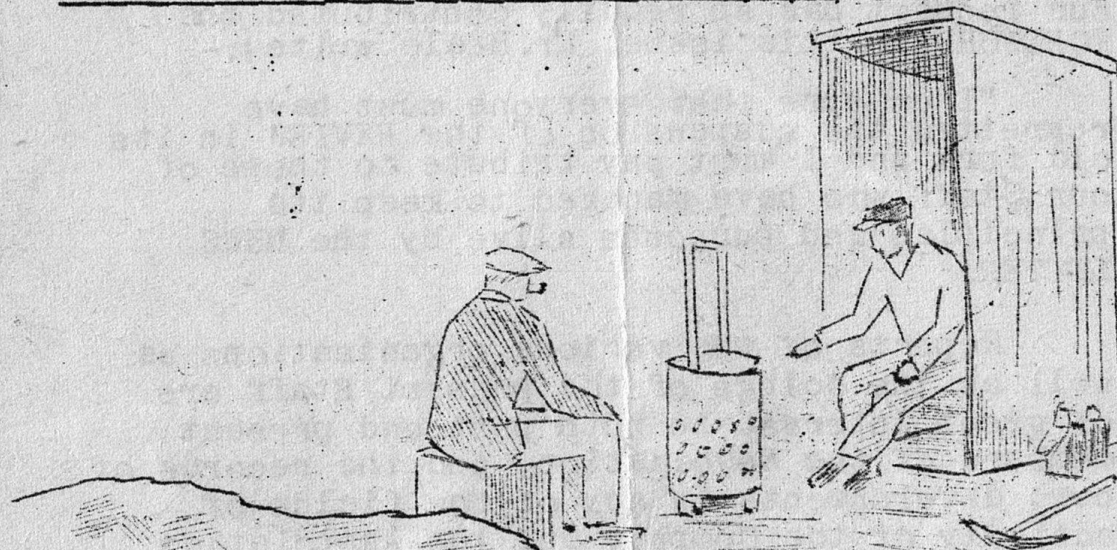


Oct. 1947

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THE SOUTH STAFFORDSHIRE WATERWORKS COMPANY.



MAIN TOPICS

THE PERIODICAL NEWS LETTER  
OF THE STAFF ASSOCIATION CLUB.

PRICE 2d.

FOREWORD.

We are very grateful to our former President, Mr.H.K.Beale, who, in response to our request has so readily contributed the FOREWORD to this issue. Mr.Beale writes:-

"I am sure that everyone must have regretted the suspension of the REVIEW in its old form and I must pay tribute to those of our Staff who have managed to keep its principles and purposes alive by the NEWS LETTER.

Reports of the various organisations as well as the doings of the present Staff are of great interest to both past and present members of the Association, and the records of new developments in any of the fields of activity of the Company and the Association keep us well in touch with what is going on.

I have often expressed my gratification that the quality of the REVIEW kept up as well as it did, for I was fully aware of the difficulties that are experienced in finding fresh matters of interest, but if the NEWS LETTER maintains the quality shown in its first number I do not think anyone will have much of which to complain.

I send a word of encouragement to those who have the NEWS LETTER in charge and assure them that the Directors continue to watch their efforts with interest and admiration.

I sincerely hope, and have little doubt, that they will be able to maintain the high standard set by the early Editors and Contributors and can assure them of my best wishes for their success and confidence in the future. It is well worth the effort.

---oOo---

October 1947.

Issue No.2.

Volume 1.

## EDITORIAL COMMENT.

The kindly wishes expressed in the concluding paragraph of the FOREWORD, written by our Chairman of Directors to the July issue of the NEWS LETTER have been amply fulfilled.

We do not wish to deny that considerable regret has been expressed at the enforced austerity of this new publication. On the other hand, the commendations we received greatly exceeded the criticisms and we are therefore encouraged to continue our efforts to satisfy, what appears to us, a much needed want.

The different reactions to our efforts were both strange and enlightening. Some felt that the price charged was insufficient, others that its issue should be "free-for-all". Whilst we cannot agree with the latter point of view in any circumstances, we hope that it will not be necessary to increase our charges as a result of the mounting costs of paper.

