



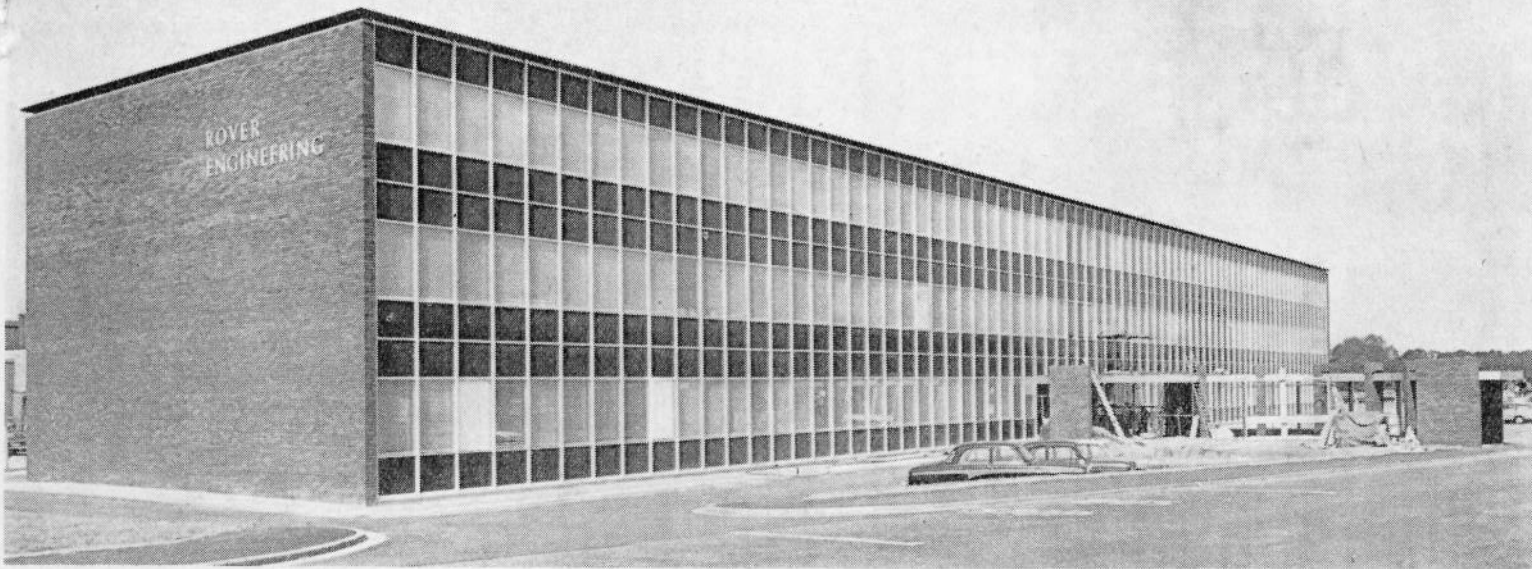
GROUP NEWS

Vol. 7 No. 4

July, 1967

Drawing office block nears completion

— staff move in



The new three-storey Engineering drawing office block at Solihull is now nearing completion. The contractors are expected to move out within the next few weeks and Rover staff are already moving in and gradually taking over the building (picture left).

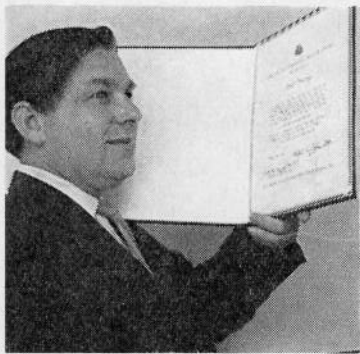
Some 330 draughtsmen, designers, clerks and other staff from the various Engineering drawing offices and central drawing office services, including the printroom, will eventually occupy the building so constructed as to give ideal air-conditioned working facilities.

The top-to-bottom glass curtain walling is all double glazed and sealed, with individually-operated Venetian blinds built in between the double layer of glass. The block has its own air-conditioning plant to ensure a constant all-the-year-round working temperature of 70° F. Pedestrian access from the main building will be via a covered way with glass sides leading to Valiant Way. A zebra crossing will link with the entrance across the road. Earlier plans for a bridge over the road were abandoned.

Gas turbine engineer's U.S. award

Mr. Noel Penny (Technical Director, Rover Gas Turbines Ltd.) has been awarded a Colwell Merit Award by the American Society of Automotive Engineers for the outstanding nature of a technical paper he prepared on "The Development of the Glass Ceramic Regenerator for the Rover 2S/150R Gas Turbine Engine."

The award was set up by Mr. Arch T. Colwell to give recognition to authors of outstanding papers presented to Society of Automotive



Mr. Penny with his award certificate.

Engineers audiences during the previous year. These are judged by a special merit award board for their value as contributions to existing knowledge of automotive engineering.

About 800 papers were reviewed in detail by the award committee, but of these only 12 were selected for the award. Mr. Penny received his award certificate at a ceremony in Chicago on May 18 during the Society of Automotive Engineers mid-year meeting.

Mr. Penny, who joined Rover in 1950 as a technical assistant, is the only person in this country to receive this high honour this year. The only other recipient of an award outside the United States is a Swedish engineer.

Before joining Rover Mr. Penny was a development engineer, working on isotope separation with the Department of Atomic Energy, Ministry of Supply. Mr. Penny, who has several world patents on small gas turbine engines, became Chief Engineer (Gas Turbines) in 1961 and was appointed Technical Director in 1965.

Cameroon Land-Rover assembly plant to open soon

A new Land-Rover assembly plant is to be opened in the Federal Republic of Cameroon, in Central Africa, during the summer. The new plant—the 24th to be opened in overseas countries—will assemble Land-Rovers from CKD kits shipped from Solihull.

The Land-Rovers will be assembled at a new factory being built in Duala, Cameroon, by R. W. King Ltd., a subsidiary of the United Africa Company Ltd., of London, the Company's Land-Rover distributor for the territory.

The first CKD order for the new plant—156 vehicles worth more than £100,000—was received recently and shipment of the first batch of the vehicles to Cameroon began last month. The vehicles, consisting of Regular and Long Land-Rovers and station wagons, have been ordered by Compagnie du Niger Francais of Paris on behalf of the Cameroon distributor for shipment to Duala.

Recent orders include . . .

. . . 49 Regular Land-Rovers for the Florida State Highways Authority in the United States. This is the first Land-Rover in quantity to be placed by this Authority and the contract is worth about \$150,000 (£53,000).

Painted in the special yellow colour of the Florida State High-



The new six-cylinder Land-Rover had an introductory tour of the Middle East shortly after it was announced. Examining the first vehicle to arrive in the Arab world are, left to right, Colonel A. P. Le Blanc (Rover Middle East Factory Representative), Mr. John Carpenter (Rover Sales Director) and Mr. Said A. Malhas, Rover distributor in Jordan.

ways transport fleet, the truck-cab Land-Rovers are to be fitted with several extras, including alternators and rear power take-offs. The vehicles are to be used mainly for grass cutting along the State highways.

. . . 40 Regular petrol Land-Rovers for the Greek gendarmerie. This contract is worth nearly £35,000,

and the vehicles will augment the Land-Rovers already used extensively throughout Greece, where sales have shown a steady increase during recent years.

. . . 48 Long petrol Land-Rovers, including 16 twelve-seater station wagons, for the West German Ministry of Defence. This order is worth about £40,000.

Two executive directors retire

Two executive directors have retired upon reaching the age of 65. One is Mr. J. W. E. Walton (Production, Acocks Green and Tyseley Group of Factories) after 29½ years' service, and the other is Mr. A. G. S. Herbert (Sales) after 13 years' Rover service.

Mr. Walton, who retired at the end of June, joined the Company in 1938 as efficiency engineer in charge of the planning department at the Acocks Green shadow factory. He was subsequently chief production engineer, and in 1941 became works manager of the Solihull shadow factory.



Mr. Walton

He returned to Acocks Green at the end of the war and in 1958 took over the management of the factory from Major B. H. Thomas. The following year he became General Manager of the Tyseley Group of Factories and was appointed to the executive board in December 1960.

Mr. Walton was a nominee of the Confederation of British Industries to the employers' panel of industrial tribunals in England and Wales and a nominee of the Engineering Employers' Federation to its ad hoc committee for national and special central conferences. He is a Member of both the Institution of Production Engineers and the British Institute of Management.

Mr. Herbert, who retired at the end of May, joined Rover in 1954 as overseas production manager and became export manager two years later. He too became an

executive director in 1960.

With money raised among colleagues and friends within the Company, Mr. Herbert is to be presented with an electrically-heated seed propagator for his greenhouse, together with a thermostatic heater and other items. These gifts are Mr. Herbert's own choice.

A presentation was also to be made to Mr. Walton whose duties from July 1 are being carried out by Mr. E. Scott (General Works Manager, Tyseley Group).

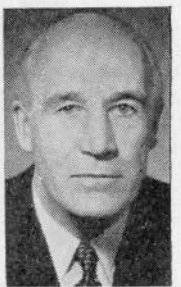
Mr. S. B. Wilks leaves Board of Directors

After 37 years' association with the Company Mr. S. B. Wilks has resigned from the Board of Directors. In recognition of his outstanding contribution to The Rover Company over so many years, he has been appointed President of the Company.

The decision to retire from the Rover Board was made by Mr. Wilks, who felt that at the age of 76 it was time for him to relinquish some of his responsibilities.

Mr. Spencer B. Wilks joined Rover in 1930 as General Manager and three years later was appointed Managing Director, a post he held for 24 momentous years until he became Chairman in 1957. In 1962 he retired from the chair and since then has continued to serve on the Board of Directors in a non-executive capacity.

"Good health!" Mr. W. Martin-Hurst, Managing Director (left), raises his glass at a farewell reception to Mr. A. G. S. Herbert to wish him good health and fortune in his retirement.



