ASBESTOS

VOL. 1. ROCHDALE, OCTOBER, 1918. NO. 4.



This allegorical drawing, by Bernard Partridge, represents "Asbestos" standing between Civilization and the destructive elements.

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ASBESTOS

VOL. 1. ROCHDALE, OCTOBER, 1918. NO. 4.

Thoughts from the Editor's Fireside.

"The pulpit and the press have many commonplaces denouncing the thirst for wealth, but if men should take these moralists at their word and leave off aiming to be rich, the moralists would rush to re-kindle at all hazards this love of power in the people, lest Civilisation should be undone."—

Emerson.

THE underlying truth in our quotation is as active to-day as when the original was written. True, the pulpit and the press generally are no longer to be charged with the shortsighted and mistaken antagonism to the amassing of wealth, the change being due probably to the changed aspect and organisation of Industry more than to any desire to champion the cause of Capital. The individual employer has been largely replaced by the Limited Company, and it is no longer possible to work up an agitation having for its object the elimination of the individual Capitalist of last century. The altered direction of Labour agitation indicates a recognition of this truth in that the virus of Bolshevism has apparently penetrated the Labour movement, and the cry is now for a "Class War" to eliminate the bourgeoisie—the middle class holder of shares and securities.

In this there is no patience shown with the progress being steadily made by methods of evolution. A section at least of the workers has plumped for Revolution, careless for the future of British Industry and blind to the terrible fate which has overtaken Russia.

Yet have we the plain facts recorded in our own History of Industry that Labour is indebted as much to the Employer Class as to its own leaders—though the Trade Union and Co-operative movements have done a good deal for the position in which Labour finds itself to-day, expressed by Mr. H. G. Wells in "The world is now a better place for a common man than ever it was before, the spectacle is wider, and richer, and deeper, and more charged with promise and hope."

The real reforms—as has been ably insisted upon by the Editor of *Industrial Peace*—"which secured amelioration of the social

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and industrial conditions of the poor, were promoted by men outside the ranks of Labour," such as Gladstone, Southey, Robert Owen, Michael Sadler, Lord Shaftesbury, Dr. Perceval, Leigh Hunt, Sir Samuel Romilly, Elizabeth Fry, Andrew Bell, Joseph Lancaster, Charles Reade, Sir Robert Peel, George Peabody, and a number of others of the old "gentleman," "squire," professional and manufacturing classes.

They were responsible—among other reforms—for the shortening of working hours, State inspection of factories with improved working conditions, resulting in the Acts of 1819 and of 1833, the Ten Hours Act of 1847, the stoppage of girl and women labour in mines and the amelioration of the lot of boy-slaves in coal pits, the reform which resulted in the overwork of children being abolished, the institution of sanitary conditions of factory employment, the Free Press, and the amelioration of the severity of the criminal laws and the horrors of the prison system, the establishment of "Schools for All," followed by free education, the reform of lunatic asylums, the reform of the Police System, the betterment of housing of workmen—to name no more in the long list. It is not too much to say that to the "Classes" is due the changed conditions from those of utter misery under which the workers slaved and toiled a century ago.

The same has to be said of our own times—and we do not confine our remarks to action taken as a result of war conditions. Strange as it may appear to some of our readers, it is nevertheless true that employers of labour of standing (we speak of manufacturing Industrialists who employ the great bulk of British Labour such as Rowntree *) have been converted to high wages and the best possible working and living conditions for workmen, for the past 20 to 25 years at least, and they have given practical and remarkable effect to their convictions in their works, their garden cities, their educational schemes, their housing for the workers, their systems of rewards and bonuses—in spite of the millstone of British Politics which has all along been hung about their necks, and which the worker alone could have cut loose had he chosen to do so.

The worker has now to be educated, and he has to be steadied while undergoing the process of enlightenment. It is no use beating about the bush. When revolution is talked, it is time to speak plainly. The worker is reaping where he has sown—the crop is the natural result of the industrial and political history of Great Britain for the past half-century at least. The war has caused a Great Awakening, and patience—extreme and painstaking to a degree—will have to be exercised by honest folk—masters and men—in the attempt to deal with the situation along British—that is, sane—lines.

One of the first lessons necessary is that the only progress is ordered progress, and those who teach otherwise are "leading their class into the portals of a forlorn hope."

As a preliminary measure, however, mutual understanding is necessary, and it is with this end in view that we have given the foregoing rapid and necessarily incomplete review of a side of the picture seldom if ever presented by the tub-thumping Bolshevist. Ignorance—IGNORANCE (not Capital) is the enemy.

"We are in great danger. The people may not realise it; they probably do not; they think as all goes well for the moment all will continue to go well after peace.

* See *The Human Needs of Labour* under Editorial Notes.

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But peace will be their industrial death knell unless the nation is prepared for the change. We must produce more wealth: that is the fundamental fact imposed upon us by this war. The only way to do it is by organisation on a great, national businesslike basis. This is not a party or class matter, but a national one."*

We have shown what we can do when we are "put to it." We have doubled and quadrupled output for the purposes of war. Let us continue with the object of building a New England and a New Empire.

It does not follow that any one of us will have to work harder. It is the open mind which will frankly receive improved methods of production that we are contending—nay, pleading for, in the interests of our Civilisation.

Let us then combine forces, and work together for what we all have in view—though we may express it differently and make occasional mistakes in word and deed—the satisfying of the desire "for knowledge, for self-expression, for the satisfaction of intellectual, æsthetic and spiritual needs, and a fuller life."

"Few can fail to feel the force of inspiration and experience which is being born of the war, or to recognise the strength of the new hope with which the people are looking forward to the future. The nation ardently desires to order its life in accordance with those principles of freedom and justice which led so many of its best sons into the field of battle. A new era has come upon us. We cannot stand still. We cannot return to the old ways, the old abuses, the old stupidities. As with our international relations, so with the relations of classes and individuals inside our own nation. If they do not henceforth get better, they must needs get worse, and that means moving towards an abyss. It is in our power to make the new era one of such progress as to repay us even for the unmeasurable cost, the price in life lost, in manhood crippled, and in homes desolated.

"To allow this spirit to die away unused would be a waste compared with which the material waste of the war would be a little thing. It would be a national sin, unpardonable in the eyes of posterity . . . We have awakened to the splendid qualities that were latent in our people, the rank and file of the common people, who before the war were often adjudged to be decadent, to have lost their patriotism, their religious faith and their response to leadership: we were even told they were physically degenerate. Now we see what potentialities lie in this people, and what a charge lies on us to give these powers full play . . . We owe it to our dead that they shall not have died in vain, but that their sacrifice shall prove to have created a better England for the future generation."†

* Mr. W. M. Hughes, Prime Minister of Australia.

† Interim Report by Committee on Adult Education to the Ministry of Reconstruction.

SPECIAL EDITORIAL NOTE.—The Directors of Turner Brothers Asbestos Co. Ltd. do not necessarily agree with or accept responsibility for the views expressed by the various contributors to this Magazine.

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Editorial Notes.

THE WORKS COMMITTEE.

A start was made with the Works Committee on July 26th, and considering the suspicion with which the proposal was at first received, the result of the first meeting may be said to be satisfactory.

Mr. R. Entwistle, in explaining the objects and functions of the Committee, compared his own position with that of the liàson officer in the Army, with the additional responsibility that he would sometimes be called upon to interpret the minds of the directors and workers alike.

Our conviction with regard to the necessity of exercising patience in order to overcome the initial antagonism of the Trade Unionist was fully borne out. The antagonism is due to misunderstanding on the part of the bulk of the members of the Unions—misunderstanding which has been brought about by the misrepresentation of the wild men who are busy just now trying hard to commit the Movement to red Revolution.

Works Committees will serve rather to enhance (than to lessen) the force and dignity of all that is best in Trades Unionism, and it was distinctly encouraging to note the dawning of a general recognition of this fact.

A move on practical lines was made in the election of a chairman and minute secretary, and after some discussion it was resolved that Mr. Entwistle be asked to draw up a new basis of representation for consideration and agreement as between the Committee and the Executive.

In conclusion, Mr. Entwistle explained the scheme for a Works Canteen, which had been prepared and was awaiting the approval of the Ministry.

* * *

THE BRITISH SCIENTIFIC PRODUCTS EXHIBITION.

This exhibition was held at King's College, London, during August and September, and it is recorded here because the products of Turner Brothers Asbestos Co. shared in the success.

The exhibition was organised by the British Science Guild under the ægis of the Government, the objects being to display the results of the progress made by the linking of Science with Industry in an intensive manner in the endeavour to replace goods hitherto obtained solely from the enemy, and many of which were indispensable for waging war. The Germans had secured their position so well—thanks to our politico-trading policy—that British Capital dare not launch out in certain directions.

British brains have "turned an awkward corner," but is the lesson learnt ?

The place of Science in Industry was established in this country, and we feel a pardonable pride in claiming a share in its re-instatement. There were fourteen classes of exhibits, and some 30 or 40 T.B.A. products were accepted as superior to or replacing enemy goods.

* * *

"THE HUMAN NEEDS OF LABOUR."

Some books there are—written with a serious purpose—which no reviewer need apologise for quoting extensively. In fact, his duty is clear in that the capacity for analysis is as restricted as the borders of the franchise are wide. Moreover the authors of such books are more concerned with the spreading of the Gospel than the filling of coffers, or—a more insidious temptation—the widening of their phylacteries.

Of such were "Eclipse or Empire ?" and "From War to Work," and now "The Human Needs of Labour" (Rowntree).

Any book written with the avowed object of leaving "the soul free a little" demands our most serious attention now that all Humanity may almost be said to have reverted to a state of flux.

The author frames for himself four queries, and though we do not suppose he would claim to have solved the underlying riddle, which dates from the Garden of

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Eden, he certainly makes a notable contribution to the subject in his endeavour to answer

(1) What are the human needs of labour ?
(2) At what cost can they be supplied ?
(3) Can Industry bear the cost ? and, if not
(4) Can it be met in any other way ?

The author advocates the principle of a minimum wage which shall ensure both decency and the enjoyment of the privileges and amenities of life which should be accessible to all. Proceeding to draw a clear distinction between minimum wages and wages above the minimum, he contends that "the former should be determined primarily by human needs, the latter by the market value of the services rendered."

This doctrine postulates a complete *volte face* of both British State and Trade policies, and we believe the author is right in his apparent assumption that the fruit is overripe for the gathering. "We cannot set back the clock and re-instate ourselves in the world we knew before the war . . . . . Industry is in the melting pot. We must re-mould it in accordance with a juster standard . . . . . We see things, not through the bewildering haze of custom and convention, but in the clear light of truth."

The author, however, does not confine himself to presenting two canvases and bidding us "look on this picture—and on that!" He has gone to some considerable trouble in an endeavour to erect signposts pointing the direction in which answers are to be sought to his four queries, and he is constrained to acknowledge the justice of the conclusions of the authors of "Eclipse or Empire ?" particularly as to the need of the greater application of science in industry, the scrapping of prejudice (whether on the employers' or on the men's side) and the imperative necessity for maximum output.*

He reaches the inevitable conclusion that if workers are to be paid a higher rate of wages, their productive power must be materially increased.