Doubtless there were defects in our initial issue which, in the progress of time, will, we hope, be eliminated. Many items of news and interest were omitted, not intentionally, not through any lack of space, but solely because the information was not to hand at the time of going to Press. We cannot guarantee the successful presentation of "up to the minute" topical news, unless we can also be assured of the closest co-operation of all our readers in supplying such news for publication.

To sum up however, as we see it, our great danger lies in the fact that we may be tempted to run before we can walk, or that we may endeavour to elaborately decorate a building whose foundations have not been well and truly laid.

For the moment then, having sown the seed, our desire is now to encourage the growth and watch for the ripening fruit. The desirability of maintaining the interest of our present members must always run hand in hand with that of keeping in touch with our former colleagues who, at one time or another have been associated with our activities. We feel that the vast majority would like to be remembered in this way and the value to the Association as a whole would be considerable.

If the claims we make about our particular Association and the Friendships it has secured are in any way true, how much then will our colleagues of the past like to be borne in mind by their successors who are carrying on. Their interest would be kept alive and the feeling that they "still count and are remembered" would be very gratifying to them.

Such former colleagues as a rule, are only too willing to return some service to an Association from which they have themselves derived much pleasure, and many of them no doubt feel that any encouragement they can give to younger and less experienced members is the ideal form of service.

What then in effect must be our aim? Surely it must be nothing less than to achieve that satisfaction only to be found in harmonious relationship, that pride which exists when, as members of a successful body, all are working together for the common good. Should not this be the very foundation of all our activities, the very rock on which the whole structure depends, and which, throughout the office, the workshop, the club or the Association we refer to very simply as "team-spirit".

It is undoubtedly true to say that we British know more about "team-spirit" and yield more readily to its purpose than any other nation. It is equally true to say that the absence of "team-spirit" produces bad morale and with bad morale nobody cares. It is then that the individual members cease to feel that this is "their show".

Shall we not then pour out a huge fund of energy towards encouraging an atmosphere in which each member of the team regards our failures as his failures, our successes as his successes.

It we strive to foster and strengthen this spirit, then and then only, will our Association flourish and the true realisation of our ideals be attained. We can and must remember that

"Each one of us can lend a helping hand.  
Not one of us is bowed beneath a yoke  
That is not lightened by a generous deed."

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### THE CANTEEN.

In our last issue we spoke of the origin of the Canteen and we also referred to the numerous difficulties which have been encountered during recent years, as well as the obstacles which still have to be faced in the days which lie ahead.

Whilst assuring our readers that we have no desire to dwell unduly on those things which tend to impede our progress, we do not hesitate to say that in order to obtain the right perspective, the facts must be given.

It will be remembered that we made a request for complaints as to the administration, and we also asked for suggestions as to the best method of effecting improvements, for we realise that the provision of a canteen performs a most useful social service for the comfort and convenience of the staff in general. We are also aware that the attractive presentation of food, and the habits and tastes of the diners should not be neglected.

Either our request has fallen on deaf ears or else we are entitled to assume that there is no cause for complaint, for our post-bag has not been

unduly heavy with correspondence. At the same time however, murmurings come to our notice from time to time.

How we wish that our critics would have the courage of their convictions and come out into the open and call us to order. Their charges would be informative and would also give us a lead as to where we are lacking. We, on our part, would then be able to give the reasons for meeting or refusing requests.

It has been suggested that the meals are lacking in variety. Against this of course, it must always be borne in mind that the dishes served are strictly limited not only by the choice of suitably priced ingredients, but also by the allocation of rationed commodities. Cuts have recently been made in tea, meat and milk, not to mention points. We are instructed that one pound of tea must now provide for 280 cups. One and a half gallons of milk was deducted from our allocation on August 28th and a week later we had a further fifty per cent cut. Weighing up our advantages if such may be termed an advantage, we have received an increase of  $5/32$ nds of an ounce of sugar per meal. We were given an increase in preserves some months ago, but as this is not available at our suppliers we have as yet been unable to draw it.