Mr. Wilks



SIX EYE-CATCHERS IN THE Q & R CAUSE



OUR QUALITY CHOICE FOR THE QUADS COMPETITION

● Six of the best! These are the posters selected for display in the Rover factories during the current Quality and Reliability Year. They were picked as being the best overall from more than 200 entries in the Company's QRY competition. Each poster won cash for its contributor. The artists and the awards their posters won them are (from left in the poster line-up): B. Taylor, Perry Barr (1st prize, £25); R. E. Sharp, Plant Layout D.O., Solihull (2nd, £20); J. M. Pinner, New Vehicle Projects, Solihull (3rd £15); F. Ward, Plant Layout, Tyseley (£10 award); D. Lawrence, Public Relations, Solihull (£10); W. Hughes, Group 34, Tyseley (£10).



AFTER winning its heat in the preliminaries of the Birmingham 'Quality Quads' Competition, the four-girl Rover team went forward to the final on June 20 with high hopes.

But further success was not to be, and the girls had to be content with the thunderous applause awarded by the hundreds of onlookers in the Mecca Ballroom, Birmingham, to the 12 teams who had competed in the final.

In the above photograph, taken at Solihull, Mr. A. B. Smith (Director and General Manager) is seen thanking and congratulating the Rover

girls for their efforts in the competition. With him, from left to right, are: Mrs. Maureen Guy, aged 25, a P6 ferry driver; Mrs. Christine Gray (24), 'A' Receiving Deck, Solihull; Miss Susan Bliss (20), Planning Department, Acocks Green; Mrs. Joy Dudley (20), also a P6 ferry driver (reserve) and Mrs. Sonia Morton (23), Wages Office, Tyseley.

The Rover team—selected in May from nearly 40 girls aged between 17 and 25—was one of 40 to enter the competition, organised by Birmingham QRY Campaign Centre in association with "The Birmingham Evening Mail" and the Mecca Or-

ganisation, to find the most attractive foursome from industry and commerce in Birmingham and the West Midlands.

In preparation for the preliminary heats, the 'quads' and the reserve were identically dressed in emerald green dresses with French navy accessories, supplied by Beatties of Solihull. They were also given professional training in deportment and grooming.

The girls won their heat in the preliminaries, when the 40 teams entered were divided into four heats. The first three teams in each heat went forward to the final on the following evening, which was won by Salisbury Transmissions, with Thos. Haddon and Stokes second and Lucas Electrical third.

Apprentice wins design award

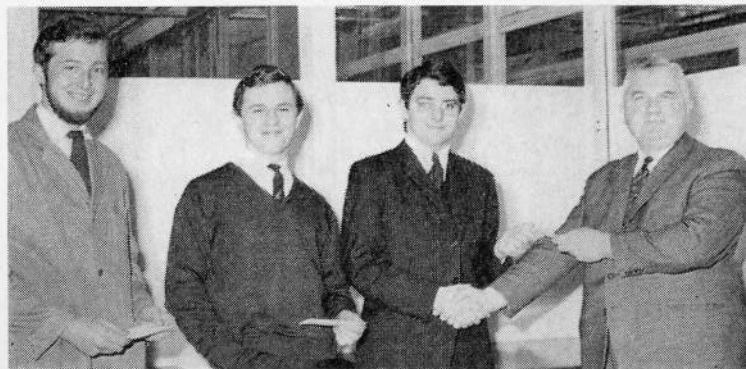
A THIRD-YEAR Rover apprentice, 18-year-old James Howell (Carpenters Shop, Solihull), did well recently in a national design competition organised by the Vauxhall Craftsman's Guild and open to the "under 21s" of Britain and Eire.

Competitors each submitted the model of a car designed themselves. Some 1,116 entries were received and Jimmy Howell was among the 24 from whom the final winners were selected.

Although Jimmy did not progress

further in the competition, his time and attention was well rewarded in the form of £25 worth of carpentry tools and a four-day holiday with a parent in London and visiting the Vauxhall Motors factory at Luton. Well done, Jimmy, and congratulations.

The competition is organised by the Guild to encourage and develop original, creative ideas and craftsmanship among British youth. Entries this year were of high quality and showed considerable ingenuity.



GOOD IDEAS BRING THEIR REWARDS...

When The Rover Company's float takes part in the Birmingham QRY Carnival Procession, planned for July 8th by the Junior Section of Birmingham Productivity Association, the above three Rover youngsters will have the satisfaction of knowing that their ideas contributed toward its design.

The best three designs from the nine submitted were used by Mr. D. Bache (Chief Styling Engineer) in his design of a Rover float for the competition. And for the three young ideas men—further satisfaction in the form of hard cash.

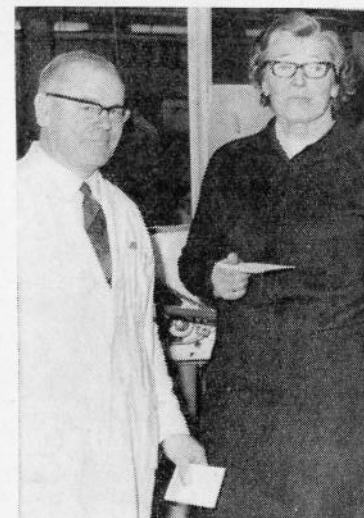
Mr. A. P. Lynch (Apprentice Training Officer), right, is seen presenting £10 each to apprentices A. Floyd (Laboratory, Tyseley) and B. Holt (Quality Assurance, Acocks Green), and £5 to former apprentice D. Ryman (Quality Assurance, Acocks Green).

The Rover entry will take the form of a white Rover 2000 car, with Q and R symbols on its front doors, and carried on a Company

lorry. Also on the vehicle will be a group of young people dressed in the latest styles to emphasise the 2000 as a modern car well in tune with the "zippy" trend.

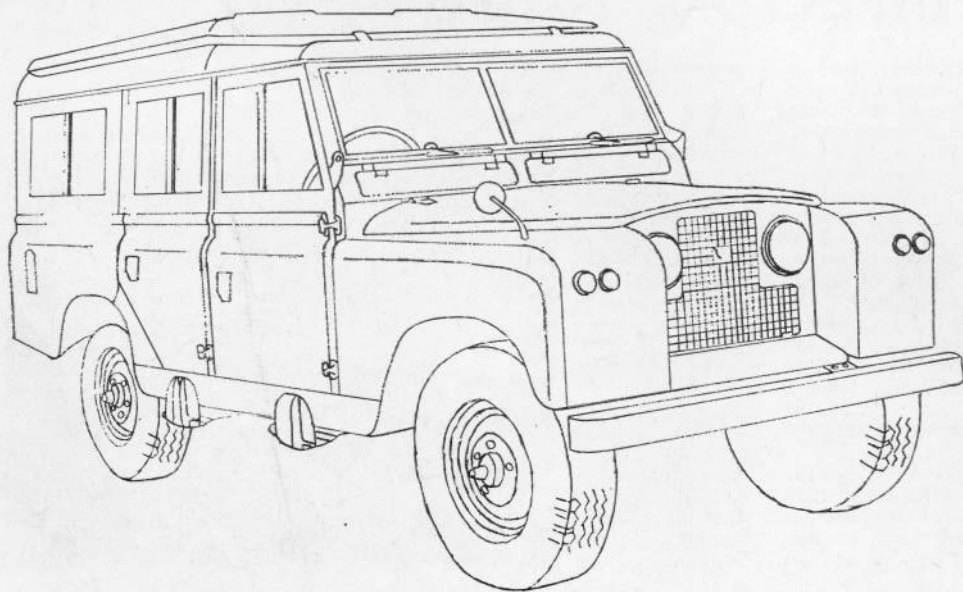
BELOW: The cartoon character of "Nobby Springfield" has given an imaginative boost to the QRY campaign at Rover's smallest factory, Springfield. "Nobby", a bookmaker, has offered good odds for backing the QRY campaign with his exhortations from strategically-placed cartoons in various parts of the factory.

A competition to place "Nobby" in some new cartoon situations was won by Mr. H. Brown and Miss D. Newey (pictured) whose suggestions won them £5 and £2 respectively. Competitors were each given a drawing of Nobby and they added a situation with the use of further artwork and/or by putting words into his mouth. The winning suggestion will be displayed.



There's more money to be won in this new Quality and Reliability Year competition. Look closely at the two Land-Rover drawings reproduced below; they are different—in ten distinct respects, in fact. There's £5 waiting for each of the first five employees to submit correct answers in writing to Mr. M. T. Witts (Acocks Green) by July 20th. The ten points of difference between the two drawings can be listed in any order, but features must coincide with those on the master list held by the judges.

N.B.—Don't forget to give your name, department and factory on your entry.



Open day at Tyburn Rd.—Apprentices take Mum and Dad round the 'school'

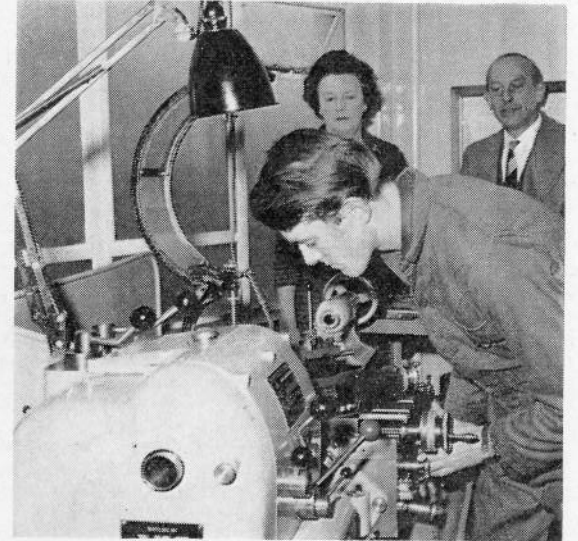


More than 100 parents of first year Rover apprentices took advantage of an invitation from Mr. A. P. Lynch (Apprentice Training Officer) to visit the Rover Education and Training Centre in Tyburn Road, Erdington, and see for themselves the new premises and the practical training being undertaken there by their sons.

