this end. Our ambition, in the Newall Group, is to work as a team at all times and, whatever one's job, if tackled in this spirit, it will result in us achieving our ultimate goal.

This collective effort and **PERSONAL RESPONSIBILITY** of each man in his own job, however small or large, will, I am sure, put our many products to the fore in the markets both at home and abroad.

Make no mistake about it, the products of the Newall Group are highly esteemed, but, as in the Olympic Games a tenth of a second is the difference between being an Olympic champion and an "also-ran." The majority of us in the shop have been grilled and drilled on "tenths," so this should not be hard for us to appreciate when applied to the highest quality workmanship.

In conclusion, to our friends abroad who sell these goods, to our friends abroad who use them, and to all the personnel in the Newall Group of Companies, I send my personal Christmas greetings and my thanks for all the help that is given me in trying to overcome the difficulties I have endeavoured to outline above.



A. H. ('DUD') DUDLEY - - -

CONFIRMED NON-SMOKER; denies smokers' theories that money not spent on tobacco is money saved. He is married, has own flat. Started as apprentice; is now Universal Grinder, with experience on all types of Grinder. Thinks 72-in. LA is all right, which from "Dud" is high praise indeed. Hobbies: "Posh" supporter in winter, cricket in summer. Keen trade unionist; delegate to Peterborough Trade & Labour Council.



Reminiscing at Olympia, Harry Smith and Sheila Groome. We wonder if they were talking about the Camera.



Christmas Fireside

WHEN you have eaten your turkey; when you have poured the brandy in plenty over your Christmas pudding; when the brazil nuts, the walnuts, the raisins, the turkish delight, the stuffed sweets; when these things are circulating; when the port has been round; when you have heaped more coal on the fire; that is the time to circulate the pencils and pads and say "thank you" to RALPH BELLAMY of KEIGHLEY GRINDERS for introducing the puzzles we give you below.

× × × × ×

Tell your friends to think of two numbers—no matter what they are—and write them down. Then multiply them by each other. Then divide the first number by two and keep on doing it (but ignore any fractions), and multiply the other number by two. Like this:

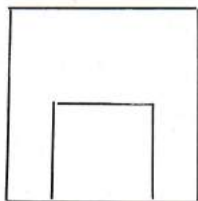
50 × 20 = 1000			
50	÷ 2 =	20	× 2 =
25	÷ 2 =	40	× 2 =
12	÷ 2 =	80	× 2 =
6	÷ 2 =	160	× 2 =
3	÷ 2 =	320	× 2 =
1		640	

Then take away all the even numbers in the left-hand column and take away the opposite numbers in the right-hand column. If you tell them to add up the numbers that remain in the right-hand column they will equal the total they started with.

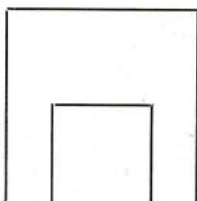
× × × × ×

Don't ask us how it happened, but pass the cigars around and hope you have some engineers of Newall quality in your family circle, because the others won't be able to do Ralph's next problem.

Tell them that the front view and plan view of a particular mass are exactly identical and as shown. Then ask them to draw the end view. There is only one correct answer to this problem, and we show it on page 35.



FRONT VIEW



PLAN VIEW



END VIEW

When the cushions have been put back in their places, and if you haven't been told to take the dog for a walk, the next puzzle will let the ladies in and give you all a breather:

Let your friends think of a number and write it down. Add 6 to it. Double the result. Subtract 8. Divide by 2. Take away the number they first thought of.

No matter what they wrote down in the first place, the answer is always 2.

× × × × ×

Maybe we should have put the next one down before the port got around. This is just one of those things that happen. In the following layout, each letter stands for a digit, and each digit stands for a letter. The whole represents a bill one of our bookish employees received. What was it all about? Page 35 gives you the answer.

T	123456	@	V/S	=	£	s.	d.	
E	12748906	@	O/A	=	N:	E:	S	
P	8416	@	—/P	=	NN:	D		
						L:	E	
					£O:	D:	ND.	

× × × × ×

A car travels at 30 miles an hour for one mile over a two-mile course. What speed must it travel over the second mile to average 60 miles an hour over the whole journey?

Thank goodness for page 35.

× × × × ×

For the next party puzzle Ralph takes time off to salute a Newall celebrity in code. Here is the code:

D G I S C	A S O O E
0 1 2 3 4	5 6 7 8 9

Take any number of 3 digits. Say,	571
Change them round	175

Subtract	396
Change them again	693

Add these two figures up	1089
Multiply by 20	20

	21780
	21780
Put the code letters underneath	IGOOD



Your friends can put down what 3-figure numbers they like, making sure that all 3 are different. They all work out to the same answer.

× × × × ×

Now for the jack-pot question.

The train journey from Leeds to London takes 4 hours. The trains leave round the clock, on the hour, from both stations. If the 6 o'clock train from London leaves 3 minutes early and arrives 4 minutes late, how many trains from Leeds does it pass on the way?

At this point the ladies leave us to get the tea ready, and those who have survived turn to page 35 to check the answer.

Christmas for three



by Nicholas R. Canadine.

THE dressing gown was warm against the chill of the night. The patter of little feet rejected the cynicism of a couple of decades ago. This was the great moment for Mary, aged six. This was the moment of which she had dreamed for weeks. On Christmas morning to come into daddy's bed.

He was tired. It was four o'clock in the morning. But Mary, whose face should have been pale at that time, was flushed, and her eyes shone as glimpses of a new, young heaven would shine through the night. Her arms were filled with toys from the bolster case at the bottom of her bed.

He was no longer tired, and said:

"Happy Christmas, darling!"

She could hardly speak.

" . . . Christmas, daddy."

"Come into bed," he said. "What have you got there?"

"Father Christmas. Look!"

There was *this*; there was *that*; there was —*that*.

"It's just what I wanted. How did he know?"

"He must've read your note. Remember? You wrote him a note."

After a while her eyes closed, and they dozed together, with a doll digging its foot into the small of his back, and a bag of sweets abaft his loins.

