

PUNCH & DIE



Daher

THE WORKS MAGAZINE

of

AERO ZIPP FASTENERS LTD.,
issued from their factory at
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PUNCH & DIE

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TENTH ANNIVERSARY ISSUE.

No. 20

EDITORIAL

With this issue of our works magazine we celebrate the tenth anniversary of the foundation of this firm. A later article tells of our history and some of the difficulties which we have experienced and overcome in the past ten years. This year is however of special significance in itself because many changes have occurred in the past nine months.

We have seen a large increase in our numbers and as a result there are many newcomers who have yet to develop the feeling of really belonging to us. That is the feeling which must not be allowed to disappear but it does tend to become weakened when expansion is rapid. Rapid expansion causes many strains and it takes some time for everything to re-adjust itself. This *Punch & Die* is late in being produced and that is typical of the state of some other aspects of our factory life which have yet to catch up with our growth.

Our energies have necessarily been consumed with the urgent task of developing our work, our volume of production and all the numerous problems which are bound to arise. Even so Aero Zippers must not imagine that we want to become just another factory where work, production and efficiency are the only considerations. We want more than ever to become a factory to which people feel they belong, a factory which provides interest, variety and opportunities for social contact which every Aero Zipper will value as an important part of belonging to Aero Zipp.

Our factory will we hope become stronger yet and there are many hard tasks still to be overcome, but *Punch & Dies*, and the social activities and other things will catch up and grow strong with it. These ambitions however depend very largely upon the individual interest which we are prepared to give. The firm is as anxious as ever to support and foster the recreational things

but we must make our individual contributions. Sitting back and waiting for the Social Club to do this, for the management to do that, or for the directors to provide something else will never achieve our aim. The support of everyone is needed for all the activities which are arranged. Let us give packed houses to the performances of the dramatic society; swamp the Social Club with applications to go on outings, give the Editor of *Punch & Die* so much material for the next mag. that he doesn't know what to do with it; give the Social Club a hand with arranging the Christmas activities and so on. The Old Aero Zippers have got the idea; now it needs the new Aero Zippers to catch the spirit of it.

So far in 1949 we have made great progress even if there is still a great deal to do, and some consolidation may be necessary. This editorial is followed by a message from Mr. K. B. Koppel in which he expresses very clearly his appreciation of the work we have done and his faith in our ability to contend with the future. His words are an encouragement to all, but none of us must imagine that we can rest on our laurels either in the progress of our work or the promotion of our social affairs. G.S.H.



**A GALA
CHRISTMAS
DANCE**



**For All
Employees
of Aero
Zipp will be
held in**

THE GRAND PAVILION, PORTHCAWL
on

THURSDAY, 22nd DECEMBER, 1949.

Transport will be arranged to and from all parts. Reserve this date for the biggest ever Aero Zipp Dance.

From the Managing Director

This year we are celebrating the tenth anniversary of the foundation, by my late father, Mr. J. Koppel, of this Company. It is, therefore, proper to pause and take stock of what has happened and has been achieved. On another page you will find a very able description of the birth and growth of our Company: I have but little to add to it. We had our ups and downs, we can look back on some disappointments (who indeed has none?) but also, I am happy to say, on steady progress and expansion.

What of the future? The task of the historian is, I think, easier than that of the prophet. Yet one thing I can predict without hesitation: If the skill, the devotion and the loyalty which Aero Zippers have shown is anything to go by, we shall have no need to worry about the future, there will be no problem within our control which we cannot face unflinchingly and no difficulty which we cannot surmount. Two factors determine the success and prospects of a firm like ours: the quality of its products and the firm's efficiency in marketing its goods. As far as the latter is concerned, suffice it to say that our zipp fasteners are well known and liked in many parts of the world and that our trade is expanding at home and abroad.

The quality of our fasteners speaks for itself and is a constant reminder and touchstone—of the splendid work done by all Aero Zippers. There is one other aspect which deserves mention: there is, in our firm, complete harmony and mutual trust in all sections, Board, Management and Staff. This has not, in fact could not have, been achieved overnight, and it is a sure sign of the goodwill and teamwork which has knitted our firm into an organic whole. There can be no better foundation for the continued progress of our Company and all who work in it, and we can look into the future with quiet confidence.

Some weeks ago I had the great pleasure of addressing you and handing gifts to those of you who have completed ten years, service with the Company. I am looking forward to future gatherings of this kind and I again offer my congratulations to those whom we have honoured and express my appreciation of the work done by all of you.

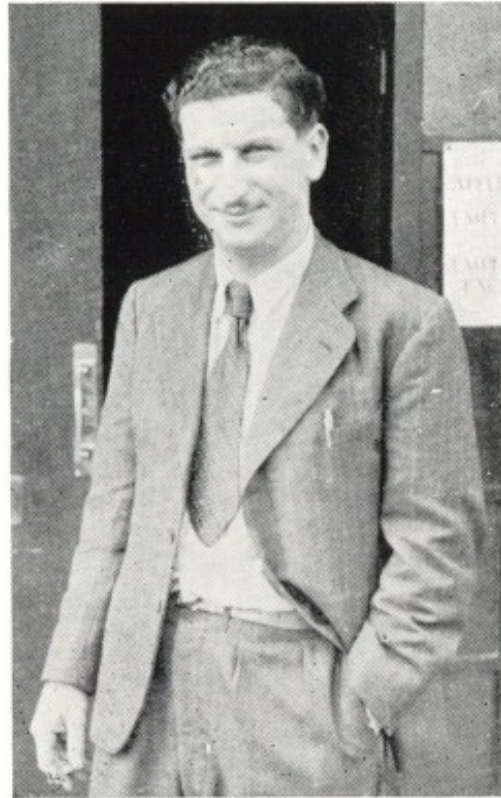
K. B. KOPPEL

The First Ten Years

By J. BACKER

I still remember the day in April, 1939, when I first set foot in our factory. By our present day standard it might have seemed small, but in its emptiness it seemed a huge place for making only zipp fasteners.