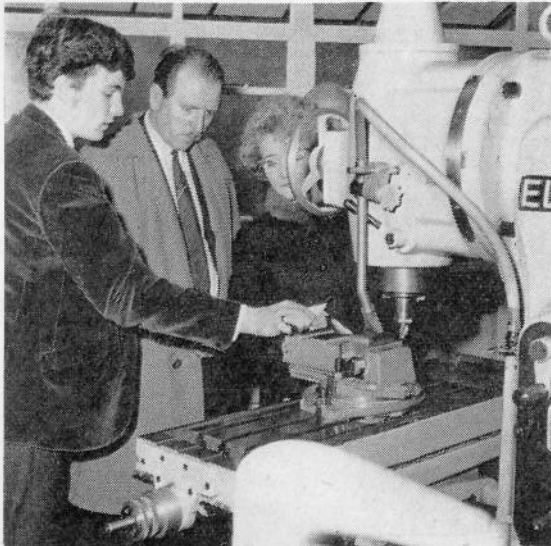
The venture was a great success, and parents used the "family open day"—2½ hours on a Saturday morning—not only to tour the school and see what is done there, but also to meet members of the instruction staff and discuss with them individual boys' progress. "Some parents were anxious, others full of praise, and all were extremely interested and probing with their questions," Mr. Lynch told GROUP NEWS. "All in all it was a mutually rewarding effort which should be useful in our training work". Also present with Mr. Lynch and the instruction staff were Mrs. Lynch, Mr. Graham Essex (Training Manager) and Mrs. Essex. Further visits are being organised for supervisory management and staff.



ABOVE: Apprentice Colin Trimbell demonstrates quasi arc welding for his parents who watch from behind protective shields. BELOW RIGHT: Mr. and Mrs. Lund watch apprentice John Browne set a centre lathe prior to a turning demonstration.



BELOW: Apprentice Eric Grosvenor enlightens his parents on the technicalities of a metric exercise on the milling section.



★ ABOVE: Mr. R. Bunn, lathe instructor, describes a metric exercise for Mr. and Mrs. White with their son Phillip. RIGHT: Mr. and Mrs. Sanderson listen with interest as their son Colin explains a vertical milling operation.



★ ABOVE: Mr. and Mrs. Everitt examine the display of work on the milling and shaping section with their son Leslie. Other parents are seen in the background doing likewise. LEFT: The shaping machine as demonstrated by apprentice John Standbridge whilst his parents and brother watch with interest.

Fork Truck Driver title goes to Pengam: Acocks Green man placed second

Rover Fork Truck Driver of the Year 1967 is Mr. Jeffrey Charles Hancock (Parts Department, Pengam). He won the title, Company shield and £40 at the finals staged at Solihull in dreadful weather conditions on May 21. Second place, the newly-presented Lansing Bagnall Trophy and £20 went to Mr. Brian Williams (Progress Department, Acocks Green), who was third in the first Rover competition in 1964. Mr. D. Bradshaw (Receiving Stores, Tyburn Road) was third and he won £10. A margin of 100 points separated the first and second place winners. Mr. Hancock had 235 penalty points, Mr. Williams 340 and Mr. Bradshaw 665.

Prizes were presented by Mr. R. S. Odd, Managing Director of Lansing Bagnall Ltd. Mr. B. G. L. Jackman (Production Director, Rover) was to have presented most of the awards, but he had to leave to keep another engagement when the competition programme ran late.

Thirty-three drivers competed in the event, including a party of 12 from Pengam. The morning was cold and windy and heavy rain developed as the competition progressed.

Three classes of electric fork trucks were used for the practical tests, plus an oral test concerned with the safety aspects of truck driving.

Continued on Page 4

PICTURES TAKEN AT THE TIME . . .

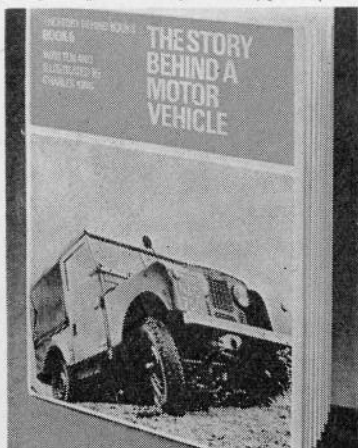


★ RIGHT: A new way of "playing" netball? A Pengam competitor poises his truck for the drop into the net in Test 3. Waiting to collect the ball (arrowed) is Tyburn Road marshal Mr. R. Hinckley. BELOW: A Solihull contestant reverses his truck with steel beam through the obstacle course in Test 1, watched by Mr. L. Emberton, a marshal from Acocks Green.



48-PAGE LAND-ROVER BOOK OUT

The Story Behind a Motor Vehicle (written and illustrated by Charles King and published by Cassells, price 7/6d. with stiff cover and 10/6d. including jacket) is No. 6 in the series of "story behind" books. As the illustration on the front cover suggests, the book is written exclusively about the Land-Rover. Size 10" x 7½", there are 48 pages of interest in this book, including 49 pencil sketches in the lively inimitable style of Charles King. The book will undoubtedly be popular with students and all young people. Many Rover employees, too, will be pleased to have this story about the vehicle which they have helped to produce.



—H.B.L.



The evolution of the supervisor . . .

FROM BOSS TO DIPLOMAT

The position of supervisors within the management structure had changed steadily over the last 20 years in a process of evolution from 'boss to diplomat', said Mr. Graham Essex (Company Training Manager) in a talk entitled 'Supervisory Training Needs' given to a meeting of Rover supervisors.

He said these changes had taken place in all but the smallest firms, thus greatly increasing the need for planned training if the supervisor was to be helped to handle the tasks required of him in his new role.

Mr. Essex said several factors had helped to bring about the evolution from 'boss to diplomat', including the increased complexity of the management function and the introduction of new specialist departments.

"Some companies still consider that exposure to the job is sufficiently adequate to bring out certain innate qualities into play and so do not provide training of any kind for their supervisors," Mr. Essex said. "Other employers have accepted

that supervisory jobs, like others, are composed of activities which call for knowledge and skills that can be learned.

"It is still widely assumed that the supervisor's job is the same in most industries, companies and departments; it is seen as being mainly concerned with the control of people and primarily a matter of human relations.

"This concept may be called the 'common skills approach' to supervisory training and it has naturally led to the conclusion that relatively short general courses dealing with the supposed common skills and knowledge of supervision could, by themselves, provide adequate training for supervisors in widely different companies and industries," Mr. Essex went on.

He said that for many companies

training had become synonymous with external courses provided by technical colleges and outside training organisations. Thus, management thinking about supervisory training might be said to have evolved in many companies from the 'supervisors are born—not made' approach, through the common skills approach, to a stage where many employers were now vaguely dissatisfied with the results of existing facilities.

"Supervisors' jobs do differ and the production system plays a major part in causing these variations," Mr. Essex continued. "This is in strong contrast to the earlier belief that all supervisory jobs are basically the same, which leads to the conclusion that initially training given should be in-plant with full management participation."

Fire and C.D. exercise at Rover works

Auxiliary firemen from Coventry and Warwickshire converged on the Solihull factory recently in response to a "fire of serious proportions" call issued by the Rover Works Fire Brigade.

The 'fire', fortunately, was mythical and the call set into motion Exercise Monitor, the object of which was to exercise local A.F.S. and Civil Defence personnel in a prolonged water relay and tactical exercise on a large industrial risk—i.e. the Rover Lode Lane, Solihull, premises.

Some 120 part-time firemen and women and Civil Defence workers were involved and the whole exercise, which assumed a serious fire in the undersealing section of the main Rover 3-litre assembly area, lasted between five and six hours.

A feature of Exercise Monitor was the laying of relays of water pipes, with pumps at intervals, for more than a mile from the canal in Lode Lane.

'Casualties' treated

The piping was laid on the grass verge down Lode Lane, into Valiant Way, over No. 1 gate, and then through the factory roads back to the canal to which the water was returned.

Casualties were simulated during the exercise. Some of these were 'treated' by the Civil Defence and others were 'examined' in the Rover Works surgery before being taken away by Solihull Civil Defence workers to a casualty clearing station set up at C.D. headquarters in Lode Lane. A hot meal was also provided by the Civil Defence as part of its contribution to the exercise.

Observers during Exercise Monitor included Solihull Watch Committee representatives, Mr. B. G. L. Jackman (Production Director, Rover), Mr. J. B. Wilson (Works, Engineer, Rover Solihull) and senior fire brigade and police officers.

The Land-Rover has added a sinister role to its rapidly increasing list of achievements. A fleet of the vehicles is used in a new spy film "Billion Dollar Brain" starring Michael Caine, of "Ipcress File" and "Alfie" fame. The Land-Rovers are used in the film by a sinister secret organisation, members of which are seen in the photograph driving past the old castle of Turku in Finland where part of the filming took place.



Give full personal details, please

Employees are urgently reminded by Secretarial Department, Solihull, that check numbers, departments and factories must ALWAYS be given in correspondence and on medical notes. Inclusion of this full information is vital if delay resulting from time spent in identifying individuals from records is to be avoided.

Secretarial also reminds that changes of address must be notified IMMEDIATELY they take place.

It is in the interests of every employee to help to keep his or her records fully up-to-date to ensure speedy action on any welfare matter that may materialise.

FORK TRUCK DRIVERS COMPETE

(continued from page 3)

Test 1 involved competitors taking a 10 ft. steel beam through an obstacle course in both forward and reverse directions. The main feature of this test was manoeuvring the 10 ft. beam through an eight feet wide aperture.