It was early still when he awoke. I'll light the fire, he thought. I'll get out of bed. I'll find my slippers. I think I'll find my slippers. I'll go down stairs. I'll find the blasted chopper and the logs in the dark, and the shovel, and the paper. I'll shiver. I'll shiver while I sweep the thing out. I'll bash up the coal. I'll lay the fire. I'll light it. And so help me, I'll make a pot of tea."

"Keep the kid warm," he said, "and see what Father Christmas has brought her. I'll make a cuppa tea."



Breakfast on Christmas morning. A whole egg each. Strips of bread fried for a little girl. Electric light over the breakfast table. Decorations. *My* house. Five hundred more instalments and it's my house.

And why do they call the damned things cereals, he thought, helping with the breakfast. It was processed and tenth-grade wheat in a pretty box. I want some cereal and cheese for my supper. America! The sins you've committed.

The shining eyes of a little girl. "I must eat it *all* up; mustn't I, daddy? It's Christmas."

"Yes, dear. All up. Right to the very last bit."

"Then I can play with my toys. Then I can have my special, special treat."

Don't say: What special treat? What did you promise? Oh, the station. The trains. The puffer trains.

"Yes, darling. First of all, you've got to eat it all up. Then you can clear the table. You're big enough now. Then daddy can help mummy wash up. Then you can put your new coat on. Then what?"

"Then I can take my doll with me on the bus and go to the station and go in the room where it's warm and have some lemonade and see the trains and stand on the bridge and see the smoke."

"All right, Mary. Clear the table."

He had a table. It was old. It was rickety. Most of the French polish had gone. But it was his own table—and it stood in a warm room with walls that had finger marks on them, that would have finger marks on them for a while yet. Light stone was the colour of the walls; medium oak of the wood. When you had a house you could choose your own colour and the children could mark the walls with their fingers. This table was significant, and this little girl, who had been given her first adult task, was important beyond all telling.

Mary put the dirty dishes where they belonged, one at a time, as though entrusted with high office. She put the cruet and the foodstuffs in their proper places, dispositions she had observed through six long years of silent observation. Then it was done.

"Isn't it a happy Christmas Day?" she said. "Isn't it, daddy?"

"It will be if your ears are properly clean. And the backs of your hands."

"They are. Look, daddy. Clean as anything. You should've seen how mummy scrubbed and scrubbed and scrubbed . . ."

"All right. Let's get your coat on."

"It's shrimp colour. I like shrimp colour."

He helped her on with her coat and patted her behind. "If we don't hurry up and get out of mummy's way," he said, "you'll be shrimp colour, and so will I. Come on!"

In the crook of her arm she held her new doll. Her other hand she entrusted to her father's hand. She knew about social security. It welled up in her. A new coat, a new doll, a parent omniscient, a social order of Christmas, birthdays, schools, games, treats, praise for being good, smacks that she understood for being naughty, friends to play with, hopscotch, skipping ropes, Christmas decorations, and chicken for dinner, sixpences in the Christmas pudding, and someone very big to take her on the bus to the station: these things were her social security.

And he in his turn had these things: a little girl to take out of the way while the Christmas dinner was being prepared, and a simple duty to undertake that in its undertaking brought her pleasure untold.

"Can I go on top?"

"Well, since it's Christmas . . . You can pay the fares as well. Out of your own money, though."

"I don't mind; I'd like to."

The chill of the Christmas air reddened her face as she walked along and tried to keep in step. Or perhaps it was pride that reddened her face.

And so at last they came to the station and watched the trains. The through train screamed and hooted past the station and woofed and made her clutch her daddy tight. The smoke and the smell of sulphur brought the story books to life.

And when the train had gone there was the chocolate machine.

"Do you really mean to say," Mary asked, "you could put a penny in there and get some chocolate out?"

"A bar," he said, "a whole bar."

"It's extraordinary," she said, using her new word in a casual way. "Extraordinary."

"Of course," he said, "it wasn't a very big bar."

"Only a penny, though."



Then came the waiting room, with a big tea urn; shining slabs of cake under glass; a stack of cigarettes. The fire in the grate was big, and bright. It was

nothing to sit in a railway waiting room, and it was everything to a little girl. And so, while Mary stared wide-eyed around, he bought a cup of tea and a glass of lemonade.

"You'd better not have any cake," he said, "or else you won't be able to eat your Christmas dinner."

She hardly heard him. "All right," she said. "I don't mind. I hope I get the wishbone, though!"

"What'll you wish?"

"I'll wish you lived to be a hundred years," she said.

But she was throwing off the words with the smallest part of her brain. She stared wide-eyed at the people around the fire, for people were her love. There was the inevitable fat woman sitting there, as big as a house, bulging over the sides of the hard railway chair. A brassy blonde turned away from the child with the doll. She had to turn away.

"Look!" Mary whispered: "the soldier; he's got a gun. Has he killed any Germans?"

He had not killed any. But he had transformed a few NAAFI cigarettes, a few pounds of coffee, into more than a little contraband German goods. He was hoping to reach his home before Christmas Day was too far gone to enjoy. Not that he had missed his personal peculiar enjoyment: he still had a flask half full, and Mary could scarcely contain herself as with some bravado he took out a shaving-cream tube, and cut it open with his big pen-knife and extracted from it a dainty watch.

"Twenty fags," he said with triumph on his sweat-spotted face.

"A piece of cake."

He put the leather-coated flask to his mouth and turned to the little group of people there, and suddenly they were as happy as he appeared to be. Good luck, they thought, I hope he gets home in time, and gives his girl the watch.

Then the bell rang, to signal the main train in, and the people bustled about, picked up their luggage. Behind the counter the girls keyed themselves to serve a hundred cups of tea in a minute or two, and then there was no longer a group of people; there were passengers waiting for trains.

Standing in isolation, linked already with their home, were Mary and her father.

"Just the two of us," Mary said; "and look, here comes the train."

The train fussed in like a politician at election times, and attendant porters waited, passengers rushed about their business, and bags of mail were hurled about. And for Mary this was the moment of them all.

