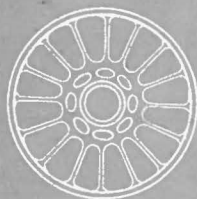
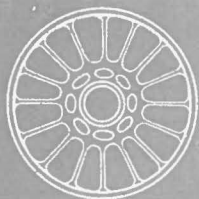


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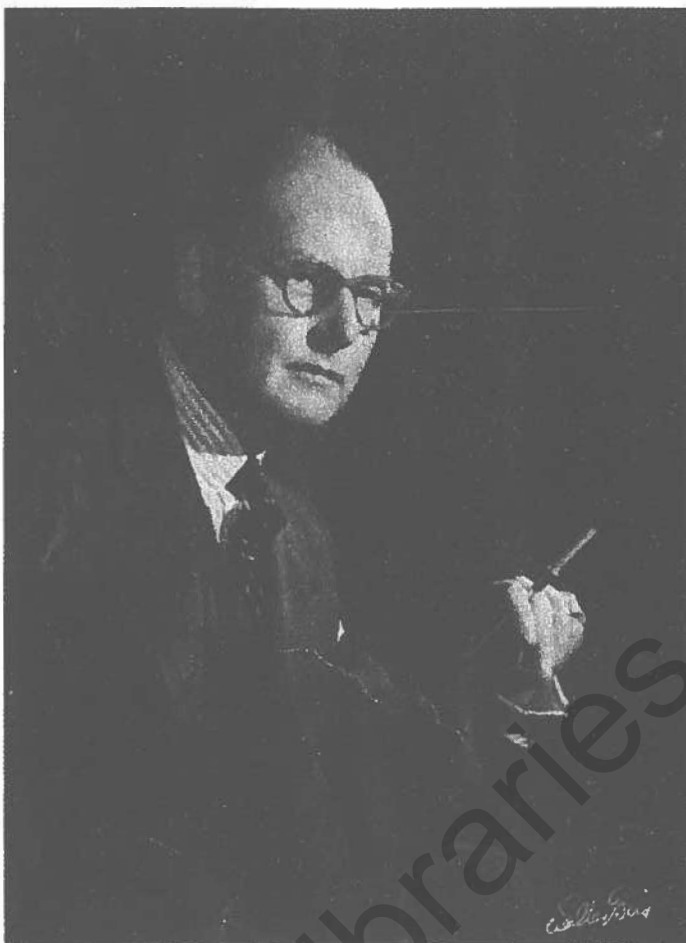
Vol 3 #8



SEPTEMBER
1953



Sir Francis Hopwood



WHEN the Coronation Honours List was published on June 1st we were delighted to hear that the honour of Knighthood had been conferred on the Hon. Francis J. Hopwood, Managing Director of The "Shell" Transport and Trading Company.

Our General Manager, Mr. G. L. Reid, sent the following Cable to Sir Francis Hopwood:

"For ourselves and on behalf of all U.B.O.T. Staff send you heartiest congratulations on richly deserved honour".

To which Sir Francis sent the following reply.

"This is to say how much I appreciate your message of congratulations. Please accept my very best thanks and convey these also to the members of the Staff who joined in it".

Sir Francis Hopwood was educated at Westminster School and served during the First World War as a Sub-Lieutenant in the Royal Naval Volunteer Reserve; he was also in the Admiralty and at the Foreign Office, and in 1917 was on the staff of the Irish Convention in Dublin. He entered the service of the Group in 1919 as a member of the American Department of The Anglo-Saxon Petroleum Company, the department at that time being concerned with activities in both North and South America. Later, when the Venezuelan Department was established as a separate entity, he became departmental manager in conjunction with Mr. J. W. Boyle, C.B.E.

In 1929 Sir Francis visited Venezuela and Trinidad, and in 1936 went to Colombia to form the

Group's first Colombian company, Compañía de Petróleo Shell de Colombia, and he remained in that country for some months in charge of the Company's affairs. In January 1942 he went to the United States to become President of the Asiatic Petroleum Corporation in place of Mr. H. Wilkinson, C.M.G., who had been seconded for service with the British Government in Washington. While in New York he was also appointed to the boards of several other companies, including Anglo-Mexican Petroleum Corporation and The Caribbean Petroleum Company (of both of which he was President) and Shell Union Oil Corporation. In addition, Sir Francis represented the Petroleum Board in the United States and was Vice-Chairman of the Caribbean Area Petroleum Committee, which was part of the Foreign Operations Committee, set up by the petroleum industry to co-ordinate foreign operations during the war. With the release of Mr. Wilkinson from his duties in Washington in June 1945, Sir Francis returned to London and became Manager of the Production Department, a new department formed to administer the exploration and production areas under the London Management.

In June 1946 Sir Francis was appointed a Director of The "Shell" Transport and Trading Company and a Managing Director of the Group. In June 1951 he was appointed a Managing Director of The "Shell" Transport and Trading Company and the following month succeeded Sir George Legh-Jones as Chairman of Shell Oil Company.

On behalf of its readers "UBOTIMES" takes this opportunity of extending sincere congratulations to Sir Francis Hopwood on this well-merited honour.

U B O T I M E S

THE HOUSE MAGAZINE OF

THE UNITED BRITISH OILFIELDS OF TRINIDAD LIMITED

TRINIDAD — BRITISH WEST INDIES

VOL. 3 No. 8

ISSUED QUARTERLY

SEPTEMBER, 1953

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Long Service Emblems, 1953

THE annual distribution of Long Service Emblems took place on the 6th August 1953, and those employees with 20 years of service and over received their emblems at a ceremony held in the Seamen's Club, when Mr. G. L. Reid, General Manager, made the presentations. Emblems for those employees with less than 20 years of service were presented by Department Heads at "on the job" ceremonies. The following is the text of a speech given by Mr. Reid on the occasion of the presentation ceremony :

It was the custom of my predecessor, Mr. Madden, on these occasions to recount in some detail the story of how the Shell trade-mark or emblem was evolved from its origin in the shipment of sea shells from the Far East by the old company out of which the Shell Petroleum Company grew. Although this is a fascinating story I think most of us know it by now, apart from which it is a good thing to vary procedures now and then.

Accordingly, I propose to change the technique a little and to say a few words, which while appropriate to the occasion, have a somewhat wider scope. Of necessity, however, I must start with a little history.

As I am sure you know, the Group to which we belong consists primarily of two main partners, the Royal Dutch and the Shell. The former was founded in 1890 and it is of interest that even then it was actively engaged in the business of oil production, since it took over an existing oilfield in Sumatra which had been established on a producing basis five years previously. The Shell Transport & Trading Company, to give it its full name, was established in 1897 and it was before then that the original firm of M. Samuel & Co. had for many years traded in sea shells. These two companies, one Dutch and one English, went their separate ways for some years but in 1903, in order to meet competition in the oil business, which even in those days was growing rapidly, they began co-operating together and entered into definite partnership in 1907.

Since that time the Group, with its associated companies, has extended its operations to almost literally every country in the world, including those behind the so-called Iron Curtain from which it is, of course, now excluded.

I think it is true to claim that at the present time the Group is the most widespread and comprehensively organised commercial undertaking in the world. It provides direct employment to well over a quarter of a million men and women, and in one way or another its operations affect almost everybody. Moreover this enormous business is not owned by just a few wealthy people but is in the hands of thousands of different individual shareholders living in many countries, most being holders of very modest amounts and all being free to increase or decrease their interest as they please.

In addition to the significant size and commercial importance of the Group it can also justifiably be claimed that it is one of the most, if not the most, progressive organisations in the field of industrial relations and in its treatment of its staff and employees generally.

You will thus see that we in U.B.O.T. have every right to be proud of our close associations with the Shell Group and we must always try to be worthy of that association. As you know, we have here a little of almost everything in the oil business — exploration, drilling and producing operations, refining, shipping and, on a limited and specialised scale, marketing. Oil in Trinidad is a hard-won product by reason of the extremely complicated nature of the formations in which it occurs, the exceptionally difficult drilling conditions encountered, and the relatively small productivity of individual wells. This is exemplified by the fact that while we produce less than 1% of the total of the Shell Group's crude oil output, we employ more than 1½% of the Shell Group's personnel. These are in any case humble figures, but we can, I think, derive encouragement from the thought that the importance of any individual part of a larger whole is not usually directly proportional to the arithmetical percentage which one is of the other.

U.B.O.T. now directly employs over 4,000 people which represents an increase of about 10% in the last twelve months. There are two principal reasons for this increase, namely the extension and intensification of our exploration operations in the Ortoire region (which I hope will before long show some tangible evidence of success) and the fact that it is now our policy to carry out more of our ordinary day-to-day operations ourselves instead of through the services of contractors. Of these 4,000 U.B.O.T. staff and

employees, just over 96% are from the West Indies and adjacent territories. I should like to underline this fact since I feel that it is not sufficiently appreciated how far we have already gone in putting the conduct of the business into the hands of local people. It is our firm policy to continue in this direction and the only brake on further progress is the fact that the relatively small number of staff originating from outside the West Indies are specialists, having one or more forms of special knowledge, skill or administrative ability which local men have not yet had the opportunity of acquiring because of their limited training and experience.

Since the last occasion, just a year ago, when emblems were presented, 16 more have joined the ranks of those who have completed their 25 years or silver jubilee in the Company's service. This makes a total of 91 staff and employees who have completed 25 years service and are still at work, representing roughly one in every 45 of the total present employees. This, I think is something quite noteworthy, of which both the individuals concerned and the Company as a whole can be proud.

Nine more of these have this year completed their 30th year of service, making a total of 28 in that still more distinguished and venerable group. One individual, Mr. E. H. Sheppard, who works in the Refinery, has now become one of the elite 10 of those veterans who have completed 35 years or more of service and are still giving loyal service to the Company.

As regards the younger men, the tradition of long service is being well sustained as we also have not less than 36 people who have this year completed their 20th year and are to receive their emblems. Looking further towards the younger generation, there are this year totals of 122 and 159 qualifying for their 15-year or 10-year emblems respectively which, in accordance with our custom, they will receive from their Department Heads. Surveying the long-service situation as a whole we find that of our roughly 4,000 staff and employees, over 1,100 thus representing about 27%, or more than one man in every four, has now had ten years service or more. This proportion is more impressive still when it is borne in mind that 10 years ago our total strength was only about 2,750 and it is from that total that over 1,100, or 40% remain with us now. I feel that this is another and most significant example of the tradition of long service which exists throughout this Company and which is a genuine source of satisfaction to all concerned.

As I have pointed out earlier, our service records and emblem holders represent only a very small proportion of the large family of the Shell Group. Emblems similar to ours are awarded to and worn by Group Staff and employees all over the world, from the principal offices in London, The Hague and New York out to the smallest outpost, whether it be in the East, West, North or South. This increases the value and significance of our emblems and emphasizes as nothing else could the ties which bind us together.

RECIPIENTS OF LONG SERVICE EMBLEMS 1953

The following is a list of the recipients at this year's function and to all these employees we extend our congratulations:

35 Years

E. H. Sheppard.

30 Years

E. Alexander, H. A. Mills, C. Carrington, F. Taitt, A. Bobb, V. McSween, H. John, C. Elcock, C. Carr.

25 Years

S. T. Waite, E. A. V. McColman, E. E. André, E. M. M.

Arneaud, G. Gerritsen, L. White, C. L. Joseph, N. Daniel, C. Griggs, E. Jordan, I. F. Wilson, H. Williams, I. Chase, L. H. Cooper, C. A. Dimitriu.

20 Years

S. Almus, W. L. Buning, A. H. Collins, N. Andrews, E. Kennedy, J. Lloyd, W. L. B. Furlonge, S. Rose, G. Neverson, A. McCall, A. DeCoteau, I. Henry, A. V. E. Jameson, N. Gopaulsingh, A. Peters, O. A. St. Louis, E. Charles, M. St. George, I. Vespry, G. Dolly, T. Jean, S. Alexis, I. Ferdinand, M. Carrington, F. Elder, R. Henry, J. Learmont, C. Edwards, E. Carmicale, H. Sinnette, O. Sinnette, L. B. Arneaud, V. Richards, V. Prudent, W. Robinson, B. Quamie.

