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CORONATION
NUMBER
JUNE 1953

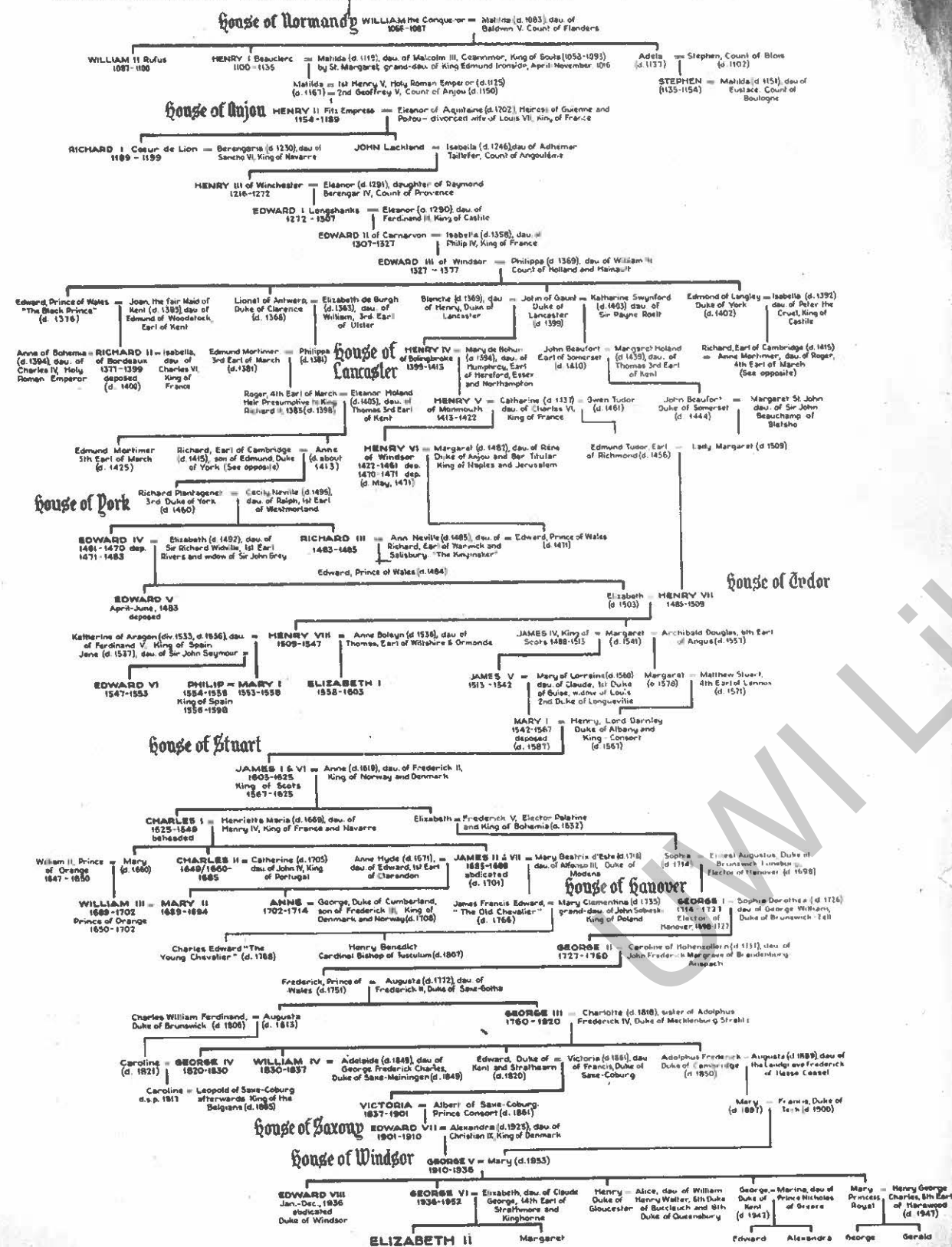
Vol 3 # 1



UBOTIMES

CORONATION NUMBER
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GENEALOGICAL TABLE SHOWING THE DESCENT OF THE CROWN



The Royal Heritage

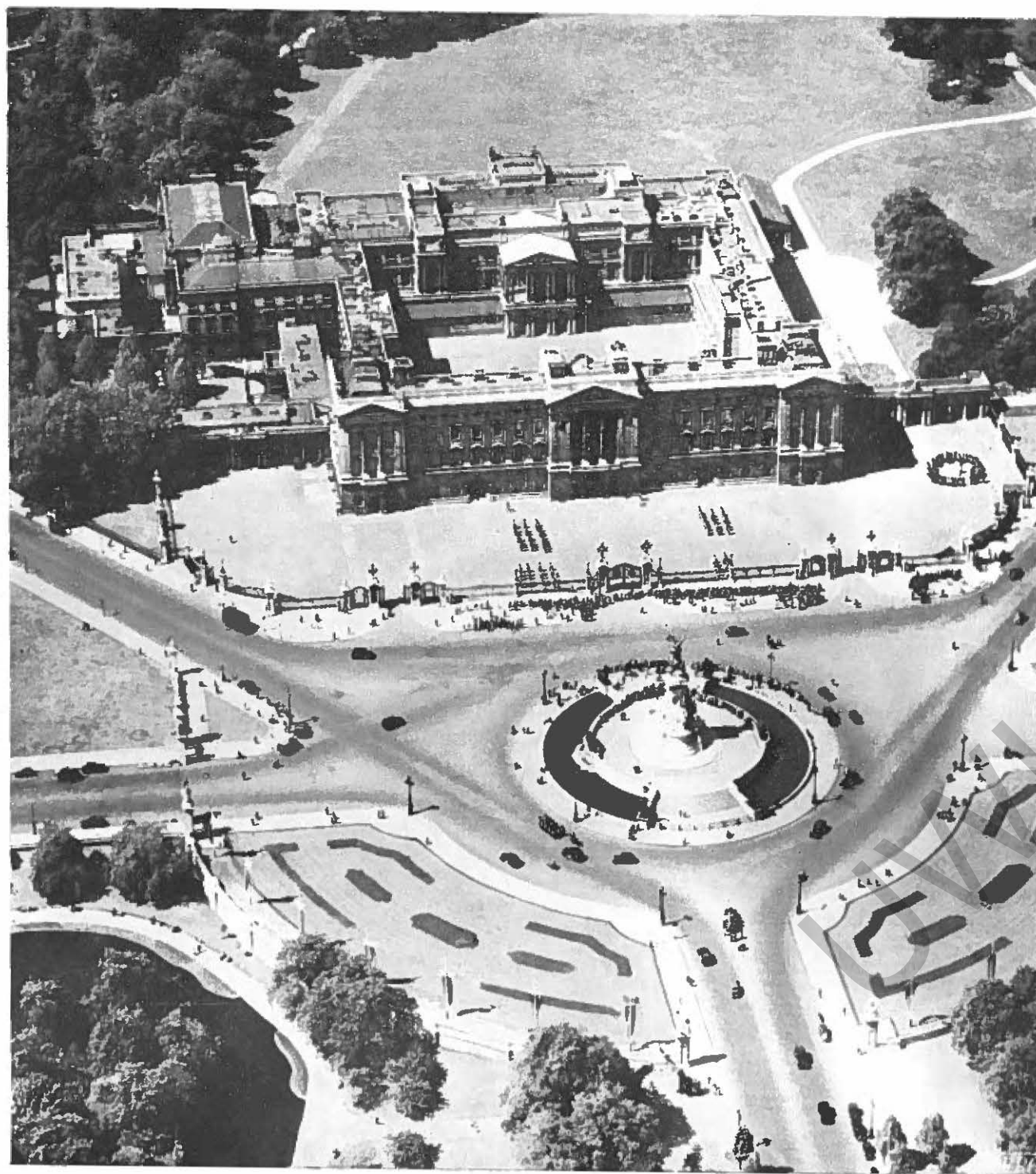
WHEN Queen Elizabeth II is crowned in Westminster Abbey on June 2nd 1953, she will be the fourth Queen among the seventeen monarchs who have ruled Great Britain since the days of Queen Elizabeth I. The latter was the last Queen to rule over England and Ireland alone. Queen Mary ascended the Throne in 1689, and ruled jointly with her husband, William of Orange. In 1702 the crown passed to Mary's sister, Anne, who died in 1714 after a reign of only twelve years. The glorious reign of Queen Victoria began in 1837 and ended with her death in 1901. After Victoria came Edward VII, then George V, followed by Edward VIII, who was proclaimed King but never crowned. Edward VIII abdicated in 1936 and the late King George VI, father of Queen Elizabeth II, succeeded him and reigned until his death in 1952. Thus, no living person has ever seen the Coronation of a British Queen.

It is not without significance that our two greatest Queens, Elizabeth I and Victoria, were both young when they ascended the Throne, the former being twenty-five and the latter eighteen years of age. Queen Elizabeth II takes up her Royal heritage at the age of twenty-seven. It is also a significant fact that the era of Elizabeth I stands out in history as one of great prosperity and the beginning of the British Empire, and the reign of Victoria saw another peak of prosperity and progress.

Queen Elizabeth II has been carefully prepared for the great responsibility she is now undertaking. As a wife, and mother of a young family, she had before her the fine example of her parents, whose self-sacrifice and devotion to duty made them beloved by the people.

With Great Britain, the Commonwealth, and the rest of the Colonial Empire, Trinidad will observe Coronation Day with fitting ceremony and celebration, and will join with the Queen's subjects elsewhere in acclaiming her. Like them, we shall offer prayers that the reign of Queen Elizabeth II may be the most glorious, most prosperous and most progressive in our history.

Long Live The Queen

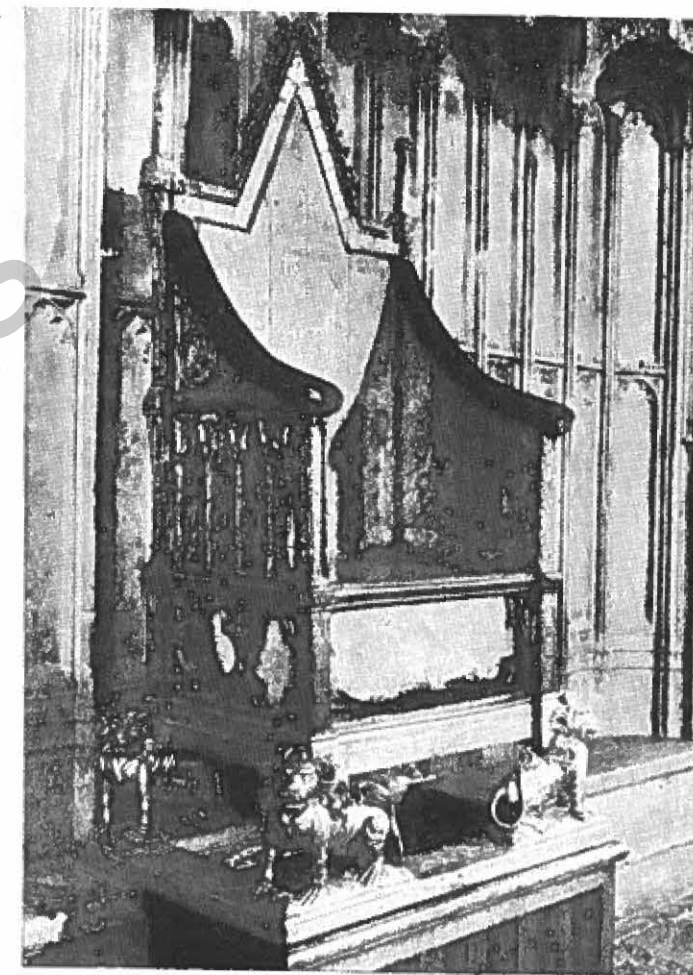


BUCKINGHAM PALACE AND THE VICTORIA MEMORIAL

After the Coronation ceremony the Queen and the Duke of Edinburgh will appear on the centre balcony.

—(Photo: Aerofilms Ltd.)

The Coronation Ceremony



The Coronation Chair, built to enclose the famous Stone of Scone, and used at every coronation since that of Edward I.

—(A Shell photograph)

THE Coronation is the most ancient of State ceremonies still observed in England. The ritual of an English Coronation which took place in the 8th Century is still preserved. This was before the unification of seven small monarchies by Egbert (827-839), generally recognised as the first king of England. A more complete form of service still extant is one attributed by some to St. Dunstan, and said to have been used by him at the Coronation of Ethelred II in 987, and is in any case undoubtedly of Saxon origin. These early Saxon ceremonies contain all the principal rites of the modern service: the Recognition, the Oath taken by the Sovereign, the Anointing, Investiture and Crowning.

The formal Recognition in the ceremony is a relic of earliest times when the people exercised their right to confirm the fact of succession even though the principle of hereditary descent was generally accepted. There was, of course, some diminution of these rights after the Norman conquest, when the feudal system was supreme, but in theory if not always in fact the general assent of the subjects has always been a requisite to the full recognition of a new Sovereign.

In the taking of the Oath, the Sovereign promises to govern according to the laws and customs of the realm and to uphold the Law and the Church. The other two important rites, the an-

ointing and the crowning, both derive from pre-Christian ceremonies, as is witnessed by many passages describing such ceremonies in the Old Testament. It is after the anointing that the sovereign is invested with the royal and priestly robes and the regalia — the spurs, the sword, the orb, the sceptres, and the ring. And finally, seated in King Edward's chair, receives the ultimate symbol of sovereignty — the Crown.

Before the Norman Conquest, the "hallowing" or "sacring" of the king in this way had a vital spiritual meaning, and the donning of the royal and priestly robes immediately after the consecration, plus the delivery of the regalia, were the natural adjuncts of the Anointing. The robe, the mantle, the stole and other vestments (described in detail later in this article) were held to be the visible signs of the king's spiritual authority,



THE AMPULLA AND ANOINTING SPOON

During the coronation ceremony the monarch is anointed with oil from the Ampulla shaped like a golden eagle. The neck unscrews to receive the oil which is poured during the ceremony from the beak. This particular receptacle was used at Henry IV's crowning in 1399 and is probably much older. Part of the anointing spoon — used at the same time — was discovered among broken pieces of regalia recovered after the end of the Commonwealth and dates from about the 12th century.

The various principal rites in the coronation represent a summary of the kingdom's constitutional history. Thus, the Recognition by acclamation has at its roots the elective element of the office; the Oath taken by the sovereign is the contractual undertaking required by the subjects; the Anointing reveals the consecratory element of the ceremony and is considered by many to be the essence of the whole service and of more significance than the practical act of crowning the monarch.

*"Not all the water in the rough rude sea
Can wash the balm from an anointed king."*

and the actual coronation — the putting on of the crown — was the last act in this ceremony: the cap, as it were, completing the Sovereign's outfit — a crown in place of a mitre. The regalia — the spurs, the sword, the orb, sceptres and ring — were more the symbols of secular dominion over the kingdom, and of the king's power as defender and protector in law. The crown played a dual role, being the last item of the regalia as well as the last item of the consecratory vestments. Thus in that final act, the crowning ceremony, the delivery of both the spiritual and temporal powers was completed simultaneously. In essence, the

service is similar today. The Queen is supreme in all causes, both spiritual and temporal, and the two headships are aspects of the same sovereignty.

King Edward's Chair, the Coronation Chair, is (apart from the Stone of Scone contained in it) the most ancient relic still used in the service. It has been the centre of the crowning ceremony since the time of Edward I, and every subsequent sovereign of England has been crowned seated in the chair, with two exceptions — the boy Edward V (one of the two princes murdered in the Tower), and King Edward VIII. It was made from English oak at the cost of "one hundred shillings" and, although it has the signs of centuries of use upon it, it looks good for some hundreds of years to come. It was specially built to contain an even more venerable object: that priceless trophy despatched south to England by the Hammer of the Scots, Edward I — the Royal Stone from the Abbey of Scone, near Perth, upon which the Scottish Kings were crowned. Edward II, son of Edward I, was the first king to be crowned in Westminster Abbey sitting in this chair, with the Stone of Scone resting below in a special cavity.