The train had come from London, and it was going to Scotland. Why, the people could go to the Zoo whenever they wanted, and when they got to Scotland they would know about Robert Bruce and the spider.

He took his child to the end of the platform, to where the engine stood. Its underpart was heavy with oil, and gleamed. It was a named engine, with new paint. He stood close. He lifted his daughter up, and held her close, and held her tight, and let her touch the cab. The fireman smiled, and leaned out of his cab towards her, and wiped his hands on cotton waste, and said: "When I was a boy I always wanted to do that."

He nudged the driver, who saw the child, and said:

"Look out!" and blew off some steam with a roar that made her hold her father tight.

It was impossible. There couldn't be such happiness as this. And yet there was: in the pressure of her fingers against his own; in her eyes. These things, he thought, I have. These things can never go from me. The train may go. These things remain.

The passengers were aboard. The microphone regurgitated its unheeded words.

"Come on," he said. "If we rush we can get to the bridge in time."

"Oh, yes, come on."

He wiped the oil from her hands, surrendered his platform ticket, and they walked and ran, out of the station, round the corner and on the bridge. And he said:

"I've lost my puff."

"I lose my puff sometimes," Mary said.

"I'll lift you up," he said, panting a

little. "Then you can see the engine lose its puff."

She laughed; but as the engine began to move, she stopped. This was the climax of her great treat. In a moment or two there would only be the journey home, Christmas dinner, the party, her brothers, nothing *special*, nothing peculiar to herself.

Suddenly there was a great cloud of steam, of smoke, of sulphur fumes enveloping them, and as he put her down his daughter laughed with happiness, and tried to cough as well, because of the sulphur fumes. While she spluttered a little, the cloud cleared.



And they were not alone. No longer was it Christmas for two. It was Christmas for three.

The stranger smiled, and waited, and Mary, as her coughing cleared away, was not in any way shy or abashed at his presence. There was something at once between the two, the shabby stranger and the little girl, and she answered his smile with a smile of her own, and said:

"My name's Mary. Daddy took me to see the trains."

"I knew someone called Mary," he said, "once . . . a long time ago."

He turned to her father, who saw a man about thirty-three years old, wearing an old peaked cap, dressed in clothes that might have been the clothes of a seafaring man. He saw a man who did not fit in the town; who would be hard to associate, indeed, with any town, a man alone.



"I want to get to the Institution," the stranger said. "I wonder if you could tell me the way?" He passed his hand in weariness across his brow, and as he did so Mary's father saw that the back of his hand was scarred.

There was something about the stranger. The morning had been devoted to the spirit of Christmas, the love of a child for simple things. But this stranger who wanted on Christmas Day to go to the workhouse, who knew the bitterness of the world, was not in his spirit, his thought, his address, apart from these simple things.

To take him home would be grand. To give him a Christmas dinner. To give him a seat in an easy chair. To say: "Come in."

But no. It couldn't be done. There were too many difficulties. And why he wanted to do it for the man he could not understand.

"You go over the bridge," he said "and keep straight on. It's about half a mile."

The stranger thanked him and went away, and there was something new about the air as Mary and her father walked away to the bus. Suddenly it came to him. There had been Marks on the Stranger's hands. There had been Marks on his forehead as he had moved the peak of his cap away from his brow. Who had that Stranger been? What were those Marks?

It was now the father's turn to clutch the hand of his child as they walked together away.

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RON WOODCOCK, *Jig Borer*, Camera Department, is proud of his two terriers. PETER and JUDY don't have pedigrees, but are useful around the house. They are looking forward to a whale of a Christmas (without any sea beef). Ron, by the way, is engaged to be married, and as soon as he can find a house, Peter and Judy are going on guard duty for Mr and Mrs . . .



The shop stewards talk about **Goodwill towards men** *— and Management*

DURING recent years much "hot air" has been expended, both on platforms and in the Press, on the highly controversial issue of workers participating in the management of industry.

Some idealistic zealots go the whole hog and say the worker should have control of his own industry. Others, idealistic, but not zealots, are prepared to settle for a seat on the Board. Meanwhile, the average workman reads, listens, inwardly digests, but is rarely moved to express an opinion on this issue, and continues, as always, to think of managements as a necessary evil to be tolerated as part and parcel of his working life.



GOING THE WHOLE HOG

The beginning

Out of the 24 Newall Apprentices attending Technical College, 22 passed their examinations at the term end to the satisfaction of the College authorities.



CO-OPERATION

This attitude, however, is a negative one, and ignores the potentialities of organised co-operation between themselves and managements to the mutual advantage of both. It will be noted that co-operation is the term used—not participation, in management. It is in this co-operation that the workers' contribution to management can reach its most practical form.

It must be appreciated that in this modern age Management is both an art and a science, with a definite trend towards specialization in its many branches. In the old days it was possible for a man of ability and initiative to reach the highest posts in management from the floor. Generally speaking, it is not so easy to-day.

As a result, we are tending to get managements planning by theory, which often fails or does not achieve its full value when put into practice by the workpeople. Here, then, is the meeting ground



WEDDING THEORY TO PRACTICE

10 x 24-in. LA PRODUCTION GRINDER — "BEST EXTERNAL GRINDER IN THE WORLD," say Cooper Roller Bearings Co. Ltd., King's Lynn, and add:

"It is capable of double the amount of work—and with a greater degree of accuracy—than any of the other 24 Grinding Machines in the Cooper Works."

The end

It is used for grinding the races of Cooper's split roller bearings, which are being exported all over the world, and is paired with the latest American Bryant Internal Grinder.

Thanks to Cooper Roller Bearings Co. Ltd. for generous publicity in the King's Lynn Press.

between management and workpeople—*co-operation in wedding theory to practice* to the mutual advantage of both. The field is wide, and with mutual trust and respect much could be achieved. This viewpoint means, of course, a change in the worker's traditional outlook. He must face the responsibilities entailed, educate himself as much as possible in the problems affecting management. He must realise that there are other viewpoints and opinions as logical and reasonable as his own. Finally, he must take an interest in his firm's prosperity, because by so doing he is ensuring his own.

