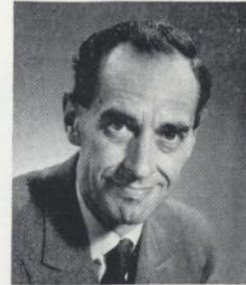


Wilf Salisbury, Fellow of the I.R.I.

Our heartiest congratulations to Wilf Salisbury on being elected a Fellow of the Institution of the Rubber Industry—the highest academic honour in the industry. No one is more deserving, few with such technical knowledge. Wilf got his I.R.I. in 1943 and graduated A.I.R.I. four years later.

Wilf Salisbury has been in the rubber industry for over 30 years



and for close on a quarter of a century has been a key figure at Castle Mills. As a compounder he is out on his own. There's nothing he likes better than to be faced with a new problem in compounding. That is the challenge he accepts with real enthusiasm.

What makes Wilf's latest honour so deserving is that his readiness to help young technicians in achieving academic distinction in rubber has been recognised. Those he has tutored over the years—many in executive positions today in the U.K. and across the Atlantic—will know better than anyone else the real measure of this honour.

Incidentally this is the first F.I.R.I. to our U.K. people in 16 years. The last was Arthur Chatfield, who received his honour in 1951, retiring in 1960. The late Robert Clark, Mechanicals Factory Manager became a Fellow in 1940, while Alexander Johnston, former Managing Director, was honoured similarly in 1925.

**MR MADIGAN SPEAKS TO
Edinburgh University Summer School**

At a week's residential course of Edinburgh University on "Economics Aspects of World Stability", one of the key speakers was our Managing director, J. C. Madigan, who delivered a paper on 27th August entitled "International Trade: A businessman's view".

In his address Mr Madigan emphasised that the Management of Uniroyal is deeply committed to International Trade. They see this as the keystone to our growth and improvement in the next decade. Some five years ago only about 10 per cent of Uniroyal's trading was done outside the United States of America. Today this figure has grown to more than 25 per cent and by the mid 70's it will be nearer 50 per cent.

Speaking on the fallacies of criticism on International business he instanced the Brain Drain. "This is not true in our case. With our tremendous growth in International operations we have had to draw on the Technical and Managerial expertise of the Domestic Division in America. This is at a time when there is a shortage of such expertise in the U.S.A.

"We also run an International E.I.P. (Early Identification Programme) of Management potential. This programme enables us to recognise nationals in every operating Company who have Management potential and special plans are made to see that this is developed through special training, job responsibilities, and job rotation. This does much to improve and upgrade the human resources of these countries.

"Additionally, recognising the International flavour, we operate a Cross-Pollination Programme which enables personnel to work in countries other than those of their own origin. It is considered essential that a Senior Manager in the International Division should have had experience of working in at least two countries other than his own".

**Another year of Further Education starts up
WIDE FACILITIES IN EDINBURGH**

The further education facilities in Edinburgh continue to offer a wide variety of courses to the individual.

Napier College of Science and Technology offer S.C.E. "O" and "H" level, O.N.C., H.N.C., H.N.D. and graduate courses in a wide range of Technical subjects, City and Guild courses in Rubber and Plastics Technology, complimentary subjects such as control of production, Industrial Design, work study and Languages.

Edinburgh College of Commerce, who hope to take over the new college at Sighthill this year, offer courses in all Commercial subjects. New courses of interest this year are:

In presenting awards for last session J. C. Madigan, Managing Director, said "I am impressed to see the large number in this educational effort. Each of you has persevered. We can't over-emphasise the importance of education to every one of us. Often you no doubt thought of chucking in, but the attainment and completion of your course is deserving of our token of encouragement".



Our photograph shows Mr Madigan presenting an award to R. Paterson (Project)—H.N.C. Others in the group are D. Stanford (Cost Accountants)—I.C.W.A.; R. Bell (Tensile Lab.)—O.N.C.; E. Dickson, Training Officer; A. Moffat (South Mill)—Typing; J. A. Glass, Director of Personnel.

Day and Evening classes results for 1966/67

Throughout the past year Ted Dickson, our Training Officer at Edinburgh, reports that the classes have been well attended. Unfortunately not all results are available as we go to press.

Royal Institute of Chemistry—S. Patrick.

Higher National Certificate—S. Dalgleish, R. Paterson, I. Blackburn.

Ordinary National Certificate—R. Bell, P. Stolie, M. Undwood.

Institute of Cost and Works Accountants—C. C. Law, D. Stanford.

Association of Certified and Corporate Accountants—S. Cruickshanks.

Scottish National Certificate in Business Studies—I. Carswell, S. Alchin, E. Udok.

Scottish Certificate of Education—L. Hodgson, A. Forbes, D. Forbes, D. Mitchell, M. McArthur, S. McGeorge, J. McDonald, J. Smith, D. Patterson, R. Titilah, G. Hogg, S. Gilchrist.

City and Guilds Rubber Technology—F. Coutts, A. Leslie, S. McGeorge, D. McGeorge, S. McCormack, L. Dunsford, L. Hemming, R. McLean, D. Masterton, W. McEwan.

City and Guilds Work Study—K. Fraser, M. Barrie, M. Wilson, D. Taylor, A. Boyes.

City and Guilds Patternmaking—B. Bradley.

City and Guilds Electrician—J. Daly.

Mechanical Engineer Technician — D. Teviotdale, A. Robertson.

Typing—A. Moffat.