

ROVER AND ALVIS NEWS



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A BRITISH LEYLAND NEWSPAPER



Half Yearly Results:



PROFITS ALMOST DISAPPEAR

ALTHOUGH total sales were higher in monetary terms, vehicle unit sales were lower in the first six months period of this financial year than in the corresponding period last year and were substantially below the capacity of our factories. This anticipated additional output was lost mainly as a result of industrial disputes through the industry.

Price increases announced during the period recovered only part of the substantial wage and other cost increases and this disparity was a major additional factor contributing to the reduction in profit.

Overseas sales continued to run at 49 per cent of total sales and our exports from this country increased by ten million pounds to a record of one hundred and sixty seven million pounds. Nevertheless foreign competitors are gaining in size and cost competitiveness. The principal reasons for this are recurrent industrial disputes in this country and severe restrictions on the home market over recent years, both of which have inhibited modernisation and expansion.

Hampered progress

The integration of the Corporation is continuing although the industrial problems referred to have inevitably hampered progress. Despite these difficulties our plans for the introduction of a range of competitive new models and for the improvement of manufacturing facilities are being implemented as rapidly as possible. These plans should enable the Corporation to earn satisfactory profits when the national industrial relations problems are resolved.

Lower profit

Profit for the remainder of the year, subject to reasonable continuity of production being achieved is expected to improve as a result of seasonal higher retail sales but on account of increased costs is likely to be well below the level achieved in the second half of last year.

The Directors have declared an interim dividend on the Ordinary Shares of 2½d. (two and a quarter pence) per share same which will be paid on 31st August 1970. The amount of this dividend does not imply any particular level of final dividend which will be

determined in the light of all the circumstances appertaining at the time.

Commenting on the British Leyland interim figures issued today, Lord Stokes, Chairman and Managing Director, said:

Adverse effects

"In the Interim Statement of the Board of Directors several references were made to the adverse effects of industrial disputes.

"Although we have had too many disputes within our own organisation during the period under review the biggest current impact on our efforts is being made by disputes in companies which supply us with vital components and services.

"As an example during the month of April alone we suffered production losses from external disputes in the following way:

Supplier	No. of Cars Lost in April
George Angus (Oil Seals)	2750
E.P.S. (Export Packing Services)	858
Howard Tenens (Transport Services)	6641
Pilkington (Glass)	1781
Rubery Owen (Axles)	436
Sankey (Sub-Frames)	1192
Wilmot Breeden (Door Lock, Window Winders and Bumpers)	330

Total for month 13,988

"These figures do not take into account the very substantial extra costs imposed by disruption of such production as was achieved despite these difficulties—for example, the recent strike in the glass industry and the current tyre dispute involve vast disruption of effort by building incomplete cars which have to be finished later at great expense running into hundreds of thousands of pounds. Glass has been flown in from Italy, Belgium, South Africa, etc. and new tyres are being flown in from the Continent to try to maintain

production. These are typical examples of the repercussions of some of our current supply problems.

Vehicles lost

"During the first six months of the financial year we have lost approximately 77,000 cars and commercial vehicles from disputes of all kinds. The cash flow which would have resulted from these extra sales is necessary for our plant expansion intended to maintain our sales in the world motor industry and thus keep jobs and opportunities open to all.

BRITISH LEYLAND MOTOR CORPORATION LIMITED

Results for the Six Periods Ended 21st March 1970 (Unaudited)

	First 6 periods to Mar 70	Mar 69
£ Million Sales	458	438
Trading Profit	5.8	21.0
Investment Income	0.2	0.3
Interest Payable (less receivable)	6.0	21.3
	4.9	2.0
Profit before tax	1.1	19.3
Taxation	0.5	9.3
Profit after tax	0.6	10.0
Minority Interests	0.5	0.5
Profit after tax attributable to Shareholders	0.1	9.5
Vehicle Unit Sales	448,000	474,000

"I think it is also important to appreciate the magnitude of the cost increases which were mentioned in the statement. Apart from the tremendous wage inflation that we are suffering we have had to absorb massive increases in material costs. For example in the last six months alone, apart from previous increases the price of sheet steel has gone up by 12 per cent. Aluminium has increased by nearly 4 per cent, brass sheet by 10.1 per cent, copper sheet by 15.6 per cent, lead by 12.4 per cent, zinc by 7.1 per cent, and nickel by 23.7

per cent, and these have been reflected in higher prices for finished components from our suppliers.

Persisting problems

"No company can continue to operate plants at a loss indefinitely and the current persisting problems in certain areas must call for a review of our future manufacturing activity. We have the models, the markets and the potential. We can only exploit them for the benefit of employees, shareholders, and suppliers, alike if we are given a reasonable industrial environment in which to operate."

Fact-Finding Tour of 70 Plants

MR. PAT LOWRY—who has just begun work as British Leyland's Director of Industrial Relations—has set out on a fact-finding tour which will eventually take him to all 70 plants.

"My first task is to go out and about and meet as many people as possible", he said. "I want to talk to managements, factory managers, shop stewards and shop representatives in a wholly informal way—to get the feel of what they think to be the industrial relations problems which need solving."

Mr. Lowry, who is 50, was formerly Director of the Engineering Employers' Federation. Thirty years ago, as an R.A.S.C. driver in France, he was driving an Austin 3-ton truck—which he had to leave behind on the beaches at Dunkirk.

Soon after taking up his new duties he was interviewed for British Leyland's works newspapers. The full interview appears inside this issue. Here are some of the points he makes:

Fact-finding: "For the next month or two I shall spend far more time listening than I shall in talking. I want to get thoroughly immersed in the Corporation—to find out what makes it tick."

Subjects for investigation: "Disputes and grievances procedure, methods of negotiations, pay and payments systems, income security, joint consultation and communication—these are the immediate areas where I intend to invite the views of those I shall be meeting. I

want to listen to a lot of people; I shall ask questions with a view to coming forward as quickly as possible with some recommendations for the Chairman on what requires to be done in the future."

Disputes Procedures: "It is a question of confidence in a procedure. If people have confidence in it one is beginning to make some impression on the problem."

Communications: "No employer today hires hands—he employs the whole of the body and brain. Because of that workpeople are more concerned with things other than wages and conditions. They want to know—and in my view have a right to know—a lot more about the company—they want to know its prospects and share in its successes as well as being reminded of its failures and its problems. There must be a far greater degree of involvement in all aspects of employment."

Security: "There is a growing emphasis on income security as much as on the immediate rewards that men receive for doing a particular job of work."

The future: "Anybody that works in industrial relations must be imbued with a sense of optimism otherwise he would die of frustration almost overnight. I do not believe that the problems British Leyland has in the industrial relations field are any more insoluble than those we have seen in coal-mining and ship-building where in the past 4-5 years there have been substantial changes for the better."

See full interview report—Page 4.

ALVIS ALL-ALUMINIUM ARMOUR FOR THE FIGHTING FORCES

THE world's first fighting vehicle with all-aluminium armour has been ordered for the British Army. Mr. John Morris, M.P., Minister of Defence for Equipment, said recently that a major order for Scorpion and Scimitar reconnaissance light tanks has been placed with Alvis Limited of Coventry.

Negotiations are also well advanced for the purchase of a substantial number of Scorpions for the Belgian Army. An agreement expected shortly will probably provide for the production of parts and final assembly of vehicles in Belgium as well as at the Alvis factory at Coventry.

FAMILY OF VEHICLES

A family of vehicles based on Scorpion has been designed and a substantial number of sets of common parts of them are included in the Ministry of Defence order.

The Scimitar is a similar lightweight vehicle with a 30 m.m. Rarden cannon in place of the basic Scorpion's 76 m.m. gun. Other variants for use as personnel carrier, command vehicle, anti-tank missile carrier, recovery vehicle and ambulance are being developed. These are named Spartan, Sultan, Striker, Samson and Samaritan respectively.

ALL SET TO START

Mr. J. J. Parkes, chairman and managing director of Alvis said: "We are all set to start quantity production and the Minister's statement is the green light."

"The order is a natural follow-on to our ten year success with the 600 series of armoured vehicles. Over £20 million of these have sold abroad and our world-wide back-up service has been a major factor in this achievement. On this fine foundation we now plan to build a similar export success with the Scorpion."

"New equipment to weld thick aluminium armour, a task never achieved by anybody before, has been developed by the company and is ready for production at Coventry," he added.

EXTENSIVELY TESTED

Scorpion was designed by the Military Vehicle and Engineering Establishment at Chobham, Surrey and Alvis was appointed manufacturer and design parent of the project in September, 1967. A prototype and pre-production batch of 16 have been built and extensively tested in the U.K. and Australia in the past year.

Aluminium armour has reduced the weight of Scorpion by some 30 per cent over a comparable vehicle with steel armour, while giving the crew increased protection.



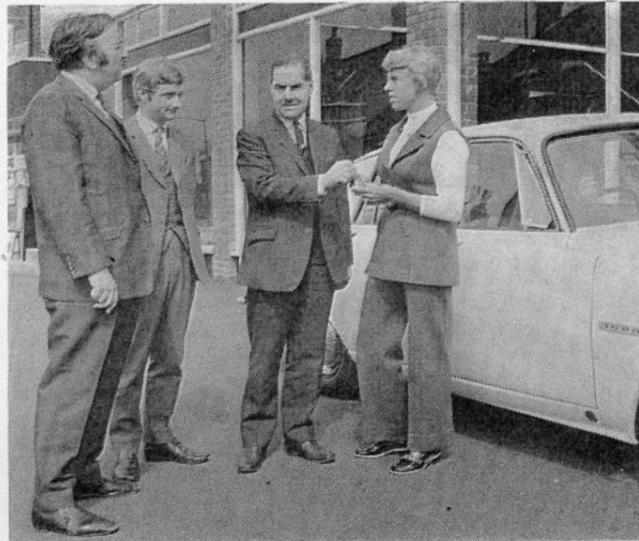
Mr John Morris, M.P., Minister of Defence for Equipment (left) examining a Spartan model with Mr J.J. Parkes, Chairman of Alvis during a press conference held at the Press Club, Fleet Street.

350 MILE ROAD RANGE

Consequently it has a 'footprint' loading of only five pounds per square inch and can cross soft ground which would normally be difficult even for infantry. It has a Jaguar XK 4.2 litre engine similar to those used in saloon and racing cars but derated from 265 to 195 bhp. This gives a power to weight ratio of 26 bhp/ton and acceleration from standstill to 30 m.p.h. in 15 seconds. It will climb a 60 degree gradient and has a road range of 350 miles.

Scorpion is airportable—two can be carried in a Lockheed C-130 Hercules transport. It can also 'swim' at 4 m.p.h. propelling itself with its tracks and using a built-in flotation screen.

CHAMPION CHOOSES ROVER



AT J. W. Gethin's new showroom, Mrs. Ann Jones, Wimbledon Tennis Champion, takes delivery of her new Rover 3500. In the picture, Mrs. Jones is seen receiving the keys from Mr. Tony Harrison, Chief Salesman. Looking on is Mr. Alan Clark, Managing Director (left) with Mr. Michael James, General Manager.



First picture of the Alvis Scorpion prototype undergoing trials. This new British light tank is built mainly of aluminium and is designed to cross bogs, swamp and snow, and can go where a man would find difficulty in walking.

BBC

TELLING THE NIGERIANS ABOUT US



PICTURE shows Mr Ibrahim M. Mohammed of the BBC's Hausa Service during a recent visit to Solihull. In addition to seeing the Land-Rover assembly line, he was taken on a ride round the jungle which he described as being as realistic in terms of riding as anything he'd seen at home. The Hausa Service broadcasts daily to Nigeria and neighbouring parts of West Africa. In addition to his story in the Hausa language, Mr. Mohammed's interview with Tom Barton (*Chief Engineer, Land-Rover*) was broadcast in an English programme devoted to business matters in the BBC's African Service.

MAXI TURNS THE CORNER

THE Austin Maxi captured no less than 3.1 per cent of the British home market in April—the highest figure it has achieved since the 3.3 per cent recorded in May 1969, its first month on sale.

April Maxi registration totalled 3,313—the highest ever monthly figure. Higher even than the 3,028 in May 1969.

After an early decline, the Maxi's penetration figures have been steadily climbing from 1.6 per cent last November to 2.5 per cent in March and April's 3.1.

The May figures promise to be as good or better than April, "in the first 10 days of May our

returns from the trade show that we sold 1,164 Maxis—4 per cent of what we were expecting to do for the whole month". Mr. Filmer M. Parada, Austin Morris Director of Sales, told *Rover and Alvis News*.

The car was always good, has been continuously refined and will make it even better.

"We now have a really first class car, and the public is beginning to appreciate it. Warranties costs are way down this proves how reliable the car is."

"This success has been helped by distributor enthusiasm, nationwide promotions organised by our marketing staff."

OVERSEAS RADIO PRODUCTION COURSE



A PARTY of 14 representatives from various overseas radio networks, including Nigeria, Jordan, Iran, Ghana, Malawi and Afghanistan pictured during their visit to the Solihull factory on 12th March, when they were shown around the Rover 2000 and Land-Rover assembly lines and taken on

a trip on the Land-Rover demonstration course. They were in the country for a three-month Overseas Radio Production Course and visited a number of industrial and commercial establishments to gain some background knowledge of Great Britain and its way of

'DRIVE LINE 70' AT JERSEY C.I.