Managements, in their turn, must reciprocate by stimulating the worker's interest by giving him such information regarding their plans and aims as is possible. Workpeople must be consulted as intelligent adults and given their share of any prosperity which arises from this joint consultation.

It is possible that the foregoing views may make some readers go hay-wire, but realistic assessment of the possibilities would be far more profitable.

For instance, many managements strive to secure a stable labour force, but fail because their methods of management fail to inspire the worker with interest in his work, or a sense of loyalty. As a result, they have a constant flow of workers through the factory, experienced workers leaving, new ones needing a period for adjustment or training before their production is at all worthwhile. Obviously, such a state of affairs is not conducive to full production, and can be costly in itself.

SUPERVISION

This brings us to a branch of management that in many respects is the most important (in a practical sense) of all—shop supervisor. The importance of supervision lies in the fact that it is the only branch of management that is in constant contact with the workmen, so that the workman's view that he works for a "good" or "bad" management is decided largely by his contact with foreman or charge-hand.

The selection of supervisors is therefore of primary importance, as it can mean the difference between efficiency on the one hand and frustration on the other. Workmen are quick to take their cue from their immediate superiors, and if they are met with indifference when airing their difficulties or suggestions, who can blame them if in their turn they too become indifferent?

It would appear that we have digressed from our original theme of mutual co-operation. But have we? To be effective, this co-operation must permeate all levels of management, with the emphasis placed on the supervisory level because of the supervisor's close personal contact with the workpeople. Consequently, supervision has a big part to play. Supervisors should work with their men, develop the team spirit, and regard nothing too trivial that helps towards these ends. The old idea that they are on the side of the management, and must therefore resist any attempt on the workman's part to aid production through suggestions or requests for better equipment, and to ignore reasonable grievances, is missing the vital point that in helping the man they are also helping the management.

To end these expressions of opinion, is it too much to ask, at this period of goodwill, that the title of this article: **GOODWILL TOWARDS MEN — AND MANAGEMENT**, be an ideal that we prove practical during the coming year?



CARLEY – STIMPSON

PAT STIMPSON'S lovely white wedding took place in October, at St. Margaret's Church, Fletton, Peterborough. Her husband, Peter Carley, was in the Navy for two-and-a-half years, and saw service in 24 different countries. Pat is setting up her home in Worksop, where Peter is employed as a shop manager. They *HAVE* a flat, and it is in perfect condition and ready for occupation.

After her stay in Newall Accounts Department, Pat should have no difficulty in coping with her household expenses to the best advantage.

With her twenty-first birthday taking place in December, 1948 should be a three-star year for Pat, who received a lovely set of cutlery from her friends at Newall, who were represented at the celebrations by Mrs. Sheila Killingworth, Mrs. Missing, Mae Seddon, Barbara Boddy, Kathleen Tumbelty and Kathleen Scotney.



READERS. GONE HAYWIRE



Standing (left to right): F. LUGG, G. ASHTON, H. SMITH,
W. ANSTEY, G. TAYLOR, H. RICHARDSON.
Seated (left to right): K. CUMPSON, D. SNEESBY,
J. PARKINSON, A. HOLBROW.

NEWALL ELECTRICIANS, judging by the photograph, seem to have little difficulty in getting along together, and this, we are sure, accounts for much of their success.

Under the genial guidance of W. G. (Bill) ANSTEY, they undertake a wide range of duties.

FRED LUGG, whose charming wife took the above snap, is our outside maintenance and service electrician, whose skill and quiet personality are much appreciated by our friends in the engineering industry.

GILBERT ASHTON, a newcomer to our ranks, has already established himself on the wiring of Grinding Machines.

HARRY SMITH, we are informed by the irrepressible Derek Sneesby, keeps them all going by cruising from job to job at all the wrong moments. But in spite of young Derek, who copes with factory maintenance, Harry has done some splendid work, notably at the Paris and Olympia exhibitions, and with Machine Tool Electrics on Electronics, and never asks a man to do a job he can't do himself.

GEORGE TAYLOR, universally respected, and with a power of knowledge, has been with us since we came to Peterborough. He is concerned largely with experimental work on all kinds of difficult things, maintenance, and switchgear adaptations.

HARRY RICHARDSON, Jig Borer and Thread Grinder electrician. See *Precision* No. 2 for details.

KEN CUMPSON is the baby of the department, and is regularly attending technical college to get himself way-up in electrical affairs. A keen member of the Air Training Corps, he is ready, willing, and making himself able, for all that is implied therein.

JOHNNY PARKINSON, who started with us when he left school, did two years in the Royal Navy, and now has responsibility for electronic and other control cabinets.

ALAN HOLBROW is taking a stiff course of training from Harry Richardson, for which he will be grateful later on. He is a member of the Navy Cadets, and vies with CUMPSON in technical college and national defence affairs.

We regret that Mrs. HARRIS, JACK WOODS, SAM ATKINS and BRIAN GILBEY are missing from this photograph of a very happy and progressive department of the NEWALL GROUP.



JACK STANLEY takes a visitor around the Works WITH RHYME IF NOT WITH REASON

*AROUND the Works you wish to see?
Good sir; come along with me.
Here, just inside the gate,
Your errand to Joe Coles state.*

*Now meet our Mr Canadine,
Whose technique rare and fine
Lays our inmost troubles bare,
As he studies our welfare.*

*Up these stairs, narrow and steep,
Accounts and General daily leap;
The fat 'uns use it as a gym,
Just to get their figures slim.*

*Through yon door is Legs Clarke,
Who sends our goods to foreign parts.
His accent really is a lark,
When hard-learned French he imparts.*

*Meet dear Kath at her switchboard,
Her pretty head with wisdom stored;
At the phone we'd badly flounder
If her judgment was not sounder.*

*In this office are Grace and J.D.,
Where, 'twixt you and me,
Grace, in her time, must have heard
Every known blue-pencilled word.*