"If the workers are to do their best," however, "they must be assured that their energy will not lead to over-production and consequent unemployment." The tendency to restrict output was, and is, largely due to fear of unemployment, and "all attempts materially to increase the productivity of workers will fail unless the fear of consequent unemployment can be dispelled."

The author points the moral to the individual employer—so far, good. But we feel that a point has been reached when the problem has taken on such dimensions that only the State can adequately deal with it. This is not to say that individual employers may fold their arms and await State action. Far from it. We have been shown what the State can handle with advantage to the community—and what it cannot. The lesson is that Industries must to a certain extent work out their own salvation. But when the Industries have done all that lies within their province—the fixing of the minimum (living) wage for unskilled and the grading by agreement of skilled labour; the organisation for reconstructional purposes of the released and vastly increased mechanism of production; the settlement of the place of women in given industries (the problem varies with different trades)—when Trade Boards have settled all these, and the many other minor problems, there yet remains such State tasks as insurance against unemployment, securing our supplies of raw materials, and conserving British markets for British Industries.

* The arguments along these lines are considerably developed in *From War to Work*.

"People sometimes ask what departmentalism is. Departmentalism is not a moral delinquency. It is an intellectual hiatus—the complete absence of apprehension of anything outside the purely departmental aspects of the matter under discussion." —*Lord Curzon.*

"I look back upon them with contempt as the mere outcome and registration of petty huckstering carried on in a spirit of ill-will and suspicion. I do not want to return to them. I hope we have outlived them."—*Mr. G. N. Barnes, M.P. on Restoration of Trade Union Conditions.*

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The Penalties of Low Production.

By SAMUEL TURNER.

"A BREEZE, alternately warm and chilly, sweeps over the monotonous landscape as it is lightened by a rapid dawn, to be followed quickly by a heavy molten sun appearing on the horizon. The ill-clad villagers, men, women and children, thin and weak, and made old beyond their years by a life of under-feeding and overwork, have been astir before daybreak, and have partaken of a scanty meal, consisting of some kind or other of cold porridge, of course without sugar or milk. With bare and hardened feet they reach the fields and immediately begin to furrow the soil with their lean cattle of a poor and hybrid breed, usually sterile and milkless. A short rest at mid-day, and a handful of dried corn or beans for food, is followed by a continuance till dusk of the same laborious scratching of the soil. Then the weary way homeward in the chilly evening, every member of the family shaking with malaria or fatigue. A drink of water, probably contaminated, the munching of a piece of hard black or green chaupati, a little gossip round the peepul tree, and then the day ends with heavy, unrefreshing sleep in dwellings so insanitary that no decent European farmer would house his cattle in them."

This is the picture of Indian village life to-day drawn by a first hand witness—the Aga Khan, the head of the Indian Mohammedan community. If we chose to transfer the scene to the town, we should see a misery slightly different perhaps in kind, but very little removed from it in degree. There is misery enough, Heaven knows, in the squalid slums and alleys of our own great towns. But I challenge any critic of our Western industrial civilisation to find within its borders any such tragic spectacle as that which the ordinary life of these 220,000,000 human beings daily presents.

It is not the result of oppression. The Indian Government is the most honest and perhaps the ablest which the world has ever seen. Assuredly it is not the result of over-taxation. The poor Indian, who does not drink and refrains from litigation, pays in taxes about 6d. a year. The average incidence of taxation per head (excluding land tax) is about 2s. annually. It is not drink which ruins the Indian village, as it did the Russian before the war; nor intellectual incapacity, as seems to be the case with some African and Australian aborigines. "When, as occasionally happens," says the Aga, "the child of an agricultural labourer is brought up under proper care and instruction in a well-to-do urban family, he proves himself almost invariably the mental equal of the boys and girls with whom he plays. He is soon fitted for the surroundings of the best and richest classes, as I have often seen in my mother's house." Why, then, in a country which has been a byword through the ages for riches, well governed, enjoying for half-a-century a profound peace—why does this man—industrious, sober, intelligent, the heir of a splendid civilisation far older than our own—why does he never but by the rarest accident attain the life for which he is thus "fitted"? Why does he remain sunk in a squalor and degradation beside which life in the worst of our slums appears easy and comfortable ?

The reason is that he is the slave of Low Production—the grim example and victim of the conservatism which refuses to accept the industrial revolution; which cleaves to

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old methods with the obstinacy of a dull fatalism; and dies in misery in the midst of the riches which an intelligent use of his country's resources would shower upon him in full measure.

In the little book *From War to Work* which I have recently published, I have endeavoured to state what I conceive to be the fundamental facts of that system of industry which is generally known as High Production. I have sought to show that capital, properly considered, is the helpmeet and not the enemy of labour; that machinery, properly used, is the working man's ally, not his conscienceless and cruel rival; that the envy of profits is absurd and ungrounded, and the fear of over production baseless. I have endeavoured to trace, however slightly, the benefits which in my belief inevitably attend the nation which sets itself heartily and with a united front to the task of developing its resources to the utmost by scientific research, by the encouragement of highly paid skilled labour, by the general education which alone can produce this in any quantity, by the elimination of the waste —waste of labour, waste of time, waste of opportunities—for which humanity at present pays so terrible a price. Let us now bring this issue once more to the test. Let us suppose that by the wave of some magician's wand India could be transformed from a Low Production to a High Production country. Let us see what it is reasonable to expect would be the result on her crowded millions of the change.

The India of this vision would have abundance of capital. She would not be dependent, as she now is, upon English capital for the development of her railways. The "drain" of the interest, of which her reformers complain, would cease. Instead of a handful of rich men, she would have thousands. Would the country as a whole be the poorer? What would these rich men do with their money? Few as the capitalists of India are to-day, we can still see the results here and there of their wealth in operation. If the breed of Indian horses is not hopelessly deteriorated, it is owing to the efforts of a few native princes who have made horse-breeding a hobby. If the problem of higher education in India is less dark than it otherwise would be, it is due to the energetic enthusiasm of "pious"—and wealthy—founders of Universities. These men are too few at present to make any impression on the general life of the vast community. But how if they were many? How if, instead of one bank to every 2,000,000 inhabitants, there were scores of industrial banks—such as that established by the Tata group—not merely willing, but eager to finance every sound industrial enterprise which sought their aid? How if Indian capitalists themselves set to work to provide the mercantile marine which the country needs? Would the Indian labourer really be the worse for the fish and the fruit, the sugar and the oils, the cheap lighting and electric power which an adequate supply of well organised capital could beyond all question assure him?

But India as we know it, is it will be argued, a poor country. The Government is eternally at its wits' end for money. There is no way of realising the vision. Is there not? Let us hear the Aga first on the results—not the possible, but the certain results—of the application of scientific High Production to agriculture alone.

"Within the first ten years the activities of the reconstituted and co-ordinated agricultural department at the great research institute and college at Pusa and in the provinces were estimated to have increased the value of the products of the fields by upwards of £2,300,000 per annum. This is no more than a beginning. It is not merely conceivable, but certain, that, given concentration and national effort on agriculture and subsidiary forms of exploitation of the earth's surface, India could double her economic wealth in the next few years. By further intensive culture I believe she could, long before the end of this generation, treble her wealth and correspondingly raise the standard of living throughout the land."

That is in agriculture alone. And many of the reforms required to win this enormous prize are mere applied common sense: the abandonment of the ruinous practice of using oxen for ploughing, which is imperilling the milk supply; the abandonment of the tariff on agricultural machinery and of the merely silly habit of importing timber and other goods which the country produces in abundance; the improvement by the ordinary well known methods of the breeds of horses and cattle; the extension, where necessary by motor traction, of the means

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of communication; the establishment of scientific laboratories, as in Germany, to produce at home the fertilizers for which India must otherwise struggle hopelessly in the markets of Peru and Bolivia. But now, think what might be done in other fields. The Aga believes that the cotton output could be increased fivefold by the proper use of the country's water supplies. In certain industries India could easily lead the world. She could do more—she could enrich it with new and as yet unknown products. "Peshawur and Poona, Barrachpore and Bangalore," says the Aga, "are capable of each becoming, like Grasse, headquarters of the scent industry. The most delicious and novel perfume, derived from tropical flowers growing in the neighbourhood, could be manufactured under scientific direction and sent all over the world. Many of them would have the advantage of being entirely new. Fortunes have been made in France and America and employment has been found for thousands in the industrial use of flowers. In India, where natural conditions are still more favourable, the opportunity is wholly neglected. So far as I am aware there is not a single modern factory for the manufacture of scent in the country."

I have instanced in *From War to Work* the enormous benefits which organised research has conferred upon mankind in the conquest of disease. India is ravaged by every form of disease in its most deadly and loathsome shape, with the one exception of cancer. The deplorable reason for this exception is that cancer shows itself as a rule only in and after the forties, and hardly any Indians live so long. For the rest, all these diseases are easily to be combatted by organised scientific effort. Ross has shown how the malaria which saps the energy of the Bengali may be practically eliminated; the discoveries of Ehrlich have made the hideous forms of venereal disease which rage in India practically unknown in Western Europe. The whole face of India would be changed almost at a stroke if the "mass ignorance" which tolerates these abominations could be swept away, and enlightened and energetic sanitary laws enforced by an awakened and instructed public opinion.

But let us hasten to meet the objection which our habits of industrial thought—or prejudice—are certain to raise. This vast new army of workers armed with the weapons of modern science, the believer in "ca'canny" will say, will flood the world with their products; production will outstrip consumption; industry, its markets glutted, will languish and decay, and the streets, not in India only, will be filled with starving workers for whose labours the sated world has no further use and who see before them no future but the workhouse or State charity. It is true that the labourers in the splendid vineyard of the new India will be a very great army: but will there not be another in the field to meet it? Think what a very slight increase in the standard of comfort of the Indian villager means, whom we have seen, with scarcely any property but his loincloth, sleeping, too poor to buy the meanest cot, among the rats and vermin on the earth floor of his wretched hovel. If he ask but the barest decencies and conveniences of life, think what a demand is instantaneously created. Will it be so easy to "glut" the market which is to satisfy even the immediate needs of these craving millions? And once the idea dawns that these needs may be supplied, they will need no stimulus to make them clamant. The religious enthusiast perhaps apart, no reasonable man accepts permanent misery voluntarily. If space permitted, I could cite proof of how readily the Indian villager even to-day accepts ameliorations of his lot when they come within his grasp. But indeed it is a calumny upon some of the quickest witted races in the world to believe otherwise.

I do not say that the new India will not have much misery to show, much privation, much sickness and sorrow. I do not say it will have no unemployment. I am not sketching a poetical ideal, but a very practical possibility, something like which will, I believe, be in the far future realised. When and how, it is for others—and for the people of India themselves—to decide. What I have sought to do is to set before my reader two pictures—the picture of Low Production and its results and the picture of High Production and its works. The question which I ask him to answer impartially is quite simple. Given the choice, *under which system would he, whether in India, in England, or in America, prefer to live?*

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War and its Aftermath.