Test 2 involved pallet handling through an obstacle course, the competitors having to memorise the correct forward and reverse courses.

Test 3 involved balancing a netball on a flat pallet, and finally dropping the ball through the net in one movement. In this test the competitors were harassed by the high wind.

The two competitors in each class with the lowest penalty points took part in the finals during an afternoon of heavy rain and high winds.

Class winners were: 2,000 lb. counter balance trucks: 1, D. Bradshaw (Tyburn Road); 2, B.

Williams (Acocks Green). 4,500 lb. counter balance trucks: 1, L. S. Burnett; 2, L. Cabena (both Solihull). 4,500 lb. reach trucks: 1, T. A. Mitchell; 2, J. C. Hancock (both Pengam).

Visiting judges for the finals were Messrs. J. Moore (Lansing Bagnall Ltd.), R. Woodward (Imperial Metal Industries Ltd.), and A. Mann (Alfred Bird Ltd.). Other judges and marshalls were provided by Planning and Stores Departments. The supervising judge for the whole competition was Mr. A. H. Johnson (Lansing Bagnall Ltd.).

Marshalls praised

"Despite the adverse conditions, the whole event was generally agreed to be highly successful and praise must be given to the voluntary judges and marshalls who carried out their duties magnificently despite the weather conditions", Mr. R. F. Dovey (Materials Handling Engineer), one of the organisers, told GROUP NEWS. "We now look forward to seeing Messrs. Hancock and Williams putting in good performances in the national competition in October. This year's Rover competition was an exact replica of the national competition, the object being to give our people experience of the very same test conditions."

Saudis impressed by L/Rover 'jungle' demonstration

This party (below) of eight visiting officers from the Saudi Arabian Civil Emergency Services were particularly impressed by the performance of a Land-Rover on the 'jungle' demonstration course at Solihull. The demonstration was

included in the officers' itinerary when they spent a day at the Solihull factory seeing the Land-Rover production lines, having demonstration rides, inspecting a static display and literature and meeting export sales executives.

The officers were in Britain for an extended course of training under the supervision of Mr. W. P. Tyrrell, Industrial Civil Defence Officer of Stewart and Lloyds Ltd., Corby, who has recently been appointed adviser on civil defence to the Saudi Arabian Government for five years. Recommendations are to be made to the Saudi Arabian Government in due course on equipment and vehicle purchases.

In the photograph with the officers are Mr. W. V. C. Denvers-Fedder (second from right), interpreter, of British Timken Ltd., Northampton, and Mr. R. C. Bradbury (fifth from right), Solihull's Civil Defence Officer. The leader of the visitors, Capt. Abdul Hayy Assalam, is sixth from left.



King of the Underworld

The Land-Rover is now famous in all parts of the world. It has also been up some pretty high mountains at times. Now it is making a name for itself in conquering the underworld. The "potholer in four-wheel drive" in this picture is the latest innovation at the Mufulira copper mine in Zambia. It moves men, drilling machines, timber and other materials along four underground levels between 1,650 ft. and 1,760 ft. below the surface. Surely a new potholing record of its kind!



It operates for 1,000 ft. along each of the four levels and gets from one level to another along the one-in-seven gradient of a spiral raise.

The mine has the biggest cage on the copperbelt so only the bumpers of

the Land-Rover had to be removed to enable the vehicle to fit in the cage for its journey into the depths.

This Land-Rover is the only one in use at such a depth underground at

any of the six copper mines Zambia copperbelt.

(A Rover Selection Trust Group photograph.)

Does the above stir a chord in your memory? It's from an edition of ROVER NEWS published two years ago and the article reported how a Land-Rover was working 1,760 ft. underground at Mufulira copper mine in Zambia. No other Land-Rovers operating half-a-mile below ground. The mine has now become so mechanised that mining there has been described "almost a game for gentlemen". Mufulira is the most modern mine in the copperbelt. Special roadways have been constructed for the Land-Rovers and other vehicles. Machinery in use and there are planned workshops complete with greasing, well and cleaning bays.

Land-Rovers 'chuck' into arena at Earls Court tournament

Land-Rovers usually play a fairly prominent part in that annual national spectacular, the Royal Society for the Prevention of Accidents.

In two items on a programme offering skill and music and pageantry, seen this year from July, Land-Rovers play central parts.

Teams taking part in an Inter-Services Vehicle Competition—organised in conjunction with the Royal Society for the Prevention of Accidents—the object of stressing safety through good driving of all kinds of conditions—will each have a Regular Rover with trailer painted in the appropriate colours.

This competition is a timed operation and will be wheel changing without the use of jacks, 'jumps' six-foot gap and negotiating other hazards.

In another item on the Tournament programme entitled 'Into Action with the Royal Air Force Regiment' the parachuting of a Land-Rover into the arena realistically simulated by a 'live' drop—i.e. the use of lowering wires.

Trophies by the bonnet

Shown with their 1966 collection of trophies won rallying a Rover 2000 T are Dr. and Mrs. O'Leary. The United States dentist/teacher pair entered 22 rallies last year. They have won first overall on four occasions, second on five, and only four times have they not been in the first five. And if their record in 1967 is anything to go by, they are in for another good year. So far, they have entered one overall rally.



Mr. E. ROEBUCK DISCUSSES QUALITY ENGINEERING IN THE 3rd ARTICLE SPOTLIGHTING QUALITY CONTROL DEPT.

Finding, removing underlying defect causes —new concepts of Quality Control

Before elaborating on the responsibilities of the Quality Control Engineering Department it is necessary to consider the Company's policy as applied to the quality function, which must form the basis of our individual efforts.

The Rover Company has built up over the years a high reputation for the quality of its products. To meet the demands of ever-increasing competition at home and abroad, however, there is an urgent need to achieve much higher levels of performance than ever before, both from a quality and an economic point of view.

To accomplish this it must be appreciated that quality improvement just doesn't happen—it can only be achieved by effective co-ordination of everyone's effort and by each of us meeting our responsibilities in carrying out our own particular function as efficiently as possible.

This necessitates a clear understanding of the Company's quality objective which is that, both in design and manufacture, the final product satisfies the requirements of particular consumers, recognising that the more it possesses this degree of satisfaction for consumers generally, the greater is its chance of being preferred against competitors' products. However, because price is also an important factor in influencing a consumer's final selection, consumer satisfaction is directly related to the cost of manufacture where an unnecessarily high standard of quality can lead to increased cost and a low standard to a loss of sales and reputation.

The responsibility for quality is dispersed throughout the organisation as well as being dependent to a very large extent upon outside organisations which supply us with a multitude of parts both as raw material and as finished components. It is logical, therefore, that the final quality and economic levels depend on the effectiveness of the facilities provided for manufacture and on the controls needed to influence this quality.

Having established that to meet increasing competition it is necessary for the Company's objectives to be directed towards achieving improved quality at a competitive price, it is necessary to provide plans aimed at accomplishing this.

Fundamentally the basic problem in the control of product quality is that of preventing defects from occurring. This entails that:—

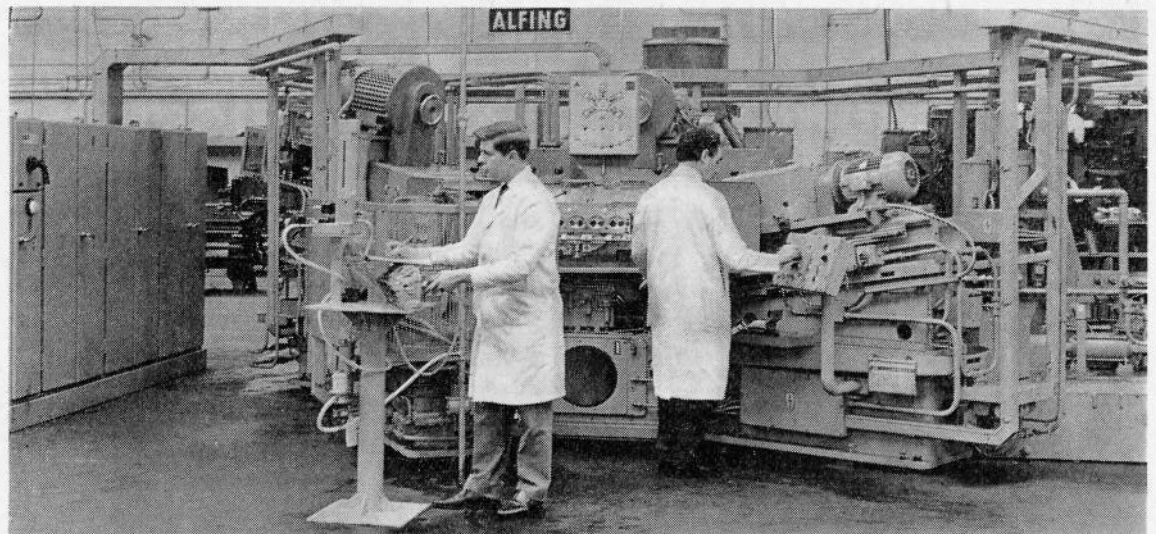
1. Where conditions are satisfactory, procedures are implemented that are efficiently capable of maintaining the present quality level and
 2. Where unsatisfactory conditions do exist, the procedures are capable of indicating this and methods are implemented to bring about the necessary improvements.
- In line with the Company objective the responsibility of Quality Control Engineering is to implement a quality programme which will both interpret and control the quality needs. The quality requirements of the final products is dependent on many "component quality characteristics," each differing in importance.

In order to interpret the quality

needs and achieve maximum efficiency and economy in the control of quality, therefore, it is necessary that each quality characteristic is classified according to seriousness. This is defined in terms of AQL which is the level of quality to be achieved and, for the purpose of interpretation, represents the maximum average percentage defective that can be considered satisfactory. The more important the characteristic, the lower would be its permitted percentage defective.