Our damaged crockery has, we know, given rise to much comment of late. It is just as distasteful to us to have to serve drinks in cracked cups, as it is to you who have to drink out of them, but our suppliers inform us that it will be months before they are able to execute our orders. In desperation we made a tour of the shops in the hope of securing a few replacements here and there, but without success. Indeed we are told that it is only when there are "rejects" from the Export market that any are available for retail at home. This would appear to be borne out by the fact that everyone of our last order

of crockery had a "defect" and on taking the matter up with our suppliers, we were told that there was just nothing which could be done about it. We had either to take them or leave them. The recent innovation of the sale of cake with hot beverages has proved to be more popular than was anticipated. Here again, however, we are entirely governed by our allocation of bread-units. Under the Bread Rationing Order we are permitted one third of a bread unit per meal for all purposes. It has been asked why can we not make our own cakes, and the answer is nothing more or less than the limitation of supplies of the necessary ingredients. We have evidence in our possession of one large firm of caterers whose statisticians work out the percentage of sugar and fat content in their cakes and pastries to four decimal points, in order that their goods may be produced at all.

All these matters are discussed at the monthly meetings of the Executive Committee. Each aspect is thoroughly investigated, no stone is left unturned, and it cannot be too clearly stated at this stage that these meetings are no mere formal affairs, but occasions on which opportunity is readily given and taken to voice opinions freely and in an atmosphere of earnestness.

Indeed there is always ample scope for consideration and discussion amongst those who are in any way interested in the management of a Canteen, and several points come to our mind. It has been suggested that with a view to minimising delays and effecting improvements, we might revert to our former practice of two entirely separate lunches. Or again that the lunch-break should be spread over one or two hours, during which break, employees might be released in relays of 10, 15, 20 or even 30 minutes. Where the space of the service counter is limited as in our case, this would appear to be most satisfactory. But would it, in fact, result in an improvement, for with the diners entering in relays

it is distinctly possible that they would have to hurry over their meals in order that the tables might be re-set, and this is not always desirable.

The question of a waitress service has also been raised. This type of service is more the exception than the rule in these days, and such a need could only be met by a heavy increase in the cost of lunches.

It should not be overlooked that such an increase may even yet be found imperative as a result of the rising cost of food.

We have spoken before of the efforts which are being made to reduce expenditure by the cultivation of our own food wherever possible. The results so far have been encouraging. Through the kind co-operation of our Engineer-in-Chief we have now secured a further plot of land which will shortly come under the plough and for which we have made an application to the War Agricultural Executive Committee in the hope of obtaining a grant towards the cost of ploughing and planting.

We feel then, on this evidence, that the Association Committee can be acquitted of not attempting to make its members fully conversant with innermost workings of the Canteen and with the various problems which arise from time to time. If the decisions made do not always meet with the approval of the diners - well, it is an old complaint, and only likely to become less as the movement for securing more suggestions and greater co-operation, one with the other, grows.

It would be ungracious to conclude this chronicle of events without a word of thanks to all who have in any way helped in the production of our vegetables. Their efforts deserve the highest praise.

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EMPLOYEES MUTUAL THRIFT FUND.

The Annual General Meeting of the Thrift Fund was held at the Head Offices, Birmingham, on Friday 1st. August, 1947.

The Secretary read the notice convening the meeting, Mr. A. Pyne was in the Chair, in the unavoidable absence of Mr. H. Kirk (Chairman)

The Secretary read the Auditors' Report and the Chairman congratulated the members on the excellent state of the Fund, mentioning that the amount standing to the credit of the members amounted to £21,964. Contributions received from members during the year amounted to £3,870. while interest of £530. was also credited to members. The withdrawals for the year amounted to £3,964. The Revenue Account showed that the fund earned £800. interest on investments during the year, while the working expenses, including £198. for Income Tax, amounted to £207, thus leaving a surplus of £593, which together with £85. brought forward from the previous year made a balance of £678. available for distribution. The amount outstanding in respect of advances to employees of the Company on mortgages of freehold and leasehold properties amounted to £4,566. while the other investments at cost stood in the balance sheet at £16,450. the market value at 31st. March last being £17,614. The Investment Reserve amounted to £1,316, which included a profit of £69. on the redemption of Local Loans.

After questions had been answered the Report and Statement of Accounts for the year ended 31st. March 1947 were unanimously adopted and the meeting authorised the payment of interest of  $1\frac{3}{4}\%$  in Class 1 and  $2\frac{3}{4}\%$  in Class II, all free of Income Tax.