*There on the left are Mrs Poole's Follies;
They gambol around with well-loaded trollies.
Some day, somehow, they've promised to ease
Our rolls of their eternal cheese.*

*In this wing is Department Sparks,—
Their youthful, risky, lusty larks
Would cause blushes even in Paris,
And raise the eyebrows of Mrs Harris.*

*Up these stairs, just on the right,
Sits L. Rayment and his chorus bright;
Wages Department, they used to be,—
Now they are simply P.A.Y.E.*

*Ah ! Here's Frank Scholes and Bert Harlock,
With between them nary a lock;
Their Guardian Angels smile and beam,
As they exchange hair cream.*

*Now, sir, meet Mrs Lewis, our nurse;
Her gentle hands don't make us curse.
Her Coat of Arms ? Why, so it is,
A red-hot steaming kaolin poultice.*

*In this room, so clean and neat,
See our overalls, fresh and sweet;
Here's a goddess bright and breezy—
May I present, sir, Mrs Easey ?*

*Here are Kershaw, Brittain and Birch,
Keen students, they, of research;
It's not Gears or Steel they always swot on,—
You ought to see them mark a coupon.*

*Here is our storeman, Tim,
Who within his cavern dim,
Holds more secrets than Joe Stalin
Hides inside the grim Kremlin.*

*This glass cage is the sanctum sanctorum.
Pile on the praise. You'll never bore 'em.
For they really think they are good,
Since they hobnobbed with Margaret Lockwood.*

*Here are our timekeepers—Jim and Ken,
Who almost paralyze us when
They glare at us with eyes of hate
Should we be more than four minutes late.*

*Now meet the Scholes and Trowell twins,
Experts, they, in various sins;
Even brewers gasp and pale
At their exploits with the ale.*

*Through these doors so high and wide,
If you care to look inside,
You'll see Grant's merry men of paint
Making things look like what they ain't.*

*Now we reach the "Bertram" tall,
Whose operator does it all.
Pray, good stranger, silence keep,
For here's Ginger, fast asleep.*

*Up this stairway, rather dark,
Careful, or your shins you'll bark;
Now this is the world's oomphiest room.
It holds our Sue and Sheila Groome.*

*This, my friend, is the room of inspection,
Where we all receive needed correction.
Who, I say, could play the fool
Under that eye of Bert Rule.*

*Now, good sir, for a while you must tarry,
Whilst you have lunch with our Secretary;
He will feed you with tripe, jam and snoek,
And put the expenses in his little black book.*

With apologies, says Jack, to all concerned, and a gentle reminder that his pardner, Ernie, is a two-gun man, and very quick on the draw.

ACCOMMODATION WANTED—We have arranged for six boys to take up work at this factory from towns all over the country. They are aged 15—17 years and are all specially selected as being suitable for high precision work. They are all in need of accommodation. The rate of pay for accommodation is a matter for arrangement. This is the Christmas Number of our magazine, and

if there are any Christmas ideas you have overlooked we give you this: that you inform the Personnel Manager of your willingness to receive in your home one bright young man who is keen to start work, and cannot do so until we find accommodation for him. Every one of these boys has been personally interviewed as being a wholly suitable young chap. Thank you!



CHRISTOPHER JOHN PIGGOTT

would have become more so. England, with all its troubles, John thinks, is by no means one of the worst places in which to earn that daily bread, and he is as glad to be back here as he is proud of his small son.



VALERIE JEAN & CHRISTINE ANN

MANY HAPPY RETURNS
to CHRISTOPHER JOHN
PIGGOTT, who's father is a fitter
on Technicolour Cameras. If
these cameras take pictures as
lovely as the one above, we will
pay money to see them.

John Piggott started with the Newall Engineering Company in January 1947. Earlier he had worked at Cambridge and was a Foreman in an Ordnance Factory in India during the war. He thinks the Government were right to clear out of India; things were becoming uncomfortable;

*We wish a specially
Happy Christmas to
VALERIE JEAN and
CHRISTINE ANN,
twin daughters of lucky
Harry Richardson.*

SOCIAL NEWS.

DURING the past few months, the Social Section of the Sports Club have worked strenuously in an effort to bring Newall employees together in a friendly atmosphere.

Frequent whist drives have proved popular and have been well supported. It is planned to go on running these at fortnightly intervals, and we hope to see more and more familiar faces as time goes by.

Several bus trips have also been run quite successfully, with perhaps the exception of the slight contretemps that occurred over the trip to London, when two or three people got left behind, of which we are sure by now everybody is well aware that the fault did not lie with us.

The first dance of the season proved such an enormous success that in response to numerous requests, another one was planned for November 19th and was equally successful.

A Children's Christmas Party is also planned for December 11th, and we hope to report in the next issue of *Precision* that the party was enormously successful.

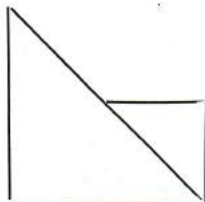
We are grateful to all of the people who have supported our various social activities and sincerely trust that they, and many more, will continue to do so. If you have any suggestions to make for improving the leisure hours of your fellow workers, do please see that they are passed on to a member of the Committee. Our aim is your amusement.

ALEC WATSON



ANSWERS TO QUESTIONS on page 17.

The end view of the drawing is as follows:—



The bill our bookish employee received reads:

7 Novels at 3/6 =	£1 4 6
4 Notepads at 2/9 =	11 0
8 Pens at 8d. =	5 4
	<hr/>
	£2 0 10

× × × × ×

To travel at an average of 60 m.p.h. for 2 miles will take 2 minutes. He cannot average this because the 2 minutes is up, doing 30 m.p.h. for 1 mile.

× × × × ×

The London train passed 9 trains:—the 2 o'clock, 3, 4, 5, 6, 7, 8, 9, 10.



HAPPY STORY

WE like writing this better than anything in the magazine. Last June, JOAN GOODWIN, who has been with us in the Planning Department for seven years, went to the altar with GEORGE BROWN, who helps in our Progress Department. Belatedly, we print their picture above.