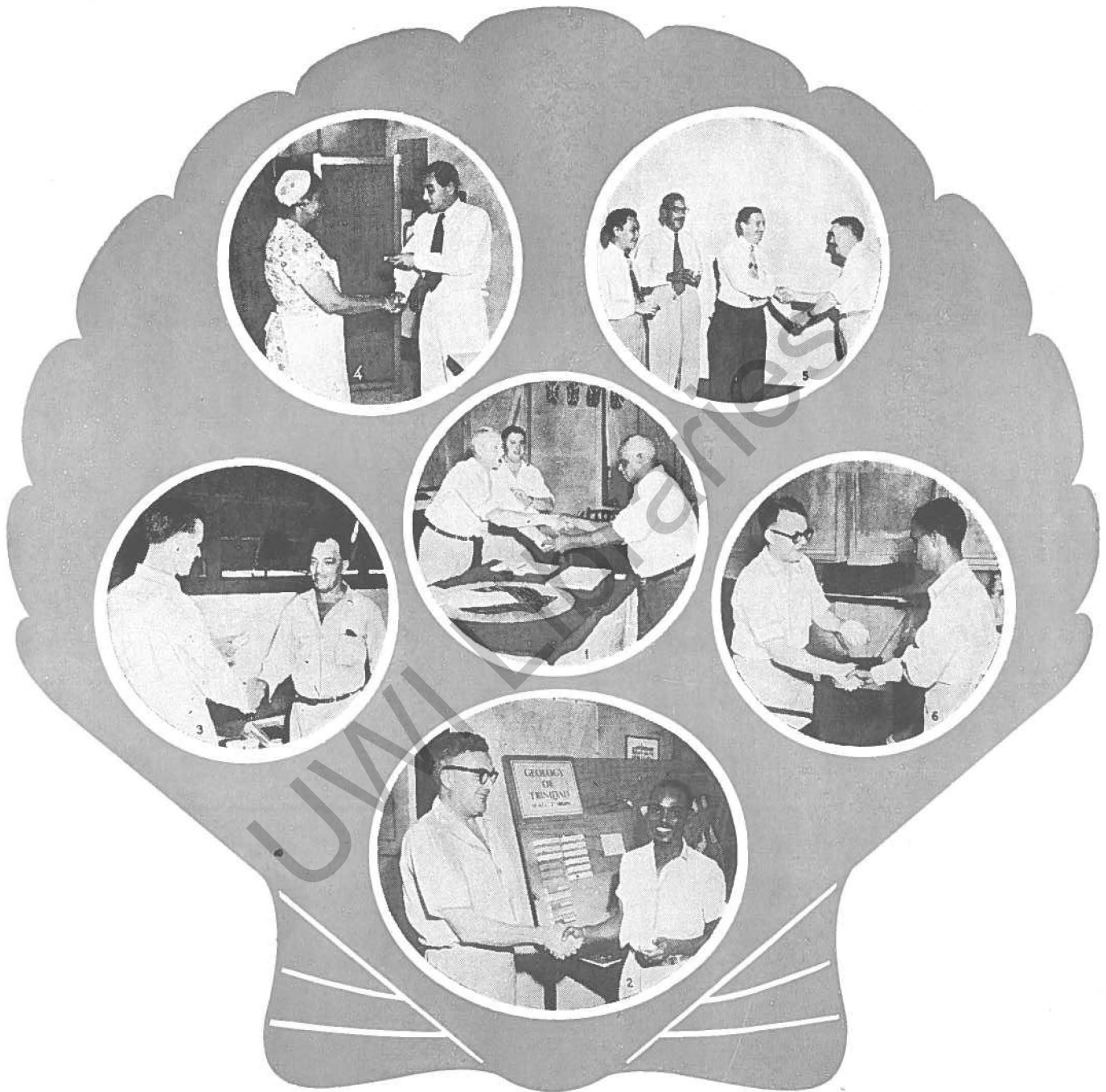
15 Years

D. Prent, E. N. Edwards, O. Graham, A. Taylor, J. Rahaman, C. A. Lyon, G. Stephens, L. Lewis, F. Molino, J. Mayers, O. Howe, A. Nelson, J. Frank, J. Lee, I. H. Lookyan, W. R. Gibbings, E. A. Gonzales, S. DeK. Inkim, J. Jananan, J. N. Small, J. Zandstra, A. B. Xavier, R. Pierre, G. E. Alexander, N. Julien, J. D. Boon, B. Cobham, C. Knight, Popal, F. H. Sanou, C. W. Weetink, I. Lorainey, C. Jerome, M. Samuel, J. Gonzales, L. Datto, J. Alexander, Ramrattan, N. Lewis, R. H. Jagassar, M. Cudgoe, E. Davis, C. Young, E. Tom, Chaitoo, Gooran, D. Ramlogan, S. Ramsingh, H. Benjamin, P. Albert, G. Hewitt, E. DeCoteau, P. Mulchan-singh, H. Noel, B. Mohan, C. Cox, L. Morris, A. Peters, E. Simon, R. Narinesingh, E. Joseph, R. Bocas, R. Harris, S. Murphy, O. Colthrust, E. Julien, R. Small, J. Allong, G. A. Clarke, F. A. Wilson, L. Francis, I. Elliot, J. Antoine, M. Joseph, E. Charles, M. Fraser, J. O. Waterman, S. Stafford, M. Paul, C. Garvin, A. Phillips, A. S. David, J. Lord, S. A. Greaves, F. Hamilton, H. John, L. Nelson, A. Pollydore, J. Alexander, K. G. Tait, A. R. Curvan, F. R. Mejias, M. Worrell, L. George, Samsoundar, H. Hamilton, A. Sylvester, M. Cayenne, B. Burroughs, C. Redman, W. Bodkin, A. Joseph, D. Vance, Rassoolali, N. Mohammed, T. Julien, E. Raphael, Baljass, J. Sookram, C. S. Saunders, Lutchman, Baboolal, L. Joseph, F. Carrington, E. Mason, J. Sooklal, O'R. Sanchez, G. Herman, C. Tom, H. Phillips, B. Charles, M. Ali, M. Zanela.

10 Years

A. L. Torrey, B. Gunness, Anantoo, Ramdial, N. Alexander, M. Collins, R. Constantine, E. Mills, N. Francois, A. Farrell, B. Cadette, A. Marshall, F. Charles, E. Arthur, F. Guerra, A. Philips, J. St. Vincent, L. York, U. Charles, G. N. Baksh, E. Francis, V. Baptiste, F. H. Hackett, J. H. Archer, C. F. Edwards, K. E. Hackett, E. A. Small, W. Noel, N. Nyles, G. Lindor, L. Francois, A. Dublin, J. Sealey, R. Ferdinand, R. Sanichara, P. George, J. Hypolite, W. S. Gill, H. Oliver, J. E. Quammie, F. R. Despot, D. Peters, C. Lewis, J. Harry, N. Boatswain, B. M. Rostant, N. Baptiste, A. Crawford, R. Duval, A. George, V. John, J. Ghuran, Mahabir, H. Narine, S. Changoor, K. DeCoteau, S. Harbuckan, B. Rampersad, T. Webb, C. D. Sultanali, J. Griffith, J. E. McSweeney, H. Shah, D. Adjodapersad, E. Joseph, A. Brown, M. P. Kallicasingh, R. Ramjattan, A. Adjodapersad, K. Jacob, R. Spencer, R. Bridgelal, L. Charles, J. Douglas, E. Goddard, S. Ramnarine, Ramrattan, M. Seuraj, G. Sinanan, M. Sylvester, S. Walcott, R. Germain, Lackhan, B. Olliverre, C. Edwards, J. Durrant, James Durrant, F. Dedier, Boodram, St. C. Alexander, R. Hackett, D. Roberts, A. Sharply, N. Pierre, Chatoor, J. Agard, C. Alexander, W. Bernard, E. J. Dawson, A. R. Gooding, H. E. Gordon, A. W. Watson, C. A. L. McLean, M. Timothy, T. Taitt, J. Small, P. Richards, G. Pascall, F. Munro, R. Martin, C. Lewis, F. Knowles, R. Fort, S. Craig, G. Collins, N. Charles, L. Blake, G. Rowley, J. Christopher, K. Gilkes, J. Frank, N. Hector, F. Jacob, McI. Roberts, V. Hazel, Harripaulsingh, F. Roberts, C. Young, C. Andrews, V. Sanchez, L. Blair, F. Guerra, C. Peterson, J. Scipio, L. G. Maynard, D. Lowe, A. Jones, M. Hydal, M. Perelion, T. Adams, H. Harewood, G. Knights, R. Skeete, S. Charles, C. A. Wells, M. Hosein, P. McLeod, W. Guadeloupe, C. Ganness, E. Abel, I. Wilson, A. Mohammed, C. Neptune, S. Kennedy, E. Hector, C. Joseph, G. Chouti.

Long Service Emblems 1953



1. Mr. G. L. Reid, General Manager, presenting a 35-Year Emblem to E. H. Sheppard of the Refinery.
2. Mr. M. J. Glerum, Chief Draughtsman, presents a 20-Year Emblem to W. L. B. Furlonge.
3. A. B. Xavier, of the Materials Department, receives his 15-Year Emblem from Mr. J. Zandstra, Materials Superintendent.
4. Miss Nellie Alexander, Cook, at the Company's Hospital, is presented with her 10-Year Emblem by Dr. N. W. Ahin, Chief Medical Officer.
5. Mr. D. S. Law, Port-of-Spain Office Manager, presents a 15-Year Emblem to C. A. Lyon. Looking on are, I. H. Lookyan and G. Stephens.
6. Mr. E. J. Dawson, Refinery Manager, presenting a 15-Year Emblem to G. A. Clarke, of the Refinery Laboratory.

Around the Departments

AT the time of writing these notes our Editor, Mr. "Stan" Ireson, is on leave in the United Kingdom. We consider this an opportune moment to extend our hearty congratulations on the editions of "UBOTIMES" which have been published in recent years, but particularly the Coronation Number which was issued in June. Letters of congratulation have been received by the Company from many persons expressing their admiration of this edition and we feel sure that the readers of "UBOTIMES" will join us in expressing similar sentiments. We hope that "Stan" Ireson is enjoying his well-earned leave and that we shall see him back with us some time during October.

Mr. G. L. Reid was one of a number of Oil Company Managers who were honoured with the award of the Queen's Coronation Medal. Mr. S. J. Riley, our Fire & Safety Officer, also received the Medal as appreciation of his work in connection with the British Red Cross Society in the south of Trinidad. A local "investiture" took place at Government House on the morning of 2nd June, and the Medals were presented by the Governor, Sir Hubert Rance, G.C.M.G., G.B.E., C.B.

On behalf of its readers, "UBOTIMES" wishes to extend congratulations to both these gentlemen.

The front cover of this issue of "UBOTIMES" is a photo of BELGRAVE BONAPARTE playing a steel pan. Bonaparte who is employed by us as a labourer in the Machine Shop, is well known in Point Fortin, as he is the leader of the Southern Symphony Orchestra which is considered by the experts to be one of the best steelbands in Trinidad. During 1951 he was one of the musicians included in "T.A.S.P.O." to visit the United Kingdom at the time of the Festival.

Mr. D. Maharaj who has been Head Teacher of the Point Fortin E.C. School for the past 18 months, has been granted a Government Scholarship to the United Kingdom to pursue a course leading to the Degree of B.Sc. (Econ.). Prior to his departure, members of his staff and other organisations held functions in his honour.

We extend congratulations to Mr. Maharaj on his selection and wish him every success in his studies.

Parvenue Literary and Dramatic Association of Point Fortin are offering this year a Scholarship open to children attending primary schools in the Point Fortin area.

The award will be based on the Government College Exhibition examination results. It will entitle the winner to four years in high school or college anywhere in Trinidad.



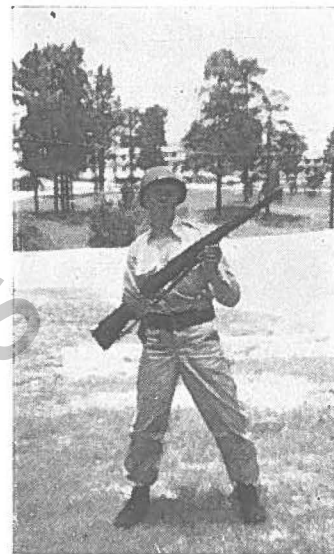
Mr. S. J. Riley, Divisional President of the British Red Cross Society (Southern Division), wearing his Coronation Medal.

The winner must be a child for whose secondary education the parents would not normally be able to pay.

We congratulate the Parvenue Club on this very worthy gesture.

News was received by Mr. A. L. Durieux of the Materials Department, that his son, Carlton L. W. Durieux, has completed his basic military training at Camp Polk, Louisiana, U.S.A. Mr. Durieux Jnr., will be transferred shortly to an unknown destination. He has been away in the U.S.A. for the past 7 years.

The 1953 Intake of apprentices to the Apprentices Technical School was completed when 19 probationers were added to our apprentice strength, bringing the total in the Apprentice Training Scheme to 60. It is pleasing to note that in spite of keen competition, there were over 500 applicants this year. Ten of the new boys are close relatives of U.B.O.T. employees. We extend our best wishes for the future of this new intake and trust they will take full advantage of this splendid opportunity.



Mr. Carlton Durieux.



Mr. Emanuel Rojas.

Mr. Emanuel Rojas of the Refinery Engineering, received a Diploma on the 14th July, 1953, from the Bennett College, Sheffield, England, having completed a course in Motor Mechanics and Work Shop Practice.