The true origin of this sandstone block will probably never be known, but legend has it that this was the stone upon which Jacob rested when he had the vision of angels ascending and descending the ladder at Bethel. The tradition is that it was transported to Egypt and later, in the time of Moses, to Spain. Simon Brech, son of Milo the Scot, carried it to Ireland where it was set on the Hill of Tara and became the *Lia Fail*, or 'stone of destiny'. On it, Fergus Eric and his descendants were crowned. Fergus, founder of the Scottish monarchy, brought it with him to Scotland and deposited it in Dunstaffnage Castle, Argyllshire, which became the traditional seat of kings. In 840, it was removed by King Kenneth to Scone, where it remained until 1296, when it was sent south by Edward I.

At the Union of the Crowns, in 1603, when James VI of Scotland was crowned James I of England in Westminster Abbey, an ancient prophecy regarding this stone was then fulfilled:

*Unless the fixed decrees of Fate give way,
The Scots shall govern and the sceptre sway
Where'er this stone they find
And its dread sound obey.*

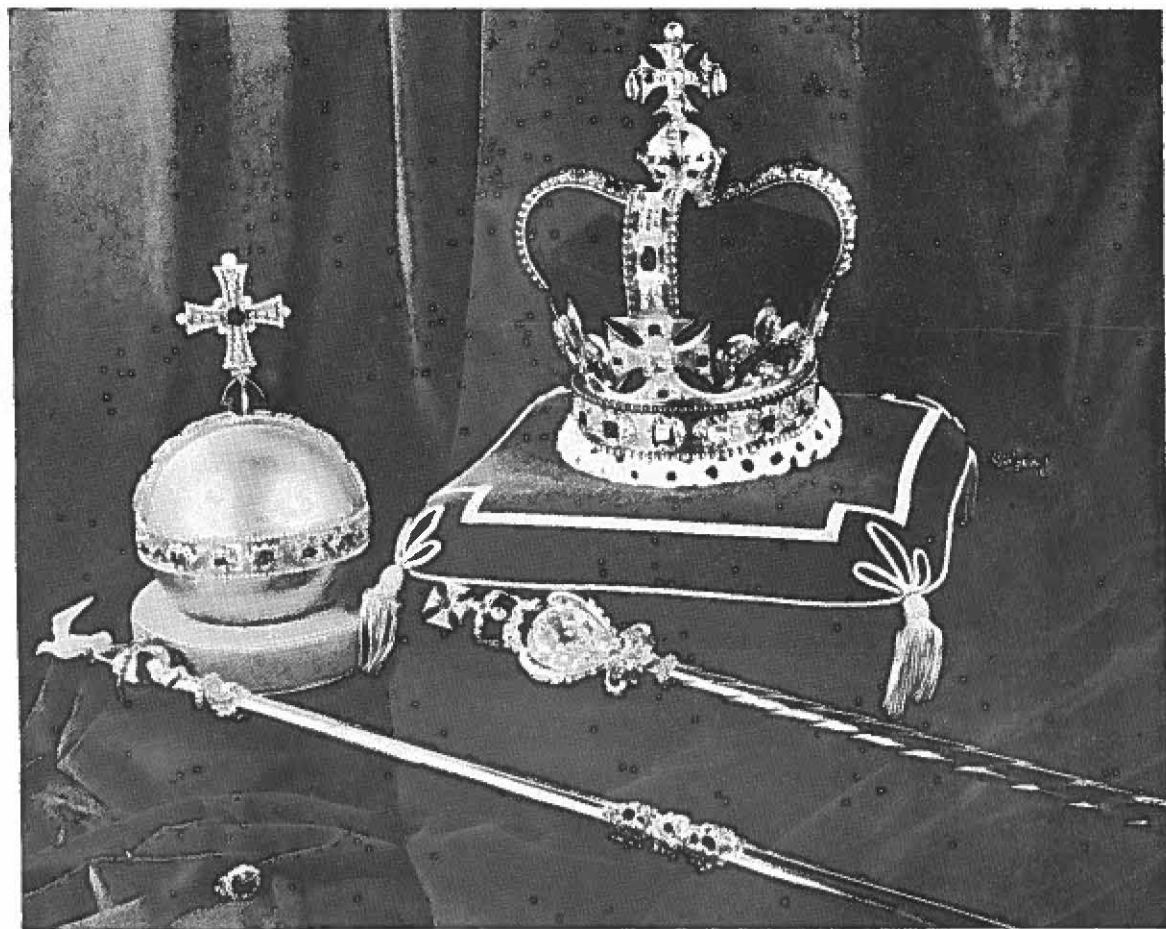
When Her Majesty first enters the Abbey, she will sit in a special Chair of Estate on the South side of the altar. King Edward's Chair is not used until the beginning of the Anointing ceremony. Thereafter, all the ensigns of royalty, including the crown, will be delivered to the Queen as she sits in, or stands by, King Edward's Chair.

The two most ancient pieces of regalia used during the ceremony are undoubtedly the *Anointing Spoon* and the *Ampulla* or sacred flask which holds the holy oil. The spoon is of gilded silver with four pearls set in the handle, and is said to be of Byzantine origin, probably 11th century. With the spoon the Archbishop of Canterbury will anoint the Queen with holy oil in the most solemn moments of the ceremony — during the Communion Service which follows the Recognition and the taking of the Oath. The age of the Ampulla, which holds the consecrated oil, is uncertain also, but is believed to have been used at the Coronation of Henry IV in 1399. It stands about nine inches high and is made in the form of a golden eagle;

THE JEWELLED SWORD OF STATE

The Jewelled Sword of State or Sovereign's Sword was made for the Coronation of George IV (1820) and cost £6,000. A magnificent emerald adorns the cross of the hilt and the grip is a mass of diamonds which are set in designs forming oak leaves and acorns. A large diamond is set at the head of the hilt with rubies on the four sides. Below these are two rows of emeralds and diamonds. The cross-piece between hilt and blade is a mass of small diamonds and the ends are gold lion's heads. The blade is of finest Damascus steel and of great value. On the scabbard are rubies, emeralds and diamonds and a rare yellow sapphire set to form the rose, shamrock and thistle with sprigs of laurel and palm leaves with acorns and oak leaves. At the extreme end is a huge long turquoise.

—(Crown copyright reserved)



THE ORB, THE SCEPTRE WITH DOVE, THE KING'S SCEPTRE AND RING, AND ST. EDWARD'S CROWN

On the day before the Coronation this regalia is brought from the Tower of London and delivered into the care of the Dean of Westminster, placed in the Jerusalem Chamber, and guarded overnight by Yeomen Warders of the Tower, and others — (Crown copyright reserved)

it is filled with oil by removing the head and the oil is poured out through the beak. These two articles are among the few that escaped destruction during the Commonwealth period.

After the Anointing the Queen will be invested with the Royal and priestly robes and the regalia delivered. Some of the robes have definite religious significance, supporting the theory that the Anointed Sovereign is layman and priest intermingled. They are the *Colobium Sindonis* — a surplice without sleeves, the ancient dress of bishops and priests; the *Supertunica* — a close-fitting surcoat with plain sleeves on rich cloth of gold; the *Armill* or *Stole* — a cloth of gold, lined with crimson, placed round the neck; and the *Pallium* — a mantle in the form of a cope of purple and gold brocade tissue fastened at the neck with a broad gold clasp.

The *Supertunica* has a girdle with a gold buckle and hangers to suspend the Sword of State (see below). The origin of the *Armill* may be

traced back beyond the Christian era and, in England, to Saxon times. The *Colobium Sindonis* and the *Supertunica* will be put upon Her Majesty by the Dean of Westminster. After the presentation of the Spurs and the Sword (see below), the *Armill* and *Pallium* are placed upon the Queen, again by the Dean of Westminster.

The *Spurs* are brought from the Altar by the Dean of Westminster and delivered to the Lord Great Chamberlain who, kneeling, touches them to the Altar. The *Spurs*, which are made of solid gold are Restoration workmanship, and are symbols of chivalry and knighthood. Since the time of Queen Anne it has been considered sufficient token of investiture to touch briefly the Sovereign's heels, although earlier they were invariably strapped on.

After this ceremony of the *Spurs*, the Sword of State is brought forward. The Great two-handed Sword of State is too weighty for the girding-on ceremony and, being delivered to the Lord Cham-

berlain, is exchanged for "another Sword" — the Jewelled Sword of State in a scabbard of purple velvet. After consecration, it is delivered to the Monarch's right hand by the Archbishop of Canterbury, assisted by the Archbishop of York and the Bishops of London and Winchester and other Bishops. The girding-on ceremony is carried out by the Lord Great Chamberlain. The Sovereign then rises from St. Edward's Chair, ungirds the sword, and, going to the Altar, offers it there in the scabbard, finally returning to St. Edward's Chair. The Peer who first received the sword from the Lord Great Chamberlain "redeems" it by offering the price of it — a hundred shillings. Receiving it from the Dean of Westminster from the Altar, the peer unsheaths it and carries it naked before the Sovereign during the rest of the ceremony. The two-handed Sword is of late seventeenth century workmanship and represents the Monarch's personal sword. The Jewelled Sword of State was made for the coronation of George IV and is encrusted with turquoise, emeralds, and other precious stones.

Three other swords are also carried in the procession: the *Sword of Justice to the Spirituality*, with a blunted point to indicate that in ecclesiastical courts the sentences do not have the sharpness of death; the *Sword of Justice to the Temporality*, with a sharp point; and the *Sword of Mercy*, also with a blunted end.

The *Sovereign's Orb* is a golden ball, signifying the world dominated by a cross, set in diamonds, representing the ascendancy of Christianity. Six inches in diameter, the orb is encircled by a band of gold set with diamonds, sapphires, rubies, pearls and emeralds, from which an arch, similarly set with gems, rises to the cross of gold. It was first used (so far as records can substantiate) during the Tudor Coronations. The orb is briefly placed in the hands of the Monarch by the Archbishop of Canterbury after investiture with the Royal robe, and returned to the Dean of Westminster, who lays it on the Altar. The *Coronation Ring* — the "ensign of kingly dignity" and often termed the wedding ring of England — is then delivered by the Keeper of the Jewel House to the Archbishop of Canterbury, who puts it on the fourth finger of the Sovereign's right hand.

By tradition, the Lord of the Manor of Work-sop then presents the Glove, which is put on the right hand. The *Royal Sceptre with the Cross* and the *Royal Sceptre with the Dove* are held by the Sovereign in the right and left hands respectively, during the Coronation. The former, which is delivered to the Monarch after donning the Glove is described as the "Ensign of Power and Justice". Originally designed for Charles II, this Sceptre, made in gold, now contains the largest of four famous "Stars of Africa" diamonds, presented to Edward VII by the Union of South Africa. This diamond is the largest section of the Cullinan Diamond and is nearly 2½ inches in height, weighing 516½ carats. It is surmounted by an amethyst orb inside a jewelled band of gold, at the head of which is a cross of diamonds with an emerald in the centre. The *Sceptre with the Dove*, borne in the left hand, is delivered as "the Rod of Equity and Mercy". The dove, which from ancient times has always been a symbol of peace, is executed in white enamel at the head of the Sceptre, surmounted by a diamond-studded orb. The staff is of gold and is ornamented with precious stones.

This Sceptre also dates from the time of Charles II.

Every symbol of power and authority has now been presented except the last and greatest. The Dean of Westminster brings the Crown from the Altar to the waiting Archbishop of Canterbury, who performs the crowning ceremony.

St. Edward's Crown derives its name from the crown said to have been worn by Edward the Confessor. After the execution of Charles I in 1649 much of the existing regalia, including the original *St. Edward's Crown*, was broken up and disposed of for a few hundred pounds, and many of the items now used are copies of these, made in 1660 for the Coronation of Charles II. It is set with diamonds, rubies, emeralds, sapphires, and pearls, and weighs nearly seven pounds. Because of its great weight, it is normally worn only for a few minutes, being replaced after the crowning ceremony by the Imperial State Crown (see below). It was considered too heavy for the young Queen Victoria to wear at her Coronation in 1838 and it is not yet known at the time of writing whether the same procedure will be followed for the crowning of Her Majesty Queen Elizabeth. If such a course is followed, *St. Edward's Crown* will be carried in the procession of the Regalia but not otherwise employed, the Imperial State Crown being used for the crowning.

The *Imperial State Crown* will in any case be assumed by the Queen after the crowning ceremony and will be worn when leaving the Abbey. This is the Crown worn by the Sovereign at all important state ceremonies such as the Opening of Parliament. This is the personal crown of the Sovereign, which has been altered from reign to reign according to the requirements of the wearer, and the last time it was re-fashioned was in 1838, for Queen Victoria, and was used for the crowning ceremony in place of the more heavy *St. Edward's Crown*. It contains some of the world's most famous jewels, chief among them being the Black Prince's Ruby, presented to him in 1367 by Don Pedro, King of Castile, and worn by Henry V at Agincourt. It also contains four pearls said to have been made into earrings for Elizabeth I, the sapphire which once formed the chief ornament in Edward the Confessor's Coronation Ring, and the Second Star of Africa, 309½ carats, cut from the famous Cullinan diamond. (The largest section of the Cullinan diamond is incorporated in the Royal Sceptre with the Cross (already described). In all, there are about 3,000 diamonds in the Imperial State Crown (authorities differ). Whereas the arches of *St. Edward's Crown* are depressed in the centre, signifying it is a royal and not an Imperial crown, the *State Crown* has rising arches which signify that this is the crown of an Empire and not a single kingdom.

As the Crown is placed on the Queen's head, the congregation will repeatedly cry 'God Save The Queen', the Peers and Kings of Arms will put on their coronets, the trumpets will sound, and, at a given signal, the great guns at the Tower of London will be shot off. These salutes will be repeated throughout the Commonwealth, where the ceremony will be closely followed by radio.

And now, at last, having received the royal emblems and (since 1689) the Holy Bible, the Benediction is read and the Sovereign goes to the Throne, to be lifted up into it by the Archbishops



The Archbishop of Canterbury placing St. Edward's Crown on the head of King George VI at the last Coronation Ceremony.

and Bishops and other Peers of the Kingdom. Thus enthroned in full majesty, with the Great Officers of State who bear the swords and the sceptres and the nobles who carried other regalia standing on the steps of the throne, the Queen will receive the fealty of the Bishops, the homage of the Princes and Peers and the acclamations of the people amid the blare of trumpets and the roll of drums; all of which indicates that here is the dramatic climax of the Coronation service.

First the Archbishop, with the rest of the Bishops kneeling behind him, then the Duke of

who had previously borne them and, at the steps of the Altar, the Crown is delivered to the Lord Great Chamberlain before the Sovereign kneels for Communion. The service ends with the Te Deum Laudamus, sung by the choir as the Queen descends from the throne crowned, carrying the Sceptre and Rod in her hands and preceded by the four Swords of Mercy, Justice to the Spirituality, Justice to the Temporality, and of State, and retires to St. Edward's Chapel.