To this young couple sorrow came early. Shortly after marriage, George became partially paralyzed, and after his first operation became totally blind. Although his life was despaired of, George, full of high courage, and loyally supported by Joan, consented gladly to a second operation, which gave only a fifty-fifty chance of survival. This second operation was a complete success.

George's sight is restored and he is recovering from his paralysis. Joan tells us that in time he will be completely recovered.

Long enough ago Joan won the respect of us all for her quiet dignity and cheerfulness no matter what was around in the way of work. George, too, had settled down to a job that had more than a little tough going.

So we pull out all our wishes for a Five Star ★★★★★ *HAPPY CHRISTMAS* to George and Joan.



ABOVE we show JOYCE LUCAS and her lovely daughter, MARGARET. Margaret will be five at Christmas, and has already started school. Margaret has an exceptional talent for knitting, and was going to enter some work for the Show, but didn't finish it in time. Joyce tells us that Margaret could really knit properly when she was four years old. Margaret is going to get a brand-new doll's pram for Christmas. We figure that Joyce will have to get weaving for that extra bit of bonus.

KNITTING

By Kathleen Tumbelty.



KNITTING is a fascinating hobby. Apart from the fact that money and coupons are saved by knitting one's own garments, there is a sense of satisfaction and achievement, and knowledge that the hand-knitted garment will give longer wear and keep its shape much better than its machine-made sister.

After choosing your pattern, be sure to follow the instructions as to the size of needles to be used, and, as far as possible, the type of wool to be used. This will help to ensure the article working out to the exact measurements given. The texture of different brands of wool varies a great deal, and if a brand is used other than that stated in the pattern, a larger or smaller pattern may be the disappointing result.

Love of colour has led many people to fair-isle knitting; but blending colours is not so easy as it looks. Colour blending is scientific, and great care ought to be taken in the choosing of the colours before starting to knit. If the garment is to be worn with green, then greens, browns and yellows would be the best colours to use. The jumper intended to

IT is with personal sorrow that we pay tribute to JIMMY NORMAN, who passed away during August last.

Since the news of his death, we have received tributes from all over the country to his personality and great skill as an engineer.

Jimmie started as an apprentice with Newall Engineering Company Limited in London in 1913, and by his skill, enterprise and study he gained a reputation as one of the leading Jig Borer specialists in the country.

He was wholeheartedly a "Newall" man, and until the end retained his genial and cheery manner. He was welcome wherever he called, and he was a friend to all with whom he came in contact. He was considerate and kindly, and we are the poorer for his passing.

Our sympathies go out to Mrs. Norman and family.

be worn with navy should have a certain amount of red, or white, to show it off—though not too much red, because even a small amount of this colour seems more than it really is, on account of its brilliance.

It is too late, after a garment is made up and you are studying the effect to say: "Mm! It's nice, but I do wish I had used blue there, instead of yellow." It must all be thought out beforehand. Choice of colour is nearly always a personal matter, and most people stick to "pure" colours; but pastel shades are becoming the fashion, and more and more this winter we shall see knitwear in delicate shades of mauves and pinks, to brighten up dull winter days, and, indeed, dull winter evenings.

Angora wool, so popular not long ago, is rapidly going out of fashion. We know it costs twice as much to make a jumper from angora wool as it would from ordinary botany wool; but, as with everything else, it was fashionable, and cost came as a secondary thought. The decline in use, I think, is probably due to the fact that it "comes off" on everything it contacts; especially on the boy friend's dark suit! So, goodbye, Angora.

Now, a word about joining wools. NEVER join wool by knotting the ends together. This always shows, and is

extremely untidy. A much better way is to splice. That is, fray out the ends of the old and new wool, and cut off half the thickness of each, twist the two remaining ends together, and this forms a thread of the original thickness, which will not show in the knitting.

Often a well knitted garment is completely spoiled in the making up. It is small wisdom to spend many hours knitting a garment and then to press it and sew it together unskillfully, so that it looks ill-fitting and amateurish. Care should be taken that the fabric, with the exception of ribbing, should be lightly pressed with a damp cloth and a fairly hot iron; not with a wet cloth and hot iron. If the latter method is employed it will steam the article and give it a flattened and matted look. Sewing-up is simplified if all the edges have been well knitted. The best way to ensure a neat edge is to slip the first stitch and knit the last stitch in every row.

It really is surprising what can be done with two needles and a ball of wool—and, of course, a little patience.

BIOGRAPHICAL NOTE.—*Kathie, as Newall telephonist, has one of the Group's key jobs; has held it for nearly three years now; has an ideal voice for the work, and all the care and patience indicated in her article above.*

ACCIDENTS AT WORK.

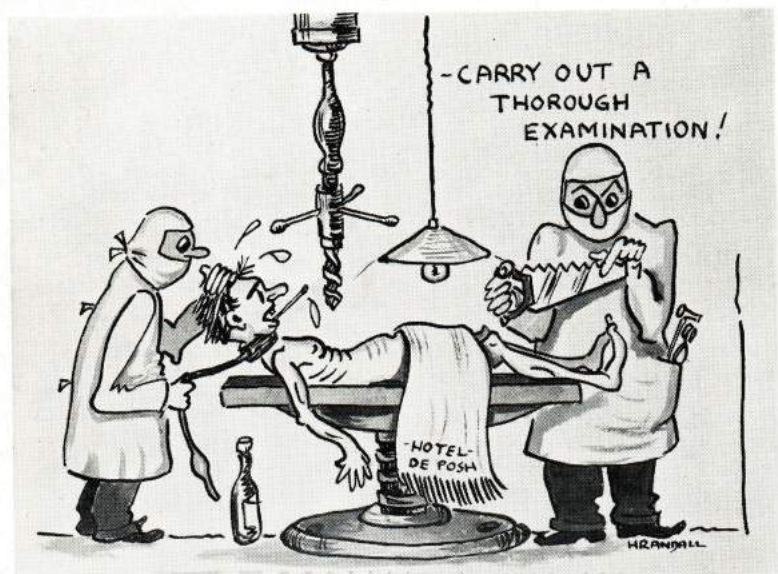
IT is an unfortunate fact that accidents will happen, no matter what precautions may be taken to avoid them, and it is as well for everyone to know how to proceed to obtain the benefits of the new National Insurance (Industrial Injuries) Act, which has replaced the former system of Workmen's Compensation and provides increased allowances for workpeople who are unfortunate enough to meet with an accident whilst carrying out their duties.