We wish to congratulate him on his success.

We are happy to announce that a team of the Point Fortin Girl Guides was placed first in the Island-wide Artificial Respiration Competition which was held in July, 1953. The team was trained by Mr. H. Mohammed, Commandant of the Point Fortin Red Cross Detachment, and we extend congratulations both to the Instructor and the Girl Guides for their outstanding success.

We wish to extend congratulations to Miss Patricia Andre, daughter of Mr. E. E. Andre of the Medical Department, who was awarded a U.S. Government Scholarship through the Caribbean Commission to study Dressmaking

and Designing in Puerto Rico. Miss Andre left by air on the 17th August and is expected to be away for at least a year.

We are pleased to note that the selectors of the Trinidad Football Team which is at present touring the U.K., included three U.B.O.T. employees in their choice. They are Joey Gonzalves, the Captain, who is employed in our Port-of-Spain Office and who plays for Notre Dame F.C.; Delbert Charleau, right half-back, who is with our Engineering De-



Messrs. Delbert Charleau and Doyle Griffith, members of the U.B.A.A. Club, who gained selection on the first Soccer Team to tour the United Kingdom.

partment, Camp Maintenance Section, and Doyle Griffith, left half-back, who works in the Refinery Laboratory. Our heartiest congratulations to all three of these footballers who have undoubtedly merited their inclusion in the team. At the time of writing these notes, the Trinidad team has lost 2 and won 1 match of the series, but whatever the ultimate result of the matches, we hope that Gonzalves, Charleau and Griffith enjoy their tour and benefit from their experience.

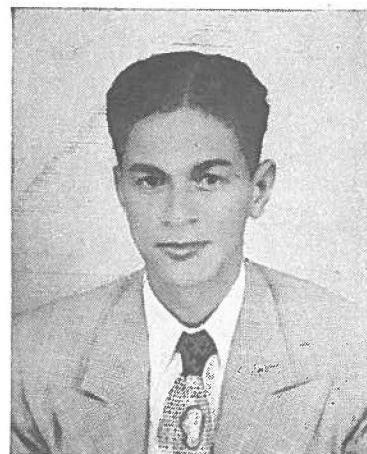
Mr. Vincent A. Huggins, Shift Foreman in the Steam Power Plant, has successfully completed a course of Study in Internal Combustion Engines and Steam Boilers Practice and Operation from the Technological Institute of Great Britain, and has received a diploma, which entitles him to use the abbreviated title A.M. Tech. I (Gt. Britain). Mr. Huggins joined the Company in 1943 as an Engine Fitter "B". We extend our congratulations to Mr. Huggins.



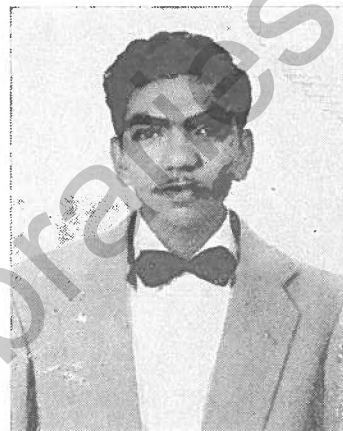
Mr. Vincent A. Huggins.

Parvenue Association of Point Fortin was among the groups that shared honours in the St. Patrick Division of the Arts Festival of 1953.

Credit must be given to Mr. D. Yearwood of the Accounts Department for his rendition of the "Burial Sermon" which enabled his group to be placed third in the Verse Speaking Contest, and to Mr. A. Monsegue of the Materials Department who emerged as the best Secunder in the Public Speaking Contest. The Parvenue team argued the affirmative in the debate that "The Eligible Bachelor Should be Taxed". Both of these gentlemen were recipients of Book Prizes, and we wish to congratulate them on their success.



Mr. David Yearwood.



Mr. Basharat Ali.

In our last issue of UBOTIMES we mentioned that Mr. K. S. O. Julien, one of our Regional Technical Trainees, had been accepted by the University of Nottingham as an Intermediate student in the Faculty of Applied Science with a view to reading for a B.Sc. Degree in Electrical Engineering. Since then we have received news that another of our trainees, Mr. Basharat Ali, has secured admission to the University of Manchester and will receive instruction at its College of Technology for the degree of B.Sc. Tech., in Chemical Engineering.

We extend congratulations to these two gentlemen and wish them success in their studies.

The Point Fortin Branch of the Child Welfare League held special daily sessions during the Island-wide "Baby Week" campaign from June 21 to June 27.

On Sunday, June 21, special Church Services were held and religious aspects for child care were appropriately emphasised.

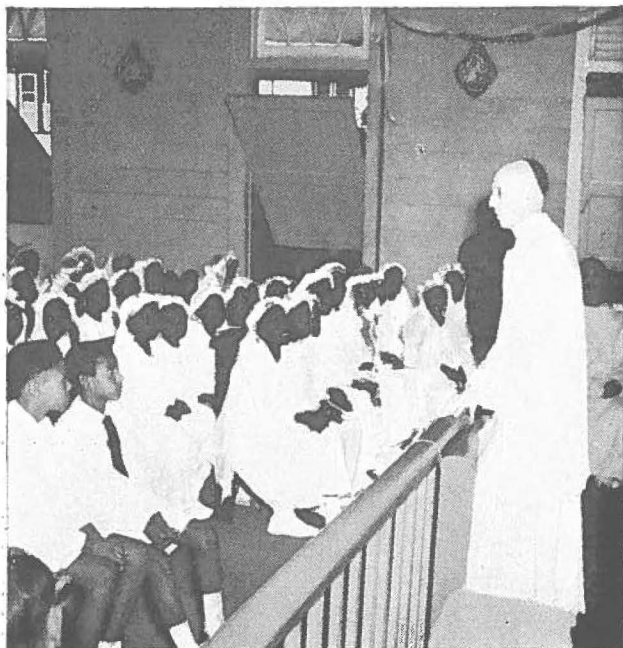
Mrs. G. L. Reid, wife of the General Manager, gave an introductory address the following day and special lectures and talks were arranged for the other days of the week.

Dr. N. W. Ahin gave a lecture on "Healthy Parents — A Healthy Baby".

Nurse O'Keefe spoke on "Personal Hygiene during Pregnancy", after which there were open discussions on "Baby's Health", "Food and Clothing". Mr. Mathison held a "Friendly Chat" with fathers.

On Tuesday, 9th June, a packed house assembled at the U.B.J.S. Club and listened to a most interesting lecture given by Mrs. Amy A. Garvey, wife of the late Marcus Garvey, on "Training in Citizenship". Mrs. Garvey is a very eloquent and forceful speaker, and held the interest of her audience throughout her lecture. Mrs. G. L. Reid, wife of the General Manager, was present and took the chair.

On Wednesday, 15th July, His Excellency, the Most Rev. Count Finbar Ryan, O.P., journeyed to Point Fortin to administer the Holy Sacrament of Confirmation at the St. Anthony's Chapel to 270 candidates. The little Chapel was crowded to capacity and a great welcome was given to His Excellency from the parishioners and the villagers as a whole, his last visit being some two and a half years ago.



His Most Rev. Excellency Count Finbar Ryan, Archbishop of Port-of-Spain, addressing the newly-confirmed candidates at St. Anthony's Church, Point Fortin, on Wednesday, 15th July, 1953.

Passing through a guard of honour formed for him by the senior pupils of the Intermediate School, His Excellency was met at the entrance of the Chapel by Mr. Evans Reyes, who introduced him to the New Church Building Committee.

Following this, an address of welcome was read to His Excellency by Mr. George John, Assistant Master of the Point Fortin Intermediate R.C. School, after which the Parish Priest, Rev. Canon McNamara, formally received His Excellency at the main door.

* * * * *

We are pleased to report that the "Hamilton" Award for the term 1951-1952 was made posthumously to the late Mr. Laurie Sellier in recognition of outstanding service to the U.B.J.S. Club.

* * * * *

On the 10th July, 1953, the Royal Bank of Canada opened a Branch at Point Fortin in temporary buildings on the Main Road. The Branch is under the Management of Mr. W. G. Munroe, who came from the Supervisors Department in Port-of-Spain, and who was formerly the Accountant at the San Fernando Branch.

The Bank hopes to put up a substantial building in the near future on a site adjacent to the Point Fortin Antenatal Clinic.

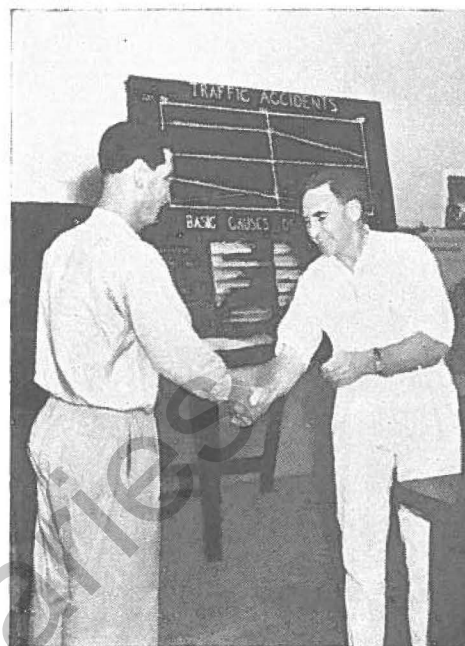
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UBOTIMES extends congratulations to the following drivers who qualified for Safe Driving Awards. Mr. J. L. Andrews, Production Manager/Chairman, Safety Management Committee, presented the following awards to these drivers on Wednesday, 1st July, 1953, at 3.00 p.m. in the Conference Room :—

FIRST YEAR AWARDS : Messrs. Edgar Murray, Ramnarase Maharaj, Romain Mitchell, Edward Reid, Abraham Moore, Alphonso Ashby, Wosley Baptiste, Neville

Thomas, Vincent Thomas, Fitzroy Imrie, Victor Morenz, Cecil Freddie, Sydney McArthur, Victor Duncan and John Skeete.

SECOND YEAR AWARDS : Messrs. Ethelbert Roberts, Noel Rock, Cecil Gonzales, Joshua Hunte, Charles O. Davis, Wilfred Henry, John Peters, Cephus Charles, Collins Joseph, Arthur Christopher, Hiram Boyce, Dennis Morgan and Charles Davis.



Mr. J. L. Andrews, Assistant General Manager, presents a Safe Driving Award to Mr. Noel Rock of the Transport Dept.

THIRD YEAR AWARDS : Messrs. Solomon Ali, Everest Richards, Clarence Andrews, Kenneth Thomas, Jable Francis and Joseph Alexis.

FOURTH YEAR AWARDS : Messrs. Sylvester Acosta, Gregorio Dinchong, Nathaniel Francois, Serinaryne Singh, George Lal, Ashton Charles, Alexander Joseph, Anthony Farrell, Antonio Acco, Christopher Trim and Soorooj Nath Maharaj.

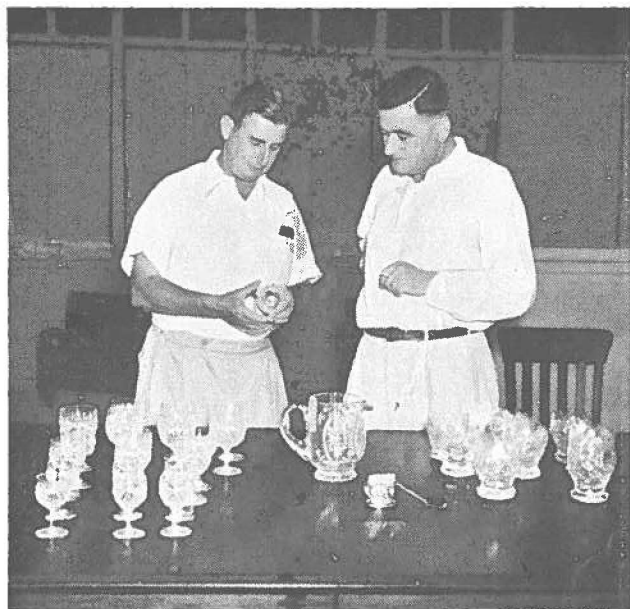
FIFTH YEAR AWARDS : Messrs. Joseph Holloway, Frank Harris, Edward Williams, Edgar James, Soobrat Ali, Alfred Garcia, Eric Rampersad, Joseph Rahaman, George Payne, Nearl Frederick, Phillip Diaz, Augustus Charles, Cecil Blades, Theron Hagley, Archibald Taylor, Lawrence Bramble, Errol Baboolal, Paul O. Registe, Dougald Raguette, Paul Oudnarine, Charles Nanan, Lionel Francis, Joseph Daniel and Carlos Carvalho.