In the Chapel, standing before the Altar, the Queen will deliver the Sceptre with the Dove to

IMPERIAL STATE CROWN

Queen Victoria was very small, so at her coronation St. Edward's crown was carried by her Lord High Steward, and she was crowned in a new crown made for the occasion and later called the Imperial State Crown. As in past centuries it had been the custom of each monarch to have his own crown — besides the St. Edward's used for crowning — there were many romantic jewels available to be set in the Imperial Crown. It contains the Black Prince's Ruby — an irregular uncut stone given to the famous prince in 1367. This is set in front over a large piece of the Cullinan diamond, known as the Star of Africa. At the back is a great sapphire that belonged to the ill-fated Stuarts, and in the cross is set a sapphire said to have come from St. Edward the Confessor's ring. This crown is the most valuable of the Regalia treasures and is worn on state occasions by the Monarch. Queen Elizabeth will have it on when she drives back from the Abbey.



Edinburgh, then the other Peers of the Blood Royal, followed by the Dukes, the Marquesses, Earls, Viscounts and Barons — all will kneel and speak together by their ranks, the first of each order kneeling before Her Majesty to do homage on their behalf, touching the Crown and promising by that ceremony for himself and his Order to be ever ready to support it with all their power.

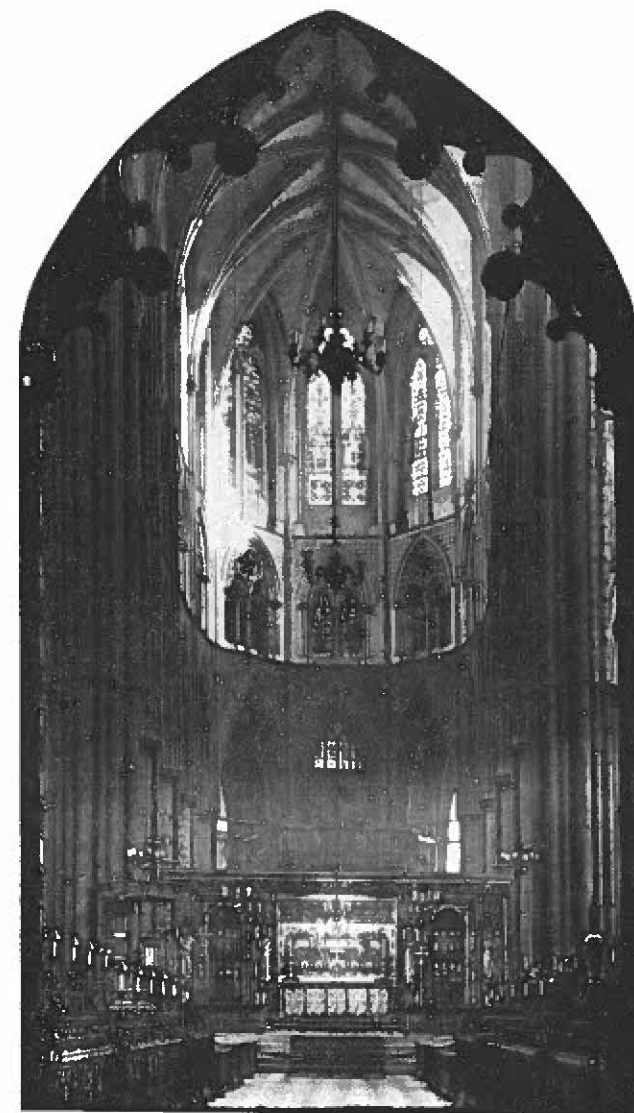
The solemnity of the Queen's Coronation ends with this homage, but the Communion Service continues. The sceptres are delivered to the lords

the Archbishop, who will lay it upon the Altar, and the Spurs and St. Edward's Staff to the Dean of Westminster, who will lay these upon the Altar. The pallium is exchanged for a robe of purple velvet and, wearing the Imperial Crown, the Queen receives again the Orb from the Archbishop. The final journey is then made through the Abbey to the West Door where the State Coach is waiting, the Queen carrying the Sceptre with the Cross in the right hand and the Orb in the left. The Coronation is over.



The Abbey has been the burial place of many Sovereigns and other illustrious dead, statesmen, warriors, explorers, scientists, etc., also of the Unknown Warrior of the 1st World War; the scene of the Coronations of Kings and Queens since Harold, and innumerable royal weddings and other ceremonies. The cloisters and other parts of the monastic building date from 13th and 14th century. On the right of the picture can be seen the Victoria Tower of the Houses of Parliament.

Westminster Abbey



View of the Choir looking east. The Coronation ceremony takes place under the Lantern in front of the High Altar. —(A Shell photograph)

WESTMINSTER ABBEY, officially known as the Collegiate Church of St. Peter, is one of the most important historical monuments in England and a fine example of Early English architecture. It is the third church to stand on the site. No trace has ever been found of the original church, but it is known that in some dim period long before the Norman Conquest a band of monks set up a church here. The area was then part of an island in the Thames, and was

known for many centuries as Thorney Isle.

But the great name of Westminster dates from the royal patronage of Edward the Confessor. The primitive Saxon church was replaced by a monastery dedicated to St. Peter, built under the direction of Edward and completed in 1065. The king was too ill to attend the consecration and died a few days later. His burial was the first ceremony in the new Abbey.

Before the Conqueror came in 1066, English kings had been crowned at various places in the land; but from the time of Edward the Elder most were crowned at Kingston-on-Thames — a name which in itself reminds us of the ancient Coronation Stone, still to be seen in Kingston, upon which the ceremony took place. Because William I based his claim to the throne on the promise made to him by Edward the Confessor, he elected to be crowned in Edward's own church, Westminster Abbey, and every English Coronation since that time has taken place in Westminster Abbey.

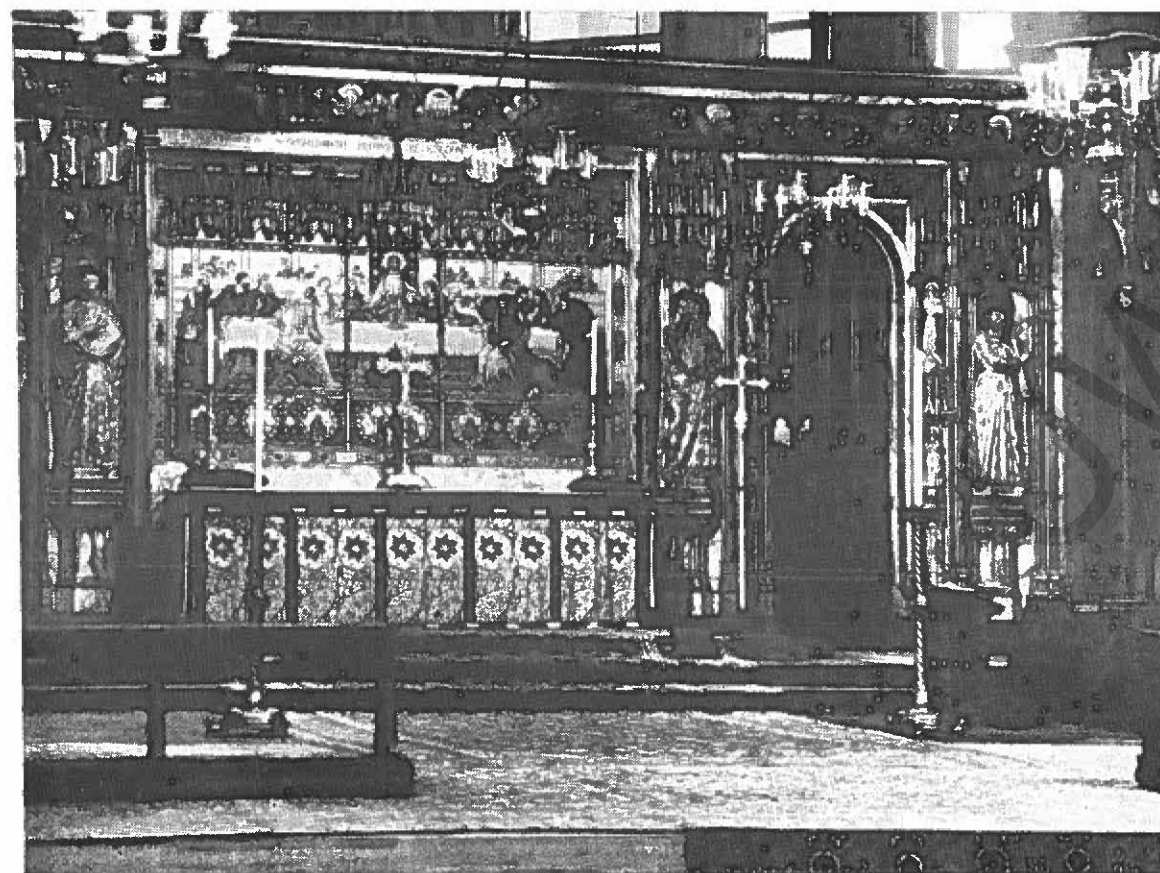
But the present Abbey is not the same building. For 150 years the second church remained untouched until, in 1245, Henry III decided to pull it down and build a greater and more worthy tribute to the Confessor. The architect was Henry of Reys — almost certainly an Englishman but undoubtedly greatly influenced by the designs of the great contemporary French cathedrals at Rheims, Amiens and Chartres.

Rheims had been designed as the coronation church for the kings of France, and the new Westminster Abbey was similarly and deliberately designed. The Choir was placed west of the central crossing, which allowed the central space — between the Choir and the High Altar — to be used for Coronations. At all other times the Abbey was a Monastery to which the public were not generally admitted and it remained so until the Dissolution in 1540.

Rebuilding had been virtually completed in 1519 by the addition of the magnificent chapel at

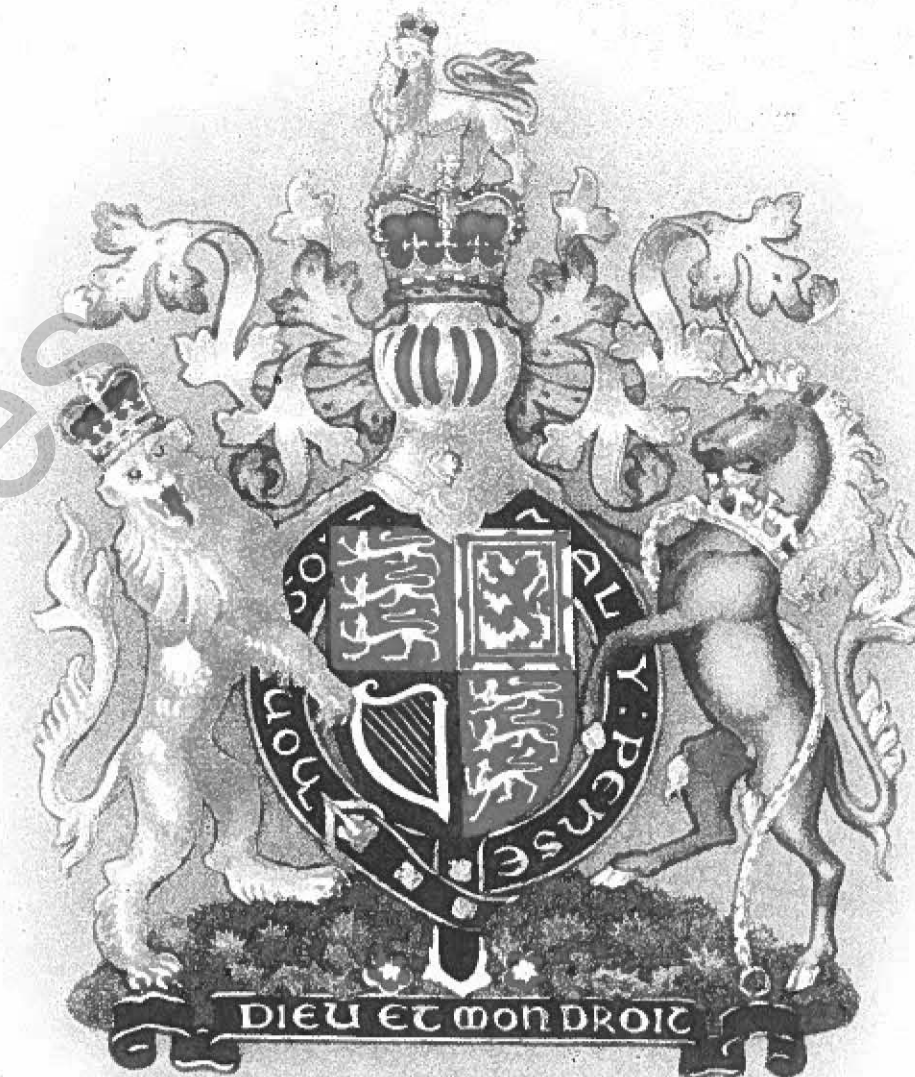
the eastern end, named after Henry VII. (The two distinctive towers at the western end were not added until the 18th century). On the accession of Elizabeth I, a new chapter in the history of the Abbey was opened when the Queen founded "the Collegiate Church of St. Peter in Westminster". With the Monks gone, the church gathered new traditions; a dean and prebendaries were installed and the public were admitted to the services. Kings had been buried here, as well as crowned, since the time of Henry III: now the famous and the fortunate in all walks of life were also honoured in this way, either by burial or by a memorial tablet. Poets, writers, statesmen, musicians, men of science, soldiers, sailors and airmen are remembered here by tablet or by tomb. One of the earliest tombs is that of Chaucer, who was buried here merely because he happened to be the Clerk of the Works at Westminster. One of the latest is the tomb of the Unknown Warrior, "brought from France to lie among the most illustrious of the land".

Westminster Abbey has been called the parish church of the Commonwealth, and Dean Don, the present dean, has said "belonging to no diocese, it belongs to all". Yet it remains a remarkable illustration of the legacy of tradition and history that the greatest and most ancient religious service in the land — the Coronation of the sovereign — is performed in a church which is not a cathedral and not even the diocesan church of the Archbishop of Canterbury, who performs the crowning ceremony.



View of the High Altar.

—(A Shell photograph)



The Royal Coat of Arms

consists of the *Shield or Escutcheon* in the centre, divided into four *Quarters*, the *Supporters*, the *Helm and Crest* and the *Motto*.

The origin of Coats of Arms is, of course, closely connected with the Knights of old and, in general, it may be said that *The Coat of Arms* represented the Knight himself; *The Shield*, his body; *The Helm and Crest*, his head; *The Supporters*, his pages; and *The Motto*, the moral pretension on which he stood. The four *Quarters* in the *Shield* of the Royal Coat of Arms are as follows: *1st and 4th Quarters*: three golden lions *passant guardant*, believed to have been included by William I and Henry II: *2nd Quarter*: a red lion *rampant* within a double border, incorporated by James I: *3rd Quarter*: A golden harp with silver strings, on a blue background, the national emblem or 'cognizance' of Ireland and also incorporated by James I. *The Supporters* viewed from the rear of the *Shield*, are, right, a lion, and left, a unicorn. The present *Motto* has been in use since the early 17th Century and reads *Dieu et Mon Droit* ("God and my Right"), an ancient war-cry first adopted by Henry VI. The legend *Honi soit qui mal y pense* ("Evil be to him who evil thinks") properly belongs to the Most Noble Order of the Garter. The Sovereign bears the legend and blue riband encircling the *Shield*. *The Helm and Crest* represents a crowned lion of England and, beneath, a Sovereign's Helmet.

Royal Occasions

1. Her Majesty (then Princess Elizabeth) at the time of her engagement to the Duke of Edinburgh (then Prince Phillip).
2. Princess Elizabeth and Princess Margaret with their Royal Grandmother, Queen Mary.
3. The Queen and H.R.H. Prince Charles.
4. As a girl Her Majesty was a keen horsewoman.
5. With a keenly critical eye, the Princess, as she then was, watches her Guards at the Trooping-of-the-Colour.
6. Her Majesty's first Christmas broadcast.
7. In Africa, this shy young man (whose name was Prince) presents Her Majesty with a bouquet.
8. T.R.H. Princess Anne and Prince Charles.