THERE was a very important event in Jersey, week ending 18th April. It was the Spring Conference of the Automobile Division of the Institution of Mechanical Engineers and was known as 'Drive Line 70'.

It was truly International. Papers on Drive line subjects came from 8 countries, and ten countries, including Japan, were represented amongst the delegates.

The conference was enormously successful both technically and socially. It was organised by Mr. Frank Shaw, Chief Engineer (Transmissions) at Rover who also chaired the whole of the week's conference in his customary easy manner. An attractive social programme was laid on for the ladies.

The picture shows the Conference Chairman (centre back), taking a couple of hours off to entertain his British Leyland colleagues.



Left to right standing: Mr. D. Baxter, Deputy Chief Planner, Rover; Mr. E. Kay, Chief Designer, Leyland; Mr. E. Riddle, Chief Designer, Scammell; Mr. C. Tridgell, Director and Chief Engineer, Power Jacks Ltd.; Mr. A. Barnes, Unit Engineer, A.E.C.; Mr. F. Shaw, Chief Engineer, Transmissions, Rover; Mr. J. Hamilton, B.L.M. Corp., Australia; Mr. H. Adhead, Deputy Chief Designer, Transmissions, Rover; Mr. M. W. Lewis, Chief Research Engineer, Rover; Dr. J. Fernandez, ENASA-PEGASO, Barcelona; Mr. S. Burnett, Executive Engineer, S.C.G. Ltd. Seated: Mrs. Main (I.MECH.E.); Mrs. F. Shaw; Mrs. S. Burnett; Mrs. J. Hamilton.



The Rover 20 h.p. Tourist Trophy Car of 1907 with Mr. B. G. L. Jackman at the wheel, with Don Joyce ready for the start.

1907 ROVER IN 1000 MILE TRIAL

THE 1907 20 h.p. Rover Tourer (1907 T.T. winner model) was entered in the above event and successfully completed the full 1030 miles journey from London to the West Country then on to Scotland and back to London along the eastern counties of England.

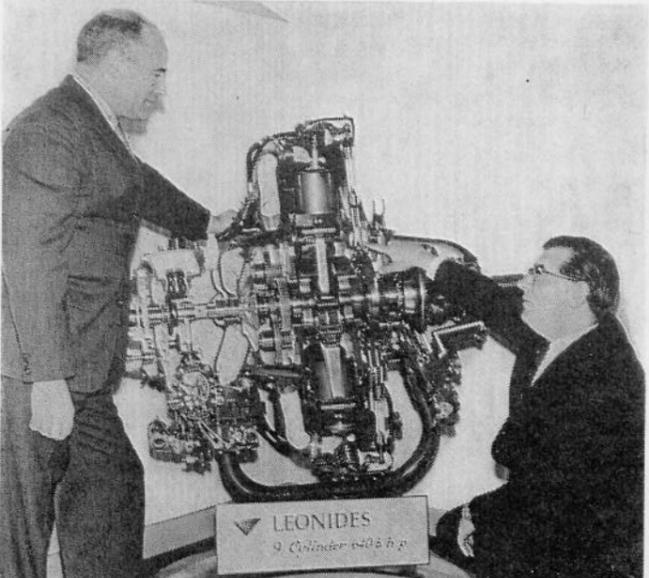
The car (entrant No. 17) was driven by D. Joyce of the Veteran car section, J. Dick of Works Engineering and N. Shipman, Apprentice in the Service Department. Mr. B. G. L. Jackman, Director and General Manager, participated for part of the time and drove the vehicle during the first two days of the event.

At the outset Mr. Jackman commented that the objective was to complete the tour successfully

—the vehicle had been progressively improved since its acquisition by the Company some 4 years ago and was felt to be ready for a severe test of this sort—involving as it did an average of 6-8 hours driving daily for 8 days. Out of 52 finishers (80 entrants) the car finished 14th overall and collected a stage award in addition to its finishing medal.

The car will be on view for the next few weeks in the new Sales Showroom at Solihull. Another of the total complement of five pre-1914 Rovers won awards—car number 36 Rover 1911, 4 cylinder 12 h.p. open-tourer entered and driven by Miss V. Smith of Stockport, Cheshire, who won the Ladies award and the S.M.M. & T. Trophy.

CANADIAN OPERATOR AT ALVIS



MR. J. N. ANDERSON (on left), President of the North Coast Air Services Limited, Prince Rupert, British Columbia, Canada, is discussing the intricacies of the Alvis Leonides Engine with Mr. N. Philip, a Senior Representative of the Service Department, Alvis Limited. Mr. Anderson, who operates Leonides engines in the Husky and Twin Pioneer Aircraft in Canada has been visiting Alvis Limited, and Baginton Airport with his D.C.3 Aircraft, purchased in the United Kingdom and being the latest addition to his fleet of ten aircraft.

QUEEN'S
AWARD
FOR
BRITISH
LEYLAND

THE Queen's Award for Industry has been conferred on British Leyland for its outstanding achievement in increasing exports—the first time the award has been granted to the corporation as a whole.

Constituent Companies of British Leyland have won the Queen's award in previous years. In 1966 Leyland Motor Corporation and British Motor Holdings both received it for export achievement, and BMC for technological innovation. In the same year The Rover Company and Goodwin Barsby, Leicester, one of the Aveling Barford Group of Companies were granted the award for export achievements. In 1967 Jaguar Cars and Aveling Barford were recipients.

"I am particularly pleased about this as all our 40-plus major manufacturing subsidiary Companies, as well as our overseas subsidiaries will be able to make use of the award's symbol." Lord Stokes, Chairman of British Leyland, commented. "This will enable even little companies in the Corporation which contribute only indirectly to exports to share in the honour of the award, as well as the big vehicle producers which export millions of pounds worth of vehicles. I hope that in this way every man and woman in British Leyland will feel a sense of partnership in the effort which the Queen has honoured with her award".

The award was based on three main considerations:—

1. British Leyland's total value of direct exports from the U.K.

is greater than that of any other British Company. Its overseas sales total nearly £500 million a year—50% of total turnover.

2. The Corporation has increased the value of its direct exports by 38% over the past three years.

3. Its percentage of exports to total business in the highest of any of its competitors—not only in Great Britain but in France, Italy, Japan, or the U.S.A.

British Leyland exports to over 180 world markets and has over 70 subsidiary and associate companies overseas, with a world-wide network of 1,275 distributors and 10,000 dealers.

WELL EARNED RETIREMENT AFTER A LIFETIME OF ROVER SERVICE



Mr. W. GREGORY (Percy Road)

MR. W. GREGORY commenced his employment with the Rover Company on 23rd June, 1919, and retired on 31st March, 1970 after completing nearly fifty-one years' service. He started his career at the age of 14 as a machine operator at the time the Rover Company embarked on the production of motor cars. His interest centred around the manufacture of gears which, in the time spent with the Company, took him to many parts of the country where gears were produced. During the 1939-45 war years, he was employed in Yorkshire where components were made for aircraft. On returning to Birmingham he

once again took up the manufacture of gears and through this he became technical adviser to the management on all gears for the Company. He had the honour of writing a thesis on gears which was published in many engineering magazines. Now on his retirement he is turning his hand to the horticultural side with the hope of producing blooms in his greenhouse.

In the picture, taken at a farewell party, Mr. Gregory (left) is seen with some of his friends receiving a gift from them, presented by Mr. E. Scott, Executive Director, Production, Tyseley Group.

EX-ROVER APPRENTICES IN GETHIN SUCCESS STORY

APRIL 2nd, 1970 heralded the opening of a new showroom and self-service petrol station for the Rover specialist firm J. W. Gethin Ltd. of Birmingham. This important event marked yet another phase in the success story of a firm founded in 1928 by the late John Gethin, who was an ex-employee of the Rover Company. Over the years J.W.G. built up a great reputation for the selling and servicing of Rover products.

Situated at the corner of Stockfield Road and Warwick Road, Acocks Green, Birmingham, within a few yards of the Gethin headquarters, the opening of this new development drew large crowds, including hundreds of teenagers who came to see Radio "D.J." Tony Blackburn perform the opening ceremony. Among the many invited guests was Rover's Managing Director Mr. A. B. Smith, and in the picture below he is seen, second from the right, with Tony Blackburn, Mr. D. Keith, General Manager Burmah Oil Trading Co. Ltd., and Mr. A. C. Clark, Managing Director, J. W. Gethin Ltd.



A tremendous amount of work and responsibility has been involved in the launching of this new development, and credit is due in no small measure to the excellent service of three ex-Rover apprentices who have played an important part in this. Michael James joined Colliers in 1963 in the Sales Department, and on 1st June, 1969, was appointed General Manager, J. W. Gethin Ltd.—and this before his thirtieth birthday. Michael J. Grimes has been with the Collier organisation only four years but he made a success of starting up Colliers' new branch at Dorridge. In January this year he was appointed Group Divisional Manager, to be quickly followed on 14th April by his appointment as Director of Colliers of Solihull Ltd., responsible to Mr. A. C. Clark, Managing Director, for complete operation of the branch, as well as other duties. Another ex-Rover apprentice who played an important part in the launching of the new project is John D. Upton who has been Service Manager for J. W. Gethin Ltd. for five years.

J. W. Gethin Ltd. became associated with the R. H. Collier Group in 1968 and Mr. A. C. Clark in his statement to the Press said "whatever the future holds there is no doubt that the Gethin business will continue to hold fast to the targets and ideals set by the late John Gethin way back, in 1928."



Radio "D.J." Tony Blackburn speaks to a young fan at the Gethin ceremony

OBITUARY

Mr. A. G. S. HERBERT

It is with deep regret that we record the death of Mr. A. G. S. Herbert on 11th May, 1970, at the age of 67. Mr. Herbert who retired on 31st May, 1967 lived at 'Malahat', Main Road, Salcombe, S. Devon.

Mr. Herbert joined the Rover Company in 1954 as Overseas Production Manager and in 1959 was appointed Export Manager. He became Executive Sales Director in 1960.

In his early years Mr. Herbert was a Dartmouth College Cadet and a Destroyer Sub-Lieutenant from 1918-1921 when he was invalided out of the Senior Service. After serving an apprenticeship he was employed in the Aircraft Industry up to 1933 and later joined the Standard Motor Company as Overseas Production Manager. From 1950-53 he was General Manager of Production at Harry Ferguson Ltd.



During his service with the Rover Company Mr. Herbert made many friends and was held in high esteem by all who knew him and we speak for them in extending to Mrs. Herbert and family our deepest sympathy.

For many years Mr. Herbert had been closely associated with Coventry Cathedral and a Memorial Service is to be held there in the near future.

AT the beginning of April Mr. Pat Lowry moved into an office at Berkeley Square and took up his new appointment as Director of Industrial Relations for British Leyland. Brian Turner, Public Relations Manager of the Austin Morris Division, interviewed him for the Corporation's works newspapers to find out how he was setting about his new job, and something of his aspirations for the future.

THE QUESTIONS AND THE ANSWERS

I asked him first:

"Tell me something about your job—what will you do and what new element does this job introduce?"

"The first new element which I suppose is introduced into it is that it is a new appointment. British Leyland has not had, as such, a Director of Industrial Relations so I come in not following anybody—as you see, not with an empty office (pointing to piles of files waiting for the arrival of a filing cabinet) but almost an empty office and a clean sheet of paper.

"My immediate priority is to examine the policies and practices of the various companies which make up the Corporation with a view to making recommendations for the planning, development and implementation of a Corporation industrial relations policy. In other words, my immediate task is to stand back from the day-to-day problems which one assumes may continue to arise; those will continue to be handled by the industrial relations people in the divisions under the co-ordinating authority of Barry Mackie.

"My job is to stand off from becoming involved in these day-to-day problems and take a longer and deeper look ahead to see what kind of industrial relations policy the Corporation should be moving towards in the future. It is essentially at the moment a forward planning function rather than one which entails becoming deeply embroiled in every single 'hiccup' that might take place up and down the country in the Corporation's factories.

"I have also got the responsibility of representing the industrial relations function to the outside world, with outside bodies and organisations such as the C.B.I. or the Government departments."

Q. "What will you be doing first?"

A. "I am going out to have a look and talk. For the next month or two I shall spend far more time, I hope, listening than I shall talking. I want to get thoroughly immersed in the Corporation, not just its industrial relations problems. I want to know what makes it tick and how it operates. I want to listen to a lot of people. I shall ask questions with the object of coming forward as quickly as possible with some recommendations for the Board or the Chief Executive as to what requires to be done in the future.

"Although in my previous job with the E.E.F. I did get to know a number of British Leyland managers up and down the country and have gained a superficial knowledge of some of British Leyland's problems, it is essential for me to get a more profound appreciation of some of those problems.

"I have known for many years people like Barry Mackie of Austin Morris (Director of Personnel and Industrial Relations) and Bob Chapman of Pressed Steel Fisher (Personnel Director) and their colleagues, and I am absolutely certain that we are going to work in the closest degree of harmony and co-operation. Indeed, I have the greatest respect for the work the industrial relations people have been doing in British Leyland and in the companies prior to the merger.

"Obviously I shall start by

going to see the divisional chief executives and their industrial relations executives, and as time goes by to visit each and every plant and talk to managers, and stewards and so on."