Prior to his departure for Venezuela on transfer, Mr. R. B. Brown, Field Accountant, Penal, was guest of honour at a farewell function held at the U.B.A.A. Penal Club, and was presented with a cigarette lighter by the Penal Office staff. Mrs. Brown was presented with a lovely vanity case.

Mr. E. J. Dawson, Refinery Manager, recently made a presentation of a beautiful 400-Day Clock on behalf of the Refinery Staff to Mr. J. R. Parker, who was leaving U.B.O.T. on pre-retirement leave. A dinner was also held in his honour in Bungalow No. 6. We wish Mr. and Mrs. Parker many happy years in retirement.

The Staff members of the Materials Department held a farewell function in honour of Mr. A. Mackie who left Trinidad in May on long leave in the United Kingdom. Mr. Mackie who will not be returning has been transferred to London Office. He was presented by members of the Staff with a gift as a token of their esteem.

On Friday afternoon, June 17th, members of the Production Department gathered at the Production Field Office to say "farewell" to Mr. J. Ogilvie, Production Superintendent, who was retiring after 23 years of service with U.B.O.T. Mr. N. Burnette toasted the health of the departing guest of



Mr. H. A. Kay presenting a set of cut glass to Mr. J. G. Ogilvie at a valedictory function held at the Seamen's Club.

honour and presented him with a lovely China Tea Set, on behalf of the Production Department, in appreciation of his long and meritorious services. Mr. Ogilvie was also the recipient of a beautiful set of Cut Glassware at a function held by his friends in his honour at the Seamen's Club. UBOTIMES joins their many friends in wishing Mr. and Mrs. Ogilvie and family best wishes for the future.

Mr. W. S. Cragwell recently retired from the Company after 23 years of faithful service with the Engineering Department. Mr. Cragwell was extremely popular during his period of service with the Company, and Mrs. Cragwell will be especially missed by the Dramatic Group of the U.B.J.S. Club of which she was such a prominent and active member. He intends to make his new home in Barbados, the island of his birth. We take this opportunity of wishing Mr. and Mrs. Cragwell and family many years of happy retirement in the "land of the flying fish".



Mr. W. S. Cragwell who retired after 23 years of faithful service with U.B.O.T.

We have pleasure in reporting the following promotions to Junior Staff status :—

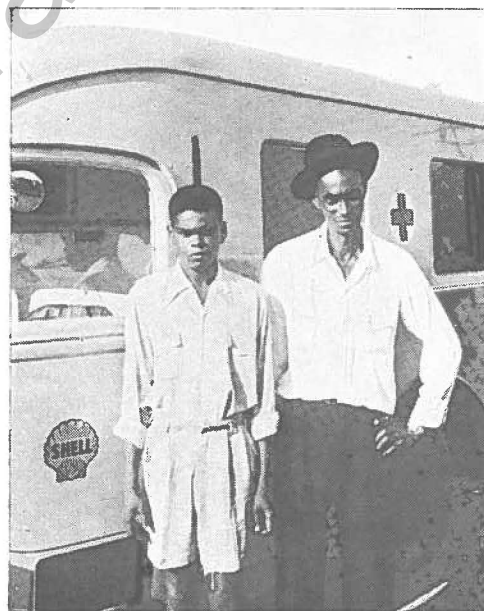
Messrs. C. C. Drayton and B. Narine (Accounts), D. Church (Materials), and B. Young (Transport).

And the following other promotions :

Messrs. W. F. Kitson (Drumming Shed man—Refinery), L. Harris (Sanitaryman—Medical), C. Fullerton (Labourer—Machine Shop), and R. Merrin (Gauger—Penal), to Dressers, Grade II, in the Medical Department; D. Innis (Telephone Operator—Medical), to Clerk, Grade II, in the Materials; D. W. Yearwood, from Gauger, Production, to Clerk, Grade II, in the Accounts; J. Barriteau, from Foreman Despatcher to Warehouse Section Head Clerk; Bridgell Maharaj, from Office Boy to Clerk, Grade II, in the I.R. & P.; C. Nakid, from Plant Attendant "A" to Oxygen Plant Operator (Refinery); D. Maharaj, from Labourer to Clerk, Grade II (Refinery Office); A. Williams, from Chargehand Linesman "A" to Foreman Linesman, in the Field Electrical Section; C. McMillan, from Office Boy to Clerk, Grade II, in the Exploitation Engineering; E. D. Jordan, from Watchman "C" to Clerk, Grade II, in the Refinery Engineering Office; Messrs. B. Superville, from Chargehand Motor Mechanic to Foreman, and C. James, from Motor Mechanic "A" to Foreman, in the Garage Section.

In the Penal Division, Messrs. H. L. Koylass, from Instrument Fitter Helper to Clerk, Grade II; H. P. Maharaj, from Chargehand Sanitaryman to Foreman, and Frank Elbourne, from Chargehand Pipefitter "A" to Foreman Pipefitter.

After a few years absence from the Engineering Office, Mr. R. Ali has been transferred from the M. & O. Shops Section back to the Engineering Office. It should be recalled that Mr. Ali received his initial training in that office when he was an office boy.



Claude Fraser, well-known deaf mute of Point Fortin, photographed with his father shortly before Claude left for the San Fernando Hospital to undergo an operation.

Residents of Point Fortin will be interested to hear that the Southern Division of the British Red Cross Society recently arranged for Claude Fraser, a well-known deaf mute of Point Fortin, to undergo an operation at the San Fernando Colonial Hospital. The result of the operation has been most encouraging and it is to be hoped that with continued treatment Claude might be able to hear and speak in course of time.

On Friday, 29th May, the Dramatic Group of the United British Junior Staff Club celebrated its fifth Anniversary under the patronage of Mr. G. L. Reid, General Manager, U.B.O.T., with the presentation of "The Late Christopher Bean", a three-act comedy by Rene Francois.

The play was witnessed by a capacity house, all of whom were delighted by the high standard of performance of the actors, and excellent stage arrangements. Producer was Mr. "Stan" Ireson to whom abundant praise is due for what was really a first-class performance. The cast consisted of Nicholas Simonetti, Irita Cragwell, Theresa Roach, Bonnie Wilson, Rona Quansoon, Errol Ramsay, Wellington Pitman, Kelvin Corbie and Trevor Lloyd.



A tense moment in the play, "The Late Christopher Bean", presented by the Dramatic Group of the U.B.J.S.

Congratulations are also due to the back-stage assistants including Mr. "Eddie" Taylor, who was Stage Manager and who was also responsible for musical and sound effects, as well as Imelda Hinkson (Decorations and Properties), Vivian Morrison (Wardrobe), David Paterson (Make-up), and Victor Thompson (Continuity).

Discovery Day Celebrations held at Point Fortin on Monday 3rd August, for the second consecutive year, were quite a success. The main feature was a treat for over 500 school children. The celebrations also included a parade of school children, Point Fortin Sea Scouts and Palo Seco Boy Scouts and Girl Guides, led by a Port-of Spain orchestra.

Mr. W. D. Best, Industrial Relations Supervisor, U.B.O.T., addressed the children and congratulated Mr. N. Roberts, Secretary of the Organising Committee.

At the Discovery Day Fair, Miss Theodora Graham, netball star of the U.B.A.A. Club, Point Fortin, was selected Discovery Beauty Queen from a group of six contestants and received a valuable collection of prizes.

A fireworks display climaxed the proceedings.



Picture shows Scouts, Guides and some of the School children who paraded at Point Fortin on Discovery Day, 3rd August.

An offer of approximately 100 acres of land adjacent to Point Fortin has been made by U.B.O.T. Ltd., to the Housing and Planning Commission for development as a housing settlement on a 99-year lease.

The only conditions of this concession would be the retention by the Company of its oil rights and ancillary rights of exploitation which includes the drilling of wells at points to be indicated later in such a way as to fit in with the projected development plans. It is the intention that sites for Domestic or Commercial buildings would be rented by the Planning and Housing Commission to individuals at a reasonable rate for an appreciable term of years in order that they themselves could arrange for construction of their homes or business premises. It is hoped that the Planning and Housing Commission will proceed with the layout of the sites and promote its development without undue delay.

Mr. A. P. Christie who for a number of years has been employed with Refinery Distillation Section, was transferred in May to Penal in the capacity of Industrial Relations Supervisor. Before taking up his duties, Mr. Christie was welcomed at a small party held at the U.B.A.A. Penal Club instigated by Mr. B. M. Singh, Clerk in the I.R. & P. Office, and at which Mr. Christie met the Penal Office Staff.

On Sunday, August 2nd, the U.B.A.A. Penal Club entertained a number of visitors from the Usine Ste. Madeleine Sugar Company. Mr. S. Kisson of the Exd. Laboratory, ably assisted the Indoor Games Secretary in organising the visit and after a Chinese Lunch the guests played games of Billiards, Table Tennis and Cards, and left for home in the late hours of the night.

U.B.O.T's NEW PLANE

THE PLANE :

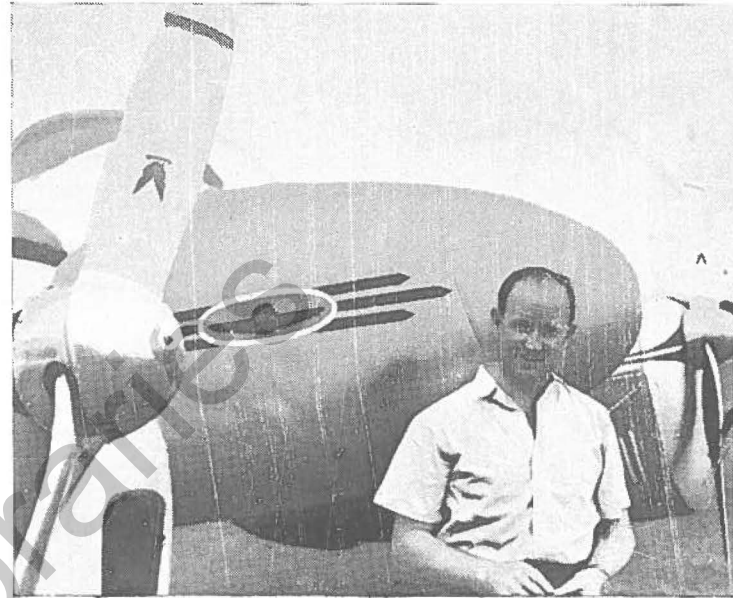
This is a photograph of the aeroplane purchased by our Company and incidentally the first to be owned by any Oil Company in Trinidad. It is a Miles-Gemini aircraft a low-wing monoplane of wood construction, powered by two Gypsy Major series 10 engines. The plane has a seating capacity for 3 people in addition to the pilot and the engines which develop a total brake horse-power of 284 at 2,400 R.P.M. give a cruising speed of 150 miles per hour at 2,400 R.P.M. This may mean more when expressed in the sense that it can take-off from Port-of-Spain and arrive at Point Fortin 14 minutes later. A special feature of the Gemini is the arrangement of the Fowler flaps which give remarkable handling characteristics at low speeds, allowing operation from airfields of very limited dimensions.



The 'Plane.

THE PILOT :

The man who will be in charge of the above plane, both as pilot and as maintenance engineer responsible for its upkeep, is Squadron/Leader John Findlay, A.R.Ac.S., R.A.F.R.O. He is a Scotchman and learnt to fly in the R.A.F. during 1935. He served with the R.A.F. Coastal Command from 1936 to 1941 including operations over North Western Approaches and Norway, after which he was transferred to Training Command and has been instructing ever since. Before joining U.B.O.T. Sq/Ldr. Findlay was Chief Instructor of No. 3 Basic Flying School and No. 10 Reserve Flying School, both of which are located in England. He is not only the holder of a Commercial Pilot's Licence, but also of a Radio Operator's Licence, an R.A.F. Instructor's A.1 Category Certificate, R.A.F. Navigator's Certificate, a Maintenance Engineer's Licence, and is an Official Observer of the Royal Aero-Club. Sq/Ldr. Findlay has over 6,000 flying hours to his credit and we should like to take this opportunity of extending him a hearty welcome to Trinidad and our hopes that he has many "happy landings" during his service with U.B.O.T..



The Pilot.



We extend a welcome to :—

Mr. D. V. Townsend (Accounts), Mr. A. R. B. Wilson (Refinery), Messrs. V. A. Monceaux, F. A. Lewis, J. Clarkson and T. Wilschut (Engineering), Mr. J. Stanley (Geological), Messrs. E. G. Everett and C. A. Dimitriu (E.X.D.), Messrs. J. Findlay, R. D. Leather and M. J. Carnell

(Transport), Messrs. L. S. S. F. Peters and J. L. Krekelaar (Drilling), Mr. D. C. T. Venn (Production), Mr. H. Mueller (Draughting), and Mr. A. E. Murdoch (Materials).