By B. E. MacDONNA.

WE are now at the beginning of the fifth year of the greatest war that has ever occurred in this, or any other Civilisation, and we shall have to keep cool heads and stout hearts, now that the curtain is rung up on what we fondly hope will be the final act. The kings and the captains are marshalling their hosts for the last tremendous struggle, of which even now the prelude is going on. We who are within the sheltered seclusion of our homes may well have a feeling of thankfulness that we are not participating in the terrific conflict. It is my intention to discuss what I conceive will be the condition of things which will obtain after the war. I realise the magnitude of the problem which confronts the whole of the British Empire. This problem is the application of every thought and energy upon how to settle into civil employment the lads who have so nobly upheld the glorious banner of Freedom and Liberty. It is becoming more and more evident that there is a surging turbulent restlessness in the minds of discharged soldiers and sailors, due to the abnormal conditions created by a war the dimensions of which cannot be expressed in ordinary language. Therefore I propose to deal in my own way with what I think is one solution of the problem.

There is a feeling in the minds of not a few that these young men should be given a sort of glorified holiday at the country's expense. This is all very well, but it springs from sentiment, which at all times is liable to err, and to err on the wrong, rather than on the right side. All of us with a spark of human feeling would wish every one of these men well, but we are up against facts, and we are told facts are stubborn things. This question is partly one of psychology and presents many interesting and varied features, prominent among which is an irresponsible disregard of the ordinary discipline of an industrial concern. No concern having any regard for its business acumen will stand the loss due to the idiosyncrasies of the men who before the war were amongst the most regular and thoughtful of those who formed the industrial population. Now that is all changed, and what do we find ? We find that in this war, as in all great wars of the past, demoralisation of a certain section of the female industrial population, and an utter absence of those finer feelings which up to the outbreak of hostilities were to be found in the men, has taken place. The cause of this state is that wherever vast numbers of men are brought into immediate contact with carnage and ruthless slaughter the men engaged become by constant repetition debased and alienated from their former lofty conceptions of morality. The killing of men becomes for the time being their daily business, with the result before stated. What would be the conclusions arrived at by anyone capable of psychologically visualising the whole of the populations disturbed and unsettled by the war, would most assuredly be staggering and at the same time alarming. Now the remedy for this peculiar state of mind is one which calls for immediate attention. All the belligerent Governments who have spent colossal sums of money in creating this state of mind, should now set about preparing a scheme whereby Industry, and particularly Key Industries, should not be harassed and worried by having to stand the continual loss accruing from the casual way in which the returned men look upon their former employment. Men suddenly released from military and naval rule are liable to abuse liberty, and (I make no apology for saying it) "turn liberty into license," and that is why we have even now in this country, and particularly in Lancashire, abundant evidence of what will obtain in the future. "Coming events cast their shadows before" is true in this particular instance. Imagine a man returned to his home, in the still hours of the night, waking with the thunder of the guns booming in his ears, the groans and cries of the wounded haunting him when his whole being ought to be calm and tranquil. That is a somewhat crude picture of the state of minds of those who have been active in this great and grim Armageddon.

It is not a physical state. It is a state of mentality, and can only be eradicated by

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the slow process of building up and revitalising the subtle tissues which interpenetrate the physical molecules. Therefore to those who understand and realise the importance of this, I appeal with all the fervour of which I am capable, to urge the Government to take immediate action, and not allow essential industries, of which Turner Brothers is one, to be saddled and embarrassed in any way by having to find local solutions, which, at least in the experimental stages, are both aggravating and costly.

If this is done, and becomes an accomplished fact, it will be a bright gem in the crown of Industry, and will redound to the eternal honour of those who have used their influence in this direction, to get rid of one at least of the menacing influences of war's aftermath. I have only indicated the condition which I feel certain will come if no measures are taken to counteract its baneful influence. So far as I am personally concerned I shall fight against anything which tends to bring a condition of affairs such as obtained after the South African war. It is the Government's imperative duty to shoulder this responsibility, and so free Industry from the meshes of a net which may otherwise envelope her, and leave her free to produce the essentials, the need of which will be keenly felt after the war. In this great and noble work both Capital and Labour will need to work harmoniously together, to close the door on this present fast disappearing epoch, and usher in the Pioneers of a New Civilisation.

Motion and Time Study.

An Example of their Advantages.

By THOS. CHADWICK.

THE Fire Brigade Tournament provided us with an object lesson, shewing unmistakably the value of time and motion study. In several of the drills, the times have been cut down to nearly one half that it took to perform the same work in four years ago, and it has been found that the quickest way is undoubtedly the easiest way.

It must not be thought for a moment that this improvement is due to quicker running, or a better class of men. The Fire Brigade members four years ago were equal in every respect to what they are at the present time, but up to then competition had not made it necessary for every motion to be studied. The members of the Fire Brigade made their own motion studies. The stimulus which animated them was not so much the value of the prizes to be won, as the honour of being able to do the work better and quicker than any of their competitors.

I will give one instance to prove the value of Motion and Time Study. The One-Man Drill, Inside Brigade, if done the obvious or straightforward way, one thing at a time, 39⅜ seconds is the best time which has been made up to now. After studying each motion it was found that time could be saved by carrying all the gear at once, all the distance. This was done last year, and the time was brought down to 30⅛ seconds by one man, who was considered fortunate, as there was too much risk of blundering about the whole method. This year another new way had been studied out, and two men out of three who used the new method tied for first prize with 29⅜ seconds. The third man, who was short of practice through being called up for Military Service, doing the drill in 36⅜ seconds, proving that a safer as well as a quicker and easier way had been found through motion study.

Every drill if analysed would give as good or better proof of the value of studying the job, and not taking for granted that the best way to do a job is the way it has always been done. If improvements can take place like the above when the element of sport is the basis, it is quite evident that the same improvement can be brought about on nearly every job in the works if all concerned will only play the game.

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The Origin and Properties of Asbestos.—IV.

By H. W. ROWELL.

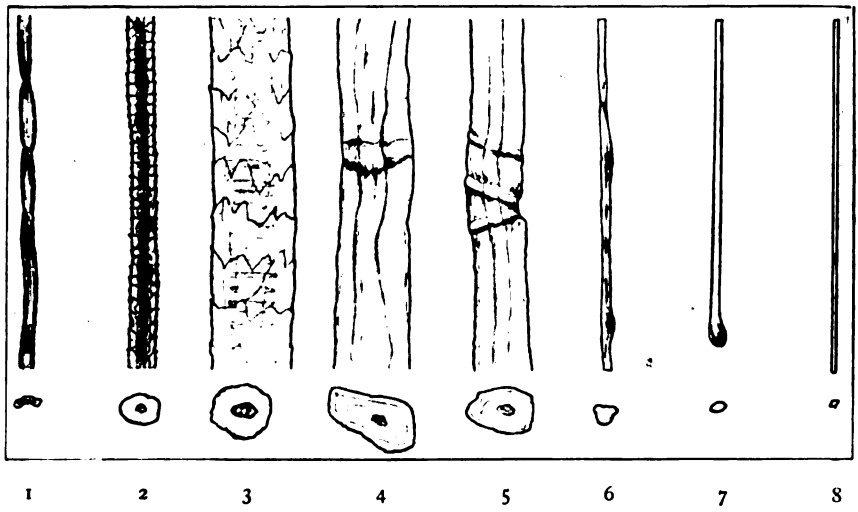
THE previous chapters have briefly described how asbestos is obtained, how it came to be formed, and what it is made from, and before we consider its physical properties it might be useful to compare asbestos fibre with other fibres.

The first idea which occurs to most people is that asbestos is not combustible whereas other fibres burn easily. If we except slag wool and glass wool, which are not textile fibres, the idea is correct, but the fireproof qualities of asbestos will be considered later.

Asbestos gives us the only fire-resisting textile fibre, but it cannot be made into fabrics so easily as cotton, wool or jute, because of the shape and construction of the single fibre.

The sketches reproduced illustrate this point more clearly than the micro-photographs from which they were drawn, and a cross section is shown under each.

The fibres are almost transparent under the microscope, and this makes it difficult to reproduce the markings distinctly on photographs. The sketches are roughly in proportion to the natural size of the fibres, except that the asbestos is shown on a scale 10 times larger. It will be seen that cotton is a partly flattened tube, and the ribbon-like fibre thus formed has twisted in growth. The fibre consists of almost pure cellulose.



1—American Cotton; 2—Leicester Wool; 3—Dog Hair; 4—Jute; 5—Flax; 6—Silk; 7—Slag Wool; 8—Asbestos.

The animal fibres have quite a different structure, and are composed of nitrogenous bodies giving a typical smell on burning; they contain no cellulose. Our sketch shows a fibre of Leicester wool with the pith fully developed, which does not however form a continuous tube like cotton. The middle portion forms the main weight of the wool, and is of a fibrous nature. It is enclosed in a skin of overlapping scales, which give the fibre its rough surface.

The sketch of dog hair shows incomplete central pith, and the scales are almost complete rings round the hair, and have very rough edges, so that dog hair feels much rougher than fine wool.

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Jute is a long fibre having a tube formation, and it is of a similar type to flax and hemp fibres, which are also produced from the stems of plants, except that it does not exhibit the pronounced knots in its structure.

Natural silk is of course a continuous and solid fibre produced by the caterpillar, and the commercial fibre has an irregular outer surface. Artificial silk is made by squirting a thick solution of cellulose through a very fine hole and then solidifying the fibre by chemical means, which process produces a fibre of similar appearance.

Glass wool and slag wool are usually produced by blowing hot air or steam on to the top of a bath of molten glass or slag, and the pellets of molten material gradually become fibres by leaving a tail behind them as they fly through the air. The sketch shows the remains of the pellet at the end of a fibre, and such fibres are much too brittle to stand the process of spinning. They are oval or round in section, and have a smooth and glassy surface and easily fall to powder when crushed.

The asbestos fibre, as we have seen before, has a four-sided section, and is flexible enough to pass through the spinning and weaving processes.

Amongst the single fibres asbestos has the greatest tensile strength in proportion to its cross section, but it is not so elastic as the animal and vegetable fibres.

It will be seen that all the natural advantages lie with fibres like cotton and wool in the matter of producing textile materials from them. Cotton and wool occur naturally as separate and fine fibres, whereas jute and flax stems have to go through a process of retting to make them into fibre, and the hard asbestos rock has to be broken up in such a way that the fibres are separated from one another without reducing their length.

In the process of spinning, the twists in the ribbon-like cotton fibre, the scales on the hair fibres, the irregularities on the silk fibres, and the knots and irregularities on the jute and flax fibres, provide a grip so that one fibre does not slip over its neighbour, but form a sound yarn without an undue amount of twisting. In the case of asbestos, which is a flexible but hard and smooth fibre, the four corners give some assistance in gripping when the fibre is twisted on itself, but the problem of spinning fine yarns from asbestos is one which is difficult of solution, and our present success is due to long experience in the selection of suitable raw material from various mines and careful experiment in the Works on the methods of treatment and spinning.

An Imperative Duty.