The meeting also authorised the payment of honoraria to the Secretary and Treasurer amounting to £36. 15. Od. also free of tax.

Several members joined in an interesting discussion and a number of useful suggestions were

made which the Committee will find helpful in the working of the Fund.

The retiring members of the Committee, Messrs. H.S. Brownfoot and A.E. Stokes, of the Inside Staff, and Messrs. C. Jones and B. Pedley of the Outside Staff were re-elected together with the officials of the Fund, Messrs. H. Kirk, Chairman and W.V. Perkins Hon. Secretary, E. Burgess, Hon. Assistant Secretary and A.E. Fewtrell, Hon. Treasurer.

A vote of thanks was passed to the Trustees of the Fund. (Mr. H. Kirk and Mr. R. A. Robertson).

A vote of thanks to the Chairman concluded the proceedings.

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" NATIONAL SAVINGS "

You are reminded that employees of the Company can purchase National Savings Certificates by means of weekly or monthly instalments through the "Savings Group".

Particulars and forms of application can be obtained from the Secretary of the Company who is also Honorary Secretary of the "Savings Group".

The National Savings Committee appeal for renewed efforts on the part of all.

Each certificate costing ten shillings now, becomes worth thirteen shillings in ten years, free of Income Tax.

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## THE SUPERANNUATION AND WIDOWS AND ORPHANS FUNDS:

The Annual General Meetings of the members of the above Funds, were held in the Canteen, on Friday 25th July, 1947 and were attended by a rather larger number of contributors than usual.

Mr. Fellows was elected Chairman and presented the Report and Accounts, in the course of which he explained the various items in the Accounts. He mentioned that the Committee had asked for an Actuarial Report which was awaited with great interest, as also were the proposals in connection with the New National Insurance Act, which would become operative at the beginning of July 1948. In the absence of definite information it was difficult to form an opinion as to the changes that might become necessary, but the members might rest assured that no variation of the scheme could become operative until they had expressed approval in accordance with the Rules of the Funds. The members' interest in these matters was evidenced by the number of questions asked.

After the Report and Accounts had been approved, Mr. J. E. Chamberlain suggested that a message of goodwill and affection be forwarded to Mr. Spears who unfortunately was still indisposed.

The following were elected as representatives of the contributing members on the Committee:-

Messrs. W. Fellows and W. A. Newton,  
(Engineer's Department)

Mr. J. W. Whitworth,  
(Secretary's Department.)

The thanks of the Meetings were extended to the Directors for their continued interest in the affairs of the Funds and the Meetings closed with expressions of thanks to the Committee, Chairman, Auditors and Secretary, in addition to Mr. E. Round, who had been a member of the Committee since 1939.

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THE BENEVOLENT FUND.

Our Heartiest Congratulations go out to the members of the Benevolent Fund on the attainment of their Twenty-First Anniversary.

In order to mark this occasion, arrangements have been made for a SMOKING CONCERT to be held in THE CANTEEN, SHEEPCOTE STREET, BIRMINGHAM, on FRIDAY 10th OCTOBER, 1947.

The festivities will commence at 7.p.m. and the President, MR.R.A.ROBERTSON has kindly consented to occupy the Chair.

Invitations have already been sent to all Associates and Members, who are cordially invited to attend, as are also Past members.

The Entertainment will be provided by FRED FINCH AND HIS CONCERT PARTY.

Refreshments will be available.

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To all who have enjoyed the record breaking summer this year, whether by the sea or in the country, we say:-

"Happy Memories"

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DISTRICT NEWS.

TIPTON. Another fine record of Service.

For the second time in succession we welcome the opportunity of recording yet another instance of fifty years service, this time by one of our colleagues from the District Staff.

GEORGE DOWNING of Tipton commenced his duties as a Trenchman in September 1897. He later became Waste Inspector for a period, and in 1902 was appointed District Turncock for Darlaston.

In 1906 he was transferred to Kingswinford where he remained for four years. A further transfer in 1910, still in his capacity as Turncock, took him to the Halesowen District, where he remained until 1923.

In the same year however, he returned to Kingswinford, where he has remained ever since.