Messrs. L. Henderson, G. Gerritsen, and J. H. Romijn (Drilling), Messrs. J. G. Ogilvie and D. L. O'Connor (Production), Messrs. F. Clarke and J. P. Scott (Materials), Messrs. J. D. Watt, R. B. Brown and G. W. I. A. Whyte (Accounts), Messrs. J. F. Mekel and W. A. van den Bold (Geological), Mr. A. J. Abraham (Port-of-Spain Office), Miss C. I. Fearon (Medical), Messrs. P. H. Henderson, G. E. Griffith (Engineering), Mr. C. P. Rojas (Lands & Legal), Messrs. R. G. W. Mackilligin and A. C. Hall (E.X.D.)



Mr. R. Seunarine of the Medical Department, was married to Miss E. Dookie of Rousillac, on 21st June. The wedding reception was held at Rousillac at which several members of the Medical Staff were present.

A wedding according to Muslim rites, took place on the 23rd April when

Mr. Sahadath Sultan of the Refinery, got married to Miss Mena Poudhar.

A pretty wedding took place in the Susamachar Presbyterian Church, San Fernando, when Mr. S. M. Solomon of the Refinery, got married to Miss Joyce Mohammed, on the 25th May. The couple spent their honeymoon in Tobago.

We wish to report the wedding of Lilowatte and Chandrowatie, daughters of Mr. B. Ramgattie of the Penal Office, to Messrs. Mansingh of Curepe, and B. Maharaj of Penal, which took place at San Francique on 20th and 21st June, 1953. The brides looked very attractive in their Indian costumes, and their grooms were spectacular beneath their lovely multi-coloured head-dresses. Both ceremonies were performed according to Hindu rites.

Mr. Arnold Neckles of the Garage Section, joined the ranks of Benedicts when he exchanged marriage vows with the former Miss Joyce Chacon of Siparia, on Sunday, 23rd August, 1953, at the Siparia R.C. Church.

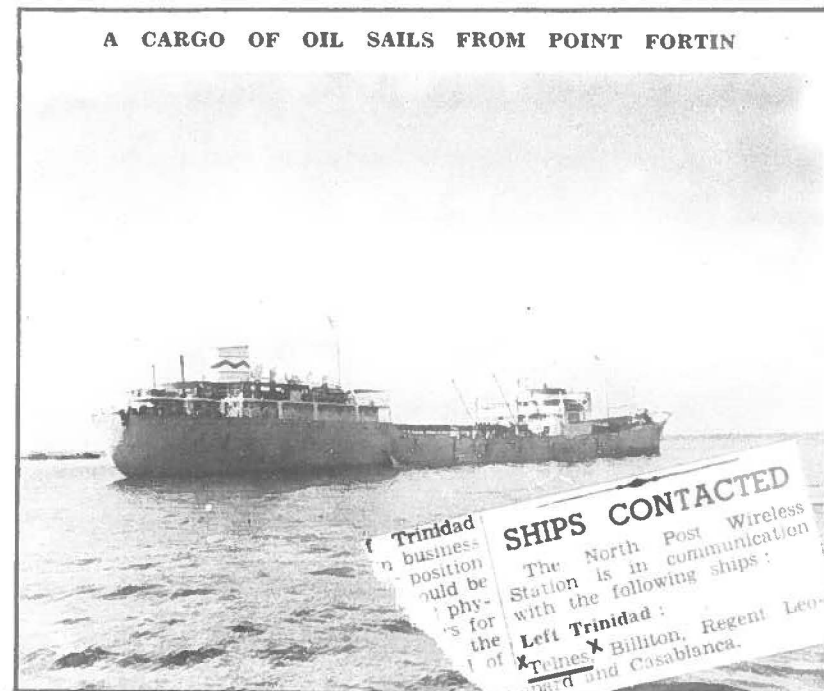
UBOTIMES extends best wishes for their future happiness of all these couples.

HOW THE COMPANY'S EARNINGS WERE SPENT IN 1952

INCOME

THE CRUDE OIL which we produced from our own fields in the Point Fortin and Penal districts — five and a quarter Million barrels of it — together with the Crude Oil produced by our neighbours Trinidad Petroleum Development Co. Ltd., and Kern Trinidad Oilfields Ltd was all pumped into our tanks at Point Fortin. T.P.D. and K.T.O., not having refineries of their own, sold their crude to us and our refinery then distilled it all, along with our own crude, to turn this raw material into the products which the World's markets required.

All but a very small part of these products had to be shipped to distant countries to be sold. M.V. "TELNES" in the picture below is typical of the ships which carry Trinidad's Oil to overseas markets. They provide the lifeline of the oil industry in Trinidad and the livelihood of the four thousand men who work with "UBOT" and their families (and of those who work with our neighbouring companies as well). The second picture below shows a typical dollar of revenue thus earned, depicted mostly in pennies.



The hundred cents (or fifty pennies) of each Dollar of income were used as the opposite page shows.

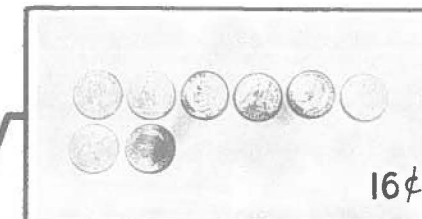
Look particularly at the 13¢ representing Taxes, Government Royalties, etc; in this way Trinidad's Oil Industry directly contributes more than one-third of all the money collected by Government and spent on services which it is Government's duty to provide. Indirectly the industry contributes considerably more, through payments for local materials and services, also income tax payments of its staff and employees, and in various other minor directions.

Note also the substantial share—16¢—which went to reward those who worked for the Company in winning and refining "to-day's" oil. In addition to this, 1¢ out of the 12¢ spent on securing "to-morrow's" oil went on wages and salaries, etc., making a total of 17¢ out of each dollar. By contrast only a very small portion—2¢—was taken by the shareholders who provided the Company's original funds.

Last but not least—it is vital that we strive for maximum efficiency in all our operations in order to find the extra money necessary to eliminate the shortage illustrated and thus to enable the search for "to-morrow's" oil to go on with the vigour it requires.

EXPENDITURE

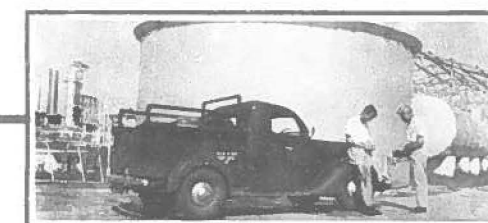
CURRENT OPERATIONS—EXPENDITURE ON "TO-DAY'S" OIL



WAGES AND SALARIES
The pay being drawn by the men in this picture and the pay of everyone else working for the Company, also provision for their retirement and other benefits, make up this 16¢.

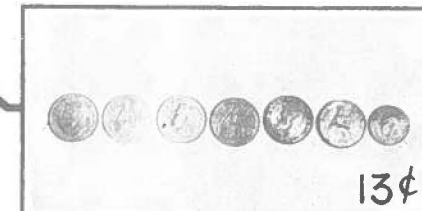


MATERIALS (LOCAL AND IMPORTED) AND MISCELLANEOUS ITEMS
We buy large quantities of materials locally but the great majority of the complicated requirements of the modern Oil industry has to be imported.



OIL PURCHASED
Here are Company representatives checking the figures on a consignment of Crude from T.P.D. Our own production is only about half the capacity of our refinery; we buy more to keep it fully occupied.

PAYMENTS TO GOVERNMENT AND SHAREHOLDERS



TAXES, GOVERNMENT ROYALTIES ETC.
The greater part of this money is used for the general good of the inhabitants of the Colony, in maintaining the Health and Education services, Roads, Bridges, Water supply, etc.



DIVIDENDS
Only ONE Penny out of fifty goes to those who risked their money to establish the Company from which you earn your living.

EXPENDITURE ON "TO-MORROW'S" OIL.



EXPLORATION WORK and REPLACEMENT OF WORN-OUT FACILITIES
Our continued operation in the future, with security of jobs for you and the next generation, depends on vigorous exploration and a sound replacement programme. This, in 1952, was jeopardised by shortage of money.

101¢

Coronation Celebrations — June, 1953

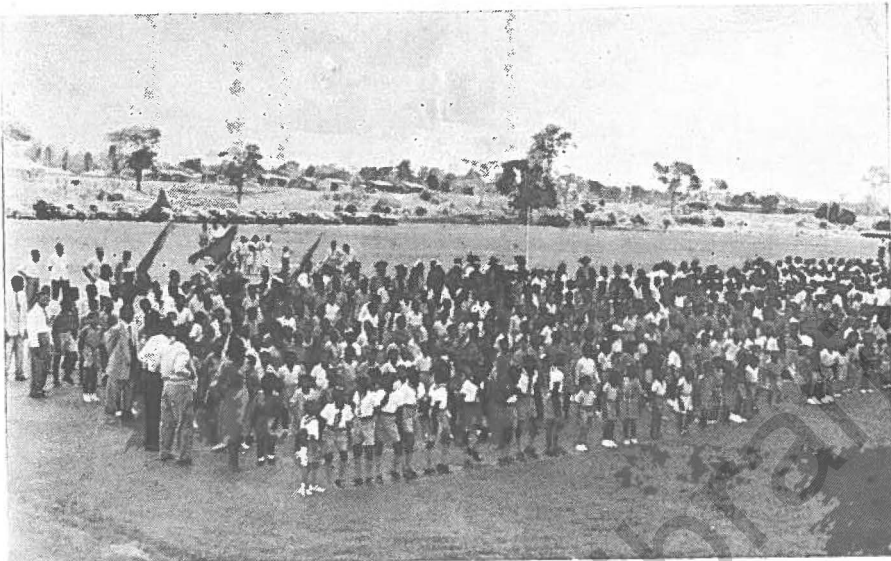
POINT FORTIN celebrated the Coronation of Her Majesty Queen Elizabeth II in a gay and joyous manner on Monday, 1st June. Focal points in the village and many of the business houses were gaily bedecked for the occasion with coloured lights, flags and bunting. The celebrations began at 10.00 a.m. with a parade of school children and it was a heart-warming experience to see over two thousand children from the three schools in Point Fortin march to the strains of music along the route from Frisco Junction to the Egypt Recreation Ground gaily

of the Christian virtues and principles. The Queen is reminded that the whole world is subject to the Power and Empire of Christ, and that she in turn derives her power and authority from Him. Accordingly, she is solemnly enjoined to rule with justice, equity, and mercy; and to show love and forgiveness, courage, dignity and courtesy. The most dramatic moment of the Coronation comes when the Crown is brought from the High Altar and put upon the Queen's head by the Archbishop. This will be a token that her Queenship is a solemn trust committed to her by Almighty God.

The crowning of the Queen is of special significance to boys and girls. She herself is a very young Queen whose dignity, charm and human understanding have touched us all. Her coming to the Throne should serve as an inspiration to boys and girls all over the English-speaking world and she should serve to stimulate them to try to inculcate in their character the virtues of truth, justice, charity and humble dignity.

No other Coronation of a Sovereign is celebrated by such a huge concourse of peoples of all races and colours and creeds. Queen Elizabeth stands as the link between millions of people, of diverse races and countries and climes. As head of the British Commonwealth of Nations, she is the symbol of unity, and of the wonderful stability, continuity, and peace which have characterised the British Empire for such a long period of its history.

Ancient empires and monarchies have vanished, new dictatorships have risen and fallen, and new ideologies have come to the fore. Amidst this background of change and uncertainty Queen Elizabeth comes into focus as the descendant of a long line of British Monarchs dating back for nearly a



A section of the pupils from the three schools in Point Fortin who assembled on the Point Fortin Coronation Park for the Coronation Celebrations. Over 2,000 children joined the Coronation Parade.

waving their flags. The parade was augmented by Boy Scouts, Girl Guides, and Detachments of the Red Cross and Estate Police, and the Savannah was a veritable blaze of colour when they had all assembled in precise formation. Here they listened to addresses by Mr. G. L. Reid, General Manager, U.B.O.T., County Councillor D. I. Lynch, and Mr. A. C. Goberdhan, District Inspector of Education. The addresses were interspersed with patriotic songs and three lusty cheers for Her Majesty the Queen, after which the children were served with refreshments and each one was presented with a Coronation Mug as a souvenir of the occasion. The following is a text of the speech delivered by Mr. G. L. Reid :—

"Boys and Girls, Parents and Friends,

It is always very heartening to see a number of children gather together for an occasion. I am particularly pleased this morning to see you in such large numbers and I wish to congratulate you on your extremely smart turn out.

Although the Coronation of a British Sovereign is usually accompanied by a great deal of festivity and rejoicing we must never allow the pleasanter side of the Coronation to blind us to its real significance. I think it would be suitable on this occasion if I were to remind you of some of the main features of this deeper meaning.

Strictly speaking, the Coronation of a British Sovereign is a deeply religious ceremony that has come through the ages almost unchanged for over a thousand years.