We must all be impressed by this great factor: that business conditions are not going to be the same in this country or in the world when this great war is over. The war will have to be paid for, and to do so the production of everything, agricultural as well as industrial, has got to be stimulated through all agencies and by improved methods generally. Labour will have to alter and relax all foolish and uneconomic restrictions on output, and I believe in most cases is prepared to do so; but at the same time employers will have to scrap antiquated methods. They have got to root out many old prejudices, and must realise both the possibilities and responsibilities of their position. Our methods have been wasteful in the past; there will be no room for waste in the future. Everything must be turned to account and made the best use of. The old idea that business consists only of buying and selling to the best advantage, or in producing by known methods only, is exploded. A knowledge of world markets and of opportunities must be more widely diffused and appreciated. Industrial organisation will probably exist in larger units, affording greater opportunities for ability and the application of scientific knowledge.

The attainment of the maximum production in industry should be the great object of us all. To secure this, scientific handling of materials and processes is necessary. Constant research, both on general and on particular or individual lines, is essential. This is becoming recognised throughout the whole country.—*Sir Algernon Firth.*

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Asbestos Concrete.

By W. F. GIBSON.

THE future age—and how immediate that is one cannot foretell—as well as the present, from the point of view of construction and even some reconstruction, will be marked by the great utility, applicability and economy of concrete, which will play no small role in these future activities. The period of reconstruction will be one in which ingenuity will perforce command premier place as against the relatively slower methods of well reasoned problems. The immediate result will be the demand—and it must be so, because the human need has never been greater—of a commodity which has an undeniable merit for rapidity, surety, and given the ingenuity mentioned above, artistry, when these are applied to constructive effort on a material plane.

A Government departmental report of recent date states that concrete blocks for building purposes, concrete beams and other forms adapted to builders' specific use, are stronger, and on account of the shortage of timber, cheaper than wood used for similar purposes. The application of concrete to constructive work is indeed an ancient one in the history of man, and many instances are recorded of quite remote times of the use of a concrete for building purposes.

While, however, concrete is a generic name including within its category many possible combinations of material, the generally accepted term is applied to a cement—usually a Portland cement—matrix binding together masses of graded inert material such as ballast, gravel, crushed rock, stone, etc., though there are special cases included in the category of concrete that are not included in the latter category of inert materials; and here we may include one of our own industries and are justified in doing so. The asbestos cement sheeting, tiles etc. made at Trafford Park Works are types of specialised concrete, and come well within the above definition.

Many attempts have been made to incorporate fibrous materials into concrete, just as one notices the fibrous additions to the plaster used for wall renderings, but, owing to the nature of these fibres, their utility has been of no avail, and the resultant concrete weakened rather than improved.

With asbestos the question of injury to the somewhat delicate reactions accompanying the process of setting of cement needs no consideration, for asbestos being inert—or practically so—the whole mass is unaffected, once the mixture is made. Given the correct conditions for the hardening of the cement which is the binding agent for the mass of fibres, the whole results in a compact fibrous mass, which, in virtue of these fibres, can readily be made into the relatively thin sheets that are familiar to us. Thin sheets of non-fibrous concrete are practically impossible, there being a deterioration in strength at transverse strain when a definite ratio of length to thickness has been exceeded. This, too, is frequently met with when testing some specimens of asbestos cement sheeting, and it may be noted in passing that the adhesion of cement to an inert body is less than the adhesion of its component constituents. This remark would require some further amplification or perhaps qualification were one dealing with the subject of Portland cement as such from a strictly physico-chemical point of view.

Another important and contributory factor to successful sheeting is the quality of the binding agent. There are Portland cements with reputed value and there are others; and in these days when control on works has been depleted, quality correspondingly having suffered, in all cases it is absolutely essential the quality of cement be ascertained by the well known series of tests now universally adopted. Cement quality must also be considered from the very nature of the fibrous aggregate. With an ultimate success in concrete work depending upon two factors, viz., size of grain of cement and size of grain of aggregate, it can easily be seen that, as the aggregate in our case has no variable granular structure, a greater responsibility rests with the cement to attain that non-porousness so essential to good cement aggregate mixtures.

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Rocks of complex silicate composition are known by chemists to decompose when exposed to atmospheric influences, chiefly by the action of moisture in the process known as hydrolysis. Products of this hydrolysis are frequently found adhering to the original rock, and with asbestos aggregates a similar condition prevails, forming with the products of hydrolysis of the cement new compounds of great cohesiveness between the aggregate and cementitious matrix.

The absence of injurious bodies in asbestos, namely sulphur and its compounds, is also a factor in favour of asbestos fibre aggregate, for these compounds are the primary cause of weakness and ultimate disintegration of concrete by the formation of sulph-aluminates which subsequently expand in presence of moisture. Under certain conditions asbestos cement sheeting is a good electrical insulator, but it, like good concrete, is influenced in this connection by the enemy of all electrical construction—moisture. Suitably treated, the question is not so difficult, and much useful work has been done to indicate the utility of asbestos-cement in this way after such treatment.

The problem of combination of fibrous inert material with a binding agent is one not exclusively for the engineer and his sphere of action. The chemical aspect, the physical aspect, and the chemico-physical aspect will present themselves at no distant date—for this portion of industry is quite in its infancy—to the elucidation of problems in this connection, and the services of the chemist, physicist, and chemical engineer will be requisitioned to direct well defined lines of action towards their solution.

It would perhaps be inopportune to enumerate here these probable lines of action, but it will suffice to indicate that materials, hitherto unused or pronounced unusable, will have to be used; then factual knowledge will be the only safeguard in successfully utilising these materials for commercial ends.

Capital and Labour.

A Plea for the Sliding Scale.

By R. W. LEACH.

ONE often hears in these days such expressions from the workers as "Wait till the war is over; Capitalists can then look out." But no sane thinking worker pins his faith in the windy person who advocates extreme measures. Capital and Labour are dependent one upon the other.

The worker should drive such thrash as is spoken by such men as Mr. Tom Mann out of his mind. The dream of £6 for a 40 hours working week for all male workers in this country is the dream of an irresponsible person; and how any body of working men can think such a thing is possible, makes one fear that they are suffering both from swelled heads and weak intellects.

I am certain that the majority of employers wish labour well, but at the same time employers naturally wish to get hold of the best men in their industry, and are ready to pay higher wages for such men, than are at present obtained by our Trades Unions. The time is coming when a sliding-scale of wages will have to be put in force—whether it suits or not. Under the present Trade Union system the best man reaps no more reward for his labour than the shirker or indifferent worker, with the result that the better man is dissatisfied, and justly so. Trade Unions are out to protect the worker, yet Trade Unions do an injustice to the worker who labours well for himself and employer but receives no more for that honest labour than the man who shirks week in and week out. A sliding-scale in all industries can be arranged by Employers and Trade Unions, and by the adoption of such a principle much of the real unrest now existing among the better class workers would be swept away. We cannot all be employers, managers or foremen, but we can all aspire to reach the top of the ladder in our trade or calling, and failure to reach that height does not stamp the man who tries as a shirker or indifferent worker.

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Our Educational Programme.

The following introductory outline has been furnished by Mr. A. Rowland-Entwistle, the Manager of our newly-created Employment Division, to whom has been entrusted the responsible duty of developing a special educational programme suited to the peculiar needs of T.B.A. Co.—ED. NOTE.

ONE day a little child four years old said to her father "Tell me some more words Daddie." "What kind of words do you want to know" ? he asked. "Words that I can *use*" was the reply.

In that answer was revealed the natural instinct for true education. Education means "nourishment" and "use." The man who eats and doesn't work does his body as much or more harm than the man who works and doesn't eat.

Boys and girls who enter business to-day feel that they have not received enough of the kind of knowledge that they can use. Often too they do not know how to apply the knowledge they have. They are suffering from mental indigestion.

It was the realisation of this need for true education which inspired the very able articles which have appeared in former issues of "ASBESTOS" advocating the formation of a "Vocational School" in these works. These articles have done yeoman service. They have stimulated thought, they have provoked action. We cannot have a Vocational School yet. No ready-made school of this kind is likely to be successful. It must grow. Successful growth requires careful cultivation. We propose to begin by cultivating the seed which lies fallow within our selves. We do not need to sow new seed. Some is springing up already by itself and calls for immediate attention.

Self-education is the only kind that matters. The boy or girl, man or woman, who values education and is determined to acquire knowledge and use it will gladly seize any and every opportunity which is presented. We propose to make opportunity hammer at the door of every employee.

To everybody who likes to make application, advice and help will be offered. The individual needs of each student will be carefully considered, a course of study will be mapped out, and financial assistance will be given. Full particulars will be in the hands of every member of the Firm very shortly. A series of lectures and addresses will be a feature of the scheme. Then there will be a Library. Books will be loaned to anybody who wishes to have them. They will be books which cannot be obtained readily elsewhere, expensive to buy but interesting to read.

The keynote of this educational work is that individual desire for progress will be stimulated and encouraged. There will be no forcing. Those who want to get on and who will make conscious effort to do so will be given every opportunity. It is hoped that on this foundation a structure of industrial education may be built which will bring happiness and material benefit to everybody concerned. In the next issue of "ASBESTOS" we expect to be able to record something doing if not something accomplished. "Where there is no vision the people perish."

"Think out new ways, think out new methods of dealing with old problems . . . Don't always be thinking of getting back to where you were before the war. Get a really new world."—D. LLOYD GEORGE.

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Correspondence.

To the Editor of "Asbestos."

Shop Committees and Welfare.

Sir,—I hope the letter which was published in your July issue, written by myself on "Shop Committees," has had the desired effect, by this time, of the formation of a shop committee at your works. I might say I had an interview with Mr. Brierley on this subject, and if the foremen and charge hands hold similar views to his, I am certain the committee would be a distinct success. I pointed out to him the functions that were expected from employer and employee. The arguments that have been put against the adoption of works committees are not worth while discussing, because the rules and working conditions as laid down by any Trade Union always stand good; as a matter of fact a Works Committee helps to strengthen their object by improvements they suggest and achieve in the working conditions alone. I think that by the co-operation of the employees of Turners with the Management by their go-a-head methods, the welfare of the workpeople will be second to none in England. I have visited several firms in the Midlands and the welfare of the employees at these firms are first class, and to my mind Turners are out to improve on these people. I see no reason why Rochdale should be behind other towns on this welfare question, and I sincerely hope that Turners will set an example to the employers of this town. Also if I can enlighten any person or persons on what I have seen or undertaken on shop committee work, I will only be too pleased to do so. My sincere hope is that the employees will read this in the spirit I have written it, so that we shall have unity between all concerned, whereby the conditions and welfare of Labour will certainly leave little room for improvement.

Yours, etc.,

WILLIAM TURNER.

18, Norwich Street, Rochdale,
12th August, 1918.

Payment by Results.