Q. "You will be meeting shop stewards in the various factories?"

A. "I hope to meet as many people as possible including shop stewards, but this would obviously be a wholly informal, non-negotiating capacity. I want to meet the stewards individually and talk to them—to listen to them, rather, just briefing myself on what they feel the problems to be. I am quite certain they have some firm ideas of their own on what needs to be done. And indeed I hope that I may be allowed to meet shop floor supervisors as well."

Q. "And workpeople?"

A. "I shall be walking round the shop floor. I am not quite certain what opportunity will present itself but if there are opportunities I shall certainly avail myself of them."

Q. "Have you any particular point of view to put to them?"

A. "It is difficult to express this without sounding very trite and platitudinous, before one starts to draw up any kind of industrial relations policy one has to work to some overall philosophy of industrial relations. In dealing with industrial relations problems, whatever might have been the attitude in the past, no employer today hires hands; he employs the whole of the body and the brain, and it is something one must take very much into account. And because of that one must expect that increasingly today workpeople are more concerned with things other than just the wages they receive or the conditions of employment they enjoy. They want to know—and in my view they have a right to know—a lot about the company for whom they work. They want to know its prospects and to share in its successes as well as being reminded of its failures and its problems. So I feel that the general philosophy must be that there has to be a far greater degree of involvement in all aspects of employment.

"One of the things I certainly want to look at is the whole question of communication—the problem of getting across the Corporation view to 180,000 people; not only that, but getting a feedback from these people as to what they are feeling. This is paramount.

"I shall also want to try and get to grips with the unofficial strike situation. I shall want in particular to examine and discuss with my colleagues the disputes and negotiating procedures, to see how we can make these more effective. In many ways it is a question of confidence in a procedure—if people have confidence in it, one hasn't won the battle but is beginning to make some impression on the problem.

"One has got to say, because it obviously must be in the forefront of people's minds, that another matter to examine in the greatest depth is the whole question of pay and payment systems. When Lord Stokes met the manual workers unions he pointed out the incompatibility between demands for wage parity and autonomous plant bargaining.



PAT LOWRY has a sense of humour. When he moved into his office he placed on a window sill a little framed certificate issued by the U.S. Department of Labor which reads:

"To whom it may concern. This is to certify that John Patrick Lowry of England is not mad to have embarked on a programme which covered 12 states, 18 cities, about 79 individual meetings plus Grand Canyon and Yosemite National Park in 45 days but he did it in good health."

This refers to a trip he made last year to study industrial relations. It could equally apply to the trip he is about to make round 70 British Leyland plants, as fast as he can, "to find out what makes the Corporation tick" and "to talk to managers, shop stewards, supervision, workpeople as far as possible—or rather, to listen to them."

The distinction he made in the last sentence is fundamental to his thinking. He wants to find out what other people's ideas are before he comes to any conclusions.

A tall, sparely-built man, just turned 50, he is a good listener as well as a measured, thoughtful, articulate talker. He answers questions fully in his quiet easy voice, and his green eyes look at you steadily, with a gleam of humour at intervals. And after the interview he wants to know something about you—what you are interested in and what you think. Conversation with him is definitely a two-way traffic.

"Again, on this question of pay and conditions, it is essential that one makes an examination of what I call the totality of pay and conditions. Because, as I sense it, there is today a growing emphasis on income security as much as on the immediate rewards that men receive for doing a particular job of work and we have got to make sure that these are in the right balance—that the immediate rewards and income security are both given the right weighting in the payments system.

"To sum up, disputes and grievances procedure, methods of negotiation, pay and payments systems, income security, joint consultation and communication—these I think are the immediate areas where I would intend to invite the views of those I shall be meeting.

"But it might be that they will tell me that I have got my priorities wrong and there are other things I ought to study, and in that case I shall be looking at those, too."

Q. "It is often said that power in the unions is now centred on the shop floor. What do you think?"

A. "To start with, to some extent people are now publicising what has for sometime been a fact of industrial life, certainly in a number of industries and factories. We have seen over the last 10 years a substantial decline in the influence of national wage bargaining and it is inevitable therefore that if one of the basic reasons for national union leaders disappears, there appears to be a decline in their authority, because increasingly the amount of money which is being negotiated now tends to be negotiated at shop floor instead of national level.

"I believe that it is possible to retain union authority—and by

"I shall look, talk and listen" says

Pat Lowry

Exclusive interview with British Leyland's Director of Industrial Relations

Pat Lowry was born on 31st March, 1920 in Sydenham, Kent, and educated at Wyggeston Grammar School, Leicester, where his father was a Ministry of Labour official and later with the Leicester Engineering Employers' Association.

He joined the Engineering Employers' Federation at 18 as 'an embryo statistician'. He was in the Territorial Army in that last pre-war year, and on 1st September, 1939, was called up. As a driver in the R.A.S.C. he drove an Austin 3-ton truck, to which he became very attached. He can even remember its number—L173976. He had to abandon it on the Dunkirk beaches, but still treasures its handbook.

Later he was commissioned in the R.A.S.C., saw service in Normandy, Belgium and Holland in 1944-45. He was then transferred to the infantry (the Gordon Highlanders), and was then seconded to the Gold Coast Regiment in the Royal West African Frontier Force and sent to the Far East.

He rejoined the Federation in 1946 at the point where he had left off in 1939, and worked his way up the ladder to become Director in 1965.

He commutes to London daily from his home in West Byfleet, Surrey. Married, with two children Timothy aged 14, and Sarah, 12, he is 'an unenthusiastic gardener', is 'under training' as a fisherman and is a keen West End theatregoer. He used to play rugby for the Wasps, and is a vice-president of the club.

Q. "British industry has considerable production losses each year. Do you think these are mainly the fault of the workers?"

A. "There is no doubt that the record shows that a substantial number of the losses are due to industrial disputes and stoppages. Equally, it seems that a number of these stoppages have been over reasons which examination has shown to be extremely trivial, and although disputes procedures have been criticised as one of the reasons why these take place, there is also evidence to show that a certain proportion take place before even the chief shop stewards know that trouble is brewing.

"It seems to me that a proportion of the lost production is undoubtedly due to either the failure or refusal of workpeople to honour the procedures which have been made available on their behalf. But let me say this: strikes are a symptom rather than the disease itself, and although we have got these losses due to strikes and although some of these strikes appear to have been inexcusable, this doesn't relieve any employer from the obligation of ensuring that he has good disputes procedures in which his employees have confidence because they operate effectively.

"Whether there are losses of production which are caused by reasons other than strikes I do not know. Clearly there are strikes in the suppliers' factories; one expects that the same kind of problems will need investigation in those factories as in British Leyland. Again, there may be supply situations or perhaps management inefficiency which may lead to some losses of production.

Q. "Some people have suggested that British Leyland is big enough to have a separate agreement with the unions instead of being a member of the Employers' Federation. Do you think this would be a good idea?"

A. "This is obviously a matter which must be considered together with all the other matters to which I have referred. If one is examining the whole question of the negotiating arrangements this is a question to which examination must be given.

"Indeed, it was a question of which Lord Stokes invited the unions' observations when we had a meeting with the national officials on 26th February. A number of big companies certainly have their own negotiating procedures; on the other hand we have to bear in mind that in this country the motor manufacturing industry has always been regarded as part of a parcel of the engineering industry and that there are well-established arrangements for the industry under which such conditions as the length of the week, the length of the holiday, overtime pay, and so on are negotiated.

"These do not seem to have caused a great deal of difficulty and the key problem in the context is the question of the disputes procedure. It is a fact that the Engineering Employers' Federation is at the moment engaged in some discussion with national union officials about a revised procedure agreement for the engineering industry. Clearly, in the context of the consideration that I shall be giving to this particular problem one would like to see what kind of procedures evolves from these talks and how appropriate it would be for British Leyland."

Q. "Do you think the workers should be told more of what is going on?"

A. "Yes, certainly, and again say this in no sense of criticism of existing arrangements because at this stage I don't know what the existing arrangements are.

"There is sometimes a misconception in the minds of some people that an employer has got no right to talk direct to his own workpeople and that a communication should be through union officials or shop stewards. I do not share this view at all. I think that shop stewards and trade union officials have special responsibilities for communicating with their members, but I do not think that this absolves a company or indeed a division of a company or indeed a plant manager from the responsibility

Continued
Column 1 Page 5

PAT LOWRY INTERVIEW

CONTINUED FROM PAGE 4.

whenever the occasion demands, of himself communicating directly with his workpeople in whatever way he thinks appropriate."

Q. "Finally, in what spirit do you begin this job? Are you an optimist or do you believe that the situation is immutable and can't really be changed very much?"

A. "Obviously, anybody that works in industrial relations must be imbued with a sense of optimism, otherwise he would die from frustration almost overnight. So I do not believe that such problems as British Leyland has in the industrial relations field are any more immutable and insoluble than those we have seen in recent years in other companies and industries where it appears to the outsider that some measure of solution has been found. I can think, for example, of the coal mining industry which comparatively recently was burdened with disputes and strikes. The ship-building industry is another in which it seemed at one time we were always reading about who twanged the string or who drilled the holes. Nevertheless one has the impression that in the last four to five years there have been substantial changes in these industries.

"And so I would not embark on any industrial relations job gloomy and full of foreboding that change is quite impossible.

"Change is difficult in some situations. Whatever you can do in other aspects of running a business you cannot just lay down an edict and say 180,000 people will conform. There is a job of persuasion, conversion, to do once one has made one's mind up on what wants doing.

"That is why industrial relations is in many ways a more difficult part of the business, but because it is dealing with human beings and the response of human beings it is all the more exciting, and when you do get success it is all the more rewarding."

SEND IN YOUR SECTION REPORTS TO THE EDITOR

YOURS FOR TEN SHILLINGS

'ROVER MEMORIES'

by Richard Hough and Michael Frostick. Published by Geo. Allen and Unwin Ltd.

ORIGINALLY published in 1966 and priced at 30/- per copy, a limited number of the book *Rover Memories* is being offered to Rover employees at a special low price whilst the stock lasts. The books can be obtained from Mr. P. G. Davis, Publicity Literature Despatch Dept., at Solihull, for 10/- per copy by personal application or 12/6d. by postal application. Cheques and postal orders should be made payable to 'The Rover Company Limited' and crossed.

Rover Memories was reviewed by Mr. H. B. Light in the January, 1967, issue of *Rover News*.

SPARE PARTS CONCESSION FOR BRITISH LEYLAND EMPLOYEES

UNDER the terms of the Employee Car Purchase Plan, British Leyland employees can purchase parts and accessories from Distributors at special discount rates. On the majority of parts and accessories a discount of 25% is available with a discount of 15% on certain major items such as body shells, seats, new and reconditioned engines and gear boxes etc. The names and location of firms who have agreed to offer this facility to British Leyland employees can be obtained from your factory contact as listed on page 5 of the February issue of the 'News'. Before approaching a Distributor the employee must obtain a purchase authorisation card and take with him the log-book of the British Leyland Vehicle that he owns.

Dental Survey by Land-Rover

SIX Sheffield University Students are planning to travel by Land-Rover to Nepal this summer—to look at children's teeth. In addition to a dental survey of tooth-mortality in young Nepalese, there will be geographic, agricultural, dietetic and popu-

lation surveys carried out in this little-known Himalayan home of the famous Gurkhas.

Chosen for its proven reliability, a long wheel base Land-Rover will be used by the students on their 14,000 mile journey.

Fred Hawkins presents his Trophy at Rover Sports Register Dinner



Fred Hawkins presents the 'Hawkins Trophy' to R.S.R. member Mr. Chris Tredwell of Cheltenham.

ABOUT seventeen years ago seven members of an Industrial concern near London realised that they had something in common—they each owned one of the rare pre-war Rover touring cars. From this common interest grew the idea of forming a club for fellow enthusiasts and following generous publicity by motoring journals response to an invitation to owners of sports type Rovers was most encouraging. The Rover Sports Register came into being and today there are over 300 members, including a number of enthusiasts on the Continent, in the U.S.A., Australia and New Zealand. In April this year the 100th issue of the Register's magazine *Freewheel* was published and as a supplement to it a reproduction of the first issue of *Freewheel* dated October 1953 was included.

On Saturday 25th April the Register held its Annual Dinner at the Heath Lodge Motel, Welwyn, Hertfordshire, and during the evening Mr. F. G. Hawkins (late *Technical Service Manager, Rover, now retired*) presented the 'Hawkins' Trophy (a Viking Head on plinth) to Mr.

Chris Tredwell of Cheltenham for his outstanding work and interest in the R.S.R. during the past twelve months. Among the invited guests were Mrs. Hawkins and Mr. H. B. Light (*Rover Historian*) and Mrs. Light. After dinner Mr. D. T. R. Dighton gave a brief report on the Register's activities and progress and introduced Mr. C. J. Mort, The Spares Registrar who, with his wife, put on a very amusing sketch portraying their spare parts interest for R.S.R. members. A short Rover film show followed and concluded a most successful and happy evening.

The Registrar of the Rover Sports Register is a founder member, Mr. T. L. J. Bentley, now living in retirement at 11, Woodhall Drive, Pinner, Middlesex. It has been Mr. Bentley's great interest and enthusiasm which has been largely responsible for the continued progress and success of the R.S.R., which is today a club for all those Rover enthusiasts wishing to keep alive their love and interest in Rover products of any vintage.