The real significance of Coronation is that the Sovereign is proclaimed as a Christian Monarch and is expected to guide, govern and rule according to the tenets of Christianity. The central feature of the Coronation Service is the anointing by the Archbishop of Canterbury by means of which the Queen will receive heavenly grace to preserve the people committed to her charge. All the symbols associated with the Coronation Service represent one or other



Mr. G. L. Reid, General Manager, U.B.O.T., delivering his Coronation Address to the school children and residents of Point Fortin assembled at the Point Fortin Coronation Park on 1st June, 1953.

thousand years, during which time the British island Kingdom grew first into a United Kingdom, then into an Empire, and now into a Commonwealth, the like of which the world has never seen. Equally remarkable is the manner in which the British constitution has been adapted and modified to meet changing conditions and how the political constitutions of the several members of this big family of nations have been progressively advanced commensurate with the legitimate aspirations of their inhabitants. The old imperial policy of trusteeship is rapidly giving way to the new idea of partnership. We can therefore take pride in the fact that we belong to a Commonwealth which is stable, powerful and secure, and though the links which bind its different members are as light as air, they are strong and enduring as steel.

Queen Elizabeth has dedicated herself to the service of her people and to the advancement of our Empire. Let us for our part pledge her our undoubted loyalty and support and resolve manfully to play our part for a better, brighter, and more Christian world.

If you wish to learn more about the Coronation, both as regards its form and its significance than it is possible for me to indicate on this brief occasion—as I hope you will, I suggest that you refer to His Excellency the Governor's Empire Day message and to the other authoritative statements which are being made at this time. I would also draw your attention to the various interesting descriptions and illustrations appearing in the Coronation number of UBOTIMES which has recently been issued.

I should now like, if I may, to turn for a moment to something nearer home, which affects the interests of all residents of Point Fortin. As I am sure you appreciate, it is the earnest desire of U.B.O.T. that Point Fortin should continue to develop as a progressive, responsible and self-reliant community, and you may depend on the Company



A teacher hands out a Coronation Cup to a pupil of one of the Point Fortin Schools. Over 2,000 children received Cups as a Coronation Souvenir.

continuing to play its full part in this development. There are various ways in which this can be encouraged, as will occur to us from time to time, but it must be a gradual process which must proceed step by step and not be rushed.

One such step is that this recreation ground where we are gathered today should be vested in the community of Point Fortin—in other words should to all intents and purposes be owned by them—rather than merely being available for their use as heretofore. With this in mind the Company has decided to make over the ground in the appropriate manner to the people of Point Fortin and has accordingly arranged to grant a 99-year lease of the area at a nominal rental, so that from now onward it is really under the control of the Community. In anticipation of your agreement it is also proposed that as a permanent reminder of this occasion the ground should be known as the 'Point Fortin Coronation Park' and you will find a notice board to this effect at the entrance to the ground. You will of course realise that this transfer of ownership will have no effect on the free use of the ground by the inhabitants of Point Fortin as heretofore and for the time being at least the Company will continue to maintain the surface and surrounds as at present so that it may continue to deserve its reputation as one of the best and most used recreation grounds in South Trinidad.

In conclusion I should like to express on behalf of the Company, good wishes to all members of the local population and the hope that all of you, particularly the younger generation, may enjoy to the full these two days of celebration and rejoicing."

The evening celebrations began with the lighting of a huge bonfire and this was followed by a campfire by the Scouts and Guides. Climaxing the Coronation Celebrations was the open air dance, floodlit, to the strains of the "Southern Symphony" Steelband. The weather throughout the celebrations was delightful and the thousands of residents who took part in these celebrations will long remember the colour, and gaiety, and enjoyment of the occasion.



One of the Ladies' teams in the Point Fortin Coronation Celebrations Cricket Match.

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One of the Ladies' teams in the Point Fortin Coronation Celebrations Cricket Match.

The Industrial Relations and Personnel Department

By A. H. DAVIS,
(Industrial Relations Supervisor).

Part Three — ORGANISATION

IN our last article we stated that in this issue we should be explaining to you the organisation necessary for the proper execution of the Company's Industrial Relations policy and introducing to you the men who carry out these duties. At present there are no less than 312 hourly, weekly and monthly paid employees belonging to the Industrial Relations and Personnel Department, inclusive of 160 Field Police and Watchmen, 66 Apprentices and Instructors and 20 employees with the Fire and Safety Section. For the purpose of this article we propose to exclude further reference to these sections of the Department since details of their operations have already been covered by previous articles in the "KNOW YOUR COMPANY" series in "UBOTIMES". For the purpose of this article we are primarily concerned with the organisation of the Industrial Relations Office.

The Head of the Industrial Relations and Personnel Department at present is Mr. R. M. Harcourt, who came to Trinidad in April, 1952. Mr. Harcourt is probably better known to members of the Staff than to the labour force by virtue of the organisation, whereby the Senior Industrial Relations Supervisor is more directly in contact with hourly and weekly paid employees, although of course their affairs are also the concern of the Head of the Department. Mr. Harcourt is directly responsible to the General Manager for all problems arising in connection with Staff and Labour and his chief assistants consist of the Staff Supervisor, Mr. C. B. Mathison, on the one hand and the Senior Industrial Relations Supervisor, Mr. S. J. Ireson, on the other. The former obviously is concerned with Staff matters and the latter with hourly and weekly payroll employees. This being the foundation — or perhaps more accurately the pinnacle — of the organisation, we proceed to refer to the Industrial Relations Office which is responsible for the handling of routine matters and the many organisa-

tional and individual problems arising from the employment of 3,500 hourly and weekly payroll employees.

The man in charge of this Office is well known to "UBOTIMES" readers as included in his duties as Senior Industrial Relations Supervisor is his position as Editor of "UBOTIMES". At the time of writing this article, Mr. S. J. Ireson, is in the United Kingdom on long leave and it is

appropriate to pass him the compliment of stating that it is largely due to his untiring and conscientious endeavours since he first came to Trinidad in August 1939, that the organisation of the Industrial Relations Office is at its present standard of efficiency; because of this the employees for whom it is responsible have benefited either directly or indirectly and we hope will continue to do so in the future. The duties of the Senior Industrial Relations Supervisor apart from his position as head of the Industrial Relations Office, include dealings with the Oilfields Workers' Trade Union, representation on Oilfields Employers' Association of Trinidad Sub-committees in connection with Industrial Relations problems including the Estate Police Association, the supervision of the Apprentice Training Scheme, Supervisory Training and other important aspects of the relations between the Company and its employees.

Mr. Ireson is assisted by three Industrial Relations Supervisors viz: Messrs. A. H. Davis, W. D. Best and E. C. Taylor.

Mr. Davis has now been in Trinidad for nearly 5 years and is fairly well known to our employees as his duties bring him into daily contact with a large number of workers in relation to housing problems, social activities, personal grievances and disciplinary action cases.

The second of the Industrial Relations Supervisors, Mr.



Messrs. Davis and Courtney, together with artisans and labourers employed at Techier and Mahaica Villages.



Techier Village Sanitation Gang on their way to work.

Back Row :—Left to Right — C. McKie, S. Singh.

Front Row :—Left to Right — K. Boodoosingh, S. Sahibram, and C. Bobb.

W. D. Best, is of course well known in Point Fortin as prior to his engagement by the Company in February this year, he was an Inspector of Schools, having been Headmaster of the Point Fortin E.C. School for a number of years. His duties have been to create a new branch of Industrial Relations work in the Company which concentrates on following up the progress of all our labour force employees and assisting them to better themselves as individuals in their progress with the Company.

Mr. E. C. Taylor, better known to his many friends as "Eddie", has been employed with the Company for 15 years in the Engineering Department and was transferred to the Industrial Relations and Personnel Department in February this year in order to strengthen what might be termed the "Welfare" side of Industrial Relations. Included in his duties are the maintenance of houses in Mahaica and Techier Villages, presiding at Welfare Committee Meetings and looking after social activities in connection with the United British Athletic Association and Junior Staff Clubs. He is assisted on the housing side of the job by Mr. W. P. Courtney, who is our Village Inspector and whose duties include the organising and responsibility for 11 tradesmen and 20 labourers who look after the maintenance of the houses and the cleaning up of the villages.

In addition to the three Industrial Relations Supervisors referred to above in Point Fortin, there is Mr. A. P. Christie, who was recently appointed as Industrial Relations Supervisor in the Penal area. With the increase of operations in Ortoire and Penal, it has been found desirable to make this appointment. Mr. Christie is assisted on the office work side by Mr. B. Maturasingh, who had some considerable experience in the Industrial Relations Office at Point Fortin prior to his transfer.

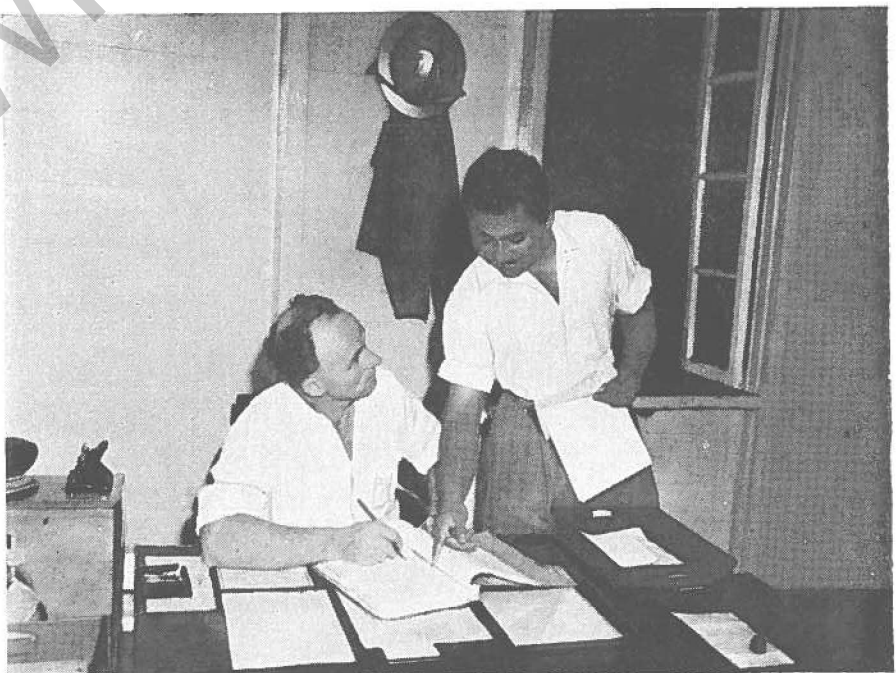
Turning to the Office side of Industrial Relations in Point Fortin, we first have Mr. James A. Soverall who has for 15 years held the position of Chief Clerk and who is responsible for the work of the Staff under his charge. In addition he has the important task of engaging men for Company's operations, which calls for considerable knowledge and tact in handling men. Responsible to Mr. Soverall are the following whom we mention in no particular order of seniority but merely in respect to the work performed.—

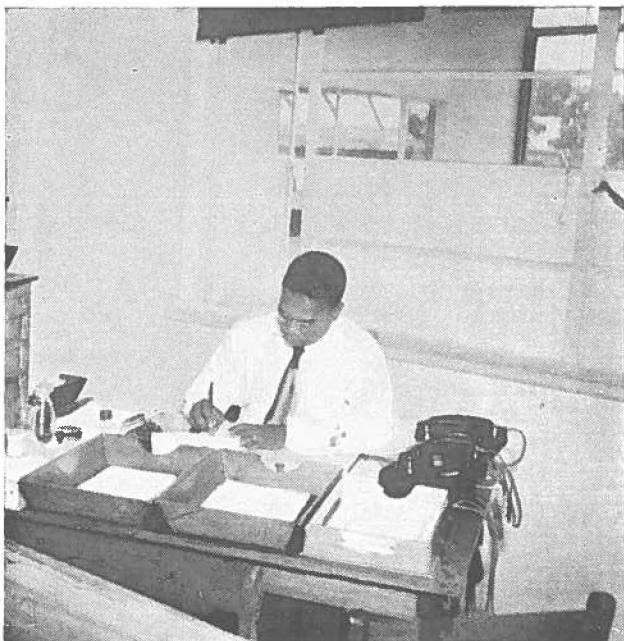
Accidents will happen and although we try to see that our own Company's share is kept to the minimum they nevertheless occur and men have to be paid under the Workmen's Compensation Ordinance at half-time rates for all the time that they are incapacitated in carrying out their normal duties and in addition receive compensation in the event of any permanent or partial disability as the result of such accidents. This important work is looked after by Mr. J. M. Belix, who has been doing so for 13 years and who is now very much "aufait" with the various complications that arise in connection with settlements under the Ordinance. Mr. Belix's other work includes the control of costs of maintenance of houses in Techier and Mahaica Villages, the making up of time sheets of men employed by the Industrial Relations Office, settlement of payments to be made to Contractors engaged by the Department and making up the record in respect of rentals charged to employees resident in Techier Village.