"The network of Trade Union rules, agreements, usages and customs," of which we have heard so much in the past and of which assuredly we are to hear still more in the future, is the product of a long series of disputes arising out of, and adjusting itself to, the old system of payment by time. Consequently this network is ill adapted to deal with the new class of disputes which have their origin in payment by results. These rules and customs have not been won without a struggle and they will not readily be relinquished, even though it may be demonstrable that their repeal would be advantageous to Labour as a whole. British working men distrust experiments on a large scale in any question which concerns their wages or hours of labour, and they prefer to take a single step at a time. It is worth remembering, therefore, that an inferior scheme [of payment by results] introduced gradually is more likely to be successful than a superior one put into operation before the men are ready to digest it. Trade Unionism, like the Common Law, is fashioned out of precedents; but its foundation rests ultimately on sound principles of an elementary and easily understood character. The British are intolerant of rigid systems, whether they be of law or custom, and neither the comparative simplicity nor the presumed scientific superiority of such an institution, as, for instance, the Code Napoleon, is held to be sufficient reason for its adoption in the United Kingdom. We must dree our own weird in the development of industry and stick to our national "last" of proceeding by compromise, trial and error. Some measure of friction is inevitable, and to attempt to please everyone usually ends in displeasing all. It is, therefore, safer to regard payment by results as a promise of amelioration rather than as a panacea for universal and immediate adoption.—*Industrial Peace.*

"I went into a haberdasher's shop the other day," says Admiral Sims, of the U.S.A. Navy, "and the haberdasher, to impress me with his importance, said he made shirts for J. Pierpont Morgan. 'Oh,' I said, 'Mr. Pierpont Morgan is now wearing an asbestos shirt.'"

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System—Psychology.

By A. G. ALLEN.

FIRSTLY, to define our terms: "System" is the method and result of doing anything in an orderly manner, and "Psychology" is the name given to the Science of the Analysis of the Human Mind.

The subject is not so formidable as appears at first sight, because it is in the direction of practical application I purpose examining it.

Some managers there are (and I include employers who "manage") who think, when they have evolved what they call a "method of working," their task is finished so far as organisation is concerned, and they experience a feeling of resentment if any little thing in their theoretical ambit "gangs agley." They seem to expect that their "method" should "work" automatically. In this they forget the psychological aspect of the case, so tersely put in the old Latin proverb "Many men, many minds."

Most managers have, at some time or other experienced what at first contact appears to be a case of gross pig-headedness—not of the kind where a man is naturally stupid, but where the subject is known to be an intelligent man, who cannot, or as we sometimes think, *will not* "see the point." To lose one's temper in such a case is to confess a weakness and lack of knowledge in oneself.

Here we have then a starting point in successful management—the recognition that "we *can't* all think alike." The day of the Egoist—the man who "professed to believe his own existence, but would not admit the existence of any other being"—is past, but there are still many men left in responsible positions whose daily actions and general attitude lead one to think that, though they may never have heard of the Egoistic School, they have imbibed that heretical philosophy with their mother's milk.

The manager who takes up his duties under the assumption that he has been placed in a managerial position to "boss," I would characterise as an arrant fraud, if an employé; and if he be an employer, a harsher name will be required to fit the case.

A manager should most certainly control, but this is a very different proposition to that I have described as "bossing."

Successful management consists in effective control, and effective control is obtained through or by means of knowledgeable leadership. There is no other way. The young man who thinks, because he has an abundance of superfluous energy, plus a loud voice, that he is "cut out for a manager" is an anachronism.

Given the necessary knowledge of a business, and capacity for leadership, we may proceed to the elaboration of our "method of working," always remembering that we are dealing primarily with men—sentient beings, who are keenly watching, and who will be as quick in sympathetic response to a just action as they would be to resent an unjust one.

In devising a "method of working" it is always as well to keep prominently before us one vital fact, *i.e.*, method (or system) may be a good servant, but is a decidedly bad master. System should be employed to benefit a business as a whole, and no part of a business should be subordinated to a pre-conceived system. I wish to emphasize

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that statement, as I consider it all-important. General assent will be given to it, I have no doubt, yet there are many evidences of system run mad. Adaptation—or the open mind—is the only cure. The fear of retracing one's steps is a cowardly fear, and no manager is "worth his salt" who is afraid to acknowledge a mistake, and to start afresh.

The theory of "The Survival of the Fittest" may almost be said to have become a truism, at least in the biology department of the sciences, and students of political economy are cognizant of the same underlying principle, though by them expressed differently. So in commercialism or trade. There can be no success without collateral failure. A proper recognition of this fact will save the budding manager many a disheartenment, and will also prevent him from losing confidence in himself. Moreover, the analogous positions of nature and trade do not lie on the surface. The "fittest" in commercialism are those possessing in greatest degree the capacity and powers of adaptation, and it is futile for the loser to protest against a fault the remedy for which lies within himself.

Some of us will have heard of successful managers being criticised (mostly by disappointed aspirants to that position) as having attained prominence by "picking the brains" of others. While not denying that there is an objectionable way in which this "picking" may be and is sometimes done, I contend that one of the duties of a manager is to use to the utmost the brains of those under his control. It is after all merely an extension of the faculty of adaptation, and "adaptation" lies behind every successful system; in fact I might say that without it the best business on earth will decay.

Occasionally one sees the opposite fault in a manager, viz., love of change for its own sake. I always have a suspicion as to the sanity of such. His mind is continually in a ferment; he is never sure of himself. Never probing to fundamentals, he cannot say why he does or approves of anything. Consequently the next self-opinionated person with whom he comes in contact upsets the passing semblance of equilibrium imparted by the last who made a dogmatic assertion, or insinuated a doubt. If this describes the failing of any of my younger readers, I would say: Get rid of this fault before you enter the managerial grade, or attempt to take any position of responsibility. If you cannot overcome it, you are decidedly NOT "cut out for a manager."

On the principle of "never criticise unless you are prepared to suggest a remedy," I must add that the antidote is the development of the reasoning faculties.

A "reasonable man" has been described by Abercrombie, in "The Intellectual Powers," as "one who, both in the formation of his opinions and the regulation of his conduct, gives the due weight and influence to all the facts and considerations which ought to influence his decision." In other words, to cultivate the power of correct judgment it is necessary to probe to the bottom, to hear both sides of a case, and to take time in a calm consideration of the whole matter. Only thus can we arrive at a decision in which we can place any confidence or reliance. Only thus may we "be sure of our ground."

The "quick-change" manager is non-reasonable in character. He is easily led away by partial statements or views, and will frequently ignore and reject all his previous experience in the whim of the moment. Such a manager—it is interesting to note—usually considers himself "a strong man." In reality he is the weakest of the weak. Bring a stranger into the factory, and let him suggest the wildest proposition. That bee buzzes in the manager's bonnet until it is displaced by another arrival. "The sluggard" (said Solomon)—and by the sluggard is meant the person who is too lazy to think for himself and probe into the why and wherefore of things—"the sluggard is wiser in his own conceit than seven men that can render a reason."

REASON AND ADAPTATION are, then, the twin primary essentials for a manager. Though the reasonable man will arrive at a decision which will be truly decisive, by the process of carefully weighing all facts and considerations of whatever nature, the capacity of adaptation will prevent him from holding a conclusion with a tenacity which shuts out any new facts or later developments. On the other hand, he will not be easily shaken by trivial statements or frivolous objections.

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Vignettes of a Subaltern's Progress.

By LESLIE ROBSON.

"MR. Jones, you're going up the line to-morrow."

"Very good, Sir."

Calmly, unconcernedly, we, Jones, reply. It is all in the day's work for us! There's nothing in it! "Up the line" . . . . . pooh! It's just an incident. But as a matter of fact we have a strange sensation, and we know a little of what those ancient and candid warriors meant when they reported that their "bowels melted with fear." For it is our first time "up the line," and it is going to lead us . . . . . where? "Up the line" leads to mud, death, and destruction, or brings to a lucky few Military Crosses, Ribbons, and all sorts of pretty-pretties.

We, Jones, have "a fine day for it, anyhow," and good company. After the usual preliminaries we reach the communication trenches. Nothing dreadful is occurring! What does it say on the board there? "This road is dangerous in daytime." "Ping" a sniper's bullet whizzes near, and the wording on the board seems to change to "Here lies the body of John Jones . . . . . !" Ah, this is more cheery—a jolly signboard . . . . . "This way to Piccadilly." Piccadilly, as everybody knows, is a very pleasant locality.

We reach our dug-out, and are introduced to our brother-officers, for whom we have a feeling of awe, for these are the men *who know all about it*, men who have been tried and proved, while we . . . . Jones . . . . !

* * *

We gradually become part of the trenches; we even wax proud of our particular little bit. Nobody else's trenches are quite so perfect . . . . . even our mud has some superlative quality denied to other parts of the line. *Our* rats are great, big, fat, gingery fellows, quite pally! Now there was one rat, a friend of mine, that . . . . . but "You would'nt believe me!"

* * *

That horrible strip of nightmare just over the top . . . . . No Man's Land! The land of the Never Never! Earth scarified, hideously blotched by the fiendishly misdirected science of the world's brainiest men, and the destructive energy of millions of ordinary fellows like us!

* * *

There is a certain road, and not a short stretch either, where the traffic is so solid after dusk that if a man falls he never rises again. An unending, heedless Juggernaut! If a man slips from the road, and lose his way ever so little, he never returns. Mud! . . . . . it is inconceivable. It used to be said that a shell never dropped in the same place twice, but that day is long since past; there isn't a separate spot for each shell to fall on to now! The banks of streams are demolished, the water percolates over the pulverised earth, and the whole world seems transformed into all-pervading, sucking slime! Men sink up to their armpits, ropes are thrown to them, and on occasions it has taken thirty-six hours to release them. Mud! . . . . . But then the word conveys nothing to the inexperienced, any more than "a heavy barrage" convevs any understanding of the maddening explosions of "drum fire."

* * *

Our First Raid:

Our Company was ordered to make a raid, to gain information and bring back prisoners. A Raid is a ticklish thing, requiring skill, courage, secrecy, and coolness of the finest qualities.

The "Stunt" was elaborately planned at a little estaminet while we were down the line resting. After settling everything we had a good feed, with champagne and blessed Benedictine, that blotted out the cold reality, and envizaged for us a mirage of our Raid, shewing it as a roseate success. Smith was in charge. What a great fellow he proved to be! A stout man, Smith! He had only been out two months; this was his first "stunt," and he was genuinely, amazingly keen. A born adventurer! And the unhappy man up till the outbreak of war had been serving young and old ladies with clothing of dainty fabric and

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delicate hue. Politely and pleasantly, too, we'll warrant. Every night for a week Smith went over the top by himself, reconnoitring. Silently we watched him go, and silently we waited for his return. The dreadful silence of those waiting hours! . . . . . for ours was a quiet part of the line, which it was to be our sad mission to liven up. Not a sign of life anywhere; not a shot being fired in anger; not a movement beyond the swaying of a few stately poppies that dropped their petals on sad relics of humanity, casualities of other "stunts" of the long ago . . . . . "missing, believed killed."

Smith never returned till near the dawn, always with valuable information. What stamina he had! In that week he learnt more of those German trenches than the Germans themselves. He knew exactly where their sentries were posted; at what intervals they were changed; where their dug-outs were situated. Several nights he was in the enemy's lines, and he had a perfect map of the trenches that were to be raided. Smith was a little fellow, but what a big-size man he grew to be to us! Every morning when he crawled back to our lines his stature grew in our eyes. O King's-Man, Mr. Smith, seller of dainty clothing of delicate hue, may the old earth breed more like you! A living Dragon's Tooth!