Having decided the level of quality that can be permitted the next aim is to ensure that this is maintained. The methods used, whilst being adequate for their purpose, must be economic as well as effective as the cost of inspection as well as manufacture is reflected in the overall cost of the final product.

Sampling plans are in process of being installed in three of the factory units, where components are considered to be acceptable provided that samples of an appropriate size, and chosen at random, are found to be satisfactory. These sampling plans are based on the mathematical theory of probability where the risks involved are precisely calculated.



They are used to secure the control of the product at the various manufacturing stages and final inspection control points, and determine the actual amount of inspection necessary in accordance with the level of quality considered acceptable, defined by the AQL and the quality performance being achieved. The size of the sample is decreased, making for better economy of inspection effort, where the level of quality is consistently higher than that desired and similarly increased if the opposite applies.

Inspection instruction cards are available at each control point. These supply the information necessary and give a clear indication of the quality requirement to enable the inspector to carry out his function as efficiently as possible. Quality achievement record cards, designed to indicate the level of quality achieved and show at a glance where defects are repeatedly occurring, are maintained at these control points by the inspector relative to each component.

This information, besides being available for action at shop floor level, forms the basis of monthly management reports which include charts, similar to the one shown in the adjoining illustration, which indicate the principal causes of poor quality requiring corrective action as well as the overall improvements effected month by month.

This feedback principle, where quality achievement is continually being measured and the information is being fed back to key departments having a direct or indirect responsibility for manufacture, is the vital link in any improvement programme either qualitywise or costwise. The presence of defective parts invariably reflects unsatisfactory conditions of one form or another at the point of manufacture, and it is obvious that the improved level of quality will only be achieved if the procedures used provide this information which will enable those responsible to take positive action at the root of the trouble.

The ultimate objective in the control of quality is to prevent defects from happening by creating satisfactory conditions. In keeping with this, quality assessment engineers are directed to carry out assessments of machines and processes to establish whether they are capable of producing components economically to the component specifications. As in the case of the other quality control procedures, this is now in effective operation in three of the factory units and covers new machines and processes as well as those found to be constantly producing incorrect parts.

The capability assessments in-

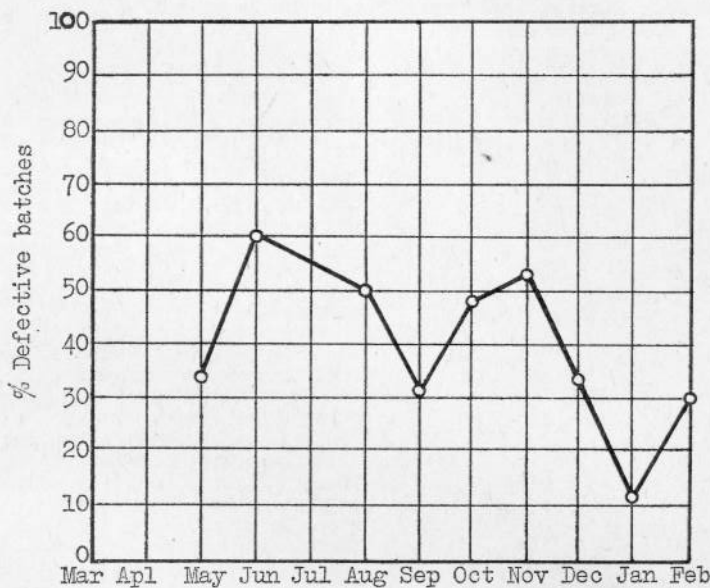
Mr. Vernon Waring (machine tool demonstrator), right, assisted by apprentice Mr. Tony Smith, in process of carrying out a capability study on an Alfing semi-automatic boring machine being installed at Acocks Green for manufacturing cylinder heads.

volve feeding components into the process or machine under investigation and then accurately measuring each of the quality characteristics affected. The information resulting from these measurements is then analytically assessed to determine the amount of variation inherent in the process and its stability is established by computing on a statistical basis the machine's demonstrated capability and comparing this with the specified tolerance.

The measurements are also plotted on to appropriate charts designed to show at a glance the conditions prevailing. These form the basis of management reports which are circulated also to quality action teams, consisting of engineers and supervisors who have key responsibilities, so that they may discuss and agree on the necessary steps to bring about corrective measures. More often than not the assignable causes of excessive variation become apparent during the study.

In conclusion, it is again emphasised that the responsibility for quality is spread throughout the whole of the organisation and every effort is needed by all concerned to bring about the quality improvement so essential to us all as individuals, as a Company and as a nation. Let this be our objective in Quality and Reliability Year.

No of batches submitted.....	27
No of defective batches requiring 100% sorting	8



TWO MORE FAREWELLS



When Mr. Cyril Starkey (Experimental Rig Shop Fitter) retired on June 1 aged 68 after a total of 29 years' service, he was presented (above) with an electric toaster and an electric kettle by Mr. R. Nash (Engineering Manager) on behalf of workmates. Before transferring to the Experimental Rig Shop at Solihull three years ago, he was a development fitter at Acocks Green.

LEFT: A party representing Management and workmates, and led by Mr. W. J. Robinson (Executive Director, Production, Solihull), went to the home of Mr. Leslie Barrow (Supt., Finishing Line) in Marlbrook Close, Solihull, to make a presentation marking his retirement on May 31 after 50 years' Rover service. Mr. Robinson presented a cheque to buy furniture for the garden the visitors are seen admiring, and also a bouquet of flowers to Mrs. Barrow. Her husband began his Rover service as a boy on the Car Finishing Section at Meteor Works, Coventry, later moving to Parkside, then Helen Street and Solihull. He has worked on every type of Rover car produced since 1917.



In big Army exercise



Land-Rovers and Alvis Stalwarts played a prominent role in the two-phase, two-day Army Exercise Waggon Trail '67 held at Lee-on-Solent and watched by V.I.P.s.

The operation was laid on by the Royal Corps of Transport to demonstrate its extensive air and maritime duties in conjunction with R.A.F.

Transport Command and the Royal Navy. The first part of the operation was held at H.M.S. Daedalus Royal Naval Air Station and the second phase on Brownlow beach.

In the above photograph, a landing craft is disgorging a variety of military Land-Rovers, while below a Stalwart swims ashore.



NEWS AND PICTURES ABOUT PEOPLE

Rover link with 'sub's' ★ underwater trans-globe trip

All who read in the national Press of the record 27-day underwater trip from Singapore to its home base in the Clyde by the British nuclear submarine H.M.S. *Valiant*, will be interested to learn that its skipper, Commander Peter Herbert, is the only son of Mr. A. G. S. Herbert, Executive Director, Sales, until his retirement on May 31 after 13 years' Rover service, and Mrs. Herbert.

The 3,500-ton *Valiant* is the Royal Navy's second nuclear submarine, but its first all-British powered one. The Navy's first nuclear 'sub', H.M.S. *Dreadnought*, is powered by an American nuclear reactor.



Comd. Herbert

H.M.S. *Valiant* underwent its 27-day homeward journey under the waves to test the reactions of such a marathon on both the vessel and its highly-specialised equipment, and its 69-man crew.

Commander Peter Herbert is 37 and married and lives at Andover, Hants. He entered Dartmouth Naval College at 13½ and since being commissioned has spent all but two of his 19 years' active Royal Navy service in the submarine branch.

When in command of the conventional submarine H.M.S. *Porpoise*, he became the first British submarine captain to take a conventional vessel under the Arctic ice-cap. He has commanded H.M.S. *Valiant* since before it was commissioned last July, and has undergone extensive specialised nuclear submarine training in the United States.

In following a Naval career, Commander Herbert is treading somewhat in a family tradition; his father was a Dartmouth College cadet and a destroyer sub-lieutenant from 1918 to 1921 when he was invalided out of the Senior Service.

OXFAM WALKER'S HIGH SPEED PAID OFF HANDSOMELY



So pleased was Mr. J. J. Parkes (Alvis Chairman) with the remarkable achievement of an Alvis employee in a 25-mile Oxfam walk from Birmingham to Coventry, that he gave him a cheque for considerably more than the amount for which his original sponsorship had committed him.

Mr. Parkes initially sponsored Machine Shop driller Mr. Roy Dewis to the tune of 2s. 6d. per mile walked. But after Roy had amazed all the other walkers and onlookers by finishing the route in five hours, 20 minutes, Mr. Parkes gave him a £5 cheque (pictured left) representing 4s. a mile.

And the driving force behind Roy's remarkable walk at an average of almost 5 m.p.h.? He wanted to watch a Coventry City home match the same day!

Transferred to Sales Division

Mr. H. J. Topping has been transferred from Land-Rover Special Projects to the Sales Division as Technical Sales Manager, responsible to Mr. J. Carpenter (Sales Director).



Initially, he is responsible for providing a technical advisory service to the Sales Division to improve product knowledge, with particular reference to Land-Rovers.

4th in 1966, this year they win old-time dance title

A couple who were fourth in last year's competition moved ahead to win this year's All England Old Time Dance Championship, once again held in the Rover Ballroom at Solihull. They were Anthony Harley and Miss C. Knott (Manchester), seen below with the trophy presented to them by Mrs. J. Slocombe, wife of the chairman of the Rover Old-Time Dance Section.

Second in the competition were Roy Muldoon and Miss M. Chadburn (Loughborough), left in photograph, and third were David Wyeth and Miss S. Pearce (Bexley), right.

As usual the event drew hundreds of old time dance fans from far and wide and 37 couples competed in a colourful championship, organised by Rover Solihull Social and Athletic Club in conjunction with the Dance Teachers' Association of Great Britain.

Gardeners' show date—August 19

The seventh annual show organised by Rover Solihull Horticultural Society will take place in the Main Canteen on Saturday, August 19. It will be opened at 2.30 p.m. by Mr. E. S. Richards (Executive Director, Industrial Relations and Welfare) and Mrs. Richards. Admission will be 1/- (accompanied children free).