Under the Workmen's Compensation Acts an injured workman could only obtain compensation by making a claim upon his employer, and in many cases

friction developed between employers and employees because of this essential requirement.

Under the new scheme, to which both employers and employees contribute equally, the necessity for claiming against the employer has been removed, and the procedure has been assimilated as nearly as possible to that followed under the National Insurance system.

A workman meeting with an accident at work should report the accident immediately and when he sees his Doctor he will be given a new type of Medical Certificate known as a Med. 1. This form, in addition to the Doctor's Certificate of



incapacity, contains three sections for completion by the injured person. The first of these is a declaration by the workman that he has been rendered incapable of work from a certain date and claims the appropriate benefit, the second is provided to enable him to indicate whether he will be claiming Dependant's Benefit for a wife or child or other specified dependant, and the remaining section enables the workman to furnish information as to the date and time of the accident and the name and address of his employers.

This form, when properly completed (it is essential that the National Insurance Number should be given on the form), should be sent to the Local Office of the Ministry of National Insurance and it is unnecessary for injured persons to call at this office to make their claim. Many injured people have taken the trouble to make such a visit, often at great inconvenience, and the Government Department dealing with these claims is anxious that people should know that such journeys are completely unnecessary.

DEPENDANT'S ALLOWANCES

Where a claim for Dependant's Allowance has been indicated by the injured person a form will be sent from the Local Office asking for the required details regarding the dependant concerned, and, of course, another form is sent to the employer asking him to confirm the details of the accident. Immediately these forms are returned to the Local Office of the Ministry, they will be in a position to pay benefit and the first payment will be made on receipt of the second Medical Certificate.

For adults (aged eighteen or over) the Injury Benefit is 45/- per week, the adult dependant's rate is 16/- per week, and the child's allowance which is paid for the first child under fifteen years of age is 7/6 per week. (A wife's Dependant's Benefit will not be payable where the wife is earning more than 20/- weekly and there are other qualifying provisions in those cases where the husband and wife are living apart).

A married man with a child will, therefore, normally receive 68/6 per week during incapacity resulting from an

accident occurring in the course of his work. The rates of benefit are somewhat lower for persons under the age of eighteen. Payment is not made for the first three days of incapacity unless the total period of incapacity is at least twelve days (excluding Sundays).

DISABLEMENT BENEFIT

If a person is still incapacitated at the end of six months, the payment of Injury Benefit ceases and a new benefit, known as Disablement Benefit, takes its place.

Disablement Benefit can also be claimed by persons who are not incapacitated for six months, but who are able to resume work after the accident and suffer what is described as a loss of faculty as a result of the injury they sustained.

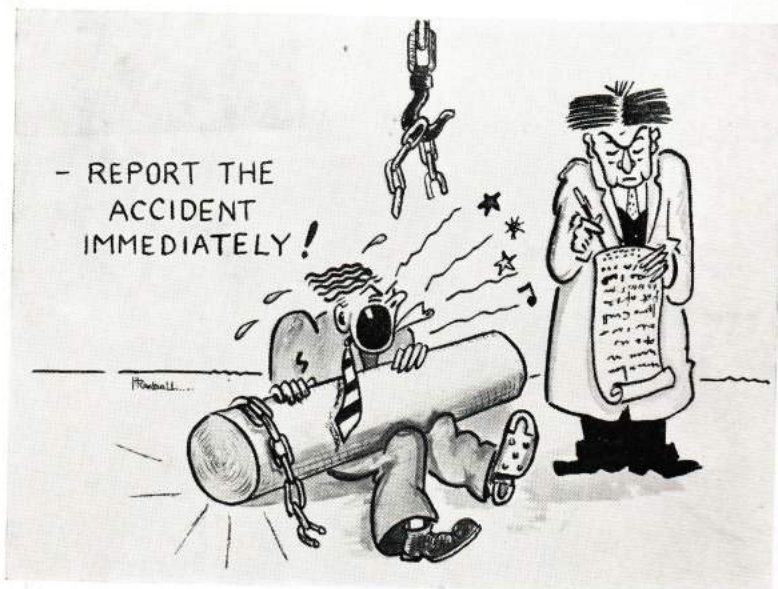
Before Disablement Benefit is paid, the Local Office of the Ministry arranges for claimants to be examined by a Medical Board, which normally consists of two Doctors, who carry out a thorough examination and make their report to the Ministry. The Doctors are required to assess the degree of disablement

resulting from the relevant loss of faculty as a percentage, and this percentage of the normal Injury Benefit rate of 45/- then becomes payable for the period fixed by the Medical Board. At the expiration of the period there will normally be a re-examination, unless the assessment is final, but in cases of minor injuries where the disablement will be permanent and is assessed at less than 20%, the payment takes the form of a gratuity, although this may in certain cases be paid by instalments.

Where an Injured Person is granted Disablement Benefit, but is unable to resume his or her normal pre-accident work, they may be granted a special Hardship Allowance which is limited to 20/- a week and may not increase the Disablement Pension above 45/- per week.

The Special Hardship Allowance will represent the difference between the normal earnings in the pre-accident employment, and the normal earnings in the work which the Injured Person is able to undertake after the accident.

Where a person is so injured as to be permanently unemployed, he may





claim for an unemployability supplement which is payable at the rate of 20/- weekly, and in those cases where the injuries are so severe that the Injured Person requires constant attendance, a Constant Attendance Allowance may be paid up to 20/- weekly and in extremely serious cases 40/- weekly.

A further supplementary payment to Disablement Benefit is Approved Hospital Treatment Allowance, which is paid where a Disablement Pensioner has to enter hospital to receive approved hospital treatment for the injury.