The Night of the Raid; it approached at last, that zero-time. We sat together in our dug-out. Our Major had managed to get some champagne up, just sufficient to enable us to chatter about the things that didn't matter. We gazed at the Raphael Kirschner damozels that Smith had stuck up all over the dug-out. The sweet things seemed almost alive in the flickering and sputtering of the candles. They aroused in a man a grim determination to make the most of life *when* he returned. The elusive, tantalising, adorable creatures. We had never seen anything like them in real life, and were not likely to, but just then they lightened up the gloom of the murk and mire . . . . . and when we got back . . . . . yes . . . . . when we . . . . . .

"Well, good luck, Bill!"

"Thanks, old man. I say, I've got a letter here which you might send on in case . . . . ."

* * *

We, Jones, are with Smith, and proud of it. We would follow him anywhere, and at this moment we wriggle over No Man's Land in a tortuous line. We wriggle in and over barbed wire, and get scarified by it. We slither into shell holes and slither out of them again. We crawl over grim remains of other raids . . . . . shall we, too, soon lie here, a few more blots on the scene?

There are twenty of us all told. Smith is perfect. Without a fault he leads us to the particular spot on the German lines that he is aiming for. He keeps a little ahead. As soon as he reaches the spot he draws a trench dagger and severs the jugular of an unsuspecting sentry, who falls without a groan. A stout man, Smith! We follow him rapidly into the trench and the grim work begins. Up to this point we have felt quite unsteady; nervy, jumpy. Now a life-and-death struggle for each individual is on hand . . . . . and we are laughing or cursing quietly, stealthily, and the enemy's support lines are undisturbed. Not a German in that trench got the chance to send up an S.O.S. We all of us got our share of them. Then Smith's batman suddenly tore round a traverse, his bayonet dripping, and he was yelling like a madman "I've done in two of the . . . . . s! Where's the German army!" That let hell loose. The German supports, already nervy and suspicious, sent up Verey lights, and their barrage dropped. But Smith kept us busy. We killed them as they came out of their dug-outs, and bombed them if they stayed in them. We collected eighteen prisoners, and how many we killed we never knew. The sky was a blaze of lights now and the German barrage was coming down heavier, to cut us off, but Smith steadily worked at that line, clearing it. Then he collected us and our eighteen prisoners, and we crawled and wriggled and wormed our way back, with a total loss of one killed and one wounded. Without Smith we would have been annihilated.

Ye Gods! What a feast we had down at that little estaminet! Smith got the Military Cross. I often wonder if he will ever go back to the sale of clothing of delicate hue and of fabric dainty. If he does, will the ladies ever guess that he is a Gallante and Gentelle Knighte, a Knighte in Shyning Armoure?

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SIGNALLER HENRY MILLS,
Killed in France, September 3rd, 1916.
Belt Weaving Section.



J. F. MASON,
Killed September 15th, 1916.
Belt Weaving Section.



DRIVER F. MCMANNING,
R.E.
Killed, France, Nov. 12th, 1917.
(Fought in South African War).
Power Dept.

ROLL OF HONOUR.

(2nd List.)

THE portraits which we now reproduce have reached us since the last issue. It will be noted that we find it impossible to keep to any order in dates.

We have a number of killed on our list, photographs of whom are still awaited to pay the honour due to our heroes.

Photographs and information of any kind will be gladly received—a careful record being compiled for the final Roll of Honour.



J. W. BROADHEAD,
R.G.A.
Drowned, on *Osmanieh*, for Egypt,
December 31st, 1917.
Spinning Dept.



PTE. MALCOLM BLACK,
London Scottish.
Drowned off East Coast.
C. Dept. (Office).



PTE. FRANK SHAW,
L.F.
Wounded and Prisoner, July, 1917.
Balata Section.



PTE. J. T. RAWLINSON,
L.F.
Wounded and Prisoner of War.
C.A.F. Section.



PTE. A. J. SMITH,
L.F.
Prisoner of War.
C.A.F. Section.

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Distinction List.

2nd Instalment.

Quartermaster-Sergt. HICKS.



QUARTERMASTER-SERGT. HICKS.

MRS. Hicks of Spotland Road has received a letter from her husband, Quarter-Master Sergeant F. Hicks, Highland Light Infantry, in which he mentions that he has been awarded the Military Medal and Ribbon "for devotion to duty under terrible shell fire."

Quarter-Master Sergeant Hicks served through the Chitral expedition and the South African campaign, and although fifty years of age when the present conflict commenced he rejoined his old regiment, the 2nd Battalion Highland Light Infantry, and was given his former rank. He also persuaded some 22 men, including his two sons and brother-in-law, to join the Highland Light Infantry. Going to France in February, 1915, he was invalided home two years later, suffering from rheumatism, and was considered unfit for further service abroad. Nevertheless he was determined to return to France, and through the efforts of his colonel obtained the necessary permission, when he again crossed the Channel and was attached to No. 19 Labour Company.

Of his two sons, both of whom attained the rank of sergeant in the Highland Light Infantry, Frank received his discharge in 1917 suffering from trench feet (he was on board the hospital ship *East Anglia* when she was torpedoed) whilst Wilfred is now Sergeant-Instructor of Musketry and stationed in Scotland.—(*Rochdale Observer*).

The Q.-M.-S. comes of an old Dorset family with military associations, his father having served in the 2nd Life Guards and taken part in the Crimean War. He settled in Rochdale in 1865, and was employed in the Proofing and Tables Section.

Sergt. G. A. LEDGER.



SERGT. G. A. LEDGER.

SERGEANT G. A. LEDGER, D.U.S., Army Service Corps, enlisted in October, 1915, from C. Dept. (Office). He has been awarded the Meritorious Service Medal for devotion to duty, June 1917.

Pte. F. GREENWOOD.



PTE. F. GREENWOOD.

IN the latest list of names of men who have been awarded the Military Medal there appears the following:—Private F. Greenwood, Border Regiment, Rochdale.

He was employed in the Belt Weaving Section, and enlisted in the early days of the war, his distinction being won in France eight months ago.

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Autumn on the Allotments.

By A. BLAGDEN.

NOW that we are in the last three months of the year, it will doubtless appear to many plotholders that little or nothing is necessary to be done on an outdoor allotment in this Northern climate. Please dispel at once any such idea, for there is work enough on your plots to keep you busy many hours per week—weather of course permitting. It may appear to many readers that weeds, falling leaves, and accumulations of vegetable refuse lying here and there, or spread about amongst your crops, can do no harm, but this is quite a mistaken idea.

Vegetable crops at this time of the year, probably more than any other, want all the light and air possible; and it is only by keeping your plot or garden clean and tidy, and removing all refuse and decaying matter from the ground, that you can obtain that sunshine and free circulation of air so necessary for the ripening of all your crops. On heavy clay soils the accumulation of dead or decaying leaves and vegetable refuse of every kind is objectionable in many ways, and is productive of much offensive effluvia. Cleanliness and tidiness on the allotment is just as essential as in the gardens surrounding the cottage or mansion, and all decaying matter that can be buried should be put into trenches to rot harmlessly away underground, instead of being both an eyesore and a possible menace to health. The leaves of forest trees should be frequently swept or raked together into a heap, in which form they cease to be a nuisance, and can eventually be spread upon your land and dug in for the benefit of future crops.

Now that you will be "harvesting" much of your produce, a word or two on the storage of same may not be out of place. If your crops are lifted at the proper time and stored for later use, you would not only avoid much unnecessary waste, but your vacant plot could then be manured and dug over in preparation for use in early Spring again, as the more you dig and turn over the soil the more you tend to free your ground from many kinds of pests, and so secure a more satisfactory yield from each successive crop.

Some discretion is necessary as to the time of lifting and storing the various root crops, but practically all vegetables should be harvested as they become ripe, and Nature points this out pretty plainly by the general appearance of the plants themselves. Beetroots in particular should be lifted before severe frosts set in, and should be done with care so as not to damage the tender roots. The tops should be *twisted off* with the hand, and not cut with a knife, the object being to prevent them from bleeding. They should then be stored out of reach of frost, in a shed or cellar, by placing them in layers and covering *each layer* with say half-an-inch of sand or dry soil. This not only prevents them from shrivelling, but places them absolutely at your command for future use. Carrots should be lifted in mild weather during October or early November, the tops cut off short to the crown, and stored in the same way as beet.

Parsnips in many districts are frequently left in the ground, and lifted as required, but in our Northern climate it is better for various reasons to lift and store them as recommended for carrots and beet. Onions should be lifted as they ripen, and, if at all possible, thoroughly dried in the open air before being stored. They keep best tied in ropes or straps, and hung from the roof of an airy shed or dry cellar.

If not already done, celery for Winter use should now have its final earthing up, taking care to keep the soil out of the crowns or centres of the plants. Although celery is a native of Britain and quite hardy in its natural state, it is nevertheless liable to perish under artificial treatment in Winter. If not properly protected, the alternate action of frost and wet soon causes it to rot. Melting snow and hail decending down the centres of the plants are also frequent causes of trouble in this direction. One simple

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plan to obviate this is to slightly bend over the tops of all the plants to one side at the last two earthings up, as by doing this you prevent the moisture having a direct downward course to the heart of the plants. Dry fern, long litter, leaves, or anything that will form a light covering and resist frost, may be placed along the ridge in bad weather, but as far as possible the tops of the plants should have all the light and air you can give them.

Potatoes must be lifted as they ripen, as delay in harvesting often favours the spread of disease. If possible, choose a dry day for lifting, so that they may be left on the ground for three or four hours to dry; but be careful never to leave using potatoes exposed to the light for a moment longer than is absolutely necessary to dry them sufficient for storage purposes. In gathering they should be sized or graded into three grades, viz. the ware or using size, seed size, and small or chats. Various methods are employed for storing ware or eating potatoes and with varying results. The pit or clamp is perhaps best where large quantities are to be stored, but a cool, dark shed or cellar from which frost can be excluded, is the next best place for storing, but always remember that from the time they are taken out of the ground till the time they are cooked, they should be exposed to the light as little as possible. This of course does not apply to seed potatoes, which are all the better for the greening process. These may be kept in boxes or hampers in an airy room, fully exposed to the light and air (but secure from frost) during the Winter. When boxed for spouting they should be placed in single layers (on end) and fully exposed to the light, so that the sprouts may be kept short and sturdy.

Winter greens, such as brussels sprouts, savoys, and curled kale will usually stand our severest Winters unprotected, but you should see to their being well fastened at the root to prevent them being blown about and broken down by the wind.

Never attempt to lift produce or do other ground work in wet weather, or when the soil is at all pasty. Use discretion in all things. Make notes of your faults and failings in the past so that they may be improved upon in the future. The following lines sent out as a gardeners' motto some years ago by a noted seed firm, are equally appropriate to-day, and should be learned by every plotholder.