The committee has decided to run a further show this year on Saturday, September 23 for dahlias and chrysanthemums only.

Schedules for both shows are now available from the show secretary, Mr. H. K. Brown (Land-Rover Final Line), any member of the committee, or from the Society's hut in the cycle park any day between 12.30 and 1.30 p.m.



TO DEVON, WITH GOOD WISHES

A presentation (see photograph below left) of a motor lawnmower and cash was made by Mr. C. J. Peyton (Company Secretary) to mark the retirement of Mr. H. R. Hill (Cost Accountant) after 31 years' service with Rover. The gifts were from Mr. Hill's colleagues in the Company.

Mr. Hill joined the Company in March 1936 in the Planning Department at Helen Street, Coventry. A few months later he began work on budgets at the instigation of Mr. G. H. Savage (later Sir Geoffrey).

When the Budgetary Control Department was officially set up under the control of the late Mr. J. Nagington, Mr. Hill became his assistant. On the death of Mr. Nagington in 1946 Mr. Hill succeeded him as manager of the department. On January 1, 1962, he was appointed Cost Accountant, retaining control of budgets.

Mrs. Hill was formerly Miss Rose Hill, secretary to Mr. G. H. Savage at Helen Street, Coventry. Mr. and Mrs. Hill are moving to Exmouth, Devon, taking with them best wishes for the future from all their friends.

Cardiff departure

The first staff employee engaged at Cardiff in 1961, Mrs. E. A. Simons, has left as she is expecting a baby. With nearly six years' service, she was Pengam's longest-serving Welsh staff employee. She was presented with a canteen of cutlery and a wall mirror by Mr. S. Clare (Head of Stores Operations), to whom she was secretary.

A CENTURY OF ALVIS SERVICE



Another four Alvis employees have received long service testimonials from Mr. J. J. Parkes (Chairman of Alvis). In addition, each received £25 worth of National Savings Certificates representing one for each of the 25 years' continuous service.

Recipients pictured above with their certificates are, left to right: Mr. Ernest Edwin Smith (Works Security), Miss Gwendoline Hughes (Photostat), Mr. Raymond Henry Oliver (Metrology), and Mr. Frederick George Taylor (Frazing).

P6 girls help sick children

Mr. W. Gorst (P6 Night Supt.), the well-known darts player who spends much of his spare time playing for charity, has drawn attention to a grand spirit that exists on P6 as far as charity is concerned.

Every week girls in the P6 Trim Shop, Solihull, buy articles to be raffled and they give the proceeds to Mr. Gorst for his favourite charity, "Give a Girl Health Fund".

"These girls receive a mention almost every week in the Birmingham 'Sunday Mercury', and I thought it only fair that Rover employees generally should know of their efforts to help relieve children of asthma by sending them to a clinic in Davos, Switzerland," Mr. Gorst told GROUP NEWS.

Mr. Gorst knows the value of this clinic and its work as his own son was treated there.



RELEASE by the Company of the news that Land-Rover assembly will soon begin in Cameroon (see story on page one) prompted the B.B.C. to send a French-speaking African reporter to the Solihull factory to record facts and interviews for a 20-minute radio programme which will go out in a B.B.C. programme to French-speaking Africa.

The programme will concentrate on the production and history of the Land-Rover, the type of work it does and its capability. Before the reporter, Mr. J. Sane, who hails from Senegal, made a personal trip over the celebrated "Jungle Course" he toured the production lines with Mr. R. J. Mitchell (Overseas Factory Representative in French-speaking Africa) who is pictured above discussing with Mr. Sane some aspects in the assembly of the 110" Forward Control Land-Rover.

Wanted for early September—good homely accommodation in the Solihull/Acocks Green area for Rover apprentices. Employees who can help should write to: Mr. A. P. Lynch, Apprentice Training Officer, Solihull, giving details of accommodation available and cost.

PERSONAL NEWS FROM THE FACTORIES

BIRTHS

We offer our congratulations to . . .

WILEY—To Mr. and Mrs. Alan Wiley, a daughter (Rachel) on April 28. Mr. Wiley works in Experimental Paint Shop, and his wife, Mavis, was formerly secretary to Mr. Wagstaff.

WOODFIELD—To Mr. and Mrs. Roy Woodfield, a daughter (Nicola Jane) on May 2. Mr. Woodfield is Assistant Chief Planning Engineer, Pengam.

LYONS—To Mr. and Mrs. E. Lyons, a son (Martin Dominic) on May 14. Mr. Lyons works in the Heat Treatment Department, Perry Barr.

ARMSTRONG—To Mr. and Mrs. M. Armstrong, a son (Robin Michael) on May 27. Mr. Armstrong is a technical assistant, P6 'B' Development, and Mrs. Armstrong formerly worked for Mr. A. B. Smith.

MARRIAGES

We offer our congratulations and best wishes to . . .

SHEARER-MEREDITH—On June 1 at St. Alphege's Church, Solihull, Mr. Charles Shearer to Miss Jennifer Meredith (Market Research).

VANSTONE-EDWARDS—On June 3 at St. John's Church, Cardiff, Mr. Roy Vanstone (Unit Reconditioning) to Miss Jean Edwards.

HARRIS-CORSER—On June 10 at Shirley Parish Church, Mr. Robert Harris (Machine Shop, Land-Rover Experimental Department) to Miss Jennifer Corsier.

PAGE-KNIGHTLEY—On June 10 at St. Alphege's Church, Solihull, Mr. Roy Page (M.C.D., Solihull) to Miss Jennifer Knightley (secretary to Mr. F. Shaw, Transmission D.O.).

SILVER WEDDINGS

WELLS—Mr. and Mrs. Frank Wells on May 21. Mrs. Wells is employed in the Tool Stores, Tyseley.

BROWN—Mr. and Mrs. Charles Brown on June 6. Mr. Brown is employed in Financial Department, and Mrs. Brown in Engineering Department.

DEATHS

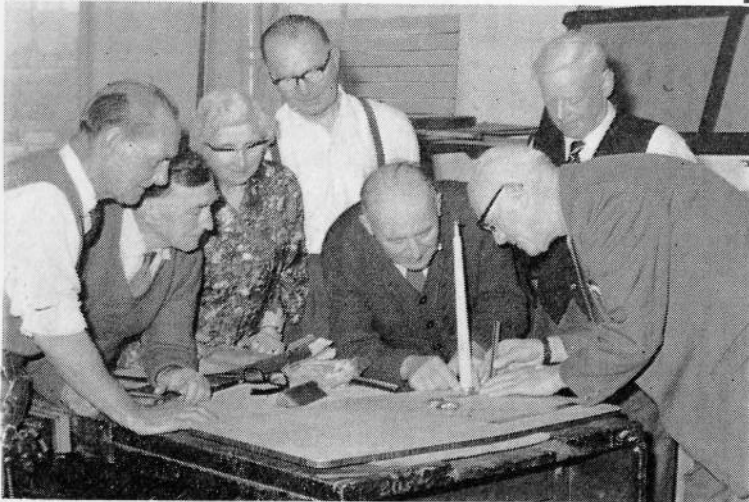
We record with regret the following deaths, and offer our sympathy to relatives . . .

SMITH—Mr. James Smith on May 9, aged 61; he was a jig maker, Solihull Jig Shop (20 years' service).

RETIREMENTS

Mr. William Jones on April 7; fitter, Press/Welding Shop, Solihull (25 years' service). Mr. George Tyrell on May 26; works policeman, Clay Lane, Coventry (31 years). Mr. Charles Edward Peacy on June 1; Stores assistant, Solihull (9 years). Mr. George Mills on June 8; Stores clerk at Ryland Road and Acocks Green (14 years). Mr. Charles Hackett on June 9; P6 Sub-assembly Panel Section (13 years).

HIS RETIREMENT PROBLEM—FINDING SOME SPARE TIME!



Retirement poses for many men a question which they think over with some apprehension: "How shall I occupy myself?"

After years of full, often interesting days in the company of their work-mates, they find themselves with all the time in the world to do . . . what? If active minds and bodies are to be preserved it is very important that they find an outlet for nimble brains and useful hands.

For 72-year-old Mr. Percy Wright, former senior production supt. at Tyseley, the problem isn't how to use his spare time, but how to keep some of his time spare for himself!

Mr. Wright retired from Rover some 18 months ago and was soon active with the Birmingham Retirement Council. When it was discovered that he had special skill as a



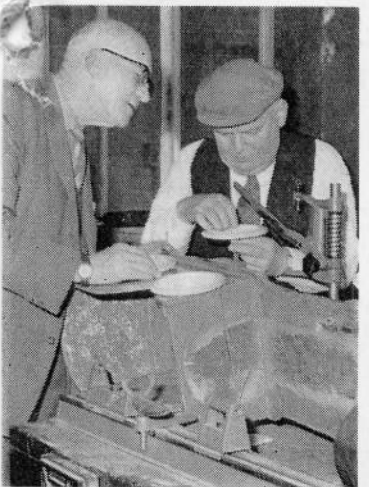
Mrs. Biddle receives some advice while affixing a front support member on a small plant stand.

woodworker, a hobby he has had for more than 50 years, he was asked to form a carpentry class as one of the working groups organised by the Council.

This he did and Mr. Wright now instructs a weekly, two-hour class of 20 pensioners, including several women, which meets in Nechells Community Centre, Birmingham.

And a friendly group it is, too. All members look forward keenly to the weekly class at which the three women members were soon persuaded to make the coffee!

Several sizes of plant troughs on legs have been made. Each member



Mr. W. Wynn is fitting new wheels on the toy wooden engine which the group repaired for the Dodford Nursery Children's Holiday Farm.