Supplement to UBOTIMES Coronation Number — June, 1953.

Summary of the Form and Order of Her Majesty's Coronation

(In order that our readers may follow in more detail the broadcast Coronation Service from Westminster Abbey, we are glad to be able to publish the following Summary.)

I.—The Preparation

The Litany will be sung as the Dean and prebendaries and the choir go from the altar to the west door of the abbey. A procession, with the Archbishops vested in their copes and mitres and the assisting bishops in their copes, will be formed outside the west door, and when notice of the Queen's approach is given will begin to move into the abbey.

II.—The Entrance Into The Church

As soon as the Queen enters the west door she will be received with the anthem, "I was glad when they said unto me, We will go into the house of the Lord". The Queen will pass through the choir and up the stairs to the theatre. Having passed by her Throne and made her humble adoration she will kneel at a faldstool set before her Chair of Estate on the south side of the choir, and after private prayer will sit in the chair. The lords who carry the regalia in procession (except those carrying the swords) will present them to the Archbishop, by whom they will be handed to the Dean of Westminster, who will place them on the altar.

III.—The Recognition

The Archbishop, with the Lord Chancellor, Lord Great Chamberlain, Lord High Constable, and Earl Marshal (Garter King of Arms preceding them) will go to the four sides of the theatre in turn. At each side "the Archbishop shall with a loud voice speak to the people: and the Queen in the meanwhile standing up by King Edward's Chair, shall turn and show herself unto the people at every of the four sides of the theatre as the Archbishop is at every of them, the Archbishop saying:

"Sirs, I here present unto you Queen Elizabeth,

your undoubted Queen: wherefore all you who are come this day to do your homage and service, Are you willing to do the same?"

"The people signify their willingness and joy by loud and repeated acclamations, all with one voice crying out, 'God Save Queen Elizabeth.' Then the trumpets shall sound."

IV.—The Oath

When the Queen has returned to her chair the Archbishop, standing before her, will administer the Coronation Oath. Her Majesty, with a book in her hands, will assent in prescribed words to each of three questions put to her by the Archbishop. The questions will be:

Will you solemnly promise and swear to govern the peoples of the United Kingdom of Great Britain and Northern Ireland, Canada, Australia, New Zealand, the Union of South Africa, Pakistan, and Ceylon, and of your possessions and the other territories to any of them belonging or pertaining, according to their respective laws and customs?

Will you to your power cause law and justice, in mercy, to be executed in all your judgments?

Will you to the utmost of your power maintain the laws of God and the true profession of the Gospel? Will you to the utmost of your power maintain in the United Kingdom the Protestant reformed religion established by law? Will you maintain and preserve inviolably the settlement of the Church of England, and the doctrine, worship, discipline, and government thereof, as by law established in England? And will you preserve unto the bishops and clergy of England, and to the churches there committed to their charge, all such rights and privileges, as by law do or shall appertain to them or any of them?

Then the Queen will leave her chair and, with

the Sword of State borne before her, will go to the altar. Laying her right hand on the Bible (tendered by the Archbishop as she kneels on the steps) she will say: "The things which I have here before promised, I will perform and keep. So help me God." She will kiss the book and sign the oath, using for this a silver standish (or ink stand).

V.—The Presenting of The Holy Bible

When the Queen is again seated, the Moderator of the General Assembly of the Church of Scotland, receiving the Bible from the Dean of Westminster, will present it to her. The Archbishop will say:—

"Our gracious Queen: to keep your Majesty ever mindful of the law and the Gospel of God as the rule for the whole life and government of Christian Princes, we present you with this book, the most valuable thing that this world affords."

The Moderator will continue:—

"Here is wisdom; this is the royal law; these are the lively oracles of God."

The Queen will deliver the Bible back to the Moderator, and it will be returned to the altar by the Dean.

VI.—The Beginning of The Communion Service

The Queen and the people kneeling, the Archbishop will begin the Communion service with prayer. After readings from the Scriptures by two bishops the Creed will be sung.

VII.—The Anointing

While the choir is singing Handel's anthem "Zadok the Priest," the Queen will be divested of her crimson robe by the Lord Great Chamberlain, assisted by the Mistress of the Robes. She will sit in King Edward's Chair, where she is to be anointed, and four Knights of the Garter will hold over her a pall of silk, or cloth of gold. The Dean, taking the ampulla and spoon from the altar, will pour some of the holy oil into the spoon, and with it the Archbishop will anoint the Queen in the form of a cross on the palms of both hands, the breast, and the crown of the head. He will say: "As Solomon was anointed king by Zadok the priest and Nathan the prophet, so be thou anointed, blessed, and consecrated Queen over the peoples whom the Lord thy God hath given thee to rule and govern." She will kneel while the Archbishop asks a blessing on her.

The Knights of the Garter will take away the pall; and the Dean and the Mistress of the Robes will put on her Majesty "the Colobium Sindonis and the Supertunica or Close Pall of cloth of gold, together with a Girdle of the same." She will then sit down, and the people also.

VIII.—The Presenting of The Spurs And Sword And The Oblation of The Said Sword

The Lord Great Chamberlain, kneeling, will present the spurs to the Queen, who will send them back to the altar.

The peer who carries the Sword of State will deliver it to the Lord Chamberlain, receiving from him in its place another sword in a scabbard. This he will give to the Archbishop who will lay it on the altar and pray that Queen Elizabeth "may not bear the sword in vain, but may use it as the minister of God for the terror and punishment of evildoers, and for the protection and encouragement of those that do well." He will then place the sword in the Queen's hands and say to her: "With this sword do justice, stop the growth of iniquity, protect the holy Church of God, help and defend widows and orphans, restore the things that are gone to decay, maintain the things that are restored, punish and reform what is amiss, and confirm what is in good order."

"Then the Queen," the order continues, "rising up and going to the altar, shall offer it there in the scabbard, and then return and sit down in King Edward's Chair: and the peer who first received the sword shall offer the price of it, namely, one hundred shillings, and having thus redeemed it, shall receive it from the Dean of Westminster, from off the altar, and draw it out of the scabbard, and carry it naked before her Majesty during the rest of the solemnity."

IX.—The Investing With The Armills, The Stole Royal And The Robe Royal: And The Delivery of The Orb

The Dean will deliver the armills to the Archbishop, who, putting them on the Queen's wrists, will say, "Receive the bracelets of sincerity and wisdom. . . ." The Robe Royal and Stole Royal will be put on the Queen by the Dean and the Mistress of the Robes, the Lord Great Chamberlain fastening the clasps. "The Lord clothe you with the robe of righteousness, and with the garments of salvation," the Archbishop will say. He will put the Orb into the Queen's right hand, saying: "Receive this Orb set under the Cross, and remember that the whole world is subject to the power and empire of Christ our Redeemer." She will return the Orb to the Dean, who will lay it again on the altar.

X.—The Investiture Per Annulum, Et Per Sceptum Et Baculum

The Keeper of the Jewel House will hand to the Archbishop the Queen's Ring. The Archbishop will put it on the fourth finger of her right hand and say: "Receive the ring of kingly dignity, and the seal of Catholic faith: and as you are this day consecrated to be our head and prince, so may you continue steadfastly as the defender of Christ's religion. . . ." The Sceptre with the Cross and

the Rod with the Dove will be brought and the Glove having been presented to the Queen, the Archbishop will put in her right hand the Sceptre, "the ensign of kingly power and justice", and in her left hand the Rod. "Be so merciful," he will at this point say, "that you be not too remiss; so execute justice that you forget not mercy. Punish the wicked, protect and cherish the just, and lead your people in the way wherein they should go."

XI.—The Putting On of The Crown

Then the people will rise, and the Archbishop will take St. Edward's Crown in his hands, saying as he lays it down again on the altar:—

"O God the crown of the faithful: Bless we beseech thee this Crown, and so sanctify thy servant Elizabeth upon whose head this day thou dost place it for a sign of royal majesty, that she may be filled by thine abundant grace with all princely virtues: through the King eternal Jesus Christ our Lord."

From the altar the Archbishop, with other bishops, will go to the Queen, still sitting in King Edward's Chair. The Dean will bring the Crown; "and the Archbishop taking it of him shall reverently put it upon the Queen's head. At the sight whereof the people, with loud and repeated shouts, shall cry: God Save the Queen. The Princes and Princesses, the peers and peeresses shall put on their coronets and caps, and the Kings of Arms their crowns; and the trumpets shall sound, and by a signal given, the great guns at the Tower shall be shot off."

XII.—The Benediction

The Queen having been thus anointed and crowned, and having received all the ensigns of royalty, the Archbishop will solemnly bless her; "and the Archbishop of York and all the bishops, with the rest of the peers and all the people, shall follow every part of the Benediction with a loud and hearty Amen." In his blessing the Archbishop will say:—

"The Lord give you faithful Parliaments and quiet realms; sure defence against all enemies; fruitful lands and a prosperous industry; wise counsellors and upright magistrates; leaders of integrity in learning and labour; a devout, learned, and useful clergy; honest, peaceable, and dutiful citizens."

XIII.—The Enthroning

The Queen will go to her Throne, and be lifted up into it by the Archbishops and bishops, and other peers. All the great officers, those that bear the swords, and the Sceptres, and the nobles who carried the other regalia will stand round the steps of the Throne; and the Archbishop, standing before the Queen, will say:

"Stand firm, and hold fast from henceforth the seat and state of royal and imperial dignity, which is this day delivered unto you, in the name and by

the authority of Almighty God, and by the hands of us the bishops and servants of God, though unworthy. . . ."

XIV.—The Homage

All the Princes and peers present will do their fealty and homage; "and the Queen shall deliver her Sceptre with the Cross, and the Rod with the Dove, to someone near to the blood royal, or to the lords that carried them in the procession, or to any other that she pleaseth to assign, to hold them by her, till the homage be ended. And the bishops that support the Queen in the procession may also ease her, by supporting the Crown, as there shall be occasion."

The Archbishop first will ascend the steps of the Throne and kneel before the Queen, the rest of the bishops kneeling in their places. The Archbishop, placing his hands between the Queen's, will say:

"I Geoffrey, Archbishop of Canterbury (and so every one of the rest, I N. Bishop of N., repeating the rest audibly after the Archbishop), will be faithful and true, and faith and truth will bear unto you, our sovereign lady, Queen of this Realm and Defender of the Faith, and unto your heirs and successors according to law. So help me God."

The Archbishop will kiss the Queen's right hand. Then the Duke of Edinburgh will ascend the steps of the Throne, and having taken off his coronet, will kneel before her Majesty, and placing his hands between hers will pronounce the words of homage, saying:

"I Phillip, Duke of Edinburgh, do become your liege man of life and limb, and of earthly worship; and faith and truth I will bear unto you, to live and die, against all manner of folks. So help me God."

Rising he will touch the Crown on her Majesty's head and kiss her left cheek.

The Duke of Gloucester and the Duke of Kent will do their homage in like manner. Then the senior peer of each degree (of the Dukes first by themselves, and so of the Marquesses, Earls, Viscounts, and Barons) will ascend the steps of the Throne and, having first removed his coronet, will kneel before Her Majesty and place his hands between hers: and all the peers of his degree, having put off their coronets, will kneel in their places and use the same words of homage as the Duke of Edinburgh has done.

"This done, the senior peer will rise, and, all the peers of his degree rising also, he will touch the Crown, as promising by that ceremony for himself and his order to be ever ready to support it with all their power. Then he will kiss the Queen's right hand."

When the homage is ended, "the drums shall beat, and the trumpets sound, and all the people shout, crying out:

'GOD SAVE QUEEN ELIZABETH.

'LONG LIVE QUEEN ELIZABETH.

'MAY THE QUEEN LIVE FOR EVER.'"

XV.—The Communion

While the hymn "All people that on earth do dwell" is being sung, the Queen will go to the steps of the altar. Delivering her Crown, Sceptre, and Rod to the appointed officers to hold, she will kneel. The hymn ended, and the people also kneeling, she will be handed the bread and wine by two bishops and will herself hand them to the Archbishop. Then the Queen will make her oblation, "offering a pall or altar-cloth delivered by the Groom of the Robes to the Lord Great Chamberlain, and by him, kneeling to her Majesty, and an ingot or wedge of gold of a pound weight, which the Treasurer of the Household shall deliver to the Lord Great Chamberlain, and he to her Majesty; and the Archbishop coming to her, shall receive and place them upon the altar.

"Then shall the Queen go to her faldstool, set before the altar between the steps and King Edward's Chair, and the Duke of Edinburgh, coming to his faldstool set beside the Queen's, shall take off his coronet. Then shall they kneel down together."

The Archbishop in a prayer, will say: "Multiply thy blessings upon this thy servant Phillip who with all humble devotion offers himself for thy service in the dignity to which thou hast called

him. Defend him from all dangers, ghostly and bodily; make him a great example of virtue and godliness, and a blessing to the Queen and to her peoples."

The Communion will be received first by the Archbishops, the Dean of Westminster, and the bishops assisting, then by the Queen and the Duke of Edinburgh, kneeling together. Then, all the people standing, the Queen will again assume her Crown, Sceptre, and Rod and return to her Throne. The Duke, putting on his coronet, will resume his place.

XVI.—The Te Deum Laudamus

XVII.—The Recess

During the singing by the choir of the *Te Deum Laudamus* the Queen will descend from her Throne, crowned and carrying the Sceptre and the Rod, and go into the area east of the theatre and pass thence into St. Edward's Chapel. The Archbishop will go before her, and after her will come the Groom of the Robes, the Lord Great Chamberlain, the peers who carried the regalia in the procession, and the Dean.

In the chapel the Queen's Crown, Sceptre, and Rod will be laid on the altar. Her Majesty will be divested of the Robe Royal and arrayed in her robe of purple velvet. Then, wearing her Imperial Crown, carrying the Sceptre in her right hand and the Orb in her left hand, and supported and attended as before, she will proceed in state through the choir and nave to the west door. As she moves from the chapel all in the assembly will sing the National Anthem.

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God Save The Queen



UBOTIMES

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Around the Departments

AT this time everyone's thoughts are naturally turned towards the forthcoming Coronation of Her Majesty Queen Elizabeth II, and we in Point Fortin are anxious that the occasion should provide the opportunity for general rejoicing and an expression of affection and loyalty to our Queen by all classes of the community.

With this object in view a local Coronation Celebrations Committee was formed some weeks ago, and this Committee has now completed arrangements for Point Fortin to celebrate the event in a gay and joyous manner. As the main celebrations in Port-of-Spain have been planned for the 2nd June, it has been agreed that our celebrations in Point Fortin should take place on Monday 1st June.

Arrangements are being made to have focal points in Point Fortin suitably decorated with flags, coloured lights and bunting. It is to be hoped that the decorations at these central points will stimulate the business community to decorate their premises also, and it would be a magnificent gesture of loyalty if the occupants of houses follow suit. Point Fortin would then be a blaze of colour for the occasion.

The venue of the local celebrations will be the Egypt Recreation Ground and the following is an outline of the programme at the time of going to Press:

Monday 1st June — 10 a.m. to 12 noon: Parade, to the strains of music, from Frisco Junction to Egypt Recreation Ground.

The parade will consist of school children from the three schools in Point Fortin and there will also be Girl Guides, Boy Scouts, and detachments of the local Red Cross and Estate Police. On arrival at the Recreation Ground, and following inspection and an address, the children will be served with light refreshments and each of them will be presented with a Coronation Mug as a souvenir of the occasion.

1 p.m. to 4.30 p.m.: Cricket Match on a time basis between two popular Point Fortin teams.

4.45 to 5.45 p.m.: Two Netball Matches.