Employees or their families who fall sick must produce the required medical chit at the Hospital requesting attention and these are issued by Mr. Belix.

As in any other large Industrial concern we have a constant turnover of labour with the resultant work involved in making up of necessary forms, record cards and statistics in connection with engagements, releases, suspensions, master payroll, shift and make-up-pay bonuses, transfers and labour returns. This work, which must of necessity call for thoroughness and accuracy is handled by Mr. J. B. Huggins.

The Industrial Relations Supervisor at Penal, Mr. A. P. Christie, discussing a problem with Mr. B. Maturasingh.



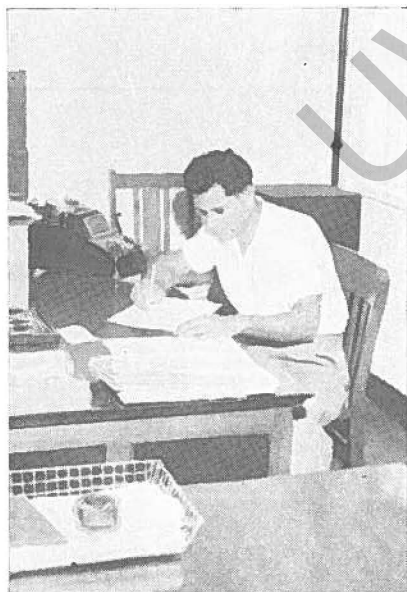


The Head Clerk, Mr. James A. Soverall, at his desk.

We have a system of recording accumulated service with the Company and a separate card is kept for each employee from which we can tell at any time how many men we have employed in any particular service period. This is handled by Mr. G. A. D. Hinkson who in addition looks after United British Athletic Association membership records, the despatching of Departmental circulars in order to ensure that all interested parties receive a copy and in addition his varied experience is such that he is more often than not relieving other clerks in the office whilst they are absent on account of sickness or leave.

Every sizeable office must have its stenographer and typists and this article is being recorded by Mr. W. H. Collins, who is our head stenotypist and who is kept busy,

as the Industrial Relations Office is involved in a considerable amount of reports, records, statements etc. which have to be typed. Mr. Collins is assisted by Mr. C. H. McClean, and they are engaged principally on work for both Messrs. Ireson and Davis. Mr. McClean, in addition to his typing work, looks after Correspondence Courses procedure which is involved as we agree to advance the cost of all approved courses taken by any of our hourly or weekly paid employees, in order to improve their knowledge and usefulness to the Company. Mr.



Mr. J. M. Belix, calculating Workmen's Compensation payments.



Mr. J. B. Huggins engaged on bringing up-to-date, statistical information.

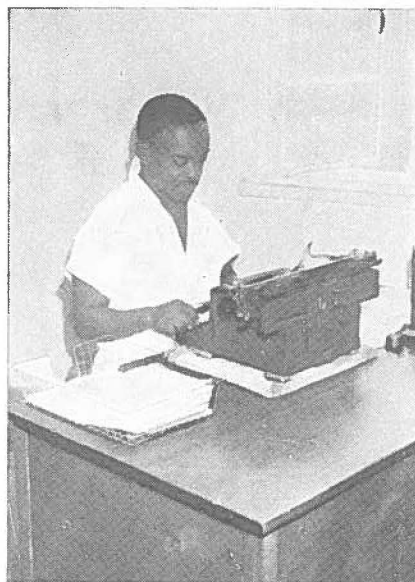
McClean is well known in U.B.O.T. sport circles and is therefore appropriately appointed as the "UBOTIMES" Sports Editor. In addition he is also responsible for the work involved in the presentation of Long Service Emblems and if you turn to other pages in this issue of "UBOTIMES", it will be realised that there is quite a large amount of work involved in arranging for their presentation, as there are 15 to 35 year emblems and from each category there are four different types involved.

The addition of Mr. W. D. Best on our Staff involved the engagement of an additional stenotypist, Mr. A. Mitchell, who is exclusively employed on the work with which Mr. Best is concerned.

In accordance with the recent O.E.A.T./O.W.T.U. Agreement, sick pay benefit was instituted and this is now applied to the 3,500 hourly and weekly payroll employees.

This work involved the engagement of an extra clerk, Mr. B. Lackpatsingh and who operates the detailed system introduced by the Industrial Relations Office. If "proof of the pudding is in the eating" then the fact that we get little or no complaint is proof that our system of calculating the sick pay benefit, which in itself is not at all straightforward, is carried out in a satisfactory manner.

One of the new constructive ideas that we have been able to introduce recently is a system of Annual Review for all hourly



Mr. W. H. Collins, the head stenotypist in the I.R. Office.



Messrs. C. H. McClean (our Sports Editor) and W. Rahman, at their desks.

paid employees. Weekly paid employees have for quite a considerable length of time been reported on annually but the necessity for a similar system being instituted to cover hourly payroll employees has become more and more apparent and for this purpose Mr. W. Rahman is engaged on the compilation of the basic report which is submitted to various Departments throughout the year. By "basic report" is meant the factual details concerning each employee such as his occupation, age etc. and not of course any reference to his ability or performance which is completed by his Supervisor. This work is spread throughout the year and each of our employees is reviewed annually and on the same month each year. At the time of writing this article not all the employees have yet been reviewed but from our



Messrs. B. Lackpatsingh and H. D. Clement, at their desks in the I. R. Office.

experience we have been able to see considerable benefit derived by a number of our employees as a result of the reviews and we hope that with further experience our system will be not only improved but the advantages increased still further in the interest of all our hourly paid employees. Mr. Rahman also looks after "Age Group Record Cards" which, as the name implies, means that at any time we can tell how many men in our employ are say 20, 40 or 60 years of age.

We have an Internal Audit Check System which work is carried out by Mr. K. Maharaj, who visits Departments in turn and submits reports after having examined their records and comparing them with our own and Payroll entries and checking the men who are employed by each Department. This check ensures that there are no serious discrepancies as without such checks with a labour force of 3,500 it could be possible for all sorts of errors to exist, which could otherwise only be discovered by the Accounts Department or the Company's Auditors. We prefer that there should not be any mistakes to discover.

Each employee is entitled to two or three weeks annual leave in accordance with the Union Agreement and a considerable amount of work is involved in making up advice slips and arranging for Accounts Department to prepare wages due in connection with their annual leaves; this is carried out by Mr. H. D. Clement. In addition he looks after the Company's photographic library which is available in the Industrial Relations Office and which has proved to be of immense value to many Departments in connection with various aspects of their work.

As in all offices there is a Filing Section and this is looked after by Mr. Bridgelal Maharaj. An individual file is kept for each employee and these are of immense value for reference purposes.

Although this article is not intended to cover the Apprentices Technical School nevertheless we would mention that a clerk, Mr. R. Claxton, was transferred there some while ago in order to cope with the increased clerical work and records involved as the school has expanded over the past four years.

Finally we would mention that as in any other Office, we have Office Boys, Messrs. K. Noel, H. Duncan and E. Lewis. In accordance with our Industrial Relations policy affecting all other Office Boys in the Company, reports on their performance are submitted each quarter and their future is looked after so that when they reach the age of 18 we have a fair idea of where they can best be placed on a permanent basis in the organisation.

It is impossible in the space available at our disposal to give other than a sketchy outline of the various jobs in the department and the Staff who carry them out but we trust that the above will be of some guide to a more detailed appreciation of what goes on in the Industrial Relations Office. We have various further ideas for additional ways and means of giving individual attention to our employees and of meeting their reasonable requirements, which we hope to be able to put into force when necessary facilities and organisation become available.

In our next issue of "UBOTIMES" we propose to introduce our readers to the Staff Section of the Industrial Relations and Personnel Department.

Ubot Shellebrities



EDWARD CUTHBERT TAYLOR, better known to his wide circle of friends as "Eddy", was born in Port-of-Spain on 2nd June, 1902. After completing his education at Queen's Royal College he was sent to the U.S.A. to broaden his experience. On his return to Trinidad he joined the Company in 1934, in the Electrical Section of the Engineering Department. After some transfers he entered the service of the Erection Section where he passed through the successive stages of promotion and remained there until in February 1953 when he joined the I. R. & P. Department as an Industrial Relations Supervisor.

Eddy was a keen Footballer, Cricketer and Table Tennis player in his day, and is still an ardent lover of all forms of sport. He is President of the St. Patrick Cricket Association and was for many years Chairman of the U.B.A.A. Cricket Section. His hobbies now are Photography and Radio Technology.

Except for a break of one year, Eddy has been continuously on the Management Committee of the U.B.J.S. Club and was its President from 1950-1953. He was the first person to receive the Hamilton Award for the most outstanding services rendered to the U.B.J.S. Club.

With such a record of service, coupled with his geniality and fine sense of humour, who can deny that Eddy richly deserves to be reckoned as a U.B.O.T. "Shellebrite".

MATHYS JOOST GLERUM, known affectionately to his friends and colleagues as "Thys". Born in Middelburg, Holland, in 1900, he joined the Shell Group in 1926. After 6 months in the Hague Office he was assigned to Venezuela as Draughtsman, and in 1938 was transferred to Trinidad as Chief Draughtsman, a position he has occupied ever since. In his younger days "Thys" was a well known sportsman, and was particularly adept at water sports, especially water polo. He is a keen amateur woodworker and has made many fine pieces of furniture which will grace his home when he retires this year. During the war he served with the Point Fortin Home Guard Platoon and has many recollections of those troublesome times, especially when Holland was under German occupation and news of his family was unobtainable. Under his capable leadership, the Draughting Department has become one of the most efficient in the Company, and "Thys" has given yeoman service to our House Magazine in his capacity as Art Editor. This issue of "UBOTIMES" is the last with which he will be connected, as "Thys" is retiring from our service at the end of September. We take this opportunity of wishing himself and his family many happy years in the future and are very glad that prior to his departure we have been able to include him in our gallery of "Shellebrities".





Spotlight on Sport

by Clyde Mc Clean

CRICKET



ST. PATRICK CUP COMPETITION

At the time of writing our notes in the last issue of "UBOTIMES", this competition had not yet been completed. Since then, our U.B.A.A. 1st Eleven has done remarkably well to win this season's championship honours. Due to shortage of space, we are unable to give details of particular incidents in connection with the matches but we should like to record the following results: against Middlesex, Brighton, Barrackpore, and Antilles Elevens, we won outright; against Apex, we could only gain first innings points; and to T.P.D. we lost on the first innings. In the bowling department, priority mention must be given to Buxton Peters, our pace bowler, who captured 49 wickets for just over 200 runs during the season. R. "Bob" Valentine, amongst others, ably assisted Peters with the bowling. In the batting, special credits must be given to G. Worrell, H. Juman, E. Jordan and R. Valentine.

2nd Class:

Generally, the performances by both our 2nd Class teams were good. The "A" team, captained by Theo. Arismandez, played 9 games, winning 6 outright, 2 on first innings points, and losing only 1 outright to the youthful Dynamos C.C., also of Point Fortin, and last season's champions. The "B" team, or UBAA Colts, as they are officially called, played some interesting matches and chalked up a couple of victories.

TANNER CUP (Inter-department)

This competition was run on a knock-out basis, and unlike previous years when the carefree approach to the game provided much entertainment, this year, the matches were taken more seriously. In the first game, Engineering beat Refinery, and so qualified to play A.T.S. whom they defeated to reach the final. Materials, on the other hand, beat I.R. & P., and then took on Offices who lost after giving a good display. The cup eventually was won by Engineering who defeated the Materials Department.

PRACY CUP (Inter-department)

This trophy was contested for by players of less ability

than those participating in the Tanner Cup series. This was also organised on a knock-out basis and Garage emerged finalists at Point Fortin and will play the winning department in Penal at the commencement of the 1954 season.

SHELL LEASEHOLDS (Port-of-Spain), THE HOMESTERS

In June, a strong U.B.O.T. team journeyed to Port-of-Spain to engage the S.L.D. Cricket XI in the annual game. The Port-of-Spain team included the famous "Andy" Ganteaume, but we were sorry that Mr. John Kerbey was not able to take part owing to an injury. Pat Nicholson, our captain, won the toss and decided to bat and after two hours we declared our innings at 119 for 8 wickets. The homesters then took their turn at the wicket but found run getting a difficult problem as "Bob" Valentine who took the new ball captured 5 wickets for 13 runs. This, however, did not prevent S.L.D. batsmen from successfully holding out to a drawn game by losing 7 wickets for 87 runs.

TABLE TENNIS



Carl Williams who won the Southern Classified Championship title in 1952 had little difficulty in retaining it this year. At the time of writing these notes, an all-Barbados team is in the colony as guests of the South Trinidad Table Tennis Association. Carl was bestowed the honour of being elected as captain of the home team and we are pleased to announce that South were victors in the series by two Test matches to one.