Mr. Percy Wright (right) shows by example how to mark off to set the legs on a coffee table. Watching, left to right, are Messrs. J. Chick, J. Ward, Mrs. Rose Biddle, Messrs. Groome, A. C. Jones and E. P. Sainsbury.

of the class is responsible for one particular section of the article being made and it then passes from member to member as if on a "production line". A set of small coffee tables is next on the production schedule.

Mr. Wright buys wood and other material off cuts for his class and he is gradually meeting with success in his efforts to persuade interested companies to give unwanted material.

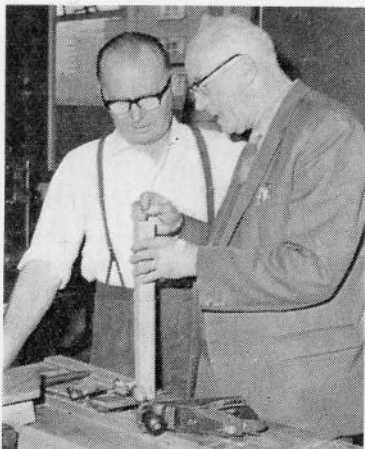
Recently, the pensioner-woodworkers extended their activities when a call for help reached them from the Dodford Nursery Children's Holiday Farm and its Birmingham subsidiaries. Could they please repair a few toys? They could and did, and a succession of wheeled trucks and engines have since passed through their hands to be returned to the delighted youngsters in first-class condition.

Any necessary metalwork is done by Mr. Wright in his well-equipped workshop at his Solihull home.

Last year Mr. Wright excelled himself by making a 64-piece maple and mahogany inlaid championship chess board, and presenting it for annual competition among the Retirement Council chess section members.

He presented it to the Lord Mayor of Birmingham, who passed it on to the Council. The Lord Mayor and other city officials were full of praise for the beautiful craftsmanship which had gone into the board.

Thus, Mr. Percy Wright finds life just as full and interesting in retirement as he did during his 48½ years' service with the Company. His one



Mr. Groome is making himself a hall telephone seat, and Mr. Wright here instructs him on how to make a bridle joint.

sorrow is that his wife died last year and he now lives alone. But his married children—two sons and a daughter—live locally.

There's talk of the Council launching a second pensioners' carpentry class, and Mr. Wright thinks hopeful eyebrows might be raised in his direction. This would mean even more work for him, as tutor, but he doesn't mind . . . providing that he still has sufficient spare time to continue to keep his garden in impeccable order and his semi-detached home in immaculate condition!

All resources harnessed to aero sub-contract work



THE STORY

By

Bernard Light

Chapter 10

THE position in the automobile industry in 1939 was very different from that in 1914 and sufficient capacity was available to meet demands for road transport of all kinds. The capacity available for the production of aeroplanes and aero engines was, however, far too small to meet a war emergency and so, as before, the automobile industry was called in to fill the breach.

This is where, just as affairs looked darkest for T. G. John, his schemes for the new factory with its large machine shop proved to be just what the country needed. It cannot be over-emphasised that John's decision to increase the scope of the Company's activities circa 1934 ensured Alvis survival and as events will show resulted in an enormous change in the Company's financial state.

A net profit

Improvement in this connection commenced as soon as the long-awaited Government contracts were placed and indeed the balance sheet of July, 1939, showed a net profit of £21,000. Gradually the bank overdraft, creditors and the aero engine development account were reduced.

After the commencement of the war, car work continued on a much-reduced scale and a prototype of one of the 1940 models was built; this was a further development of the Silver Crest fitted with razor edge style of body and with minor modifications to the mechanical specification.

Since no Government contract had been placed with the Company for Alvis engines it became necessary to postpone further development of the Alcides, the Pelides, the Maeonides and the Leonides aero engines. The Company devoted its attention to the war effort by placing the whole of its resources at the disposal of the British Air Ministry and the factory was turned over to sub-contract work.

On November 14, 1940, the original car factory was bombed repeatedly

at low level and was extensively damaged by high explosive and fire bombs. Tools, records, photographs and drawings were lost but the foundry was not seriously damaged. Later, two cupolas were moved to the new factory for iron foundry work together with some light alloy casting equipment.

The new factory suffered little damage during the war, although 13 Alvis employees were killed when it was bombed in April, 1941.

By the end of 1940, Alvis Ltd. operated eight other factories, and subsequently no less than 20, and for your interest brief details of these and the nature of their respective functions is given here:—

COVENTRY

Original car factory—Extensively damaged by enemy action 1940.

New aero factory—Manufacture and assembly of Rolls Royce Kestrel, Merlin and Griffon engine parts, De Havilland airscrews, design and production of jigs and tools for all works.

Motor Packing Co's. factory—Lancaster power plant assembly.

Binley factory (equipped by Alvis 1942)—Lancaster power plant engine rectification and preparation.

Broad Lane factory (equipped by Alvis 1942)—Manufacture of Lancaster power plant parts.

Baginton Test Houses (built 1936 to test aero engines)—Development testing of American aero engines and production test of Rolls Royce Kestrel and Merlin engines.

HINCKLEY

(Brought into use 1940)—Lancaster power plant assembly.

BARWELL

Manufacture of Lancaster power plant components and sub-assemblies.

ANSTY

Dispersion Tool room.

SYSTON

Fabrication and assembly of bomb trolleys.

MOUNTSORRELL

No. 1 factory (equipped with machinery salvaged from old car works)—Manufacture of bomb loading winches, bomb trolley parts, control columns, Wellington gun mountings, etc.

No. 2. factory (equipped 1942)—De Havilland variable pitch airscrews.

Parkers boot factory—Fitting and assembly of bomb loadings, winches, control columns, gun mountings, etc.

STAFFORD

Freeman Street factory—Overhaul and repair of Rolls Royce Merlin engines.

Blackheath Covert factory—Testing, rectification and despatch of Rolls Royce Merlin engines.

STONE

Newcastle Street factory—Overhaul and repair of Rolls Royce Merlin engines.

Mill Street factory—Overhaul and repair of Rolls Royce Merlin engines.

STRATFORD-ON-AVON

B'ham Road works—Overhaul and repair and rectification of Lancaster power units, and HQ of the organisation servicing R.A.F. American-type aero engines.

Hippodrome—Power plant repair stores.

MAIDENHEAD

(Started after London premises bombed)—Overhaul of R.A.F. ground equipment.

EALING

Service Department.

T. G. John's death

It will be seen that the Company made an impressive contribution to the war effort with Management responsibilities being shared by Capt. G. T. Smith-Clarke as Chief Engineer and Works Manager; W. M. Dunn, Manager, Mountsorrell, Syston and Anstey; H. O. Vaux, Aero Manager, Stafford and Stone; K. Smeeton, Manager, Maidenhead and Ealing, and A. F. Varney, Manager all other factories.

During the later years of the war, John suffered increasingly from ill-health and he retired in 1944 when he was succeeded by A. E. Nicholson. John died in 1946 at his home in Kenilworth, but he lived to see his Company in a stronger position than it ever was before.

By 1945 the mists of war were clearing daily and peacetime planning was gaining impetus. The yokes of wartime effort, nervous tension and anxiety, were being gradually discarded as war contracts worked themselves out and many restrictions were lifted.

Looking ahead

Following the announcement of Hitler's death, THE GREAT DAY arrived on May 7, 1945. The unconditional surrender of Germany was announced at 02.41 hours and the war in Europe was over. There must have been few occasions in the history of mankind when there had been such universal joy in the world.

Before this time, of course, a considerable amount of thought was being given to the post-war position of the Company and whilst it was difficult to do much of a practical nature, a programme of peacetime activity was planned though it was realised a lot would depend upon Government policy.

The first important task—a vast and complicated one—was to clean up and hand back all the Ministry factories and the Government equipment in them. Parallel with this, however, there had to be re-organisation of the Company for post-war peacetime production.

(To be continued)

WINE-MAKING JOYS AHEAD

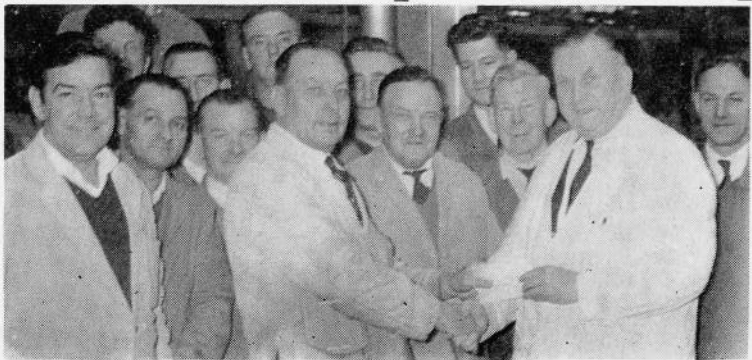
MANY friends throughout the Rover organisation congregated in the Solihull staff canteen to extend to Mr. J. S. Perkins (Buying Office Supervisor) their good wishes on his retirement after 24 years with the Company. Mr. A. B. Smith (Director and General Manager), presenting him with a cheque (pictured right) on behalf of his colleagues, referred to the efficient and thorough approach which he always brought to his work and the loyal manner in which he had served the Company.

A sales accountant by profession, "Jack" Perkins joined Rover early in 1943 after war work in Coventry where he had been for two years manager and local buyer on urgent civil engineering contracts. His first job at Rover was the supervision and approval of invoices for blitz repair work and reconstruction of the Coventry factory. He was eventually transferred from Chesford Grange to Solihull in the appointment of section leader, body buying, when car production recommenced. Early in 1958 he was appointed Buying Office Supervisor.

Jack looks forward with enthusiasm to a retirement which he hopes will allow him more time for reading, music appreciation and some wine making at Port Erin on the Isle of Man.



● BELOW: the presentation to Mr. F. Bromhall (Cutter Grinding Section, Tyseley) when he retired after 24 years' service. The photograph shows a cheque from fellow employees being handed over by Mr. E. Wingrove (right) foreman, Cutter Grinding Section.