7.30 to 8.30 p.m.: Bonfire to be lit by the Scouts, and a Camp fire by the Scouts and Girl Guides.

8.30 p.m.: Free open air dance, flood lit, to the music of the Southern Symphony Steelband.

For the convenience of the spectators and participants arrangements are being made for the sale of liquid refreshments, ice cream, sandwiches, "hot dogs," etc.

As the Coronation is a community affair, the business houses and certain other members of the general community have been invited to join with the Company to help defray the expenses, and the Committee takes this opportunity of expressing its thanks to all those who have subscribed.

The Editorial Staff of UBOTIMES would also like to take this opportunity of expressing its appreciation to Management for having so generously given us permission to publish this special Coronation number. It is hoped it will provide a permanent memento of the great event which all of us will be celebrating in the next few days.

We understand that Government's official programme for the Coronation celebrations will be as follows:

31st May — Sunday: Religious Service throughout the Colony.

2nd June — Coronation Day — Public Holiday.

6 a.m. — Ringing of Joy Bells.
12 noon —
6 p.m. —

9 a.m. — Military Parade similar to that held on the Queen's Birthday.

4 p.m. — Public Reception at Legislative Council Chambers at which Addresses of Loyalty will be presented by representatives of Government, the Municipalities etc.

Night — Firework displays in Port-of-Spain, San Fernando and Tobago.

6th June — Saturday — Carnival.

School Children will be granted one week's holiday from 1st to 6th June and on 2nd June there will be a treat and presentation of souvenirs.

Government buildings and business houses will be decorated and illuminated during the festivities, and private

individuals are asked to co-operate in making the occasion a memorable one.

We are pleased to report that our 1952 Regional Technical Trainee, Mr. K. S. O. Julien, has successfully completed his preliminary training in the Exploitation Engineering, Engineering and Refinery Departments, and we have re-



Mr. K. S. O. Julien



Mr. C. J. Andrews

ceived news that the University of Nottingham is prepared to accept him as an intermediate student in the Faculty of Applied Science with a view to reading for a B.Sc., Degree in Electrical Engineering.

The Company is making the necessary arrangements for Mr. Julien to enter Nottingham University in time for the commencement of his course in October, 1953.

Mr. Basharat Ali, another of our Regional Technical Trainees, has also been doing well during the period of his preliminary training, and it is hoped to complete arrangements for his entry to a University in England this year.



Mr. B. S. R. Barnes



Mr. P. J. Smith

Messrs. C. J. Andrews, B. S. R. Barnes, and P. J. Smith, our 1953 Regional Scholarship Trainees began their preliminary training in Point Fortin recently, and we wish them the best of good fortune for the future.

The Entrance Examination for the 1953 intake to our Apprentice Training Scheme was held on 2nd May. This year there were over five hundred applicants from all over the Island. Of these, two hundred and thirty were selected to write the entrance examination which was held simultaneously at two centres, the Junior Technical School, San Fernando, and the Intermediate R.C. School, Point Fortin. The candidates gaining the highest marks at this examination will be called for interview, and from these the final selection will be made. We hope to see sons of U.B.O.T. employees well to the fore when the final selection is made.

Mr. C. E. Harper of the Refinery Engineering (Utilities) Section has recently announced his engagement to Miss Ursula Robinson of St. James, Port-of-Spain. We extend our congratulations to Mr. Harper.

We are pleased to announce that the Royal Humane Society will award certificates for artificial respiration to Mr. Cyril Sookhoo and Mr. Arthur Peters of the Penal Division for saving the life of a man who was overcome by fumes whilst cleaning out a tank last year.

On 19th March last the friends and colleagues of Mr. J. Colquhoun gathered at the Seamen's Club to bid him farewell on the occasion of his retirement. During the eleven years he spent in Trinidad he gained the respect and admiration of all, and made a host of friends. The opportunity was taken to present Mr. Colquhoun with a set of pewter beer mugs and tray which had been subscribed for by his colleagues in other Departments and the Staff and employees of the Engineering Department. We



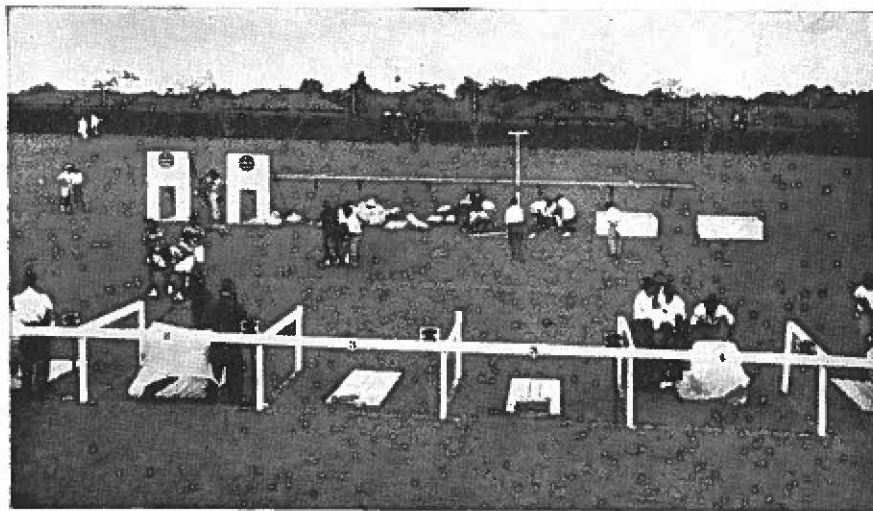
Mr. A. N. Dorset presents Mr. J. Colquhoun with a set of beer mugs and tray on the occasion of the latter's retirement.

trust that Mr. Colquhoun will enjoy many years of happy retirement and extend our best wishes to him and his family.

The Literary Section of the United British Junior Staff Club recently elected Officers for the new term, as follows: Mr. A. V. E. Jameson (Chairman), Mr. W. La Borde (Vice-Chairman), Mr. C. N. West (Secretary), Miss J. Assee (Asst. Secretary), Mr. C. K. Johnson (Chairman of the Dramatic Section), Mr. W. D. Best, and Miss Audrey Smart (Committee Members). These officers were installed by Mrs. Ireta Cragwell at a fitting little ceremony on 29th March.

After nine years service with the Company, Mr. M. Legg of the Field Engineering Division has resigned his position in order to proceed to Canada. Before his departure he was entertained at a party given by the Staff of the Field Engineering Division when he was presented with a set of beer mugs. We extend best wishes to Mr. Legg for success in his new sphere of activities.

Dr. R. Scott, the Shell Group's Chief Medical Officer, recently spent a few days in Point Fortin, during which time he had the opportunity of seeing some of our activities. Prior to his departure a party was held in his honour, at which he met members of the Staff of the Medical Department.



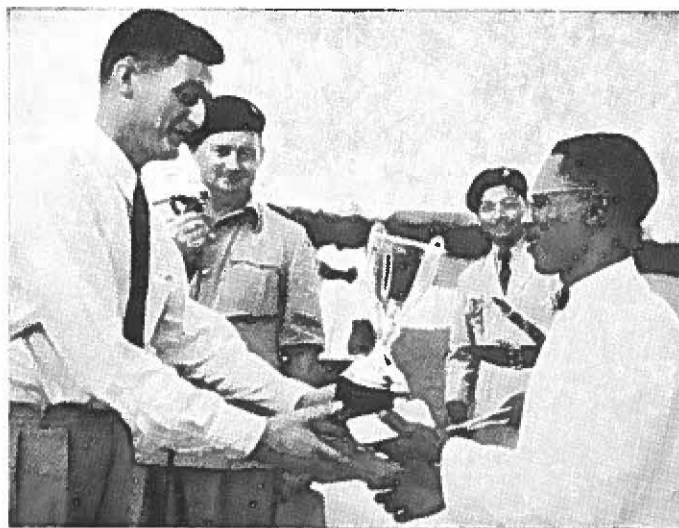
The Artificial Respiration Competition in progress at the Mahaica Oval.

The Volunteer Fire Brigade, led by Mr. H. Mahabir Singh, won the Haidar Ali Shield at the Sixth Annual Artificial Respiration Competition held at the Mahaica Sports Ground on Sunday 22nd March. Twenty-two teams took part and the Volunteer Fire Brigade led the field of competitors with a total of 80 points. The I. R. & P. Department annexed the "Harvey" Cup which is awarded to the Department with three teams or more gaining the highest aggregate points. Mr. T. Harvey Jr. presented his father's Cup, and Mr. R. M. Harcourt received it on behalf of the I. R. & P. Department. The teams were judged on the Schafer Prone Pressure and the Holger-Nielsen methods of artificial respiration, and U.B.O.T. Artificial Respiration Certificates were awarded to all teams gaining 64½% or more points.

Recommendations have been forwarded to the Royal Life Saving Society on behalf of all contestants considered by the judges to be proficient in both methods of artificial respiration. It is pleasing to note that 72 persons qualified for the Royal Life Saving Society's badges, and that four members of U.B.O.T. Ltd. have been recommended to the Royal Life Saving Society for consideration for the award of Instructors' badges.

The General Manager, Mr. G. L. Reid, in thanking the contestants and judges, said he sincerely hoped that it would be possible to stage an Island-wide Competition in artificial respiration in the near future. He felt sure that such a contest would prove invaluable to organizations such as the Red Cross, St. John's Ambulance Brigade and the Police Department.

Estate Constable Jerome recently tendered his resignation from our Estate Police Force in order to proceed to the U.S.A. We wish him success in his new sphere of activities.



Mr. R. M. Harcourt receives the Harvey Cup from Mr. T. Harvey at the Artificial Respiration Competition.



After receiving the Haidar Ali Shield, Mr. Mahabir Singh is presented with a special prize by Mr. G. L. Reid.

The Staff of the Accounts Department recently played a House Cricket Match at the Mahaica Oval which resulted in a draw between "Creditors" and "Debtors". A most enjoyable day was spent and arrangements are being made for a replay of the match.

As our readers are aware, adult education classes have been held for some time in Point Fortin under the direction of Mr. W. D. Best, who is now on the Staff of the I. R. & P. Department. Some months ago it was decided to form a Students Council to meet once per month with the Supervisor and discuss with him the progress of the classes, attendance, regularity, punctuality and deportment of the students. The meetings also give the Supervisor an opportunity to plan syllabuses and schemes of work for the classes and act as a liaison between students and tutors. On March 26th, Mr. R. M. Harcourt, Head of the I. R. & P. Department, performed the installation ceremony for the new council members and at the same time he informed them that the Company was keenly interested in all aspects of community education and was appreciative of the excellent work being done by the adult education classes.

The Penal Section of the United British Athletic Association brought off a Grand Sports Meeting at the Recreation Ground, Clarke Road, Penal, on Sunday, 3rd May. The twenty-six events were all keenly contested and a most enjoyable afternoon was spent by all.

Congratulations to Mr. A. F. Harewood of the Accounts Department, on the success of his daughter, Marjorie, who obtained a Grade I pass in the recent Cambridge School Certificate examination. Miss Harewood intends to become a pharmacist and is now a student at the Colonial Hospital, San Fernando.



Miss Marjorie Harewood.

Mr. Archibald Clarke, Honorary Secretary of the Techier Credit Union, has kindly supplied us with comparative figures of the Techier Village Credit Union. These figures reveal a rapid all round improvement within the last few months. The figures for 1950 to 1953 are given below. We congratulate the Management and other Committees on the splendid results they have produced.

	(December) 1950	(December) 1951	(December) 1952	(March) 1953
Shares	\$1,542	\$2,853	\$6,134	\$9,394
Members	76	111	229	400
Loans	\$1,663	\$1,639	\$2,715	\$4,170

Another landmark in the educational development of Point Fortin is the opening of a Handicraft Centre and a Domestic Science Centre at the Egypt Government School. These centres will cater for the practical training of the boys and girls in the Post Primary Classes of all the Schools in Point Fortin and the surrounding districts.

The Handicraft Centre will provide a two-year course in woodwork for boys between the ages of 12 and 15, and the Domestic Science Centre will provide a two-year course in elementary nutrition, cookery, home making and laundry work, and mothercraft.

Teacher-in-charge of the Handicraft Centre is Mr. Amos Brown, and Miss Sylvia Marcelline is the Teacher-in-charge of the Domestic Science Centre.

We extend a cordial welcome to these teachers and wish them a pleasant stay in Point Fortin.

On Friday 20th and Saturday 21st March the Dramatic Section of the United British Club presented "Pink String and Sealing Wax" a play in three acts by Roland Pertwee. The play went with smooth efficiency and provided a great deal of entertainment to the audience. We wish to congratulate Mrs. Diana Kay, the producer, and Mr. A. H. Davis, the stage manager, and all who helped in the success of this production. The play was afterwards taken to Pointe-a-Pierre, and to the Country Club in Port-of-Spain, where it was well received by appreciative audiences.

Management recently announced the following nominations to the United British Junior Staff Club Committee for 1953/54: Mr. E. E. Morrison, of the Secretarial Department (President), Mr. E. N. Edwards, of the Transport Department (Secretary), Mr. W. R. Gibbings, of the Accounts Department (Treasurer). We extend our congratulations to these gentlemen on their appointments.

At a meeting held in the Port-of-Spain Office on the 20th March 1953 the following officers were elected to the Committee of the U.B.O.T. Sports Club: Mr. D. S. Law (re-elected President), Mr. S. A. Ammon (Vice-President), Mr. W. W. Morris (Secretary), Mr. P. Corbie (Asst. Secre-

tary), Mr. A. Wong (re-elected Treasurer), Mr. A. Adimoolah (Auditor), Messrs. C. G. Goddard, E. M. Arneaud, D. Drakes and G. Stephens (Committee Members), Mr. J. Gonsalves (Cricket Captain), and Mr. P. Corbie (Vice-Captain).

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

Mr. Mohan Maharaj (Accounts), and Mr. Clarence Wilson (Materials).

Also the following other promotions:—

Messrs. Eugene Bonnett, Andrew Bowen, Frank Connell, William Daniel, Alfred Dublin, Deo Frank, Cecil Harewood, Simeon Lambert, Albert Monsegue, Michael Murphy, Felix Reyes, Samuel Sookdar, Nathaniel Sookram, Godwin Tous-saint, Merry Weeks, and Samuel Wilson, all of the Materials Department to Main Warehouse Clerks Grade II, Messrs. George Lindor, Henry Galloway, James A. Roberts, Ned C. Logan, Chablall Lutchman, Alfred Francois, Joseph Acco, Herman Charles, George Jack, and Ashburton Edwards, all of the Materials Department to Main Warehouse Section Head Clerks Grade I, Apprentices Egbert McL. Bernard, Harold L. Raghunanan, Anthony Rawlins, Leslie J. St. Laurent, Trevor G. Lloyd, Dermott O. Louison, and Errol A. Ramsey, to Student Apprentices. Mr. Winsley Matthew from Chargehand Welder "A" to Foreman Welder, Mr. Budseley H. Spencer from Chargehand Bricklayer/Mason "A" to Foreman Bricklayer/Mason, Mr. Luther James, from Checker "A" to Foreman, Mr. Fred Jacob from Checker "A" to Foreman, Mr. Jolineau E. Reveiro from Checker "B" to Clerk Grade II, Mr. Peter Jeffrey from Laboratory Assistant Grade II to Shift Foreman, Mr. Randolph Lokai from Fitter "B" to Foreman Engine Fitter, Mr. Alick Sylvon from Bench Fitter "B" to Foreman Engine Fitter, Mr. Fitz Yearwood from Bench Fitter "A" to Foreman Engine Fitter. All the foregoing are from the Refinery. Mr. Hezekiah Harris from M. V. Driver Type 3 to Transport Foreman in the Penal Division.