At the R.S.R. Dinner, left to right, Mrs. and Mr. H. B. Light, Mr. Eric Fretwell, Mr. D. T. R. Dighton (Editor of *Freewheel*).

SCOTLAND'S FAREWELL TO ROVER REPRESENTATIVE



A FAREWELL LUNCH and presentation ceremony held on 16th January, 1970 was organised by James Gibbon (Motors) Ltd., of Glasgow, the Rover Distributors, as a gesture of thanks to Ron Harris, Rover Sales Representative, for his service to them over a number of years. After 12 years' service with the Rover Company Mr. Harris retired to take up residence in the Channel Isles. At the luncheon party Mr. Harris was presented with a typewriter and a cheque by Mr. H. E. Gibbon and our picture shows the presentation being made. Among those present at the party were representatives from Rover Dealers, including members of Inverness Motor Company and Mecars James Tweedie.

TYSELEY GROUP AGAIN WIN A TOP SAFETY AWARD

FOR the second successive year the Tyseley Group of Factories have won a top safety award—the H. H. Scott Safety Progress Trophy.

The award was presented to the group by the President of the Birmingham and District Industrial Safety Group Ltd., Professor William Gissane, C.B.E., D.S.C., F.R.C.S. on 18th May at the H.Q. Summer Road, Acocks Green, Birmingham.

Since 1962 the Tyseley Factories record of accidents have been on a reducing scale. In 1968 there was a 43% reduction, and in 1969 this figure reached 49%, a decrease in accidents of 6% over the previous year.

These statistics are all the more creditable when considering the figure recently announced by H.M. Chief Inspector of Accidents, who reported 668 fatalities and over 320,000 injuries. In addition the Department of Health and Social Security dealt with over 900,000 claims for industrial injury benefit.

The Tyseley Group's constant reduction in accident figures is commendable, but every endeavour to rest on 'one's laurels' should be discouraged. The aim should be further accident reductions. Safety First is and should continue to be the one and only motto.

Transport for World-Cup Winners?



SIR ALF RAMSEY, second from the left, with the England trainer and the two drivers having a chat by the 40 seater British Leyland coach which the World Cup Football Team will be using in Mexico. The coach is equipped with air-conditioning and has a fridge for cold drinks and a coffee machine installed.

'BERT' IS THE MAN AT S.C.G.

ONE of the best known personalities at S.C.G. is Mr. Albert Hoyle, known to most Group people and customers as Bert.

Bert started the S.C.G. Instruction School in 1953 after 22 years in the Army. 14 years of his Service life were spent as a Warrant Officer, Class 1 Senior Instructor, after some distinguished active service in the 1939-45 war.

As a Tank Instructor, Bert built up on his personal fighting experiences and gained a vast experience to enable him to give first-class Instruction on Maintenance and Driving, Advanced Gunnery and Q.I. Wireless. His knowledge of S.C.G. products goes back to the beginning with the very first tanks. It then follows through all the British tanks and armoured cars fitted with Wilson gearboxes.

When Bert Hoyle came to S.C.G., he applied the expertise (which helped the careers of many thousands of Service Personnel from privates to generals) to our road, rail traction and marine gearboxes. Many people from many countries have received their knowledge of our products in Bert's clear, to the point manner. He is patient, understanding and thorough and he sees that everyone leaving his 'classroom' is a man that can be relied upon to give first-class service.

Bert has seen service in most parts of the world, including China, India, Egypt, Palestine and much of Europe. Most people who come to the school have a little English—some less than others, but he only came near to being stumped once with two Spaniards. However, Alfie Barr (Fitting Shop) has an Italian wife and since he speaks Italian, he acted as an Interpreter and common-sense overcame the difference between Spanish and Italian.

To our overseas operators, Bert and S.C.G. are one and the same thing.

Best of luck Bert, and may you go on making our products look simple to many more customers.



Mr. Hoyle demonstrates some of the finer points of a S.C.G. Gearbox to apprentices R. Carding and S. Peebles and an overseas Agent, Mr. Meldron from Ghana, also Mr. R. White an S.C.G. Service Engineer.

New 'News' Editor

A FORMER Press and Public Relations Officer at Austin Morris Division of British Leyland has been appointed Editor of the Rover and Alvis News following the retirement of Mr. H. B. Light. The newly appointed Editor, Mr. John P. Connor is a member of Institute of Journalists, The Union of Journalists and the Birmingham Road Safety Rally Committee. Before joining the Corporation he was engaged on the Editorial Staff of a Birmingham based specialist weekly newspaper. With the Austin Morris Division he had special responsibilities for plant installation, Police and Light Commercial vehicle stories and prior to this was Editor of three BMC magazines—*Sidelights*; *Transport Efficiency* and *BMC User*. In a free-lance capacity he has also carried out various engagements for both the BBC and ATV Television, and for three



JOHN P. CONNOR

years served with the Armed Forces in the 3rd Royal Tank Regiment. John Connor is aged 32, married with one child, lives at Knowle and his hobbies include Rugby and Mountaineering.

SCG Beauties

IN
BRITISH LEYLAND
COMPETITION



TWO girls representing the Self-Changing Gears were among the finalists of the "Miss British Leyland" Beauty competition, having reached the finals from some 80 competitors. Mrs. Angela Reynolds, Telephonist / Receptionist, and Miss Pamela Condon, Typist in the Sales Invoice Dept., were invited along with 17 other finalists from all Leyland Bus and Truck Motors Div. Subsidiaries to take part in the finals which were held at the Winter Gardens Ballroom, Blackpool. Although the girls did not manage to win, they had a very enjoyable time and received gifts of perfume and cosmetics to the value of £7 10s.



HAVE A SAFE HOLIDAY

SUN, sea and sand—that is the recipe for a happy family holiday. Nowadays, when so many people are using their cars to chase the sun, we need to add a fourth 'S'—one that stands for safety.

If you are to get there and back safely this summer you've got to keep your wits about you *all* the time and you've got to give your full attention to your driving *all* the way. Here's how.

First things first. Before you set out make sure your car is fit for the journey. There's a world of difference between a daily drive to work and a sustained drive with a full load and your car may not be at its best. In fact, a holiday may be the last thing your car wants! So have your car serviced and make sure in particular that your brakes are properly checked and adjusted. Examine your tyres, including the spare, to see that the pressures are correct. (Bear in mind that they should have at least 1mm of tread and no bulges or breaks in the fabric to comply with the law.) Top up your battery and see that *all* your lights are working properly.

Watch your suitcases

If you want to avoid, at best, a trail of suitcases on the road behind you your luggage must be firmly secured and the roof rack properly fixed in position. Ignore the moans from the family and keep your rear window free of buckets and spades or any other last minute items they forgot to pack. You really do need an unobstructed view to the rear in order to drive safely, so tell them.

The comfort and well being of your passengers is important to you as a driver and there are few things more disturbing than passengers who are unwell. If any of them are inclined to travel sickness encourage them to take sickness prevention pills half an hour before starting and try not to let the car get overheated and stuffy.

Leave yourself ample time for your journey and try to have a good idea of your route in advance. A good road map won't break you and, you never know, your left hand women might turn out to be your right hand man when it comes to navigating.

See to it that the children know how to behave in a car. A car is no place for jumping around, putting hands out of windows or any other sort of high jinks. Standing or sitting on mum's lap at the front of the car is out, too. This is a top danger spot. Put the youngsters in the back seats for safety—if possible in a child's

harness or safety belt. You can protect very small children by using a child's car safety seat and babies can be put in a carry cot securely held on the back seat and covered with a strongly fastened apron.

Above all, keep your eyes on the road around you at all times and never let yourself be distracted by your passengers—even when your nearest and dearest remembers, she left the kettle boiling on the gas stove!

Always wear your own seat belt and see that your passengers do the same. If you should find yourself in trouble your chances of sustaining serious injury would be halved if you were wearing your seat belt. (Now, go back and read the last two sentences again. They are very important.)

It would be foolish to drive for too long at a stretch. Two hours at a time is probably long enough for anyone and, with young children, about one to one and a half hours would be more sensible. Give everyone frequent opportunities to stretch their legs and get some refreshment. Make sure the children always leave and enter the car from the pavement side away from passing traffic.

When you stop try to leave your car in an off-street car park or in a lay-by. Just remember how you feel about all those other motorists who leave their cars where they endanger or obstruct other traffic.

Allow for the unexpected

Always allow for the unexpected by not driving too close to the car in front of you. Be prepared to drop back when another driver is foolish or ill-mannered enough to squeeze into the space you have sensibly left between yourself and the vehicle in front.

Road conditions, as you well know, can change very quickly and surfaces can become particularly slippery during a summer shower after a long dry spell. Accelerate gently, brake gently and corner gently and you will avoid skids.

One of the biggest menaces on the roads is the incautious overtaker. Some people just do not seem to realise that it is positively dangerous to overtake unless there is absolute certainty that it can be done safely and without endangering or inconveniencing others. Watch out for them and be on the alert for their mistakes.

Finally, always remember that a driver in a hurry is a potential cause of an accident. Be patient and stay safe—we want you to enjoy your holiday.

Issued by the Road Safety Publicity Unit, Ministry of Transport.

FOR A NEW LIFE IN CANADA



'EDDIE' RICHARDSON took leave of his very many friends at Alvis on Friday 6th March prior to emigrating to Toronto, Canada, and our photograph shows him being presented with a watch by Mr. A. F. Varney, Chief Engineer (Aero).

Eddie has been employed for the last three years as a Technical Illustrator in Alvis Technical Publications Dept., after commencing service as an engineering apprentice in 1963, and has been

popular in every department he has worked in.

His presence on the Apprentices Committee was a measure both of his popularity and willingness to be of service, and he has been an active supporter of every function both social and sporting that was organised.

Eddie will be particularly missed from the football first team goalmouth and his successor will have a high standard to follow.

OUR BEST WISHES FOR A LONG AND HAPPY RETIREMENT

BARRATT

Mr. George Barratt on 26th March, 1970. He was employed as a Works Policeman at Perry Barr. (3½ years' service).

HARRIS

Mr. Harold William Harris on 26th March 1970. He was employed as Assistant Storekeeper, Solihull. (16 years' service).

MACK

Mr. Arthur Henry Mack, on 2nd April 1970, due to ill-health. He was employed as a fitter in the Service Dept., Solihull. (23½ years' service).

CRUMP

Mr. C. Crump on 2nd April, 1970. He was employed in the M/C Shop, Alvis. (17 years' service).

DODD

Mr. Leonard Dodd on 20th March, 1970, due to ill-health. He was employed in the Finish Stores at Tyburn Road. (21 years' service).

ROLLASON

Mr. E. A. Rollason on 2nd April, 1970. He was employed in the Aero. Eng. Dept. Alvis. (16 years' service).

BUSH

Mr. William George Bush on 8th May 1970. He was employed as an Inspector at Solihull. (26 years' service).

SUGDEN

Mr. John Sugden on 31st March, 1970. He was employed in the Jig and Tool Drawing Office, Acocks Green. (12 years' service).

MILLS

Mr. Charles Mills on 31st March, 1970. He was employed in Technical Control, Planning, Acocks Green. (9½ years' service).

HASSALL

Miss Annie M. Hassall on 27th March 1970. She was employed in Engineering Department. (13½ years' broken service).

BUTLER

Mr. T. J. Butler on 23rd April, 1970. He was employed in the Maintenance Dept., Acocks Green. (16 years' service).

SPRAGG

Mrs. E. M. Spragg on 30th April, 1970. She was employed in the Canteen at Alvis. (11 years' service).

ROVER PENSIONERS' ANNUAL DINNER

FULL REPORT AND PICTURES WILL BE IN NEXT ISSUE OF THE 'NEWS'



Mr. T. WALL
(Solihull)

MR. T. WALL of the Service Department retired from the Company on 27th February after 22 years' service.

He was closely associated with the early days of the Land-Rover project, demonstrating this vehicle in many parts of the world. He was for a number of years the Factory Representative for the Far East, residing for a considerable time in Singapore.

For the last few years he has worked in Technical Service Department, dealing mainly with customers problems. His knowledge, applied with courtesy and meticulous attention to detail, earned him the respect of both colleagues and customers.

In the picture, taken at the farewell party, Mr. Wall (left) is seen with Mr. R. W. Bromley (Executive Director Service) who presented him with gifts from his colleagues.



Mr. E. R. BLACKWELL
(Alvis)

AFTER 20 years' service with Alvis Ltd., Mr. E. R. Blackwell retired on 2nd April, 1970. He was employed in the Inspection Department and at a presentation party held at Alvis Mr. Beattie, Chief Inspector, presented him with a sum of money with the good wishes of his friends and colleagues. In the picture (centre, left) Mr. Blackwell is seen receiving the gift from Mr. Beattie.



Mr. T. S. WATTS
(Percy Road)

AFTER 17 years' service with Rover, Mr. Thomas Stanley Watts retired on 27th March, 1970. Mr. Watts joined Personnel Department, Tyseley, on 16th June, 1953, but spent the major part of his service at Percy Road Works. Photograph shows presentation made by W. H. Mason, Personnel Officer, Tyseley Group, of a cash gift, the proceeds of a collection made by his many friends at Percy Road.



Mr. LESLIE KILNER

Mr. JACK WILLIAMS
(Solihull)

JOINT presentations were held at Solihull on Thursday 19th March, when Mr. Leslie Kilner (P5 Stores) retired after 16 years' service and Mr. Jack Williams (P6 progress and detail trim) left the Company after 13 years.