Mr. Downing has served under three Engineers-in-Chief - (Messrs. H. Ashton Hill, Fred. J. Dixon and R. A. Robertson.) and three Superintendents - (Messrs. Norman, Kessel and Davenport.)

We are glad to take this opportunity, on behalf of the Association, to join with Mr. Downing's other colleagues in expressions of hearty congratulations on his long and loyal service with the Company.

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NETHERTOWN.

The temporary pumping plant installed at Nethertown has proved very useful during the recent dry spell.

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## LICHFIELD.

We are glad to welcome Messrs. Gardiner and Arch back to their duties on the Laboratory Staff after service with H.M. Forces.

Mr. W. Shires, to whose retirement we referred in our last issue, was the recipient of a Barometer, as a parting gift from his colleagues at Sandfields. The presentation was made by our former Engineer-in-Chief - Mr. Fred. J. Dixon C.B.E. during an informal gathering at which Mr. Dixon spoke of Mr. Shires splendid work for the Company. Mr. Shires who has returned to Ashton-under-Lyne, has also received a cheque from his colleagues on the Staff Association.

We extend our congratulations to Mr. G. W. Edwards (Sandfields) on his recent successes at the Lichfield Poultry Show and to Mr. Bradbury (Brindley Bank) on his successes at a similar show at Rugeley.

Congratulations also to Mr. Brown at Fradley for the glorious show of roses and the fine lawns.

It is pleasing to note that the general appearance of the grounds around the stations are gradually returning to their pre-war standards.

## CHILCOTE.

Reference to Chilcote always brings to mind the ability of its Foreman to produce "outdoor" tomatoes. Indeed, on one occasion our former Engineer-in-Chief regarded these efforts so highly as to have them photographed, a coloured copy of which is now one of Mr. Sale's proud possessions. Having met with such success outside, Mr. Sale has now turned his endeavours towards greenhouse tomatoes, apparently with equal success. We have been told that a conservative estimate for each "outside" plant

would be 8.lbs. and we are asked is there a challenger for this record on the Company's area.

Chilcote, although some distance from any organised sport or entertainment, has a number of "Speedway" fans in its midst, who are ardent supporters of the local team - The Tamworth Greyhounds - Despite the fact that they are only a third division team, the riders show the right spirit and are making every effort to win promotion until the time they will be able to make the journey to the Perry Barr enclosure. We wish both Chilcote supporters and their riders every success.

Although the wasps have been conspicuous by their absence this year, we hear of an amusing incident in which one of the Chilcote Staff was emulating Sydney Wooderson, when being pursued by a number of angry wasps. We were assured that our colleague shook them off, but, we believe, not before he had been stung by the little striped fellows on a somewhat tender spot.

#### HEAD OFFICE.

We are always glad to extend the hand of welcome to new members joining our staff, and since our last issue the following have joined our ranks. We sincerely hope that by now Friendships are gradually being cemented and we shall look forward to their wholehearted support in the affairs of the Association.

#### Secretary's Department.

Mr.W.D.Cutler.

#### Engineer's Department.

Miss J.Berry.

Mr. R.Stringer.

Mr.A.Wood.

Mr.J.A.Smith.

Mr.K.Hill.

On the "departure" platform we have said "au revoir" to K.Ollerenshaw (who has left for another appoint) and D.Slim who has joined H.M.Forces.

References were made last quarter to the resignations of Messrs. Howard Shelton, T.Wood and Alan Sime, the two former who have gone into retirement and the latter who has taken up another appointment. Each received a cheque, as a parting gift from his colleagues on the Association.

We have also had visits from several of our former members during the past few months, amongst whom have been Messrs. D.Bateman, J.Messenger and A.H.Rofe.

This is probably the last occasion on which we shall have the pleasure of Mr.Rofe's company for some time as he sailed early in September for the Transvaal. We wish him every good fortune. Mr.Rofe's departure will be regretted by all who were priviledged to know him, for it was always a delight to be in his company and he did much to foster a spirit of good-will within our midst.

We take this opportunity of congratulating Mr.D.Bateman on his recent engagement. He tells us that when he has completed his course at Training College, he hopes to take up residence in Cornwall.