P6 FEATHERWEIGHT NOW AN A.B.A. CHAMPION

A young Rover amateur boxer has finally shaken off the unfortunate nickname of "Mr. Runner-up" by recently winning the Amateur Boxing Association senior featherweight championship.

Twenty-three-year-old Ken Cooper, a trimmer on P6 Stage III at Solihull since February, was a beaten finalist for the title in 1963, 1964 and 1966. But it was fourth time lucky and in May this year he realised an

ambition and shook off his bad luck by winning the championship.

Ken, who is single, began boxing as a schoolboy in 1955. In 1959, he took up the sport seriously as a junior and in that year was beaten in a final of the A.B.A. Junior Championships.

Since 1961, he has boxed as a senior and the winning of the feather-

weight title is the climax of a career which has already seen him represent England in international events on many occasions.

He boxed for England at the 1966 Jamaican Empire Games, where the eventual Kenyan gold medal winner defeated him in a preliminary round of the competition. Then he took part in the European Amateur Championships in Rome at the end of May,

but was defeated in his first bout by a Frenchman, Jean Louis DeSouza, on a majority points decision. He sustained a cut above the right eye, but thought he had done enough to gain victory.

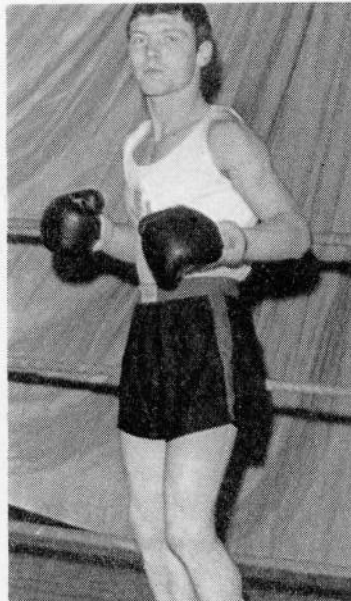
The Frenchman was later beaten in the semi-final by the eventual gold medal winner. The only English success in the Rome championships was a silver medal for Boddington in the heavyweight class.

Ken said, on his return to work, that he enjoyed the trip; he thanked his workmates for the £14 they had raised towards his expenses, and said he was sorry not to have done better.

When not boxing in championship competitions, Ken applies his skilful fists at Kyrle Hall, Smethwick, where his father is trainer and manager. He has had more than 200 fights so far.

Ken, a quiet, unassuming young man, pays particular tribute to his father who has coached, trained and managed him "up the ladder" of fame. He is also grateful to the Company for giving him time off for the Rome championships.

And the future? Who knows. But his immediate ambition is a place in the England team in next year's Olympic Games in Mexico. Here's wishing him luck—and that plane ticket to Mexico!



A.B.A. featherweight champion Ken Cooper.



A triumphant Harry Baird holds the Aslin Trophy presented to him by Mr. Rigby (left). An equally-smiling Mr. Dixon looks on as runner-up.

Persistence has its own (snooker) reward...

Aslin Snooker Trophy winner this year is Mr. Harry Baird (Stores). His success can be said to prove the old saying "If at first you don't succeed, try, try and try again", for he has often attempted to win this coveted award.

The trophy was presented, appropriately, by Mr. F. Rigby (Stores Controller), who was delighted to see a Stores man take the honours on this occasion.

Mr. R. S. Taylor, hon. secretary of the Solihull Billiards and Snooker Section, writes of the final and the games leading up to it:

"The games for this reward had been full of incident, mistakes on several occasions almost costing Harry Baird the honour. But in spite of this he made the grade against a very tough and equally good snooker player in R. Dixon (Welfare). The games finished at two frames to one in H. Baird's favour to reward good potting, unruffled concentration and combined gamesmanship of the highest order, and onlookers gave both players a very hearty ovation at the finish.

"The losing semi-finalists were B. Cooper (Experimental Shop) and P. Workman (Carpenters Shop) who also played well. G. Bennett (P5) had the credit of the highest break in the competition."

Acocks Green 'A' comes out on top

A 4-1 snooker victory over Anderton Social gave Rover Acocks Green 'A' the championship of South Division II of the Birmingham Efficiency League.

The Rover side pipped Midland Red to the leadership by only one point.

A correspondent writes: "This success has been made possible by the sporting play and tenacity of the players Messrs. H. Ashford, R. Simpkins, H. Bilston, N. Westbury and W. Proddy, who never gave up and who have been very consistent all season. N. Westbury is an old stalwart of the Acocks Green 'A' team of a good many years standing, and the captaincy has been shared by R. Simpkins and H. Ashford. The two reserves, P. Barkey and M. Tustin, who stepped in when needed must not be overlooked; they too have never let the team down. Next season we hope for better things still."

BADMINTON TROPHY WINNERS

Results of the Rover competitions for the 1966/67 season ladies and gents badminton trophies are as follows: The Roland Seale Trophy (ladies' singles): winner, Miss Lesley Watson (Secretarial Department); runner-up, Miss Susan Hall. Losing semi-finalists: Miss Judy Holland (Buying Department); Mrs. Jillian Couper. The George Dix Trophy (men's singles): winner, Jim Alford (Experimental Department); runner-up, 'Skip' Jones (Land-Rover Assembly). Losing semi-finalists, Roy Hickton (Drawing Office, Acocks Green); Maurice Hall (Quality Control).

CUP FINALISTS FOUR TIMES THIS SEASON



By Derek Jones
(Chairman, Rover Solihull Football Section)

Rover Solihull footballers finished the season on a high note with a visit to Villa Park to meet Mitchells and Butlers in the final of the Aston Villa Cup, recognised as the premier trophy of the Birmingham and District Works Football Association.

Being losing finalists last season Rover hoped to go one better this year. But having to play five games in the week preceding the cup final forced the Solihull side to make changes following injury to outside left Livesy. In the resultant reshuffle the side seemed to lose some of the cohesion and 'bite' which was a feature of its play earlier in the season and Rover went down 4-1.

Skipper John Nicklass won the toss and elected to defend the Holt End. Straight from the kick-off M & B played the ball to outside right Jessop who centred low into the goalmouth and after a shot had rebounded off a defender M & B centre forward Dubberly forced the ball over the line for an early goal.

From this point on Rover were struggling; then after a period of

sustained Rover pressure a long clearance went over centre half Moseley's head and was quickly fastened on to by Jessop who ran on well to score despite the close attention of Charles Tandy.

Half time: Rover 0, M & B 2.
The same pattern emerged in the second half with Rover having as much of the play as M & B but not managing to pierce the well-marshalled M & B defence.

Then M & B increased their lead through a twice-taken penalty. Tandy was adjudged to have brought down Jessop, centre forward Dubberly took the penalty and blasted the ball out of play via the crossbar. But the linesman had noticed some infringement, the kick was taken again and this time there was no mistake.

Four minutes later M & B scored again through Jessop from a very acute angle.

Just when M & B seemed to be coasting to an easy win, Rover scored the best goal of the match through centre forward Harrison. For the last ten minutes the Rover players tried all they new to try and pull the game round, but the M & B defence played faultlessly.

Result: Rover 1, M & B 4.

★ ★ ★

All in all the Rover Solihull side

PROUD FATHER

Mr. D. G. Russell (Section 303, Perry Barr) is a particularly proud father. His 14-year-old daughter, Catherine, won the Junior A.A.A. Midland Counties one-mile walk championship at the Birchfield Harriers ground on June 3. She was second last year.

Catherine also holds a gold medal for schoolgirl netball.

New Alvis social club secretary

Alvis Social Club has a new secretary in 53-year-old Mr. Robert Edward Thompson. He succeeds Mr. K. E. Hegan, who has retired after six years' service as social club secretary.

Mr. Thompson, married with a 21-year-old son, has brought with him to Alvis 21 years' experience of social club work in Coventry industry. He has for the last 11 years been secretary/manager of Wickman's Ltd.'s sports and social club, and before that was ten years at the Coventry Radiator and Presswork Co. Ltd. in a similar capacity.



Mr. Thompson

A native of Esh Winning, County Durham, Mr. Thompson was a keen footballer in his younger days. He played for Bishop Auckland as a 17-year-old amateur and then had two years with Norwich City as a professional. After moving to Coventry, and marrying, he played for Walsall as a part-timer.

As an N.C.O. infantryman in the Eighth Army, Mr. Thompson had an epic career in the second world war. He was captured with other troops of the 1st Worcestershire Regt. at the fall of Tobruk, but within hours he escaped with four other British soldiers and the group made its way back into Egypt through the front lines.

After being transferred to the Yorkshire Dragoons, he was in the Battle of El Alamein and served until the end of the North African campaign in Tunisia. Subsequently, Mr. Thompson saw action on the Anzio beaches and in the Italian campaign generally.

When the war ended in 1945, he was serving with the 1st Loyal Regt. near Florence.

Forty-two members of the Alvis Monthly Staff Club visited the Rover Solihull works. They were welcomed by Mr. A. B. Smith and toured the 2000 line with Mr. C. Currie (Public Relations).

Alvis golfers take cup from 20 other works teams

Alvis golfers have achieved a notable success in winning the Sir William Noble Cup in this year's Coventry and district inter-factory golf competition.

Some 20 works golf teams entered the competition and the Alvis golfers won the cup by defeating Rootes in the final played at The Grange golf course, Coventry, in May.

Pictured below with the cup and their individual awards are members of the Alvis golf team. They are, left to right: Messrs. Eric Rathbone (Auto Section), R. E. Thompson (Social Secretary—not a team member), Jim Godwin (Tool and Methods), R. F. Skidmore (Works Director), W. Pereira (Production Manager), Les Apple (Toolroom) and W. Mangham (Sub-Fighting Vehicle Assembly Shop).