The ceremonies took place in the N12 Deck Office. Mr. W. H. Mason (P6 Production Control) first presented Mr. Jack Williams with a handsome collection of gifts from his many friends. Mr. Williams commenced with his service at Alvis by working in the old 38 Stores and then in 40 Stores and finally in P6 progress and detail trim under Mr. L. Wilson. He is the father of 11 children, 10 of whom are still living. He has lived his whole life in the same house, Acocks Green for 41 years. His main hobbies during retirement are house decorating and gardening.

Mr. Leslie Kilner was presented with a gift token valued at £100 by Mr. Geoffrey Drinkwater (Chief Storekeeper P5 cars). Mr. Kilner started working in the P5 Stores 16 years ago, was later transferred to the defunct P4 stores and finally to P5 under Mr. Gordon Duggan.

Mr. Kilner takes an active interest in the Boy Scout movement and was a former sidekick and P.C.C. member of St. Mark's Church, Hobs Moat, Solihull. He has now taken on the duties of a Verger at this church.

NEWS FROM ALL FACTORIES IS WELCOME BY THE EDITOR

PRESENTATIONS • SOCIAL • SPORT



Mr. W. H. V. E. HARRIS
(Solihull)

WITH 49 years Rover service to his credit, Mr. W. H. V. E. Harris (Service Cost Accountant) retired on Friday, 27th March, 1970. Joining the Company on 25th July, 1921, Mr. Harris began his career as a 10/- per week office lad in Financial in an era when high stools and Pickwickian desks were the vogue and handwritten work was the order of the day. From those early days Eric Harris was engaged continuously on various systems of cost accounting and his financial experience with Rover has been quite impressive. As can be seen in the picture taken at a farewell party held in the Senior Staff Dining Room at Solihull a large number of his friends and colleagues gathered to wish him well in his retirement. Mr. A. B. Smith, Managing Director, paid tribute to the service of Mr. Harris (centre in the picture) and presented him with gifts from his friends in the Rover organisation.



Mr. T. A. OWEN
(Tyseley)

AFTER serving the Rover Company for nearly 40 years Mr. Thomas Albert Owen retired on 27th March, 1970. Mr. Owen was employed as a Toolsetter at Tyseley Works. In the picture Mr. Owen is seen holding a 1,000 day clock presented to him by Mr. F. Hill, Machine Shop Superintendent on behalf of his friends at Tyseley Works.



Mr. T. ANDREWS
(Perry Barr)

AT the Oscott Social Club on Saturday, 14th March over 200 well-wishers attended a presentation dance to mark the retirement of Mr. Tommy Andrews who had worked in the Tool Room at Perry Barr for 17 years. In the picture Mr. Andrews is seen with Mrs. Andrews with gifts from colleagues presented by Mr. L. Savage, Toolroom foreman. Mrs. Nellie Warner who organised the party is standing in the background with Mr. Savage. All those who attended voted the event a great success and thanks were extended to Mrs. Warner and to the staff of the Oscott Social Club.

OFF TO AUSTRALIA

From SOLIHULL



MR. IAN PETERS
(Solihull)

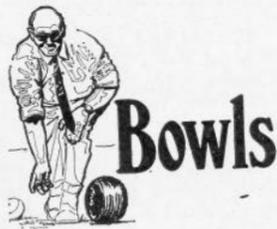
THERE was quite a gathering of members of the Land-Rover Paint and Spot-Welding Shop at Solihull recently to wish Ian Peters 'Bon Voyage' prior to his departure to Australia—half-a-world away. Ian had been employed at Solihull for the past five years and his workmates had presented him with a set of suitcases—a most appropriate gift. In the picture Mr. Peters is seen with some of his friends receiving the good wishes of Mr. Doug Bradley (senior foreman).

OFF TO AUSTRALIA

From ACOCKS GREEN



PETER F. R. TAYLOR (right centre) an employee at Acocks Green factory on Final Operations, P6 Machine Shop, says goodbye to his friends. After 11 years' service with the Company, Peter decided to try his luck and make a new life in Australia. We wish him the best of good fortune.



Bowls

SOLIHULL'S FINE WIN OVER BIRMID

PLAYING in their first match in the Midland Works and Business Houses League, the Rover Solihull Bowls Team pulled off a fine win over Birmid 'B'. After being 26 points down with three players to finish they snatched victory and finished the match 23 points ahead putting them through into the next round of the Waring Cup.

Great bowling by G. Docker, R. Everton and H. Simpson.

HOW ABOUT AN INTER-FIRM QUIZ?

A QUIZ took place at the Self-Changing Gears last month, in which four teams, including a ladies' team competed. The questions were based on technical and general motoring knowledge, and the Highway Code. Mr. Charles Langley took the chair as Quiz Master for the evening, with Miss Anne Burgess as the scorer. The result was as follows:

First—Team B, captained by G. Knight, 58 points.

Second—Team C, captained by Mrs. Fay Turley, 54 points.

Third—Teams A/D tied, captained by E. Barnes and S. Peebles, 51 points each.

If anyone is interested in arranging an inter-firm quiz on Motoring or General Knowledge, please contact Mr. Jeff Collins, who will be pleased to arrange, what could be an interesting evening.

Darts



WARWICKSHIRE MIDLAND CHAMPIONSHIPS AT S.C.G.

THE 'Warwickshire Ladies' pairs in the Quarter Finals was held in the S.C.G. Social Club on Friday, 3rd April, when 9 teams competed against each other in a Knock-out Competition. Two ladies, Mrs. Jowett and

Mrs. Pittom of the Climax, winners of the competition, now go through to the Midland Finals which will be held on 16th May, 1970. The winners will then go through to the All-England finals held later in the year.

SELF-CHANGING GEARS

SECTION REPORTS

Men's Darts

Men's team finished Mid-Table in the Foleshill Darts League in the 2nd Division.

Ladies' Darts

Ladies' team were runners-up in the 1001 Competition. Mrs. M. Stock was aggregate winner.

Table Tennis

This section gained promotion for the third year in succession and will be playing in Division 6 of the Coventry and District Table Tennis Association.

Angling

The book is now open for new membership and we are hoping for the same support and enthusiasm as in the last season.

Chess

Two of our teams had reasonable seasons and stay in Divisions 1 and 4 respectively. Unfortunately our Division 2 team received the wooden spoon and were relegated to Division 3.

Dominoes

The domino section are through to the 2nd round of the five-a-side Competition. One pair, G. Stock and W. Hill Jnr. are through to the second round of the pairs competition.

Mr. E. Nurk (Experimental Dept.) was the aggregate winner with 21 points scored against the 22 points scored by the winner of Division A in the Foleshill and District Domino League.

ALVIS

SPORTS AND SOCIAL SECRETARY REPORTS

MR. R. E. THOMPSON, secretary of the Alvis Sports and Social Club, sends the following report on Alvis activities:

SECTION NEWS

THE winter indoor season for Snooker, Darts, Dominoes and Badminton have now virtually ended. There are no Competition winners, but all Sections have managed to hold respectable positions in the local Leagues, and had an enjoyable season.

The Football Club: two teams have also held their own, and the second team were beaten in the final of the Coventry Evening Telegraph Minor Cup.

INTER-DEPARTMENTAL COMPETITIONS

MEMBERS are now fiercely involved in the domestic competitions, i.e. Football, Darts, Dominoes and Snooker, approximately 500 Works Employees will be taking part in these events. Next month, with the advent of Cricket, a further 200 will be embroiled to be followed by the Bowls' Inter-Departmental thus between 700-800 Alvis Employees will have taken part in these Competitions, a most rewarding thought to the General Committee, whose support for these Competitions has aroused such interest.

GENERAL NEWS

The following have been arranged:

Flower Shows .. Saturday, 27th June, 1970; and Saturday, 5th September, 1970.

Annual Dinners Club—Saturday, 14th November, 1970.

Bowls—Saturday, 10th October, 1970.

Children's Outings Saturday, 6th June, 1970—'Safari Park', Windsor.

Saturday, 20th June, 1970—'Wicksteed Park'.

Christmas Party Saturday, 19th December, 1970.

Family Night .. Monday, 25th May, 1970.

Whenever a vacant Saturday occurs in the programme and arrangements can be made, another 'Steak Supper and Dance' will be organised.

Several functions have been arranged during the Winter Season, the most popular being the 'Steak Supper and Dance' held in February, at which 250 were present, and of course the ever popular 'Family Nights' held in January and Easter Monday when over 300 persons of all ages, from Members' School Children to Retired Employees Members, enjoyed a programme devised to embrace entertainment for the very young to the Senior Citizens.

From these reports, it shows there is a very healthy support by Members for the variety of Social Events organised by the General Committee.

Sunday Bingo Sessions are now being opened up to include a Musical Trio, to provide music for Dancing and an opportunity for the Alvis employees to entertain their mates with a 'Turn'.

ANGLING SECTION

AT the recently held Annual General Meeting of the Alvis Angling Section, trophies and prizes were presented to winners in the various competitions as follows:

Associate Members' Cup	Mr. J. Walsh
Specimen Roach Trophy	Mr. A. Marshall
'A' Section Aggregate	Mr. N. Edwards
'B' Section Aggregate	Mr. W. Edmunds
Ballard Memorial Trophy	Mr. N. Edwards
Junior Aggregate Trophy	Mr. M. Clough
Heaviest Fish Trophy	Mr. N. Edwards
Inter-Departmental Individual Trophy	Mr. N. Aston



Winners with their Trophies, left to right, Mr. W. Edmunds, Mr. N. Edwards, Mr. A. Marshall and Mr. J. Walsh.

Rover Apprentice and Ex-Apprentice News

**DRIVING TEST
26th APRIL, 1970
RESULTS**

- 1st K. SKEOCH (Morris 1000)
- 2nd S. JONES (Mini Traveller)
- 3rd M. BLAKEMORE (Mini Traveller)

**EXPEDITION STEADFAST
18, 19, 20 APRIL, 1970**

A team of five Rover apprentices, J. Caslin, P. Holton, J. Hunt, M. White and N. Hull represented the apprentices of the Company in a weekend of walking and map reading in Yorkshire, which was organised by BSA, Birmingham. The team competed with 50 similar entries from Companies from all over the country and did well to complete the course and finish well placed.

FUTURE EVENT

Dance at the 'Punch Bowl', Lapworth

Friday, 19th June, 1970 8 p.m. to 1 a.m.

Licence Extension Discotheque

Groups: Rupert Bear and Climax

Tickets 7/6 from Apprentice Training Officer, Solihull

Pay at Door 10/- Optional Buffet 5/-

MORE SPORT AND SOCIAL NEWS ON PAGE 8

TABLE TENNIS

A TABLE Tennis feast was served up for the Table Tennis fans in the Pengam Works canteen on Thursday, 5th March 1970, when an International Tournament between Wales and Czechoslovakia was held before a very discerning and appreciative audience.

The Czech party, comprising world class players Stefan Kollarovits, winner of the recent English, Open, and Ilona Vostova current holder of the European Senior title, won the tournament by six games to nil, and completed an evening of first class entertainment with an exhibition game between Stefan Kollarovits and Valdo Miko.

The grandchildren of General Secretary, Mrs. N. Roy Evans presented the male visitors with Welsh Table Tennis Association ties, and the ladies received dolls dressed in traditional Welsh costume as mementoes of the evening.

The tournament was organised by the Welsh Table Tennis Association who expressed their appreciation to the Management and Club members of the Rover Company for their assistance.

INTERNATIONAL EVENT AT PENGAM



Graham Davies (Wales) in action.



Mrs. Roy Evans with her grandchildren presenting mementoes to the Czech visitors.

TARGET GOLF AT ALVIS

A TARGET Golf Competition was organised by the Alvis Golfing Society and invitations were extended to the Self-Changing Gears Golfing Society. The venue was the Alvis Sports Ground on Friday evening, 1st May.

Target Golf Competition

Winner: W. Pereira (Alvis)
Joint Runners-up: R. Dewis (S.C.G.) and F. Chapman (Alvis).

Long Driving Competition:

Winner: J. H. Campbell (S.C.G.)
Runner-up: L. Appleby (Alvis)

Prizes were presented later in the evening to the winners by Mr. W. Mangham.

and a Pengam v. Solihull Contest

ONE of the high spots of the season took place on Saturday, 25th April, with the visit of three teams from Solihull. The whole afternoon was devoted to some very keenly contested games with Pengam running out the eventual winners by two matches to one, with scores as follows:

Pengam A 8	Solihull A 2
Pengam B 8	Solihull B 2
Pengam C 1	Solihull C 9

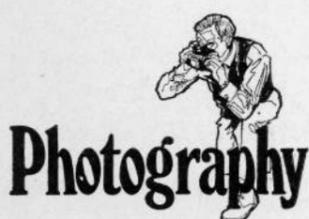
An enjoyable afternoon was followed by a convivial evening in the social club with music, dancing and bingo. The event was organised by Mr. Alan Jones at the Solihull end and at Pengam arrangements were most capably made by Mr. Bill Smith.

The Pengam Table Tennis Section hope to enter two teams in the Cardiff League next year and any aspiring players are asked to turn up at the Social Club on Thursday evenings.

AN INVITATION FROM S.C.G.