Blankestijn (Production), Mr. C. A. Pozzo di Borgo (Trainee), Mr. M. G. Sirks (Geological), Mr. D. Sheppard (Refinery), Miss K. M. Hutton (Medical).

Messrs. J. M. Grimme, E. A. Bratt, and J. Cook (Drilling), Dr. D. D. Muir and Mr. L. Sellier (Medical), Messrs. T. B. O'Brien, N. P. Skerrett, G. R. Patterson, and H. B. Phillips (Refinery), Messrs. D. A. Williams and M. Legg (Engineering), Mr. E. G. Everett (EXD.), Mr. A. Mackie (Materials), Mr. W. L. Buning (Geological), Mr. E. H. Gwyn (Port-of-Spain Office), Messrs. D. J. White, J. P. Summers (Accounts).



The Industrial Relations and Personnel Department

By S. J. IRESON,
(Senior Industrial Relations Supervisor).

Part Two—Industrial Relations in Action

IN the first article in this series published in the last issue of UBOTIMES we gave a broad outline of the meaning of Industrial Relations. After a brief review of the development of employees' and employers' associations, we went on to show that every human being has certain basic needs which he must satisfy within reason if he is to take his rightful place in the community. We summarised these under five general headings, i.e., bodily needs, self-preservation, love and friendship, self-esteem and self-fulfilment. We concluded by saying that in the next article we should show how an enlightened employer, by means of a sympathetic Industrial Relations policy, can assist his staff and employees to a better and fuller life. In order to do this, let us again take the five basic needs referred to above and see what our own Company does to assist its staff and employees to satisfy them.

First of all, a man needs food and clothing for himself and his family, and a good share of his wages will be appropriated to providing these basic essentials. In order that he may obtain the right foods and clothing, his wages must be relative to the price structure of the Island as a whole and these items must be readily obtainable. In the local Oil Industry this is recognised, and in addition to a fair day's wage for a fair day's work an allowance is made, by means of a bonus payment, for rises in the official Cost of Living Index. In order to facilitate marketing, this Company co-operated with Government in building the Point Fortin market, undoubtedly one of the best in the Island.

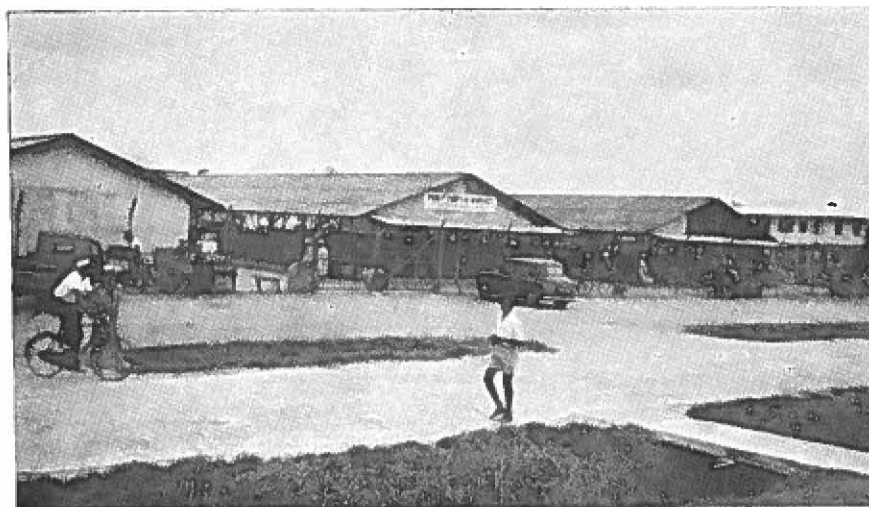
The Oil Industry is sometimes accused of insularity to the extent that it tries to keep itself aloof from the rest of the community in which it operates. This is a fallacy and this reputation has been acquired because, as we have said before, oil is frequently found in remote districts which do not have the usual amenities of life and the Oil Companies have therefore been obliged, in the interest of their em-

ployees, to provide facilities which would normally be taken care of by Government or public bodies. It is the policy of our own Company to live as much as possible in the same manner as the rest of the community and whenever a public service is available we endeavour to utilise it. In keeping with this policy the Company has given certain facilities by way of encouragement to private enterprise to establish food, clothing, and hardware shops and has also encouraged the erection of drug-stores, bookshops, restaurants, and all the other types of business establishments now to be found in Point Fortin.

A man needs recreation, and in order that its employees may obtain this, the Company has provided Clubs, sports fields and pavilions, and encouraged by various other means the pursuit of this essential need. It has recognised this desire not only amongst its own employees but also for the district in which it operates, and has provided a large well laid out sports field for use by non-Company employees. It has also provided land and encouraged private enterprise to build a first class cinema. One of the practical aspects of this encouragement, not only to the cinema, but to other business establishments, was the provision of electric current from the Company's system.

Shelter for the employee and his family is obviously another basic essential need, and although the provision of housing is not strictly speaking its responsibility, the Company has nevertheless built literally hundreds of houses for its staff and employees. These are let to them at advantageous rents and the Company undertakes the maintenance of these houses and provides proper sanitation services at no additional cost to the employee. For greater comfort, and to raise the standard of living, electric light, running potable water, gas, showers, and flush toilets are provided. Here again, no charge is made for these utilities, which would be the case if the employee lived in a town.

Have any of us ever stopped to realise that the house-



Point Fortin Market

Mr. Horace Clement of the Industrial Relations Office, joined the ranks of the Benedicts when he married Miss Yolande Braithwaite of Point Fortin on Easter Sunday. The wedding took place at St. Mark's Anglican Church, Point Fortin, and was solemnised by Rev. K. Allen. The bride was given in marriage by her father, Mr. T. W. Braithwaite, and Mr. Errol Guiseppi performed the duties of best man. Following the ceremony, a reception was held at the home of Mr. and Mrs. H. Mills at Wilson Street, Mahaica, and the honeymoon was spent at Mayaro.



Mr. and Mrs. H. Clement on the steps of St. Mark's Church after their wedding.

Prior to his marriage a presentation was made to Mr. Clement in the Industrial Relations Office when Mr. S. J. Ireson, Senior Industrial Relations Supervisor, on behalf of the Staff, presented him with a purse.

Mr. Peter Cummings of the Materials Department (Warehouse), was married on Easter Sunday at the Couva R.C. Church. The bride was the former Miss Virginia Louire, daughter of Mr. Moses Louire of Freeport. The happy couple have now taken up residence in Point Fortin.

Miss Zaharah Gharbaran, daughter of Mr. and Mrs. Iman Ali Gharbaran of the Penal Payroll Section, made a beautiful bride for her marriage to Mr. Yunuss Mohammed of Carapichaima. They were married under Muslim Rites.

We have pleasure in recording the marriage of Miss Sylvia Narinesingh, daughter of Mr. and Mrs. R. Narinesingh of the Penal M. & O., to Mr. Basdeo Ramanansingh of Siparia, which took place on 19th April last. They were married under Hindu Rites.

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

Obituary

It is with deep regret we have to announce the following deaths and offer our sincerest condolences to the families concerned:—

Estate Constable J. A. Edwards which occurred suddenly on 8th April. The late Joseph Edwards had been employed by the Company since 1946 and was very popular amongst his colleagues. He was buried at the Point Fortin Cemetery.

Faith Merlyn George, the infant daughter of Mr. and Mrs. L. George of Parrylands, Guapo.

Mr. John Rennie, Launch Engineer of the Refinery Marine Section, on the 6th April. The late John Rennie had served the Company for twenty years, and he will be sadly missed by his family and colleagues.

Mrs. Worrell, mother of Mr. M. Worrell of the Carpenter Shop, on 1st April.

The baby daughter of Mr. George Spence of the Production Department, and Mrs. Spence.

We extend our congratulations to the following:—

Estate Constable L. Alexander of the Estate Police Force, and Mrs. Alexander, on the birth of a daughter.

Mr. R. Halls of the M. & O. Shop, and Mrs. Halls, on the birth of a son.

Estate Constable B. Nurse, and Mrs. Nurse, on the birth of a son.



Estate Corporal G. Baksh, and Mrs. Baksh, on the birth of a son.

Mr. E. C. Valentine of the Materials Department, Penal Division, and Mrs. Valentine, on the birth of a daughter, Christine.

Mr. V. Sandy of the Refinery Department, and Mrs. Sandy, on the birth of a daughter.

Mr. Ivan de Haarte of the Accounts Department, and Mrs. de Haarte, on the birth of a daughter.

Mr. St. Hill St. Hillaire of the Materials Department, and Mrs. St. Hillaire, on the birth of a son.

Mr. W. D. Best of the I. R. & P. Department, and Mrs. Best, on the birth of a son, on the 16th April.

Mr. E. Huyghue of the Carpenter Shop, and Mrs. Huyghue, on the birth of a daughter, Leonora.

Mr. C. Cross of the Palaeontological Laboratory, and Mrs. Cross, on the birth of a daughter, Linda.

St. David's Church, Barbados, was the scene of a pretty wedding on Saturday, 18th April, when Mr. Hugh Kong of the Refinery Accounts Department, was married to Nurse Audrey Ifill of the Medical Department. It was a most impressive ceremony which took place by candlelight.

The bride chose a gown of chantilly lace and nylon tulle and carried a prayer book adorned with orchids.

The reception was held at the home of Mr. and Mrs. A. G. Rochford, Black Rock, after which the couple left for their honeymoon at Bathsheba.

At a farewell function held by the Staff of the Medical Department prior to her marriage, Mrs. Kong was presented with a wedding gift.

Mr. T. A. Nicome of the M. & O. Section, son of Mr. and Mrs. W. Nicome, was married on the 11th April to Miss Uremenia Edwards, daughter of Mr. and Mrs. P. Edwards.

The ceremony took place at the St. Rita's R.C. Church, Moruga. Father Davy officiated at the ceremony, after which a reception was held at the home of the bride's parents.

On Easter Sunday, 5th April, Mr. Haniff Mohammed, chief clerk of the Fire and Safety Section, was married under Muslim Rites to Miss Korisha Ali, daughter of Mr. and Mrs. U. Ali of San Juan. The wedding was a very colourful affair. Prior to proceeding to San Juan, guests were served with Indian dishes at the residence of the bridegroom's parents after which a procession of some sixty cars journeyed to San Juan where the ceremony was performed by Al Haj Mulvi Ameerah. A reception was held at the home of the bride's parents. The couple spent their honeymoon at Bombshell Bay.

Prior to his marriage Mr. Mohammed was the recipient of gifts, presented to him by Mr. R. M. Harcourt on behalf of his colleagues in the I. R. & P. Department.



The United British Junior Staff Club.

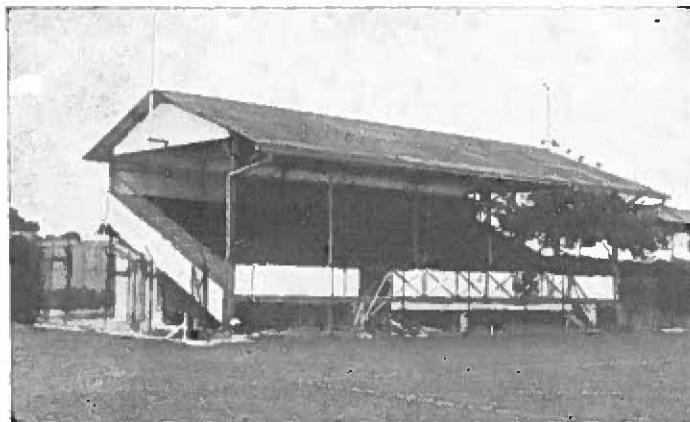
rents charged by the Company—to say nothing of such things as medical and hospitalisation charges—have not been increased in any way over the years in spite of the enormous increase in cost to the Company and the large increases in salaries and wages and cost of living bonus which have been given to Staff and employees?

The value of a happy community life on its housing estates is also realised by the Company, and it is hoped that this year will see the erection of a properly equipped Community Centre in Techier Village which will undoubtedly do much to encourage the communal activities now being fostered by the Techier Village Welfare Committee and the Company. In addition the Company encourages its employees to build their own homes, and to this end provides land at very nominal rents and facilities with building material suppliers for easy payment of building materials. By way of encouragement until such time as a public electric service is available, and as far as its resources allow, the Company provides electric current to these employees. Although the Company obviously cannot supply running water to every privately owned residence in the Point Fortin district, nevertheless their needs are not overlooked and, in the absence of any Government water scheme, the Company has erected standpipes and laid waterlines throughout the Point Fortin Village in order to supply this need to the community.

We said that a man could not be happy unless he and his family were healthy. Many of the oldtimers in Point Fortin can recall when this part of the Island had the reputation of being one of Trinidad's worst malarial districts. Some years ago the Company spent hundreds of thousands of dollars on anti-malarial

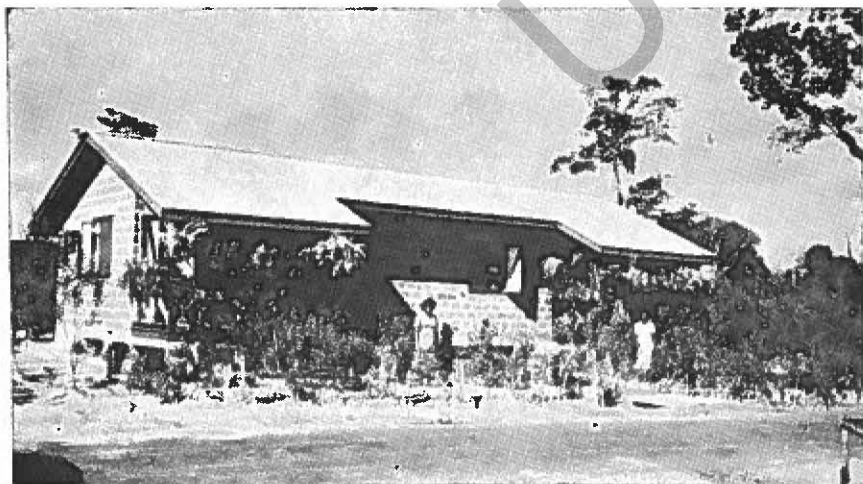
measures, including the clearance of hundreds of acres of bush, in order to counteract the vicious anopheles mosquito. It was not sufficient merely to undertake the initial work in this anti-malarial programme, and in consequence the Company maintains regular anti-malarial squads whose work consists solely in carrying out the strict control measures which must be maintained at all times if the district is to be kept free of malaria. So successful has this campaign been that we can now point with pride to the fact that the extremely rare cases of malaria which our doctors now have to deal with have almost invariably been traced to infection from a source outside the Point Fortin district. Again we see the interest of the Company in the health of the community as a whole when it is realised that the Company provides a refuse collection service not only for its own houses but for the entire Point Fortin Village. This has undoubtedly done much to keep the district healthy and free from epidemics.

Despite the intense measures which the Company undertakes to keep the district as healthy as possible, it is inevitable that the ordinary ills to which man is prone will occur, and in order that they may be attended to as quickly and efficiently as possible, the Company maintains one of the best equipped hospitals in the Island, provides the services of doctors, and gives medicines at a very nominal charge to the employee and his family. Hospitalisation is also provided at the discretion of the Chief Medical Officer for all classes of employees and, in certain cases, for their families, at a charge which barely covers the cost of food. A Casualty Ward is provided where the special treatment usually required for work accident cases can



The Pavilion on the Mahaica Sports Field.

One of the Company's houses at Techier Village.



The Casualty Ward in the United British Hospital.

be properly carried out. Point Fortin can boast of one of the very few Maternity Hospitals and pre-natal and ante-natal Clinics in Trinidad, and although it may not be generally realised the Company does much for these institutions by extending to them the services of its doctors and ambulance, and in the provision of medicines and maintenance of the buildings.