NETBALL

In our last issue, we were pleased to report that this popular game has joined the ranks of U.B.A.A. activities and jealous of the high prestige held by the Club's foot-

ballers, cricketers and ping-pongists, the Ladies were determined to make a good job of their first attempt. As a result of hard and systematic training, under the expert guidance of Mr. "Mikey" Pierre and others, they have done remarkably well this season and against more experienced rivals, have finished in the second position of the St. Patrick Netball League. While every member of the team contributed to its success, special mention must be made of Miss Eudine Bristol who scored no fewer than 70 of the team's 116 goals. We wish also to congratulate Miss Theodora Graham on her very fine leadership.

LAWN TENNIS



INTER-HOUSE TOURNAMENTS

With the fate of the "Madden Cup" already decided the inter-house tournaments were organised and a very high standard of tennis was played throughout the games. The following players emerged champions:

SINGLES—"Thompson Cup" C. Mejias.

DOUBLES—"Ross-Holder Cup" C. Mejias & St. G. John.

FOOTBALL



Despite the absence of our two mainstays, Charleau and Griffith, UBOTS football team has managed to retain its usual form and to-date we have suffered only one defeat. The season was officially opened with a match against Colts F.C. of Port-of-Spain and from the display given by our boys we had little to fear of the team's chances this year. The yoke of captaincy has fallen on the shoulders of Fitzroy Hackett and he is doing a fine job. In the "Coronation Cup" knock-out series, UBOTS have defeated Apex and T.P.D. and are trying hard to register the first lien on the beautiful trophy recently donated by Mr. L. A. Bushe, Manager of the Apex Oilfields Ltd.

In the Mark Moody Stuart Shield games, UBOTS, Spitfire and T.L.L. of Pointe-a-Pierre are all three points down and tie for first position. It is anticipated that some gruelling matches are in store ahead.

There have already been touches of inter-colonial rivalry, as first of all, our Apprentices Technical School

Team matched themselves against a fine bunch of youngsters, from the Presentation College, Grenada, who were here in Trinidad fulfilling an engagement with the Presentation boys of South Trinidad. This game was most thrilling and the visitors equalised almost on full time to end the game in a three-all draw. Another visiting team, this one from British Guiana, representing the Printers of that country, opposed a U.B.O.T. combination team and although our side included some regular 1st Class players, we were defeated by two goals to nil.

ATHLETICS

CORONATION CUP MEETING

Unlike previous meetings, when rain has always been a disturbing factor, the Mahaica Savannah, on this occasion was bathed in sunshine. Throughout the day, there was always evidence of keen sportsmanship and a glance at the scoreboard would bear out this fact. There was no one winner of the "Victor Ludorum" prize as Leon Gloudon, of the Refinery, H. Morgan, of the Apprentices Technical School, and C. Lynch, of the Engineering Shops team tied on points.

SPORTS ROUND-UP

(Opposite page)

1. Mrs. G. L. Reid, distributing prizes to winners of the Obstacle Race. (Left to Right)—W. Cornwall, F. Mohammed and H. Williams.
2. Mrs. D. J. Sedgely presents prizes to the winners of the 2-Mile Cycle Race. (Left to Right)—C. Celestine, H. Bailey and L. Gomez.
3. Mr. G. L. Reid, General Manager, shakes hands with L. Gloudon, as he is introduced to the U.B.A.A. 1st XI by their captain, Fitzroy Hackett, at the opening game against Colts F.C. of Port-of-Spain.

U.B.A.A. 1ST CLASS TEAM

1953 ST PATRICK CRICKET CUP WINNERS

Left to Right—Back Row: Messrs. J. Handel (Hon. Secretary), B. Peters, A. B. Moore, E. Jordan, T. Arizmandez and D. Barrow (Chairman).

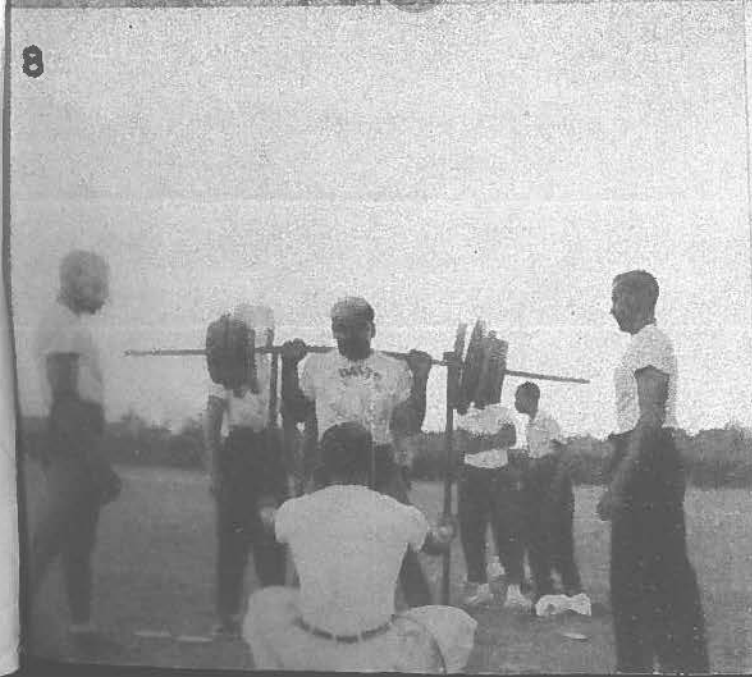
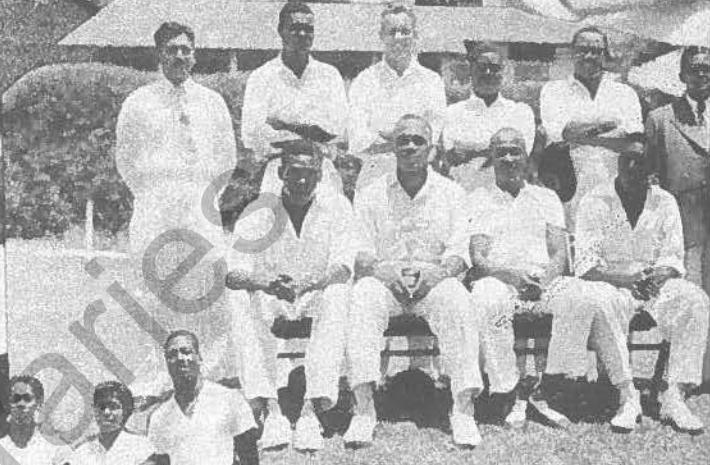
Front Row: L. Peters, C. McClean (Captain), L. Dopwell and C. Thornhill.

Absent: Messrs. G. Worrell, H. Juman, W. Jones, R. Valentine, L. Nagaur, C. Emmanuel and E. Edwards.

5. L. Gloudon (Refinery), winning the 100 Yards "A" Class Flat from L. Brewster (Eng. Shops), and C. Turton and M. Pierre (Combined Offices and Coy. Gds.).
6. THE U.B.A.A. NETBALL TEAM 1953
Left to Right—Mr. A. B. Maul (Secretary), Misses R. Thomas, B. Waterman, E. Bristol, P. Bispham, D. Francis and Mr. M. Pierre (Coach).
Left to Right—(Front)—Misses Y. Carmona, T. Graham (Captain), and E. Tony.
7. G. Jack (Combined Offices and Coy. Gds.), gives an exhibition jump after winning the event.
8. Members of the "Davis Bar Bell Club" of Point Fortin, all U.B.O.T. employees, give a weightlifting exhibition. C. Hyson (Estate Police) is half-dead-lifting 550 lbs.
9. Mrs. R. M. Harcourt presenting prizes to the winners of the Officials Race. (Left to Right)—H. Atherley, C. N. West and F. R. Cudjoe.

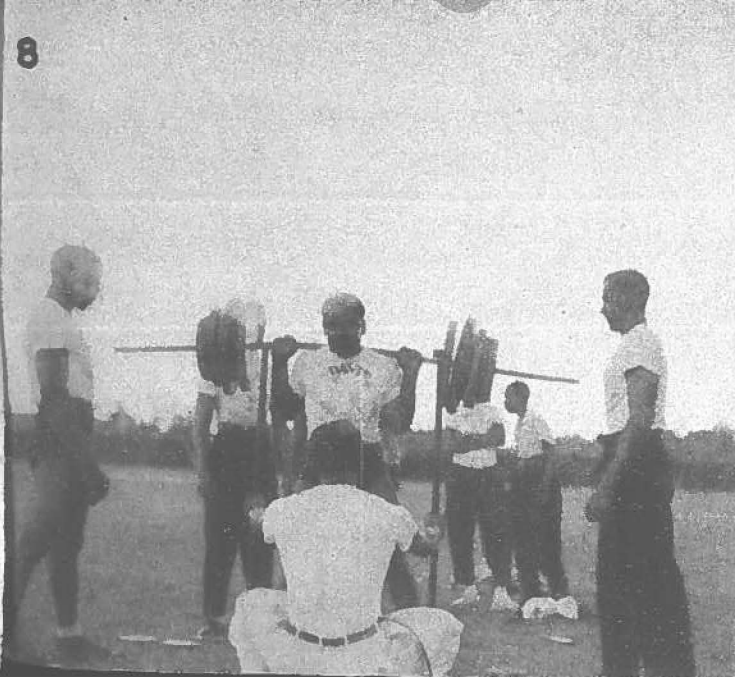
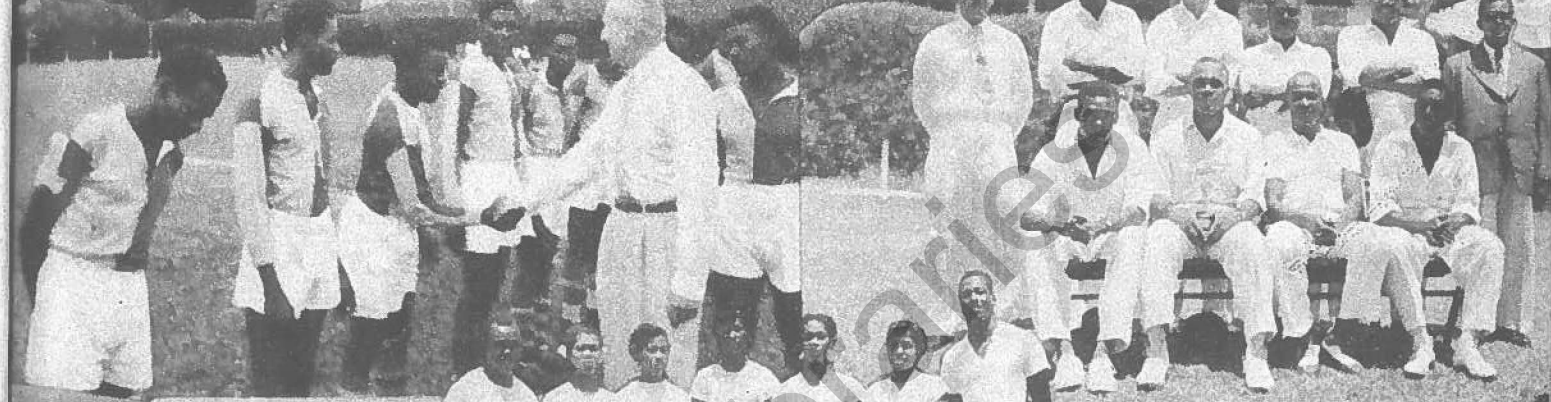
Sports Round-up

CORONATION CUP										
CLUBS	1	2	3	4	5	6	7	8	9	10
ENG. FIELDS & GEN	4	6	4	2	1		1	1	3	
ENG. SHOPS	1	2	2		4	1	4	4	5	
COMBINED OFFICES & COY GDS		1	1	1	4	1	4	2	1	10
PENAL		1					2		3	
REFINERY	2	4	4	2	2		2	1	6	



Sports Round-up

CORONATION CUP									
CLASSES	1	2	3	4	5	6	7	8	9
ENG. FIELDS & GEN	4	6	4	2	1		1	1	3
ENG. SHOPS	1	2	2		4	1	4	4	5
COMBINED OFFICES & COY GDS			1	1	1	4	1	4	2
PENAL	1						2		3
REFINERY	2	4	4	2	2				2



5

6

7

9

Courtesy

MAKES DRIVING SAFE



Many driving rules that help your safety and build goodwill for you and your Company are based chiefly on commonsense and courtesy :

1. Take your proper turn in traffic. Only road hogs rush up the wrong lane to crowd others.
2. Drive in one traffic lane, unless passing. If you straddle, you're a nuisance and a hazard.
3. When another driver signals for a chance to pass, give him room to go by unhindered.
4. Pass vehicles ahead only when there's room to get back in line without crowding others.
5. Even if you think you have the right-of-way, don't resist if another driver tries to take it.
6. Think of the rights of others when you park ; don't obstruct walks, driveways or entrances.