Work on, hope on, and be ye sure,
Self-help is noble schooling;
You do your best, and leave the rest,
To God's almighty ruling.

Scouts' Parade.

In consequence of the unfavourable weather which prevailed on Saturday, Sept. 21st, the Rochdale district scouts' inspection and display, which had been postponed from the previous Saturday, had to be deferred for the second time. The troops, however, met at Denehurst and, under the leadership of Mr. B. E. Williams, the chairman of the Rochdale Association, and Scoutmaster Brooks, paraded to the Drill Hall, Summercastle, where an inspection was conducted by the Assistant District Commissioner, Councillor Bryning. The following troops paraded: St. James's, Balderstone, the Secondary School, Turners' Own, Kelsall and Kemp's, and the Heywood Association. There were also present detachments of "cubs" from St. James's, Balderstone, and St. Edmund's, Falinge.

After the inspection the troops were suitably addressed by the Commissioner and Mr. Charles Heape, J.P., chairman of the Stockport Scouts' Association.

"Thank God every morning when you get up that you have something to do that day which must be done whether you like it or not. Being forced to work, and forced to do your best, will breed in you a thousand virtues which the idle never know."

Charles Kingsley.

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Home Notes.

ALLOTMENTS.

Our First Holders' Show.

Complete success attended the opening of the first vegetable show, held on Saturday August 31st, in a marquee erected on a field just above the allotments. There were over 300 entries, and much interest was manifested in the exhibits by the visitors, who were numerous. The society was started in the Spring of 1917, and has 146 members, each of whom has 246 square yards of land under cultivation. There are still some allotments not taken up. The principal officers of the society are Mr. James Brierley, chairman of the committee; Mr. William Greenwood, treasurer; and Mr. Frank C. Howarth, secretary. Mr. S. Burghall of Chamber House and Mr. James Ratcliffe of Norden were the judges. Considering that they were grown by amateurs, the exhibits were splendid (said the *Rochdale Observer*); the allotment holders competing deserved great credit for their work on the land.

At the opening ceremony Mr. James Brierley presided.

Mr. C. H. Turner declared the exhibition open. In so doing he expressed the belief that those who cultivated allotments reaped a rich reward quite apart from the produce they obtained, because their work on the land would give them an interest in life which they would never forget. Personally he hoped that the ground there would not be wanted for any less worthy purpose for many years, but if it was needed for the purpose of the adjoining works there would surely be land obtainable somewhere else. The allotments movement should not be allowed to stop with the end of the war. (Hear, hear.)

The prize list was as follows:—

Celery: 1st A. Stafford, 2nd C. Dewhurst, 3rd T. Longthorne. Cauliflower: 1st C. Dewhurst, 2nd H. Lambert. Cabbage: 1st G. W. Hollows, 2nd A. Stafford. Lettuce: 1st Brierley and Rothwell, 2nd J. W. Greenwood. Leeks: 1st E. B. Hollis, 2nd A. Hammond. Carrots: 1st Brierley and Rothwell, 2nd J. W. Greenwood. Turnips: 1st J. W. Greenwood, 2nd S. Schofield. Onions: 1st J. Stott, 2nd F. C. Howarth. Cucumber: 1st F. Greenwood, 2nd D. Longthorne. Tray of Vegetables: 1st A. Stafford, 2nd G. W. Hollows, 3rd —. Hartley. Peas: 1st F. Greenwood, 2nd S. Schofield. Beans: 1st T. Eastaugh, 2nd C. Dewhurst. Kidney Potatoes: 1st G. W. Hollows, 2nd A. Cheetham, 3rd B. Walmsley. Round Potatoes: 1st B. Walmsley, 2nd J. Jay, 3rd J. Robinshaw. Heavy Potatoes: 1st and 2nd divided, T. Eastaugh and J. Jay, 3rd J. Robinshaw. Beet: 1st F. C. Howarth, 2nd C. H. King. Sage: 1st D. Longthorne, 2nd T. Eastaugh. Parsley: 1st E. Parrington, 2nd T. Eastaugh. Parsnip: 1st A. Cheetham, 2nd T. Eastaugh. Swedes: 1st F. C. Howarth, 2nd J. Jay. Marrow: 1st C. Stansfield, 2nd J. Stott. Runner Beans: 1st J. Stott, 2nd C. H. King. Kale: 1st J. W. Greenwood, 2nd C. Stansfield.

The Sub-Committee desire to thank all Exhibitors and Holders for the willing support given, which contributed so largely to the success of the first "Turners' Allotment Show."

Mr. Saml. P. Burghall, F.R.H.S., the Horticultural representative of the Food Production Department for the Rochdale and Heywood districts, who acted as one of the judges, writes:—"Your first show of produce showed good returns for the toil and labour spent upon it. By good culture and perseverance, difficulties, including pests below and above ground, have been overcome, and most excellent crops have been gathered. Very good examples of various vegetables were in evidence, and I hope next year to see more Winter storage vegetables, as onions, carrots, and parsnips. The potatoes were a very fine lot, showing good culture, and probably some of the exhibitors will realize that neither the largest nor the smallest tubers are necessarily prize winners. Root crops—carrots, turnips, beet and parsnips, were also good, and will become better as each year the ground becomes more pliable, thus allowing the roots

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to make more progress in the soil. Onions were backward owing to weather conditions in the early months of the Summer, the rain coming too late to swell the bulbs, and causing many to be too thick in the neck. Peas were good but just on the point of having given their best pods. French beans and runner beans were also good considering the conditions under which they were grown. Of cabbage and cauliflower some good examples were shown, solid hearts in the cabbage and nicely formed white heads in the cauliflower.

"Celery seems to be the great ambition of most plotholders to grow for exhibition, claiming much attention during the growing period by feeding and papering up to get the long blanched stems; they were well shown and great credit is due to the prize winners. Leeks were also nicely blanched.

"As a first show you may congratulate yourselves on your success, and I hope the plotholders may be allowed to add a few more good crops as a reward for having helped to save what at one time was a very grave situation in our food supply, and is now one of the great assets in helping to win the war."

It is of interest to add that the Firm have been awarded 1st prize for "the best cultivated group of allotments," by the Rochdale District Allotments Federation. It has been decided that the award (£5) when received shall be handed to the Crippled Children's Home, together with the proceeds of the collection made when the allotments were open to public inspection, viz., £1/15/4½.

CHORAL SOCIETY.

An enjoyable outing to Stamford Park, Ashton-under-Lyne, was taken advantage of by about 28 members and friends, on July 6th. On July 27th, the Choir gave their services at the Fire Brigade Sports held in Denehurst grounds. On August 3rd, they assisted at the Pageant and Garden Party, held at Tenterhouse, Norden, in aid of the Comforts Funds for the Sailors and Soldiers.

Rehearsals have now been resumed, and until further notice Wednesday instead of Monday has been decided upon. New members will be welcomed.

ORCHESTRAL SOCIETY.

The Society is now rehearsing for the Winter Session, and is looking forward to a successful season. Owing to the influenza epidemic which was prevalent some little while since, and the holidays, there have not been many rehearsals recently. Recruits are needed and any member of the Firm who can play any muscial instrument is assured of a hearty welcome.

DRAMATIC SOCIETY.

During the Summer months the number of rehearsals has been small, but the work has been useful. A programme of short plays has been started, including light comedy and heavy tragedy with the idea of bringing out latent talent.

A reading circle has also been organised and is proving very popular; the Society thus provides opportunity for training and practice in speaking in a very enjoyable form for any of the staff who care to join. Unlike the usual Dramatic Society, which is limited to a few brilliant individuals, there is room for any number of members without previous experience, and more men will be very welcome.

FIRE BRIGADE.

The Works Fire Brigade Annual Tournament was held at "Denehurst" on Saturday, July 27th, in the presence of about 500 spectators. The prizes were awarded by the Firm, and were eagerly competed for by the 45 members of the "Inside" and "Outside" Brigades.

Eleven events were competed during the afternoon, and in four—viz., the Two-man Sprinkler Drill (Inside Brigade), the One-man Drill (Inside Brigade), the Four-man Drill (Outside Brigade), and the One-man Drill (Outside Brigade)—last year's times for the first "run out" were beaten.

The prize winners were as follows:—Two-man Sprinkler Drill (Inside Brigade) 1st C. Butterworth and T. Stewart, 2nd J. Crossley and F. Tomlinson. Four-man Drill (Outside Brigade) 1st P. Hulse, D. Sunderland, G. Ingham and F. Greenwood. Three-man Drill (Inside Brigade) 1st A. Heap, E. Wolfenden and J. B. Drury. 2nd E. Ward, F. Whitham and W. Bellfield.

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One-man Dressing Race (Outside Brigade) 1st E. Schofield, 2nd F. Greenwood, 3rd C. Stansfield. Two-man Drill (Inside Brigade) 1st A. Heap and E. Wolfenden, 2nd J. T. Jones and J. Neal. Two-man Drill (Outside Brigade) 1st D. Sunderland and W. Brierley, 2nd E. Schofield and C. Stansfield. One-man Bucket and Queen Drill (Inside Brigade) 1st J. Crossley, 2nd G. Carruthers, 3rd J. W. Orme. One-man Drill, Individual Merit (Outside Brigade) 1st T. Chadwick, 2nd R. Hill, 3rd C. Dewhurst. One-man Drill, Individual Merit (Inside Brigade) 1st tie between G. Carruthers and H. Spencer, 3rd F. Gibson. Fire Bucket Race (both Brigades) 1st A. Heap, 2nd E. Schofield, 3rd J. B. Drury. Two-man Fireman's Lift Race, 1st F. Greenwood and A. Heap, 2nd E. Wolfenden and E. Schofield.

Turners' Choral Society, under the leadership of Alderman S. Diggle, rendered glees during the interval.

The committee tender their best thanks to Mr. R. Turner for the use of the grounds, the Choir, the Boy Scouts and all who helped to make the Tournament the huge success it undoubtedly was.

A collection taken at the gate for the Crippled Children's Home realised £2 15s.

XIX. ROCHDALE "TURNERS' OWN" BOY SCOUTS.

The XIX. Rochdale "Turners' Own" Boy Scouts are forging ahead with their tests and training for higher class Scout craft. It is anticipated that within the next few weeks several boys will be ready to pass the whole of the tests necessary to become first-class scouts. During the August holiday week, several boys enjoyed an excellent camp of nine days duration in the Littleborough district. The number of scouts on the roll at the present time is 45, and attendances are fairly regular.

On Saturday, August 31st, 34 boys took part in a massed parade of the Rochdale Association through the Heywood district, and the behaviour of the boys and their smart appearance was remarked upon by the Assistant-Commissioner, who was present.

GIRL GUIDES.

5th ROCHDALE "TURNERS."

Eight of our Company attended a Guide rally held in the Free Trade Hall, Manchester, on June 15th, when Lady Baden Powell addressed between two and three thousand guides. Three displays of Guide work for the shield formed part of the programme, and these showed some very smart work.