A Staff member or employee who has the interests of his family at heart will obviously make the best arrangements he can for their financial security in the event of his death. Funeral expenses in these days are an expensive item and would make heavy encroachment upon any sums of money which a deceased employee might leave behind for the benefit of his family. The Company has realised that an adequate funeral is very much a part of family life in Trinidad and in order that this may be met without undue burden on the family's financial resources, the Company grants a funeral allowance of \$25.00 or \$50.00 depending on the length of service of the deceased employee.

The Company realised long ago that a period of annual vacation with pay was a necessity if its employees were to be healthy, and the Company's paid annual vacation benefits are second to none in the Island.

The second basic need referred to above was that of self-preservation. First in this must come the employee's safety on the job. We in U.B.O.T. Ltd. have for many years realised that accidents help no one. They deprive the employee and his family of wages which they need for their personal well-being and they deprive the Company of the employee's needed skill and services. In order to minimise the risk of injury at work, the Company spends thousands of dollars a year on safety devices and equipment, and in educating employees in the proper way to do their work. Safety helmets are supplied free of cost wherever the Company considers they are necessary, and special safety boots and shoes are imported and sold at cost price to all employees on an easy payment system. Safety belts, protective clothing, various kinds of masks, eye protecting goggles, etc., are all available when any job comes along requiring their use. The danger of fire is ever present in our operations and can be a serious hazard to life unless adequate measures are available quickly to combat this dread element. The fire precautions taken by U.B.O.T. Ltd. are among the best in the Island, and a glance at our fire station with its two fully equipped fire engines and fire-fighting team will amply demonstrate this. So important does the Company consider fire and safety measures that it

employs a full-time Fire and Safety Officer. All workmen are insured against injury or death as the result of work accident, and the premium on this insurance policy costs the Company many thousands of dollars per annum.

The third basic need we looked at was that of love and friendship. Besides these blessings away from the job, every man wants to feel accepted as part of the group in which he works. If his working companions pay little or no attention to him the employee feels unhappy, and we must realise that acceptance from the group with which he is working is important to the individual. An employee obviously cannot pick the people he wishes to work with in the same way as he picks his outside friends, and it is necessary therefore that the Company should endeavour to promote the best spirit it can within the various work groups. With this object in mind, the Company does its best to see that its Supervisors are competent people and that they appreciate

the need for an understanding of the men working under them. In recent years the Company has fostered this spirit by the introduction of special training courses for Supervisors, thus giving them a fuller understanding of their responsibilities toward the individual. The Supervisor alone cannot achieve a happy working spirit amongst his men, and unless the individual also co-operates in reaching a mutual understanding the effort will usually be more or less negative. It is the Company's wish that every employee should be able freely to express any grievance which he may (rightly or wrongly) think he has, and Supervisors are always very willing to sit down and discuss these matters. In this connection the services of the Industrial Relations and Staff Offices are always readily at the disposal of the Supervisor, and their advice, based on many years of experience in the handling of industrial problems, is often of great value. The Supervisor will sometimes suggest to the employee that he should call in at the Industrial Relations or Staff Offices and have a talk with one of the Company's Industrial Relations or Staff Supervisors, and when this happens the employee is assured of a friendly and understanding approach to his problem. If there is anything within reason which the Industrial Relations Office can do to assist the employee then it will be done.

We believe that a House Magazine can do much to foster and maintain the "family" spirit within the Company and with this in mind, the Management authorised publication of UBOTIMES. When it was first published in 1945 it was the first real House Magazine in the Trinidad

One of the two-bed Junior Staff rooms in the United British Hospital.





The Astoria, Point Fortin's Cinema, is an example of private enterprise fostered by the Company.



St. Mark's Anglican Church which the Company assisted to build.



Collecting mosquito larvae for examination.



One of U.B.O.T's efficient fire-engines.



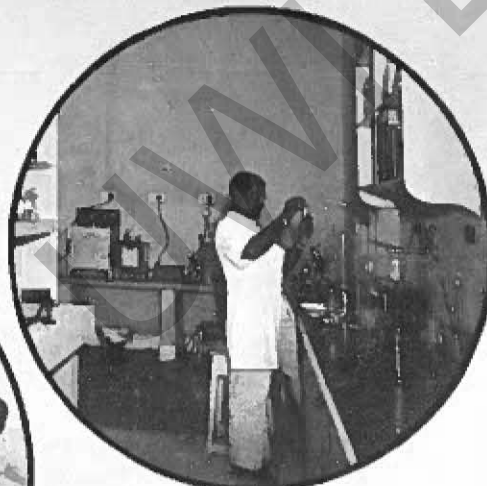
Spraying of swampy areas is an important anti-malarial measure.



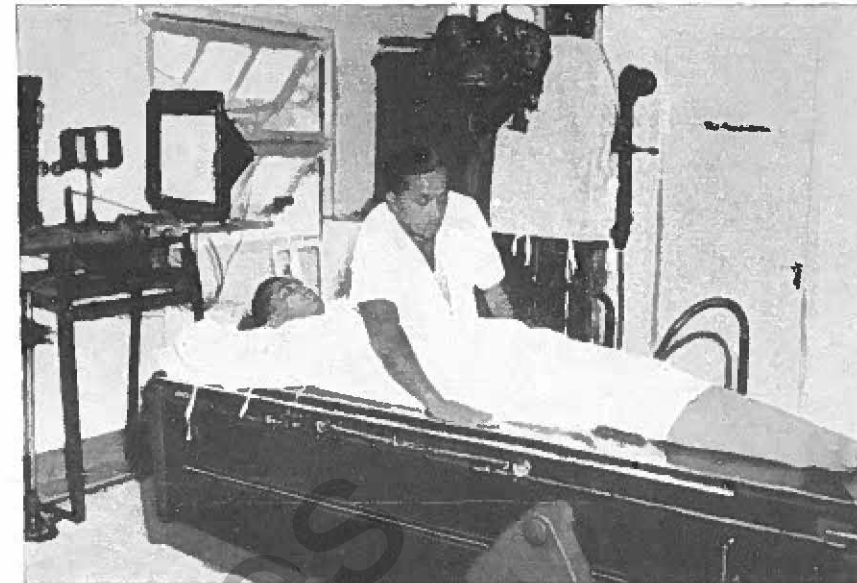
Medicines are dispensed at a nominal charge to employees and their families at the United British Hospital.



The Company's Staff and facilities were placed at the disposal of Government and greatly facilitated the building of this Handicraft Centre at the Point Fortin Government School.



The Laboratory at the United British Hospital is particularly well equipped.



A patient being X-rayed at the United British Hospital.

Oil Industry, and we are proud to see that our lead has been followed by others. The interest taken in the magazine by the Staff and employees amply justifies the laborious and careful work which goes into its preparation which is in itself worthy of a separate article. Plans are now on foot for the establishment of an Employee Information Service which will enable us to disseminate information which we believe our employees would be glad to have, and the principal feature of which will probably be the issue of a Weekly News Sheet covering all the current events and attractions in the Point Fortin area.

The fourth basic human need which we looked at was self-esteem. To be happy at his work an employee must feel he can handle the work he has been given to do, and handle it competently. When he has done a particularly good job of work the employee feels satisfaction over it, and when he is commended by his Supervisor he realises that his efforts have been noticed and appreciated. He also knows that he has the good opinion of others, which will help him considerably in the future. The Company assists its employees to achieve self-esteem by providing the best and latest in tools and equipment, and encourages Supervisors, to recognise good work not only by letting the employee know that his efforts have been noticed and appreciated, but in a more tangible form by recommending wage increases at the appropriate time. The Company will continue doing all it can to see that its Supervisors are the best obtainable, and not only will courses and training programmes continue but they will, in fact, be extended.

Apart from this the Company is continuing and intensifying its efforts to treat its employees as separate individuals rather than as a number of groups of men falling into various more or less routine categories. This is not nearly so easy as it sounds when several thousand people are concerned and requires much painstaking research and effort. Moreover to succeed it must enjoy the full confidence and assistance of the individual himself, which (strange as it may seem) is by no means always forthcoming.

In order to carry out this policy the

Company has instituted a system of annual review which is so arranged that no employee can be overlooked. This annual review will enable Supervisors and the Industrial Relations Office to have a better understanding of each employee and enable them to select employees for future promotion. Where an employee is not doing all that is expected of him, an opportunity is afforded whereby the reasons for this can be investigated, and assistance and guidance given to the employee to enable him to overcome his faults.

The last of the basic human needs is self-fulfilment.

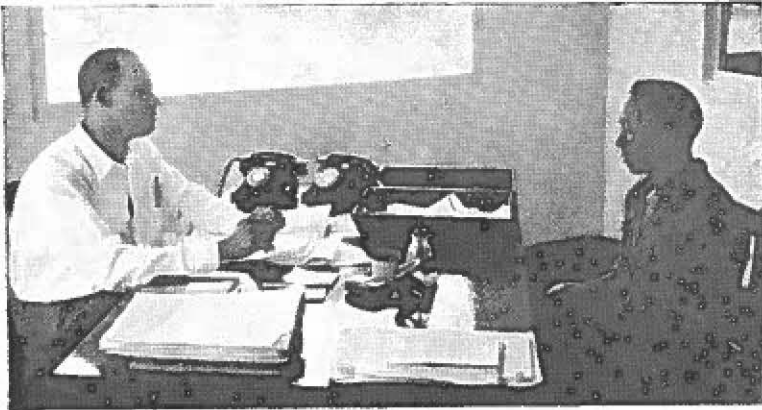
The meeting of this need is not necessarily something experienced by the individual alone but it can be shared by others. A good workman may undertake some trivial job but so long as he knows he has done it well he will achieve self-fulfilment. A Supervisor will find self-fulfilment in the satisfactory handling of his employee's problems, especially if he has been able to do something really tangible to help. Self-fulfilment can be achieved in other less direct ways, i.e.,

through one's home and children. One of the essentials to a contented home life is stability of employment and the knowledge that one's children are able to develop in a satisfactory manner. The Company endeavours to plan its operations so that stability of employment is guaranteed as far as it possibly can be. By careful advance planning the Company's operations can be made continuous and it is by this means that we are able to keep our employee turnover to a minimum.

If children are to grow up to be useful members of the community their first requirement is a sound education. In Point Fortin there are now three schools run either by Church denominations or Government or a combination of these. Education is obviously not the direct responsibility of any employer and even less so is it the responsibility of an Industry such as ours which pays enormous amounts of money to Government each year by way of taxation. In spite of this, the Company has assisted financially and in other ways in the erection of the three schools in Point Fortin and besides providing light and water has under-

Mr. S. J. Riley conducting one of the Training Courses for Supervisors.





An employee calls in for a friendly chat with Mr. W. D. Best, one of the Company's Industrial Relations Supervisors.

taken the maintenance of them. In other districts the Company has shown its interest in schools by giving its earthmoving equipment and operators free of cost in order to prepare suitable school sites.

There are many other aspects of education, both technical and otherwise, in which the Company is vitally interested and in which it plays a not inconsiderable part, and we hope to deal with these in a special article in this series at a later date.

Whilst the Company must obviously be non-partisan as regards religious matters, it nevertheless recognises that the spiritual welfare of its employees is of vital concern, and encouragement has been given to all denominations to establish churches and meeting places in Point Fortin. Here again the encouragement has been of a practical nature by the provision of land, financial assistance, and the use of the Company's technicians and facilities in the erection of the churches.

We think it will now be realised that the contribution which the Company makes to the happiness, not only of its Staff and employees, but to residents of this district as a whole, is a very considerable one, and involves the outlay of large sums of money each year. Although the activities referred to above are of the utmost importance in the Company's Industrial Relations policy, and require the close co-operation of the Industrial Relations and Personnel Department, they are not all the direct responsibility of the latter. The development of the district as a whole is, for instance, vested in the Lands and Legal Department, whilst the Medical Department are, of course, responsible for the medical, health, and sanitation services.

In years gone by, perhaps unwittingly, the old Labour and Welfare Office acquired a sinister significance in the minds of our employees. This was due chiefly to the lack of knowledge which employees had regarding its functions. It is inevitable that the Industrial Relations and Staff Offices must figure in any serious disciplinary action which has to be taken, but how many employees ever realise that they only come into these matters on the side of the employee? As is well known, no serious disciplinary action can be taken against any Staff member or employee unless the approval of the Industrial Relations or Staff Office has been obtained, and before this approval is given a thorough investigation is made in order to ensure that the individual concerned is being justly treated and has been given every opportunity to put forward his own explanations. In many cases the result of these investigations has resulted in Departments accepting recommendations for alternative action which has produced satisfactory results without any further

disciplinary action being required. We are confident that the old sinister feeling which employees had for what is now the Industrial Relations Office is very much on the wane, and we should again like to emphasise that the chief functions of the Industrial Relations and Staff Offices are to maintain a harmonious relationship between the Company and its Staff and employees. The Staff of the Industrial Relations and Personnel Department stand ready at all times to act as guide, counsellor, and friend to any employee in need of their assistance. It is hoped that these articles on Industrial Relations will remove any last doubts which may still be in existence and in Mae West's famous words, you will "come up and see us sometimes".

This article would not be complete without some reference to the part which the Oilfields Workers' Trade Union plays in the scheme of things, although this aspect was covered fully in our previous article. The Company fully recognises the contribution which the Union has made and will continue to make to the working conditions of the Company's employees and no one should think that what has been said above is in any way intended, to imply otherwise. The object in view has rather been to set out and explain in a factual manner the various benefits and facilities provided which go far beyond what could be regarded as the normal obligation of an employer even in these days. This has not been done with any idea of "blowing the Company's trumpet" but such a review forms an essential part of any explanation of the functions of the I. R. & P. Department. Moreover it is a fact that unless these matters are occasionally brought into prominence, there is a tendency for them to be forgotten or taken for granted by those who enjoy them.

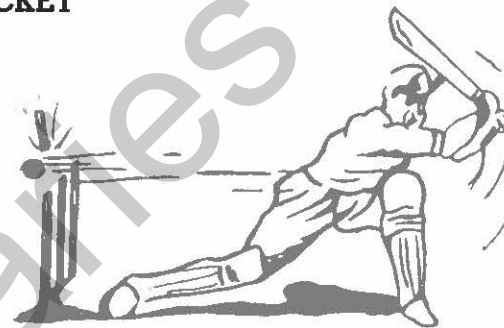
In the next article in this series we shall explain the organisation necessary to the proper carrying out of the Company's Industrial Relations policy, and introduce you to the men who carry out these duties.

The Company fully recognises the part played by the Oilfields Workers Trade Union in Industrial Relations. (Right) Mr. St. H. St. Hillaire, President of the Point Fortin branch of O.W.T.U. and (below) a meeting in progress between Company and Union officials. (Left to right)

Mr. J. Hackshaw, Mr. St. H. St. Hillaire, and Mr. H. Judge of O.W.T.U., and Mr. A. H. Davis and Mr. S. J. Ireson of the Company.



CRICKET



Our readers will recall that during the early part of the Season, fixtures in the various cricket competitions had to be re-arranged to the convenience of the public as well as the players so that they could witness the Test series between the touring Indian Team and the West Indies. As soon as these Internationals had left our shores we could settle down to the serious business of our own competitions.