And yet another of our retired members has left these parts. Mr.C.J.Hunt who, until his retirement was Collector at Sutton Coldfield, has now gone to reside in Devon.

#### Acknowledgements.

The Committee of the Association desire to place on record their appreciation of the valuable assistance given by Miss C.Parry and Miss M.Cutler when on several occasions recently help has been required in the Canteen.



Our sincere thanks are also extended to Mr. J. Fisher (Sandfields) for a handsome gift of books for the Library.

### Retirement.

After forty-six years service with the Company, Mr. W. H. Smith (Service Department) retired on 27th September last.

The whole of this period of service was spent with the one department, and the knowledge he acquired, coupled with a remarkably retentive memory, enabled him to give valuable assistance to those of his colleagues who sought his advice.

His work brought him into daily contact with the District Superintendents and Inspectors who will no doubt have reason to appreciate his all-round knowledge of Service work.

Although, owing to a somewhat reserved nature, he was not an active member of the Association he nevertheless took a keen interest in its affairs and endeavours.

All members of the Staff, not only in Head Office, but also on the District will wish him a long and happy period of well earned retirement in his new home in Wales.

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## THE SOCIAL ROUND.

One of the chief aims of our Association is the encouragement of social intercourse, and with that object in view, the Executive Committee decided, at one of their recent meetings, to hold a dance on the third Friday of each month from September onwards, at which members of the staff and their friends could meet to enjoy a few hours relaxation from the daily round.

The first of these dances was held on Friday 19th September, and amongst the thirty or so couples who attended, the consensus of opinion was that "a good time was had by all". It cannot be denied, however, that from the organisers' point of view, the attendance was disappointing, neither can it be too clearly stated that unless there is a far greater measure of support in the future, the Committee will reluctantly have to reconsider their decision to continue these functions.

We sometimes wonder whether the general body of members pause to consider the amount of effort and preparation required to arrange these dances, or, for that matter, any other of the social functions. The decoration of the room, the provision of prizes, the catering arrangements; and all the other dozen and one details to which thought is given in order to obtain the general atmosphere and make provision for the comfort and convenience of the guests.

It is true that we had the "faithful few" who always give their support to our efforts, but how much more satisfying it would have been to have seen twice the number of staff and their friends, and so guarantee the unqualified success of the evening.

In this connection we are reminded of the remarks of a well known and much respected public figure in the City, who, when presenting his Annual report to a meeting of the local branch of a world wide voluntary organisation a short time ago said that he had noticed a growing feeling of unrest and a general sense of laissez-faire, which rendered inspiration and enthusiasm difficult to arouse. He suggested that this was accounted for by difficulties created through staggered hours of labour and holidays, transport difficulties and the recent restrictions of shopping hours.

He believed that this phase would pass, but for the time being, it placed a tremendous burden of added responsibility on the shoulders of those in whom rested the duties of combating this adverse spirit with every means in their power.

We, too, hope and believe that this phase is only temporary. Unfortunately, its very existence has been shown by the response to recent efforts of the Committee. Its extinction can only be achieved by a united effort on the part of each and every member.

These functions are organised for your enjoyment and call for your full support.

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FOR SALE.

We have a number of copies of the former REVIEW for sale to anyone who may care to purchase them.

Applications should be made to the Honorary Secretary of the Association.

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## THE ANNUAL VISIT TO WORKS.

When we remember the large number of newcomers to our staff, we cannot help but think that those who failed to take advantage of this year's Annual Visit to Works once more denied themselves of a grand opportunity of getting together, both from the social as well as the educational viewpoint. Nor, we venture to suggest, did those, who for one reason or another found themselves compelled to make last minute cancellations, realise the possible expense to which the Association is put, and the inconvenience to which the Committee were subjected, after having gone to considerable pains to make the necessary arrangements.

Indeed, the events leading up to the visit bore a somewhat strange resemblance to the story of the Wedding Feast of long years ago, for which it will be remembered, great preparations had been made and yet at the last minute, "they all with one accord began to make excuses". Maybe it was not quite as bad as in those far off days, for at least we had the "ever-presents", yet the fact remains that these last minute cancellations, except in the case of illness, always tend to disrupt any arrangements to great proportions.