On July 13th our first Guide rally in Rochdale took place, when Miss Behrens, Commissioner, paid us a visit. All the Rochdale Companies (five) participated. The annual Guides' Sports Day at "Beechwood" took place on July 27th. About 36 of our Company were present. Competition was keen. Our Company came out top in the "Tug-of-War." Our Colours were consecrated by the Rev. R. Workman, at Milton Congregational Church, at a special service on July 28th.

Four girls have passed their knitting and needlework examinations, and two their ambulance examination. Several picnics have taken place during the Summer, and the Company have made very fair progress during its first year.

GENERAL.

We offer our congratulations to Mr. S. Abraham on his winning the Captain's Cup at the Golf Club on Saturday June 20th. Mr. Abraham's nett scores for the three rounds were 77, 76 and 75, the average being equal to Bogie's score on the Bagslate Links. It will be noticed that the score for the final round was the best of the three, thus illustrating how well Mr. Abraham kept his form throughout the competition. The cup, which is a very handsome one, was presented by Mr. F. C. Heap.

RUBBER MAKING DIVISION RAMBLING CLUB. On Saturday, June 22nd, a company numbering considerably over 100 from this Division enjoyed a very pleasant outing to Hardcastle Craggs. Two extra coaches to accommodate the party were put on the 2-0 o'clock train from Rochdale to

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Todmorden. Nearly all left the train at Todmorden and walked by way of Sandbed on to Mytholm, going by Calder Valley and Eaves Bottom, Slanting Rock, on to Heptonstall. Then by way of Top'o'th Town, White Hill Nook to Hebden Cottage, and across the stepping stones through the wood to the "Chalet" where tea was served at 5-0 o'clock. The distance walked was about 7½ miles. The return journey was commenced at 8-45, via Hebden Bridge.

On Saturday, July 20th, an outing took place under the leadership of Mr. E. Schofield, a company of about 70 journeying to Hollingworth Lake, where field sports were indulged in, followed by a social evening. A number of interesting events were competed for, and the final prize distribution was performed by Mr. F. Hampson.

A "Whip round" was taken on September 5th, in the Balata Division, for W. Hibbert, who has undergone an operation in the Infirmary. £1/6/6 was collected, and this sum has been handed to Mrs. Hibbert.

EDUCATIONAL.

The results of the 1917-18 Session have now been adjudicated upon by the Works Management Committee, whose duty it is to control the "Scheme for furthering Technical Education." It is again noticeable that practically one level has been sustained in the number of awards since the initiation of the Firm's Prize Scheme eight years since. The suggestion has been made that the publication of the results earlier in the year—(hitherto they have been published about Christmastide)—might have a good effect, as, the classes for the following Session not being yet formed, the encouragement engendered would have a better chance of being translated into action in inducing new entrants to come forward, and students to re-enter for the following year. Arrangements have, therefore, been made for the publication of results in August—by posting on the notice boards and by insertion in our Magazine.

Twenty-one awards have been gained this year, an increase of one over 1916-17, while the amount of the awards totals £11/17/6, 10/- less than last year.

Works employees are again reminded that a large range of technical subjects are taught, and female employees of a choice of domestic subjects. Superintendents and Managers will be glad to advise intending students in the selection of suitable subjects.

The successful students for Session 1916-17, their subjects, and class, are as follows: Ashworth, Edith E., Shorthand, 2nd class; Briggs Lizzie, commercial English, 2nd class and typewriting, 2nd class; Brearley Harry, English and commercial correspondence, 1st class, German, 2nd class; Crowther Mary, Shorthand, 2nd class; Dawson Edward L., theoretical inorganic and organic chemistry, 1st class, and French, pass; Fidler Agnes, shorthand, 2nd class; Fletcher Maurice, preliminary technical course, 2nd class; Fletcher Edith, arithmetic, 1st class, and book-keeping, 2nd class; Hoyle Margaret, commercial arithmetic, 1st class, and English language and literature, 2nd class; Howarth Nellie, book-keeping, 2nd class; Hulme Charles, book-keeping, 2nd class, and arithmetic, 2nd class; Kershaw Florence, shorthand, 2nd class; Leach Ethel, shorthand, 1st class; Leach Annie, shorthand, distinction, and English and commercial correspondence, 1st class; Peace Lois, shorthand, 1st class; Robinshaw Eva, shorthand, 1st class; Robinson Vera, practical cookery, 1st class, and principals of cookery, 1st class.

Though disqualified under the rule relating to length of service, mention should be made of the successes of John Prior, viz., machine drawing, distinction; Engineering science, 2nd class; practical mathematics, 2nd class; general geometry, 1st class. The first three subjects are contained in the Engineering course, 4th year. This example on the part of one who has only just joined us should help waverers who are eligible for the technical courses.

Another notable return just to hand is that of W. Nutter, the latest entrant on "Our Boys" list. In the Oxford University Senior Local Examination he has "passed with credit" in English language and literature, English history, French, Mathematics (Arithmetic, Algebra, Geometry, Trigonometry), and Drawing (model and flat).

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TRAFFORD PARK.

"TURNERS' OWN"
II. TRAFFORD PARK BOY SCOUTS.

Our Scouts have exhibited renewed enthusiasm in their activities during the past three months. Although the number is slightly decreased, due to varying causes, the morale of the troop is very gratifying. It has now about 50 members, and approximately 50% have won the badges for the second class examination in Ambulance and Signalling.

Meetings are held each Tuesday, Thursday and Saturday. Tuesday is devoted to Scout drill, physical drill and games; Thursday to class instruction, ambulance and signalling; these classes being taken by the Scoutmaster and Assistant Scoutmasters. Saturday is devoted to games and cross country running.

Mr. W. Kerley has consented to serve as Assistant Scoutmaster in conjunction with Mr. W. Hamer.

We are indebted to the Rev. H. Davies for his kind permission to utilise the Barton Schools for our Scouts.

CHORAL SOCIETY.

The requirements of the Army have necessarily depleted our "male" status, which has naturally had its effect upon the Choral Society. It is intended to renew this Society's activities during October, and with the co-operation of as many of its old members as are at present with us, coupled with that of new employees (a hearty invitation being extended to them) we have every hope of being able to entertain our wounded comrades during the Winter months. One of the most charming gifts of nature is a sweet and sympathetic voice. Many who have small delicate voices are apt to imagine they are of little use in a Choral Society, but let it not be forgotten that many such vocies, used judiciously, are often even more delightful than a powerful one of large volume and compass.

It is intended to hold an opening concert in Eccles in the early part of October; full particulars of the same will be posted up on the notice board. This, we trust, will be the forerunner of many pleasant evenings throughout the Winter months.

DRAMATIC SOCIETY.

We are very anxious that a Dramatic Society should be formed without delay, as we are convinced we have histrionic ability among our employees, which is lying dormant. With a view to securing "acting" members, we purpose forming an elocution class early in October, further particulars of which will appear on the notice board.

The art of speaking well, or "Elocution," has been very much neglected until late years. Reading and reciting well are important accomplishments, which should be acquired by all. The old rhyme is a very true one—

"Learn to speak slow; all other graces
Will follow in their proper places."

The word "Elocution" is too often associated with a pompous, bombastic, stilted or pedantic style; a style in which the artificial reigns predominant over everything that is simple and natural. What an erroneous interpretation of its meaning and character!

GIRL GUIDES.

We have received a number of names for enlistment on the "Girl Guide" roll, but unfortunately our efforts to secure a Captain have so far proved unsuccessful. We feel that the leader is in our midst but is "too shy" to come forward. Don't hesitate, come straight away and see the Works Manager and let us get a move on, for we have every confidence in forming a troop worthy of recognition.

SAVINGS CLUB.

The employees have established a yearly Savings Club; shares are 6d each; the quantity taken up being entirely as desired and found convenient by the shareholders. A portion of monies paid in are borrowed as and when required; the only condition being that for every 10/- or portion of 10/- borrowed the shareholder pays interest at the rate of ½d per week during the period the sum is outstanding.

We are pleased to report that during the year August 1917-1918, 195 Members entered the Club. £1,045 were received in

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shares and interest, out of which amount the sum of £331 was withdrawn owing to employees joining the army and others leaving the factory. The remaining £714 was paid out the week prior to the annual holidays.

The 1918-1919 Club has now commenced, and promises to be a repetition of last year's success, as there are already approximately 100 shareholders. The Club officials extend a hearty invitation to any new employees who have not had the matter previously brought before their notice, to take up shares in this Club. Pen cannot describe the satisfaction exhibited by the shareholders when the club savings were handed out last August.

SPORTS.

BOWLING HANDICAP.—Keen enthusiasm was displayed in a bowling handicap which has just been brought to a close. The number taking part totalled 64, and as many are comparative strangers to our factory, and their bowling capabilities unknown, a little trouble was naturally experienced in the handicapping. Acute competition predominated throughout the games, rendering both the playing and onlooking very exciting.

In the semi-final and final the first tie, played between Mr. A. Foster and Mr S. Bond, was rather a runaway affair. S. Bond, who had played very consistently throughout the handicap, did not do himself justice, being right off his form, the result being 15-7 for A. Foster. The second Tie played between Mr. A. Jones and Mr. Butterworth was of a more exciting nature, as, in spite of the fact that Mr. Butterworth "went ahead" with a wet sail to 14-10, he failed to hold A. Jones who through good length bowling ran right out; the game ending 15-14 for A. Jones. In the Final A. Jones failed to keep this form up, and though he tied with his opponent at 10 all, A. Foster went out without giving his opponent another chance, the game ending 15-10 for A. Foster. Prizes to the total value of £4 have been awarded to the following:—1st, A. Foster; 2nd. A. Jones; Two in semi-final:—S. Bond and E. Butterworth; the remaining 4 in the last 8:—A. Foster, T. Mason, H. Fox, T. Holland.

BLACKBIRD.

HE comes on chosen evenings,
My blackbird bountiful, and sings
Over the gardens of the town
Just at the hour the sun goes down.
His flight across the chimneys thick.
By some divine arithmetic,
Comes to his customary stack,
And crouches there, his plumage black,
And there he lifts his yellow bill,
Kindled against the sunset, till
These suburbs are like Dymock woods
Where music has her solitudes,
And while he mocks the Winter's wrong
Rapt on his pinnacle of song,
Figures above our garden plots
Those are celestial chimney pots.

J. Drinkwater.

WHEN IN DOUBT—SING!

WHAT'S the matter ? lost your grip ? and its Spring
Can't you let the worry slip, do a thing
That will make the world less blue ?
Perhaps the fault is only—you.
Hustle! Find a lot to do!
Try to sing!

There are cheerful words to say—don't be dumb!
Cares to ease and drive away as they come.
Perhaps you're buttoned up all wrong;
Set things right: life is'nt long.
If you can't contrive a song,
You can hum!

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"REMEMBER THIS!

God and our good cause fight upon our side,
The prayers of holy saints and wronged souls
Like high-reared bulwarks, stand before our faces."

Richard III.

NOT YET!

"Is all our travail turned to this effect?
After the slaughter of so many peers,
So many captains, gentlemen and soldiers
That in this quarrel have been overthrown,
And sold their bodies for their country's benefit,
Shall we at last conclude effeminate peace?"

Henry VI.

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