ST. PATRICK CUP COMPETITION :

1st Class : The U.B.A.A. 1st XI., led by C. McClean, did not make an impressive start when meeting Middlesex C.C., the 1952 Champions, in the first round. Only two days were played off and with the position as it is at the time of writing, with the third and final days yet to be played, our defeat seems inevitable. For the second game of the season, our boys journeyed to La Brea to oppose Brighton C.C., a side fresh from a first round victory over T.P.D. C.C. Winning the toss, the homesters decided to bat on a perfect wicket. A valuable knock by M. Maynard, their opening batsman, who scored 59 runs, enabled them to reach the fair total of 142 runs. In the 70 minutes left for play on this first day our boys lost 3 wickets for 72 runs, after being 2 wickets down in the first over without a run on the board. On the second day, W. Jones, opening batsman and a newcomer to our ranks, batted splendidly through the side's innings for a well-made 80 runs; his grand effort helped us to top Brighton's score by 6 runs. Our opponents again took the crease and this time, due to the fine bowling of B. Peters (who captured 6 wickets), they were only able to muster 121 runs. U.B.A.A., set

with the task of making 116 runs in 121 minutes, found themselves one wicket down for 22 runs, the second, third and fourth wickets fell at 37 (a demoralising hat-trick by Joe Hendrickson, veteran pace bowler), and with 67 runs on the board at the fall of the sixth wicket victory for the batting side seemed doubtful.

A back-to-the-wall stand by C. McClean and veteran L. Dopwell pushed the score to 95 runs before the latter lost his wicket. Yet another wicket fell with no addition to the score but B. Peters then rounded off a fine performance by knocking up a hurricane 15 runs not out which enabled us to snatch victory with eight minutes to go. Having secured a bye, U.B.A.A. rested for the third round and then travelled to Barrackpore to fulfil their third engagement. The homesters, batting first, scored 161 runs to which we replied with 144. With Barrackpore batting three men short in their 2nd innings, B. Peters again bowled devastatingly, this time capturing 6 wickets for 9 runs for a score of 25. Set with 43 runs to make for outright victory, U.B.A.A. accomplished this without difficulty and at the time of writing we hold second position in the League table behind Antilles C.C.

2nd Class : This season was the first time that U.B.A.A. had entered two 2nd Class teams in this competition. So far, the venture has met with moderate success. The "A" team, captained by Theo. Arismandez, are carrying everything before them. They have so far played five matches, won three outright, won one on first innings points, and the fifth is still unfinished. The other team, U.B.A.A. Colts, under the experienced leadership of R. "Bob" Valentine, are achieving their goal by grooming youngsters for the future. Although they have not had much luck on the field, they are gaining much-needed experience for the future.

INTER-DEPARTMENT :

Although the 1953 Season has started, the final of the Pracy Cup for 1952 still remains to be played. This year's competition will be on a knock-out basis, and the first games are now being played.

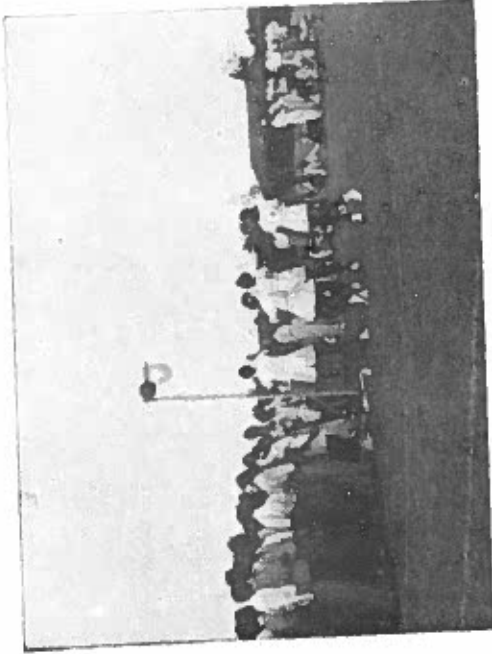
DOLLY CUP :

Our Apprentices are once again taking their

cricket seriously and although they have not had the best of luck in the three matches played so far they are putting up good performances. In their first game against Forest Reserve Apprentices they emerged winners, they lost their second game to T.P.D. Apprentices at Palo Seco and drew their third match against Pointe-a-Pierre Apprentices.

NETBALL

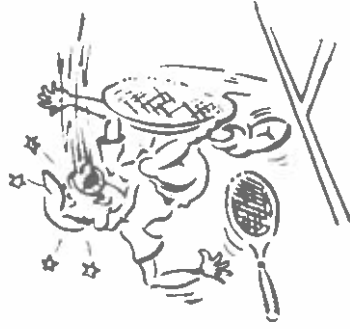
The increasing popularity of Netball in the Island is reflected in the introduction by U.B.A.A. of a Ladies' Netball Section. The team comprises some twenty ladies and it is very encouraging to see them out at practice almost every evening of the week. Although they have only just been formed



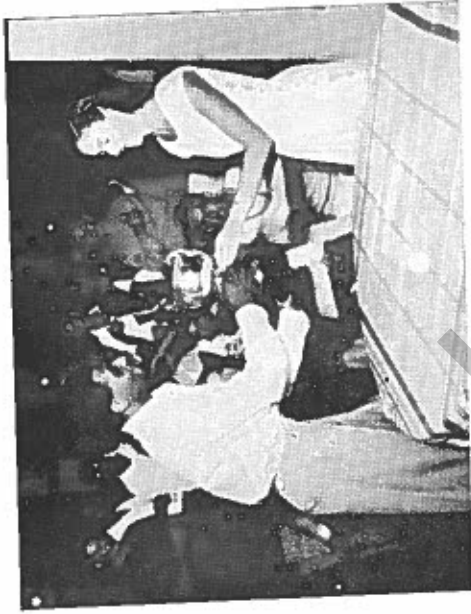
A near miss during a ladies netball game at Mahaica.

as a team, they have entered a competition organised by the St. Patrick Netball Association, and so far, out of three matches they have played, they have won one, and lost two. We wish our ladies the best of luck in their remaining games and hope the enthusiasm will be maintained.

TENNIS



The cup presented by Mr. W. E. Madden, former General Manager, for the bi-annual tennis competi-



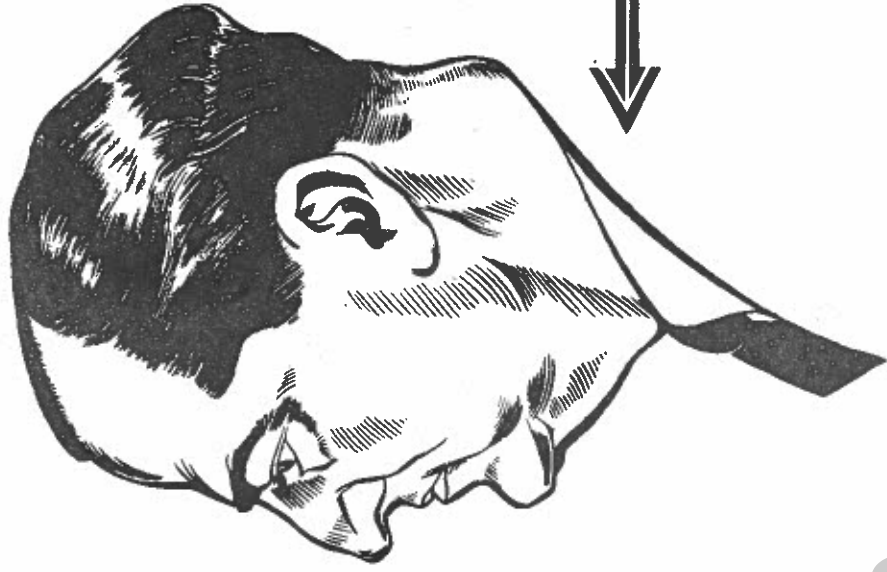
Mr. C. Mejias receives the Madden Cup, won by the United British Junior Staff Club for the first time, from Mrs. J. D. Hall.

tion between the United British Junior Staff Club and the United British Club was won by the former Club for the first half of 1953. It was the first occasion on which the United British Junior Staff Club had won the cup and they are determined to repeat the performance put up by the United British Club last year by winning it again when the competition for the second half of 1953 takes place later on in the year.



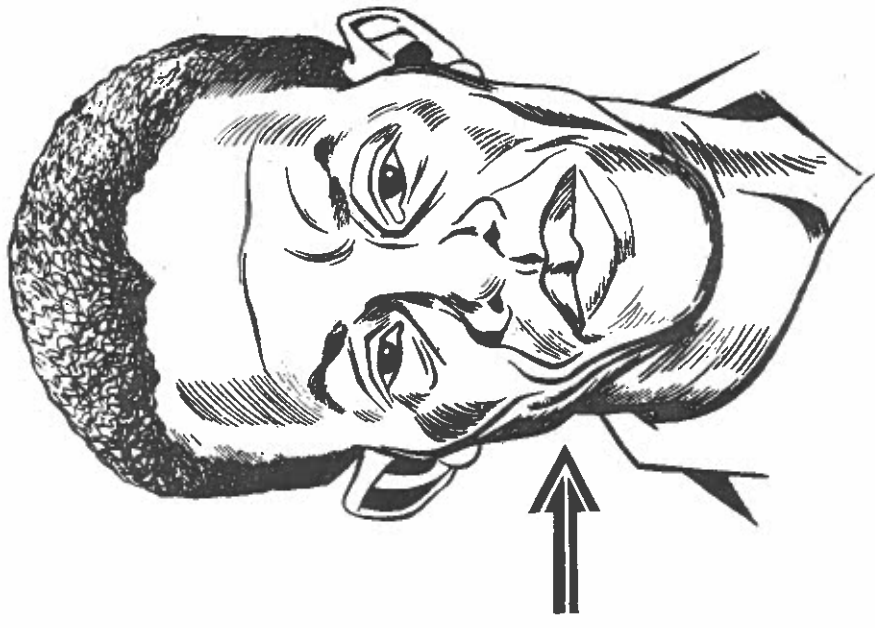
The U.B.J.S. Club Tennis Team which annexed the Madden Cup for the first half of 1953 — L-R (Back row) — Messrs: I. Look Yan, P. Cornwallis, S. Bobb, L. Arneaud, A. Maul. (Front row) — Messrs: E. Singh, C. Mejias, and St. G. John.

UBOT Shellabilities



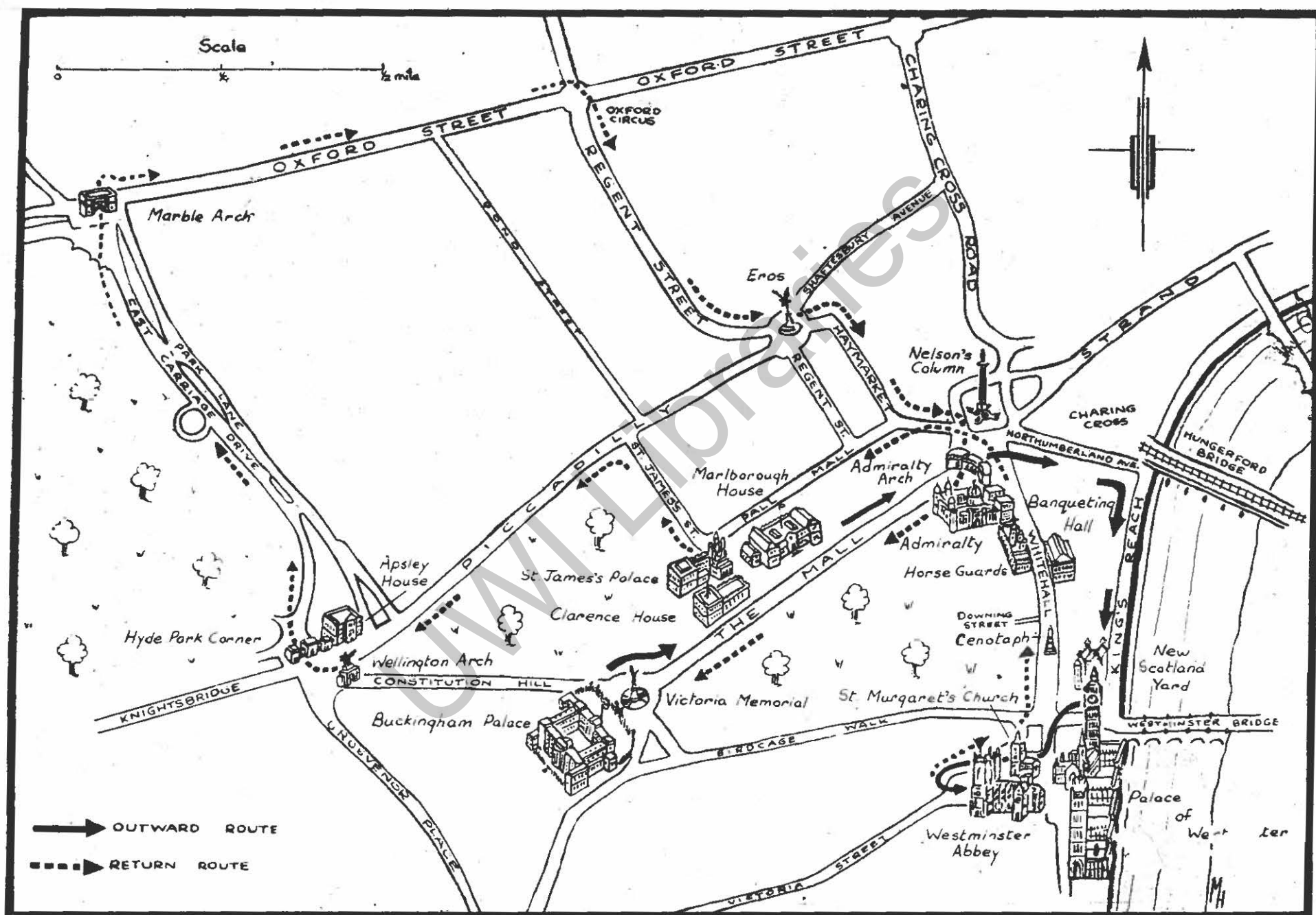
ABEL JOHN ABRAHAM, popularly known as Jack. Hailing from Port-of-Spain, where he was born in 1906, he joined the Company as an Office Boy in our Port-of-Spain Office in 1920. During his 33 years of unbroken service Jack has worked in every capacity in the Port-of-Spain Office and is thus particularly qualified for his present position of Assistant Office Manager. His long association with the Company has provided him with a wealth of experience which is always at the disposal of anyone seeking it.

Jack enjoys the confidence not only of his colleagues on the Company's Staff but also of the many high Government officials and members of the commercial world with whom he comes in daily contact. An enthusiastic sportsman and an avid turfite, he takes a keen interest in the Port-of-Spain sporting calendar and although he does not take an active part on the sports field these days, he is invariably around to urge on the youngsters. Jack has a very obliging disposition, and when it comes to personal purchases for his many friends in Point Fortin and Penal, he has the uncanny knack of being able to do the seemingly impossible. Has anyone ever heard him say anything other than "Sure, I'll do that for you"? His ability, which has carried him to his present position, his fine record of service and his outstanding personality, unquestionably qualify Jack Abraham as a **UBOT Shellability**.



HORACE ARTHUR, more popularly known to his friends as Harry. Born in Barbados on the 13th October, 1902, he came to Trinidad as a boy and joined the Company on 20th November, 1920. Harry served the Company in various Departments in Point Fortin, including the Machine Shop, Garage, and Marine, before his transfer in 1924 to Port-of-Spain as a launch engineer. Later he became Mate of the bunkering vessel **JUANITA**, and now holds the position of Marine Foreman. Harry's extensive experience and knowledge of the various aspects of our Marine activities in Port-of-Spain, coupled with his wide acquaintance in shipping circles, make him particularly suitable for this position. A keen sportsman, he still finds time for the odd game of billiards or cricket.

With his fine record of service and efficiency, and his amiable disposition and willingness to help others, there can be no doubt about Harry Arthur's position as a **UBOT Shellability**.



The Coronation Route