SEVERAL film evenings have proved quite enjoyable and have served to bring the society in closer communication with a variety of interests and some comedy. Some of these films are Works topical, i.e.: TR2 Engine, Presenting Standard Triumph and Rover Tradition, The Pentax Story (Asahi) and Baiting Beauties (Fishing).

A programme is being put into readiness for next session which will include a 'Complete Course on Photography'. We shall welcome fraternal participation so what about it Alvis, Maudslay and Rover?



SOLIHULL SOCIETY BEING REFORMED

THE Rover Photographic Society at Solihull, is in the process of being reformed. Will anyone interested in joining the Society, please get in touch with the Welfare Department, or either of the following: Mr. George Foster, Budget Control, Internal phone 524 or Mr. David Kirkbright, Accounts, internal phone 314.

SPORTS AND SOCIAL

NEWS FROM THE FACTORIES

ACOCKS GREEN WORTHY WINNERS



KEEN FIGHT FOR BREWERY CUP



Some of the A/G and Solihull players.



THE SMITH BREWERY CUP



F. Whyley, vice-captain of A/G team (left) is congratulated by Solihull capt. T. Pegg.

BY a remarkable trick of fate, the Birmingham and District Works' Football Association picked two Rover teams to play against each other for the honour of holding the Smith Brewery Cup—Acocks Green v Solihull. The match was played at Rover's Sports Field, Rowood Drive, Solihull on Tuesday evening, 28th April before a good crowd. As is customary on such occasions the proceeds from ticket sales were donated to the Major Murray Memorial Fund for the benefit of injured players and sick officials. The game itself was full of lively interest and in spite of occasional bursts of boisterousness, play in the first half was very even.

Acocks Green took the lead after 30 minutes with a goal scored by M. Seale. Five minutes later Wheeler of Solihull was brought down in the box but all appeals for a penalty were turned down by the referee and at half time the score remained—Solihull 0, Acocks Green 1. Early in the second half, Solihull made two expensive defensive errors letting in Collinwood and Seale to score for Acocks Green. At this stage the final result was never in doubt. Half way through the second half Ken Turner, Solihull's deaf-and-dumb goalkeeper, was injured during a goal-mouth

melee and had to leave the field, Price taking his place in goal. Ken Turner, in spite of his disability, is a skilful footballer and plays for the England Deaf Association; he is also the holder of many football cups, medals and plaques. (See Rover News, August 1968). The game finally ended with the score 3-0 in Acocks Green's favour and the Smith Brewery Cup was presented to Billie Brown, captain of the winning team, by Mr. A. B. Smith, Managing Director of the Rover Company who also congratulated both teams on their sporting performance.

THE TEAMS

Acocks Green:

Chris Collier; B. Murphy; D. Hartland; Neil O'Brien; F. Whyley (Vice-captain); J. Statham; J. Caldicott; R. Whyley; Roy Collinwood; Billie Brown (Captain); M. Seale; Ken Love-ridge (Reserve); A. Rees (Team Manager); D. Hartland (Secretary); Terry Golbie (Trainer).

Solihull:

K. Turner; A. Canning; W. Puffet; T. Pegg (Captain); M. Price; R. Morgan; B. Shakespeare; K. Benton; D. Wheeler; S. Brown; K. Thomas; R. Howells (Reserve); R. Marshall (Secretary); J. Franklin (Chairman).

DISAPPOINTMENT FOR S.C.G.

CUP FINAL DEFEAT IN CLOSING MINUTES

IN the Coventry Works Internal Cup Final played at the A.E.I. Rugby ground on 10th April, Self-Changing Gears were defeated 2-1 by English Electric, Rugby.

The Gears were leading 1-0 at half-time, but Electric drew level early in the second half and despite vociferous support from

the line, an own goal two minutes from the end enabled the Rugby team to claim the Cup.

This result was a great disappointment to the Club, because already having won the Championship of the Coventry Works League Division 4, they were hoping to complete the Double for the second time in their history.

ROVER AND ALVIS NEWS

A BRITISH LEYLAND NEWSPAPER

PERSONAL NEWS

DEATHS

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

GALLOWAY

Mr. Alex Galloway on 3rd April, 1970, aged 65. He was employed in Production Control Dept. Alvis, until his recent retirement on 27th March, 1970, after 19 years' service.

TOOZE

Mr. Thomas George Tooze on 25th March, 1970, aged 68. He was employed at Perry Barr until his retirement in September, 1966, after 11 years' service.

ILES

Mr. Albert Iles on 28th March, 1970, aged 57. He was employed on P6 Test, Acocks Green (10 years' service).

MORGAN

Mr. Victor Samuel A. Morgan on 24th March, 1970, aged 40. He was employed as a trucker, Land-Rover Assembly, Solihull (2 years' service).

WARNER

Mr. Edwin Thomas Warner on 6th April, 1970, aged 59. He was employed in the toolroom, Tyseley. (2½ years' broken service).

BROWNE

Mr. John James Browne on 6th April, 1970, aged 60. He was employed at Solihull in the Sheet Metal Sundries Dept (31 years' service).

BYTHELL

Mr. Harold Bythell on 2nd April, 1970, aged 60. He was employed at Tyseley for 6 years until he left in 1965 due to ill health.

GRAHAM

Mr. Julius Graham on 9th April, 1970, aged 66. He was employed as a Driver in Car Despatch, Solihull until his retirement in February 1969, after 18 years' service.

ALLEN

Mr. Arnold Allen on 13th April, 1970, aged 59. He was employed in the Engineering Department, Solihull (16 years' service).

CLAYTON

Mr. Leonard Clayton on 14th April, 1970, aged 61. He was employed in the Inspection Dept. Acocks Green (19 years' service).

TAYLOR

Mr. John William Taylor aged 72. He was employed in the Inspection Department, Tyseley until his retirement on 26th August, 1966, after 16 years' service.

GEORGE

Mr. Edwin Frederick George on 26th April, 1970, aged 64. He was employed as an Inspector at Solihull (5 years' service).

FARLEY

Mr. James Leslie Farley on 28th April, 1970, aged 53. He was employed as an Operator at Perry Barr (19 years' service).

CLARK

Mr. William Henry Clark on 12th January, 1970, aged 72. He was employed in the Canteen and Social Club at Alvis until his retirement in 1962 after 23 years' service.

ALEXANDER

Mr. George Ernest Alexander on 17th April, 1970, aged 72. He was employed as an Auto-Electrician at Seagrave Road, London (32 years' service).

HEELEY

Mr. Edward Albert Heeley on 26th April, 1970, aged 69. He was employed as a Trucker, Chassis Line, Solihull until his retirement in July 1967, after 7 years' service.

HALL

Mr. Frank Hall, on 20th April, 1970, aged 53 years. Mr. Hall was employed on the Milling Section of the S.C.G. Ltd. for 13 years.

KNOWLES

Mr. Lou Knowles on 23rd April, 1970, aged 71. He was employed as a lorry driver, then into the Packing Dept., until his retirement 6 years ago. Mr. Knowles was 20 years with S.C.G. Ltd.

BROWN

Mr. Francis Brown on 4th May, 1970, aged 53. He was employed as a Machine Operator, at Acocks Green. (20 years' service).

LENTON

Mr. Cyril Lenton on 5th May, 1970, aged 70. He was employed at Solihull until his retirement in March, 1967, after 13 years' service.

BIRTHS

DAY

To David and Jill a daughter (Elizabeth) on 1st May, 1970, a son for Kevin and Stuart. David is employed at Rover Gas Turbines.

GAILEY

To Tom and Betty a daughter (Joan) on 23rd March. Mr. Gailey works a fitter in the Experimental Dept. S.C.G.

WRIGHT

To Ted and Janet a daughter (Deborah) on 24th March. Mr. Wright works in the Inspection Dept., S.C.G.

FITZPATRICK

To Jim and Margaret a daughter (Elizabeth) on 17th April. Mr. Fitzpatrick works on the Milling Sect. S.C.G.

THOMAS

To Peter and Pamela a daughter (Samantha Jayne) on 17th April, 1970. Mr. Thomas is a foreman in 'Unit Reconditioning' factory at Mellons, Cardiff.

HOWES

To Graham and Rosemary a daughter (Julie Ann) on 20th April, 1970. Howes is employed as an operator in the 'Unit Reconditioning' factory at St. Mellons, Cardiff.

JONES

To Glyn and Anne a son (Philip Martin) on 25th April, 1970. Jones is employed as a motor fitter in the 'Unit Reconditioning' factory at St. Mellons, Cardiff.

MARRIAGES

KNOWLES-OAKLEY

On Saturday, 28th March, 1970, Yardley Parish Church at 12.45 p.m. Mr. Alan Knowles to Miss J. Oakley. Both Janet and Alan employed at Tyseley Works, Group.

COMING OF AGE

HOOPER

Congratulations and best wishes to friends at Rover to Howard Hooper, who celebrated his Birthday on 6th April, 1970. Howard is an ex-commercial apprentice and now in P6 Material Control Department.

ENGAGEMENT

CROSS-FOX

On 26th April, Mr. John Cross and Miss Sue Fox. Sue is employed as a typist in the Service Dept. and John in the Marine Fitting of the Changing Gears Ltd.

ANNIVERSARIES

WARD

Congratulations to Mr. and Mrs. E. Ward, who will be celebrating their 30th Wedding Anniversary on 2nd June. They were married at the Trinity Church, Coventry, 1940. Ward is employed as a Miller at the Changing Gears.

READ

Congratulations to Mr. and Mrs. Read, who celebrated their 25th Wedding Anniversary on 2nd April, 1970. They were married at St. Saviour's Church, Cardiff on 2nd April, 1945. Mr. Read is a Toolmaker in Pen Toolroom.

BULL

Congratulations to Mr. and Mrs. Bull, who will be celebrating their Wedding Anniversary on 7th June, 1970. Mr. Bull works in the Finishing Stores at Rover, Tyseley.

NEWTON

Congratulations to Mr. and Mrs. S. W. Newton who celebrated their Ruby Wedding Anniversary on 2nd April, 1970. Mr. Sid Newton was employed for 24 years in Service Stores at Solihull.

GRANTHAM

Congratulations to Mr. and Mrs. Grantham who celebrated their Wedding Anniversary on 24th May, 1970. They were married at the Family Church, Coventry. Mr. Grantham retired four years after over 25 years' service at Rover Solihull.

THANK YOU

The widow and sons wish to thank concerned at Rover, Solihull, for generosity and flowers on the death of Mr. E. F. George (P6 Inspection).

TIME TO ENTER

SOLIHULL HORTICULTURAL SHOW

THE ROVER Horticultural Section at Solihull will welcome entries from employees for the Annual Show to be held in the main canteen at Solihull on Saturday, 22nd August 1970. A special welcome will be given to entries from sections for a display of three kinds of vegetables and

two vases of cut flowers to compete for the inter-section JAMES MAN TROPHY award. Schedule will be available shortly enquiries should be addressed to Mrs. D. Rowley (Secretary, Department), Hon. Secretary, the Rover Horticultural Section at Solihull.

ROVER AND ALVIS NEWS



17th JUNE, 1970



A BRITISH LEYLAND NEWSPAPER



SPECIAL SUPPLEMENT . . .



INTRODUCING
THE NEW
NAME IN
MOTORING—

RANGE ROVER

ANNOUNCED today, 17th June, 1970, this revolutionary new Rover model combines the luxury and comfort of the world famous Rover saloon car range, the acceleration and handling characteristics of many high performance cars, the stylish body of an estate car, the ruggedness, durability and cross-country versatility of the renowned Land-Rover.



Named RANGE ROVER, this unique all-purpose four wheeled drive vehicle is designed for people seeking de-luxe estate car travel, combined with high performance and impeccable handling.

It represents a completely new concept in motoring and four years of intensive design and development. Because of its mechanical and styling innovations, it has an ability to be equally at home on a ranch in Texas, or on the fast lane of a European motorway. The selling price in the U.K. is £1,998 including Purchase Tax.

A UNIQUE SPECIFICATION

While still retaining the well-proven capabilities of the famous Land-Rover, the Range Rover has a unique specification and mechanical design. The new 'four-in-one' vehicle has an extremely tough box section chassis and is equipped with a specially developed suspension system with exceptional travel—one of the vehicle's most outstanding features—which enables it to negotiate fields, mud, rutted tracks and mountain-sides as easily and almost as smoothly as travelling along a motorway.

It is a 'vehicle for all seasons' and for all kinds of pursuits ranging from leisure to executive working transport, plus use by the emergency services such as police, fire and ambulance, where high standards of mobility and performance on and off the road are an essential requirement.

It also proves itself excellent for general public use because of its good look, light steering, all round visibility and roomy luggage space. It is ideal for women drivers, when shopping or taking the children to school, and is a perfectly suited foil for the family caravan or boat.

FEATURES

Range Rover combines many of the refinements of the Company's current car range, together with the performance and power of the specially modified 3½-litre engine (8.5:1 C.R.) which develops 156 b.h.p. (gross), gives a top speed of 95 m.p.h. (153 k.p.h.)

Special features include a coil spring suspension system allowing substantial wheel movement to cushion the bumps, beam axles to maintain ground clearance cross country, and an automatic self-levelling unit on the rear-axle, the combination of which allows the vehicle, whether laden or unladen, to be driven off a road and across a field at speeds between 40-50 m.p.h. (65-80 k.p.h.) without the occupants feeling any undue change in movement.