However, those who did make the journey were well rewarded, and we are grateful to the Board of Directors for the facilities they granted to enable us to make this annual visit and for so readily agreeing to cover the cost of transport.

The weather was extremely favourable to us, but once again, we had not been long on the road before we realised that our bogey of defective transport was on our heels, and on arrival at our first port of call, Little Hay, whilst the main

body of our party were inspecting the Plant, there were others who were making frantic efforts on the telephone to secure a replacement of the vehicle. These efforts were renewed with even greater vigour at Shenstone, as by then the engine trouble had assumed such proportions as to cause us to cut out the Pipe Hill visit, in case we might get stranded altogether. In fact before we could get the vehicle started at all, on our departure from Shenstone, it was necessary to mobilise a fatigue party of "pushers".

We therefore had to go straight to Lichfield, where we had lunch, during which time we managed to get another vehicle, which, although of the utility type valiantly managed to keep in close contact with our pilot car, driven by Mr. C.T.Langdon.

We were glad to have several of our former colleagues with us again, amongst whom were Mr.A.W.Larkin and Mr.A.W.M.Boneham and also our old friend Howard Shelton. It was good also to see one or two of the Collectors and their wives amongst the party. Mr.W.Fellows, our worthy Chairman presided at the luncheon after which he read apologies from Major A.H.S.Waters V.C. our President, Mr.H.Kirk, who was on holiday and also Mr.R.A.Robertson, who was unfortunately prevented from attending owing to illness.

In the afternoon we went on to Fradley where the visitors, in addition to viewing the Station, had an opportunity of seeing the very fine lawns and rose beds, to which reference has already been made elsewhere in this issue. Then on to our emergency station at Nethertown, and finally to Seedy Mill before returning to Lichfield for tea.

We were greatly impressed by everything we were priviledged to see and are glad to take this opportunity of paying our tribute to the Foremen and staffs of the various stations on the condition of the works under their charge.

Any record of this visit would be incomplete without reference being made to the readiness with which Messrs. C. T. Langdon and J. Fisher acted as guides. Their efforts were greatly appreciated by all.

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Obituary.

We extend our deepest sympathy to the Treasurer of our Association, Mr. A. E. Bullivant, who in the short space of six weeks, has suffered a double bereavement in the loss of both his mother and father.

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A GENTLE REMINDER.

The careless disposal of used matches and cigarette ends is a matter which is causing all Fire Fighting Authorities considerable concern at the moment.

We took the trouble to find out from the Headquarters of the National Fire Service, what exactly was the percentage of fires caused in this manner and were alarmed to learn that out of one hundred and fifty two fire calls in July, throughout the Birmingham and Coventry Area, no less than forty six were brought about through what was described as "this gross carelessness".

We therefore appeal to you to make absolutely certain that your thoughtlessness does not contribute to such possible loss of life and property.

Remember always, that appliances out on these "avoidable" calls, reduce those available for more urgent "alarms".

The use of ash-trays, both from the point of view of safety as well as cleanliness is always preferable.

THE SOUTH STAFFORDSHIRE WATERWORKS COMPANY.

STAFF ASSOCIATION CLUB.

President:

Major A. H. S. Waters, V.C.

Vice-Presidents:

Mr. H. K. Beale.  
Mr. P. V. W. Gell.  
Mr. C. F. Hickman.  
Mr. G. A. Thompson.  
Mr. W. W. Waddington.  
Mr. C. Ekin.  
Mr. F. J. Dixon, C.B.E.

Mr. H. Kirk.  
Mr. R. A. Robertson.  
Mr. J. S. Bird.  
Mr. A. W. M. Boneham.  
Mr. G. Povey.  
Mr. H. Spears.  
Mr. F. S. Temple.

Chairman:

Mr. W. H. Fellows.

Hon. Secretary:

Mr. C. H. F. Gilbert.

Hon. Treasurer:

Mr. A. E. Bullivant.

Executive Committee:

Miss D. F. Lees, Miss D. Wakefield, Messrs. H. R. Bateman,  
E. Burgess, P. Burton, R. F. Chamberlain, R. Clarke,  
J. Fisher, N. J. Harris, C. Langdon, A. Waddington,  
L. B. Stckes, J. W. Whitworth.  
F. R. Smith, W. T. Kirkman.