Approved Hospital Treatment represents the difference between the Disablement Pension (including Special Hardship Allowance) and the normal Injury Benefit rate of 45/-. Dependant's Allowances are also payable where Approved Hospital Treatment Allowance becomes due.

In cases where persons are incapacitated by a Prescribed Disease or Injury, which is due to the nature of his occupation, it is no longer necessary for the employee to contact the Examining Surgeon appointed under the Factories Act. The normal procedure is followed

in these cases, the Medical Certificate being sent to the Local Office of the Ministry and arrangements are made by the Department for the claimant to be examined by a doctor who will report to the Ministry. If in any case there is any doubt on the question of diagnosis, an examination by a Medical Board would follow.

In fatal cases benefits are paid to widows and, of course, children of a deceased workman, and to certain other specified relatives. The benefit to widows under the Industrial Injuries Act would be a pension of 30/- weekly where the widow is over fifty years of age or has a child under fifteen years of age, and for other widows the payment is 20/- weekly.

CLAIM DECISIONS

Decisions on Industrial Injury claims are given by a Statutory Officer, known as a Local Insurance Officer. His decisions are given judicially, and in all cases an appeal against these decisions can be made to a Local Appeal Tribunal drawn from panels representing employers and employees.

In the same way a decision of a Tribunal can be taken on appeal to the Commissioner appointed by the Crown to give final decisions on matters arising under the Act.

It is obvious that it would be impossible to summarise the Acts fully and comprehensively in the space of a short

article, but leaflets are available at Local Offices of the Ministry, dealing with all aspects of the National Insurance (Industrial Injuries) Act, and the staffs at the Department's Local Offices will be only too pleased to answer any enquiries which may be addressed to them.



The Newall Engineering Co., Limited
wholeheartedly supports the Territorial
Army National Recruiting Campaign.

**We will Encourage up to 15 per cent
of our Employees to Volunteer.**

**We will grant 8 Days' Leave in
addition to Statutory Holidays to
Volunteers accepted by local T.A.
Units for attendance at Annual
Training Camp.**

The Personnel Manager will be glad
to give information to all
interested persons.

Thank you! Phorpres Club

LONDON BRICK received a party of NEWALL gamesters for a most enjoyable evening on October 22nd. We get around quite a bit, but never receive kinder hospitality and friendship than when we go to Phorpres House.
(Newall names first)

Whist.

Middleton and Turner
lost to Orchard and Bains.
Gray and Durance
lost to Walker and Brown.
Wright and Meins
beat Orchard and Brown.

Double Cribbage.

Canadine and Fowles
beat Walker and Burnham.
Middleton and Turner
lost to Ruff and Bridges.

Single Cribbage.

Canadine beat Wilson.
Nunley lost to Anthony.
Meins lost to Burnham.

Double Dominoes.

Cope and Tuttlebee
beat Hurst and Burnham.
Canadine and Fowles
lost to Sismey and Wilson.

Single Dominoes.

Cope lost to Hurst.
Burroughes beat Atkins.
Paul beat Bridges.

Skittles.

Gray lost to Garratt.
Burroughes beat Burnham.

Darts Single.

Middleton beat Atkins.
Gray beat Knight.
Durance beat Sawyer.
Collins beat Garratt.
Fowles lost to Burnham.
Walker lost to Parrott.

Darts Treble.

Laws, Walker, Turner
beat Sawyer, Wilson, Ball.
Wright, Leckey, A. N. Other
beat Ball, Anthony, Barratt.

Shovehalfpenny.

Walker beat Bains.
Mrs. Middleton beat Mrs. Browning.
Walker lost to Parrott.
Gray beat Walker (W. B.).

Table Tennis.

Walker and Collins
lost to Rowell and Parrott.
Durance lost to Rowell.
Canadine beat Parrott.
Meins beat Cross.
Meins lost to Rowell.

Billiards.

Walker lost to Champion.
Nunley beat Bridges.
Tuttlebee lost to Jennings.

Snooker.

Gray lost to Knighton.
Nunley and Leckey
lost to Hurst and Sismey.

Draughts.

Leckey lost to Ruff.
Canadine lost to Browning.

Final Score.

London Brick	26 pts.
Newall	19 pts.

TENNIS

DURING this season we have managed to muster a fair amount of enthusiasm—sufficient at least to enable us to play three matches—two with Baker Perkins and one with Mitchell Engineering. We improved with each match until the last match of the season, when, thanks to a lot of energy on the part of the players, we managed to avenge our earlier defeat by Baker Perkins of five matches to three by exactly reversing the score.

The earlier match with Mitchells was also an exciting affair, which resulted in a win for our opponents by a margin of one match—this in spite of a truly heroic effort on the part of D. C. Brown and H. Pell, who won their final match after being down five games to love in the final and deciding set.

This year we once again ran a Men's Singles Tournament for the "Player" Challenge Cup. This was won by L. B. Oldfield, who with his usual verve and steadiness, if not vigour, easily beat yours truly in the final. The two semi-finals were played off immediately beforehand against the brothers T. and C. Walker, both of whom are to be congratulated on their efforts this year, particularly as

neither of them started playing serious tennis until the beginning of the season. Better luck next year, chaps.

A well-known personality missing from the final stages this year was J. C. Player, who miraculously managed to reach the last eight without playing a game, but subsequently had to scratch.

Unfortunately this year, the tournament became somewhat long drawn out, due to the fact that many of the players and would-be players were either away or very fully occupied on preparation for the Machine Tool Exhibition. Holidays also interfered. Next year, it is to be hoped, there will be much greater enthusiasm and support for this section, which is of course considerably handicapped by the lack of our own courts.

By the way, next year, we also hope to see ladies, who have been very conspicuous by their absence this year, enter for the competitions and teams. They, or any other would-be-players, are always welcome; and let us hope that next year the section will really come into its own.

BILL ANSTEY
Secretary, Tennis Section,
Sports Club.

Congratulations to Newall Football Club. Anybody can play well on a winning side, but the thing it takes to play in a losing team week after week is what we call Sportsmanship.