There is also a new 4-speed all synchromesh manual gearbox, developed to match the power and torque of the V8 engine, with combined transfer gearbox giving 8 forward and 2 reverse ratios; and a centre differential permitting

permanent 4-wheel drive in all ratios without transmission wind-up. This centre differential can be locked quickly via a pneumatic servo to avoid traction being lost through front or rear wheel spin on mud, snow or ice.

PERFORMANCE

The Range Rover will accelerate from a standing start to 50 m.p.h. in 11.1 seconds and to 60 m.p.h. in 15.2 seconds. In top gear its performance is demonstrated by an acceleration from 30-50 in 9.4 seconds, 40-60 in 10.0 seconds and 50-70 in 11.7 seconds! All this with a high cruising speed of up to 90 m.p.h. (145 k.p.h.)!

SAFETY FACTORS

Coupled with the stylish trim is a large number of safety features including impact absorbing fascia, collapsible steering column, burst proof door locks, and special flush-fitting exterior door handles. A special feature is the safety seat, with integral safety harness for the driver and front passenger. This was developed by Rover's engineers especially for Range Rover and is capable of withstanding a pull of over 3 tons (3048 Kg.).

Another important feature of the new model is its unlimited ability to tow over long distances caravans and boats up to a weight maximum of 35 cwt. (1778Kg.), while for limited application it will adequately tow trailers, exhibition units and other equipment up to 4 tons (4064 Kg.) in weight, provided a suitable trailer braking system is incorporated.

RELIABILITY IS A KEYWORD

SAFETY, reliability and long life are the keywords in the building of the Range Rover. The safety cage principle of the Rover 2000 has been combined with the immense strength of the Land-Rover type chassis frame to give a tremendously strong yet impact absorbing vehicle.

Testing of the separate parts as well as the finished vehicle comprises a high percentage of the manufacturing process. This includes inspection of all steering and brake parts, bench testing of engines and gearboxes and a full road test of the completed

vehicle on the Company's own 2½ mile test track.

In the beginning

The assembly of the vehicle starts with the very rigid box section chassis frame to which are first of all attached the axles and

suspension parts, including the self levelling unit and other equipment such as the 19-gallon (86 litres) petrol tank.

The chassis frame, which has previously been dip primed and painted so that it is protected both inside and out, moves on and the engine and gearbox assembly is lowered into place as a single unit, having first been adjusted, tuned and partially run-in on a factory test bed.

The steel body sections, comprising left and right hand body side members, rear frame section, front dash unit, front wheel arch valance assembly, floor pan and gearbox tunnel, inner door panels and the lower tail gate, are electro primer coated and painted in a hard acrylic finish before being assembled.

The aluminium parts include left and right hand body sides, front wings, roof assembly, door outer panels, bonnet, dash decker panel, rear quarter panels and a heavy gauge rear floor section.

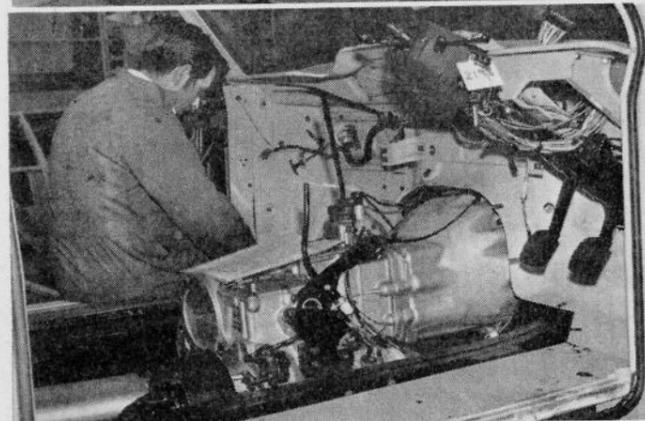
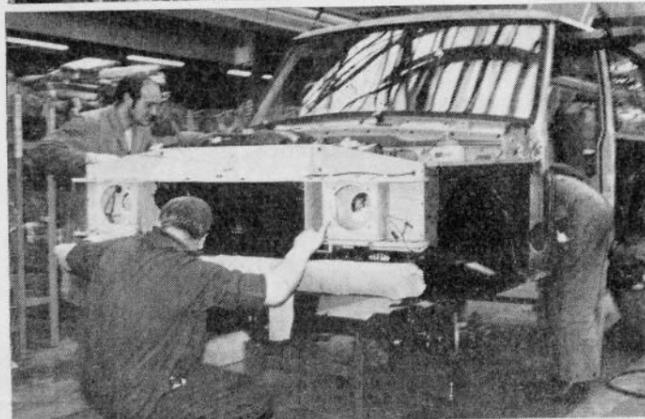
All exterior panels are pre-treated with 'Alochrome' (to enhance corrosion resistance and assist paint adhesion) and finished with acrylic paint for a hard high gloss surface, while the inner surface of the panels and the wheel arches are sprayed with a corrosion resistant wax to protect the metal and reduce drumming.

The assembly of the vehicle continues with most of the internal trim, steering column, brake pipes and servo, wiring, instruments, windows, etc. When the chassis and body are almost complete in themselves, the body is transferred from its assembly line and mounted on vibration absorbing rubber pads on the chassis resulting in an immensely strong chassis/sub-frame construction in principle not unlike the famous safety cage base unit of the Rover 2000.

Fini

Assembly then continues with the last of the interior trim and finally the remaining pre-painted aluminium panels are fixed in place. Then the completed vehicle is thoroughly road tested.

● The photographs on the left show various stages of Range Rover Assembly



'PERSONALLY SPEAKING'

By Mr. P. M. WILKS,
Technical Director

Once it was decided to build on our Land-Rover experience to produce a vehicle which would combine Land-Rover ruggedness and cross country ability, with acceptance as a normal form of private or leisure transport, we were faced with a wide range of options in terms of shape and size.

We first looked at something which in appearance resembled a normal passenger car type station wagon, but fitted with four wheel drive. This presented major problems insofar as the ground clearance we could achieve within this style and concept gave only a very limited cross country ability. Furthermore, in order to achieve a low bonnet line to fit in with this concept the engine had to be mounted well behind the front axle with the result that, coupled with the low roof line, the interior accommodation suffered in relation to the overall length of the vehicle.

We therefore decided that adherence to the commonly accepted station wagon styling unduly inhibited the practical performance of the vehicle.

On the other hand, we had clearly to aim for aesthetic appeal, if we were to make the vehicle acceptable in place of a passenger car to those who wished to combine normal use with cross country and towing ability.

Finally, we decided to build the vehicle strictly round the practical requirements and to give Dave Bache, our Chief Styling Engineer, the challenge of refining the basic Land-Rover type appearance into something that would

appeal in the specialist car market.

We have incorporated no frills and concentrated only on those features which make for comfort and performance in the widest sense.

Visibility is first-class and one of the great advantages of a vehicle with this ground clearance, is that the seating position opens up a whole new world of views which the motorist normally misses. Additionally, because one is higher off the ground than most other car drivers, the business of getting through traffic streams becomes much less of a chore. You can see the 'gap in front' without having to pull out and chance your arm with the oncoming traffic.

I have personally covered many hundreds of miles in Range Rover as, in the past, I have driven many thousands of miles in Land-Rovers, and I can therefore compare these two vehicles with normal passenger cars.

Range Rover does, in my opinion, combine many of the best features of Land-Rovers on one hand and cars on the other. It combines a first-class performance in terms of both acceleration and cruising speed with a ride comfort normally associated with high quality passenger cars. This latter is achieved by means of very large wheel movements which give it its cross country performance, coupled with low spring rates made possible by the use of ride levelling on the rear suspension.

We believe that it will appeal to anyone who has a requirement for a manoeu-

vable, comfortable, high performance motor car, capable of a good fuel consumption, which has also an exceptional ability to tow caravans, boats, trailers, etc., in all road and weather conditions.

Apart from the towing ability, nearly all car users in varying degrees need four wheel drive from time to time, whether it be for taking the children on the beach, pulling your friends out of the point-to-point car park, exploring areas where the roads are poor or non-existent, or during snowy weather.

The power and traction of four wheel drive can also bring unexpected benefits.

Returning from a Range Rover test some months ago I was faced with a large tree blocking the road. Walking through the upper branches, which were on the offside verge, I found on the other side a policeman and asked him if he would like one half of the carriageway cleared. He implied that he did not think this was a practical suggestion and told me that he had sent for a breakdown van with a saw.

However we got a rope round the tree and onto the tow hitch of Range Rover. And then, surrounded by the disbelief of waiting motorists, we selected first gear low transfer, locked the centre differential and let in the clutch.

I know from a native of the area that the story of the unidentifiable vehicle which pulled a large tree as if by magic, circulated in the locality for some weeks. Of course, we are not suggesting that anyone should buy Range Rover solely for this purpose.

THE REASON WHY

THE Range Rover was conceived four years ago when the whole concept of 4 x 4 vehicles was under consideration with the intention of assessing the future pattern of Land-Rover development.

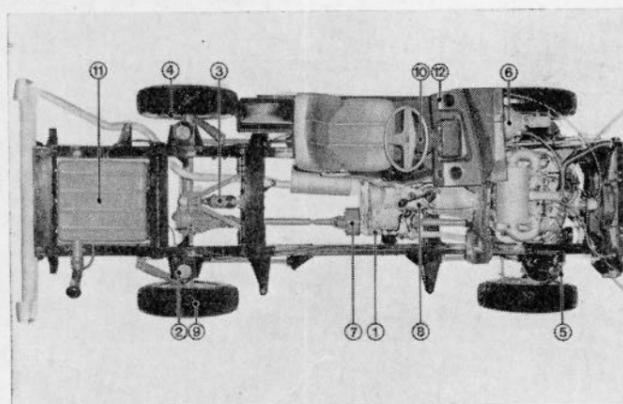
Engineers and stylists then had to design a vehicle which would have an attractive body with a high standard of interior comfort for the occupants and high standards of ride, handling and economy of operation for everyday personal transport.

The vehicle had to be in the luxury class with a particular appeal for the new 4-wheel drive 'leisure' market whilst still retaining the versatility of the Land-Rover.

A completely new suspension system and gearbox were then developed and modifications made to the engine to meet the particular

requirements of performance and handling of the vehicle.

Finally, from the drawing board emerged a new Station Wagon which later was to be given the name 'RANGE ROVER'.



- | | | |
|-------------------------------|----------------------------------|--------------------------------|
| 1 Third differential unit | 5 Tandem brake pipes | 9 Radial ply tyres |
| 2 Coilsprings with beam axles | 6 Brake servo | 10 Collapsible steering column |
| 3 Selflevelling unit | 7 Transmission parking brake | 11 19-gallon fuel tank |
| 4 Disc brakes all round | 8 Four-speed all synchro gearbox | 12 Impact absorbing fascia |

A GOOD SALES POTENTIAL

Mr. John Carpenter, Sales Director at Solihull, says of Range Rover "I am convinced this vehicle will be one of the most talked about new models to emerge from the British Leyland Motor Corporation".

This obviously keen assessment of Rover's newest product by the Sales Director is backed by the 'strongest ever' sales and marketing policy to come from Rover. A policy aimed at world-wide outlets.

HOME SALES FIRST

Range Rover availability will initially be on the home market. This is seen as an exercise in vehicle identification by the public at home, allied to which is the fact that export sales take a little longer in the establishment of areas of agreement. Lines of communication have to be set up, whilst overseas distributors need to receive expert and detailed briefing

of the new vehicle's characteristics.

EXPORT UNLIMITED!

A large amount of the work attached to the export planning programme has already been carried out. Mr. Carpenter has personally spent countless hours and flown many thousands of miles paving the way for Range Rover acceptances, and liaising closely with all overseas personnel.

The Sales Department's view of Range Rover is that it is a vehicle aimed at capturing the growing leisure field. A field in which more and more people are participating through the mediums of safaris, camping,

boating or long distance touring. This trend is world-wide and escalating... The sales potential is therefore enormous!

High on the list of countries to which sales of Range Rover are aimed comes the United States of America, where a 30% figure of all sales is envisaged. Africa also figures high because a healthy Land-Rover market is already firmly established. Shipments of Range Rover to South Africa will be in K.D. form and it is planned that these will commence in 1971. It is further envisaged that after the initial home market sales, export sales will account for 80% of all production.

Naturally the Middle East, the Far East and Europe all offer good sales potential. Mr. Carpenter says, "Especially in the case of the Continent we have



liaised very closely indeed with British Leyland's European based marketing organisation and the New Year seems ideal for the announcement of Range Rover there."

PRE-PRODUCTION DEMONSTRATORS

An additional benefit, or sales aid, is that all overseas distributors will receive pre-

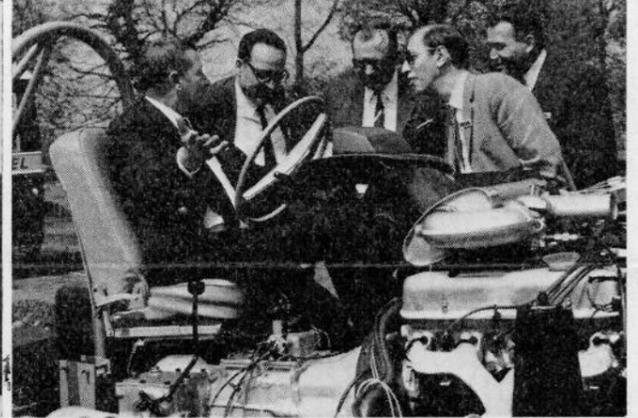
production vehicles. With these 'demonstrators' the resident sales staff will be able to gain a practical knowledge of the vehicle. This, without doubt, will be a tremendous help in giving to our overseas friends the chance of testing the capabilities of Range Rover. Combined with their own knowledge they will gain an

inbuilt confidence in the vehicle, the outcome being higher sales penetration.

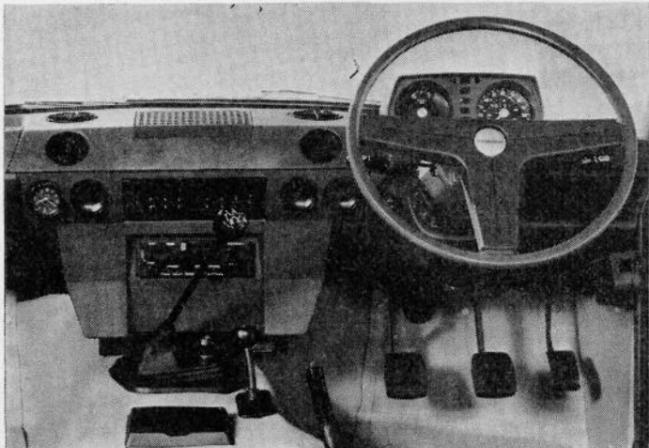
Initial production of Range Rover will run at 250 vehicles per week. Backed by the expertise of the home and overseas sales network, this latest product to roll off one of British Leyland Motor Corporation's lines will soon surpass that figure.



(Left) Mr. J. K. S. Carpenter, Sales Director has complete faith in Range Rover. This is shown (right) when he discusses the vehicle with C. Alwin (Lausanne), G. Elk, Managing Director (B. L. Norway), D. Kress, (Marketing Division, Lausanne) and H. Karlsson, Managing Director (B. L. Sweden). The other photographs show British Leyland European staff discussing Range Rover with Rover personnel.



SALOON CAR APPEAL



Range Rover has many saloon car features. Below is a list of just a few

- Speedo with trip
- Water temperature gauge
- Fuel gauge
- Two speed windscreen wiper (column control)
- Windscreen washer (column control)
- Flashers (column control)
- Horn (column control combined with flasher)
- Interior roof lamp with independent operation and door switches
- Hazard warning system (all 4 flashers operating simultaneously)
- Head and side lamps (column control switch)
- Fog and spot lamp switch (column control). Lamps optional extras.
- Clock
- Ash tray
- Steering lock and ignition switch (column control)
- Fresh air heater and through-flow ventilation

NEWSBRIEF

Three well known 'motoring' Journalists give their personal views of Range Rover



BRIAN GROVES

Motoring Correspondent, Daily Mail

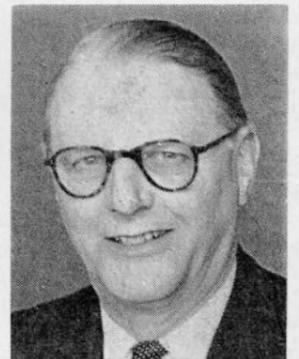
"Most certainly this is one of the most significant new cars to emerge for some time—setting new standards for go-anywhere ability and saloon car development. The leisure market is an area of rapid expansion and I'm sure that the Range Rover will be a big winner."



TED EVES

Midland Editor, Autocar

"For a vehicle designed to cope with rough terrain as well as normal road conditions, my first impressions of Range Rover are of the absolute smoothness and good handling characteristics. There can be no doubt that the demand for this vehicle will outstrip production very rapidly."



HAROLD HASTINGS

Midland Editor, Motor

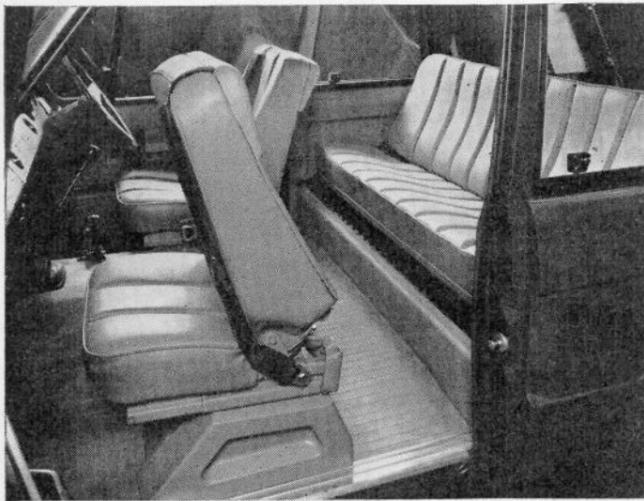
"The point which struck me about the Range Rover is that it is neither a deluxe Land-Rover nor a conventional saloon to which 4-wheel drive has been added, but something completely new from the British Motor Industry. It should have a very strong appeal to all who need cross-country transport for their leisure pursuits, but who do not want a purely specialised vehicle which is inappropriate for normal road motoring. Its comfort on the worst cross-country going sets new and very high standards."

STOP PRESS . . .

During the early part of June a hundred journalists of the U.K. motoring press drove the Range Rover in Cornwall.

This testing area, which was selected to give maximum security prior to the launch of the new model, provided every possible driving hazard over which the new vehicle is likely to be driven.

Full road test impressions will be seen in most of the motoring magazines during the next two months, as well as being reported widely in the national and provincial newspapers as from 17th June.



IT IS A 'SAFETY FIRST' RANGE ROVER

PASSENGER safety is of prime importance in the construction of motor vehicles. The Rover Company have always been forerunners in this field, and the new Range Rover boasts an extreme of safety aspects that far outshine-all-comers!

Most significant of these safety features inbuilt to minimise injury to driver and passengers is a completely new high strength safety seat with built-in lap and diagonal safety harness which has been designed to withstand a 7000 lb. (3175 kg.) pull in a collision. There are separate seats for the driver and for the front passenger, both of which are mounted on special sliding rails on a rigid steel frame which is attached to a strong body sill member and also to the chassis frame and takes the full force of loading in a collision.

The comfortable cushioned seats have designed-in-strength with three seat belt anchorage points on either side of the cushion and at the back of the squab, thus allowing the harness to be easily stowed when not in use and avoiding the inconvenience of straps hanging loosely from the body of the vehicle.

Both seats have a special tip and slide mechanism which allows easy access to the rear compartment. The catches retaining the backrest in the normal seating position are designed to carry the load imparted by the shoulder section of the harness.

Blending with the attractive interior trim is an impact absorbing fascia, designed to meet worldwide impact regulations, which houses only instrumentation and no protruding switches. All control switches are mounted on the steering column for ease of operation, thus avoiding the driver having to move forward from his seat to reach switches.

Other safety features include collapsible steering column, protected interior pull-in type opening handles, new style flush fitting exterior door handles, burst-proof door locks, collapsible window winder handles, a hazard warning system (all 4 flashers operating simultaneously) and a high resist-

ance moulded fibre-glass roof lining affording the occupants greater protection in the event of a collision.

The vehicle itself has been designed to meet barrier impact test requirements, the petrol tank being housed between rear chassis members for protection.

DETAILED PERFORMANCE FIGURES

MAXIMUM SPEED	
95 m.p.h.	153 Km.h.
ACCELERATION FROM STANDING START	
M.P.H.	
0- 20 m.p.h.	2.2 secs.
0- 30 m.p.h.	4.9 secs.
0- 40 m.p.h.	7.0 secs.
0- 50 m.p.h.	11.1 secs.
0- 60 m.p.h.	15.2 secs.
0- 70 m.p.h.	22.2 secs.
0- 80 m.p.h.	28.9 secs.
Standing $\frac{1}{4}$ mile	19.3 secs.
Km.H.	
0- 40 Km.H.	3.4 secs.
0- 50 Km.H.	5.2 secs.
0- 60 Km.H.	6.4 secs.
0- 80 Km.H.	10.7 secs.
0-100 Km.H.	16.6 secs.
0-120 Km.H.	25.3 secs.
0-130 Km.H.	28.8 secs.
Standing Km.	36.3 secs.
MAXIMUM SPEEDS IN GEARS AT 5,200 r.p.m.	
Normal	
1st—	
24.0 m.p.h.	(38.6 k.p.h.)
2nd—	
41.5 m.p.h.	(66.8 k.p.h.)
3rd—	
68.0 m.p.h.	(109.4 k.p.h.)
Top—	
96.0 m.p.h.	(154.5 k.p.h.)
Low Range	
1st—	
8.0 m.p.h.	(12.9 k.p.h.)
2nd—	
14.0 m.p.h.	(22.5 k.p.h.)
3rd—	
23.5 m.p.h.	(37.8 k.p.h.)
Top—	
36.0 m.p.h.	(57.9 k.p.h.)
FUEL CONSUMPTION (M.P.G.)	
20 m.p.h.	24.7 m.p.g.
30 m.p.h.	25.2 m.p.g.
40 m.p.h.	24.4 m.p.g.
50 m.p.h.	22.0 m.p.g.
60 m.p.h.	18.7 m.p.g.
70 m.p.h.	16.2 m.p.g.
80 m.p.h.	13.0 m.p.g.
FUEL CONSUMPTION (L/100 Km.)	
30 Km.H.	11.2 L/100 Km.
50 Km.H.	11.1 L/100 Km.
60 Km.H.	10.8 L/100 Km.
70 Km.H.	11.1 L/100 Km.
80 Km.H.	12.3 L/100 Km.
90 Km.H.	14.0 L/100 Km.
100 Km.H.	15.8 L/100 Km.
120 Km.H.	18.9 L/100 Km.
140 Km.H.	26.4 L/100 Km.

THE VEHICLE FOR ALL REASONS—ALL SEASONS

THE new Range Rover is in itself a technical innovation, with four years of detailed research and development backing it, therefore for interested parties all the main features are given in more detail below.

A variation of the highly successful 10.5:1 C.R. light-weight aluminium 3½-litre Rover V8 engine as used in the Rover Three Thousand Five and 3½-litre cars. The compression ratio has been reduced to 8.5:1 to allow the use of fuel of minimum research octane number of 85 and although it must lose slightly on power output and torque, it still gives enough performance to out-accelerate many high-speed cars.

Other modifications include—Carburettors designed to operate on steep inclines met in off-road use. A deep and baffled sump to prevent oil starvation under similar conditions. Air cleaner with a one-way valve which drains any accumulation of water and dirt collected when fording rivers etc., and a water pump that has been raised so that the attached enlarged 5-bladed fan can give better cooling performance without obstructing the fitting of a winch drive or starting handle.

There is also a new type Lucas alternator, with built-in control unit, to give a high charge rate even at low engine revs.

GEARBOX AND TRANSMISSION

A completely new and extremely robust 4-speed all-synchromesh gearbox has been developed to match the power and torque of the V8 engine and stand up to rough use and rugged conditions.

Attached to it is an equally robust high and low ratio transfer box (operated by a centrally mounted lever—see first technical picture right) giving permanent 4-wheel drive, with a limited slip differential to overcome transmission wind-up and tyre scuffing between the front and rear wheels.

To provide maximum traction in adverse conditions the differential may be locked at any time by a vacuum assisted control adjacent to the gear lever on the transmission tunnel.

A tremendous range of gear ratios is provided to allow very high cruising speeds while also giving excellent control at low speeds and down steep gradients.

These vary from 1.7 m.p.h. (2.7 k.p.h.) per 1,000 r.p.m. in 1st gear low ratio to 20 m.p.h. (32 k.p.h.) per 1,000 r.p.m. in top gear high ratio.

WHEELS AND BRAKES

Power assisted disc brakes are used at all four wheels, with a dual brake line safety system. These, together with wide rim pressed steel wheels and tubed radial ply tyres, assist in coping with the power and performance given by the engine and the handling provided by the unique suspension.

The drum type hand-brake, however, is mounted high up on the chassis on the rear output shaft of the transfer gearbox so that it is well protected from water and dirt, and provides braking on all four wheels.

SUSPENSION

This is one of the most outstanding features of the vehicle. After a great deal of design work and testing, Rover engineers have developed a sophisticated, yet exceptionally robust and reliable suspension system. This features substantial beam axles combining strength with good ground clearance. An automatic ride-levelling unit (see second technical picture right) maintaining chassis ground clearance and suspension travel, with any allowable combination of payload in the body and nose load of a trailer. Finally the front axle which is located by radius arms and Panhard rod, a rear axle located by radius arms and the central wishbone assembly that incorporates the automatic levelling ride unit. Both axles are sprung by large coil springs, allowing a large degree of suspension movement damped by long stroke hydraulic shock absorbers.

CHASSIS AND BODY

Because of the multi-purpose nature of the Range Rover the construction is rather special.

The body therefore consists of a steel frame to which aluminium panels are attached, similar in principle to the Rover 2000 system. Paintwork has a very hard scratch resistant finish and is available in a choice of 6 colours.

In standard form it provides very comfortable seating for 5 people, plus a large luggage space with 750 lb. (340 Kg.) load capacity to which easy access is gained through a full width 2-piece upper and lower rear door.