Eighteen months previously Mr. J. Koppel, founder and first Managing Director of the firm, decided that the only free country left in Europe was Great Britain. Particularly favourable conditions were offered to manufacturers who were willing to establish plants in the then Distressed Areas. Mr. Koppel saw the opportunity and readily took it. His son, Mr. K. B. Koppel, our present Managing Director, came to this country to discuss plans and lay-out with the Estate Company and the Builders.



In the meantime Mr. J. Koppel had arrived in this country bringing with him a set of machines and tools and a number of "key" men. The latter set to work right away to complete the equipment by building the machines and tools which it had not been practicable to bring along.

As soon as our factory building was completed the moving in started. This was the time when I arrived. That day the apparently vast virgin cement plains were only broken by a lathe (it is still in our toolroom) a drilling machine (now put out to grass in the garage) and semi-automatics (not in working order). Then the hive became active. Every day lorries arrived, bringing with them presses, shapers, lathes, automatic plating equipment, etc. Every time some heavy machinery arrived everybody from apprentice to manager had to pitch in and lend a hand. This unloading business was usually accompanied by a lot of "heaving" and "ho-ing," obscure curses "Donner" and "Blitzen" and a great deal of shouting. I learned a lot of English in those early days to which I could find no reference in the grammar books.

Within four weeks the first zipp was produced. We thought of a stylish launching with champagne, but postponed the idea when we found that it did not work. Somehow things really began to move after that. There was no time even to think of

celebrations. I remember the first machine room girl starting because this was the first occasion on which I had heard a long low whistle and the "wolf" call, but I cannot remember the first customer's order to be despatched. I remember the installation of the teeth presses, but not the first plastic fasteners. We were beginning to assume the appearance of a factory and everyone was worrying about his own immediate troubles and did not have time to see the factory as a whole. The wheel had started to turn. Then war broke out and brought with it a critical period of uncertainty for the firm. Everyone in the factory wanted to help in the war effort. Men who had just been trained for their jobs left for the forces. Others felt thwarted because they had been graded as being in reserved occupations. At first there did not seem to be any war contracts to be had, but as the war machine got going all that changed. We received orders from the Air Ministry and the Ministry of Supply for zipp fasteners for war equipment and the Ministry of Aircraft Production discovered that we had the only anodising plant in the district. More difficulties were to come. In May, 1940, six of our "key" men were interned. All these men had been with Aero Zipp Fasteners since its inception and all had helped to build the organisation. The loss was a keen one but we eventually overcame it. Shortly after this we started the production of gauges which were badly needed for the tooling of Royal Ordnance Factories and other war plants. This we undertook without hesitation and more and more work of this type was sent to us. Very soon we began to find that we were short of factory space. We took over the A.17 factory, but soon this did not suffice, and we started working full day and night shifts. But time in the main building had not stood still: in this area we took on press and machining work. In fact the production of zipp fasteners almost came to a standstill, and we only worked on urgent Government orders. The present machine room became filled with capstan lathes and most of the zipp machinery was greased and put into storage for the duration. Eight-ton teeth presses were made to do the work of twelve-ton presses, and, as though they realised the urgency and importance of the work, they stood up to it. By now we were being given work which had been turned down by other firms because of the high degree of precision which was required. These jobs were not a "walk-over" for us either, but in the end we were turning out gauges, gas mask diaphragms, rifle bolts, safety catches for guns, gas mask belt loops, laminations for electric transformers, detonators for bombs, trays for parachute bombs, parts for aircraft, cannon shells, to mention only the more important contracts. The war ended and peace brought its own problems.

Slowly but surely workers were transferred to the making of zipp. The early post-war years were dominated by a desperate shortage of raw material and an unprecedented demand for zipp fasteners.

At times there was not enough brass to keep the teeth presses running, and we had to improvise in many ways. Slider cases could not be obtained in sufficient quantities and we started experimenting with die-casting ourselves, and at the same time development work was being pushed ahead. We developed and introduced a more efficient method of stamping teeth. We designed and built our own presses and teeth tools. We designed and built an automatic zipp fastener machine. Our diecasting was brought to a stage where it was second to none. Our plating finish was improved and at the same time production was increased steadily. In the midst of all these growing pains, and when we needed him most, J.K., our Managing Director, died. His passing was mourned by everyone who knew him and even those who had only heard of him.

Mr. K. B. Koppel, who had eight years previously conducted the negotiations for founding the factory and who therefore knew it even before it was born, took over the responsibilities of the Managing Directorship.

That was in 1946, and things have moved fast since then. We have seen our production increase and multiply itself many times. Improved methods of manufacture have been introduced. Our lay-out and administration have improved. Great efforts were made to increase the volume of production in order to establish ourselves firmly both at home and abroad. In the following years this advancement was maintained. But it was also realised that side by side with this expansion it was essential to improve the quality of our goods. Testing standards were made more stringent and an inspection department was formed in order to keep a careful watch on our work at all stages. Our improved quality produced results even more quickly than we had expected inasmuch as it has been greatly appreciated by our clients and friends in this country and all those parts of the Empire and foreign lands which we are supplying. Our rapid growth was bound to cause many changes in our way of working. Where there are 700 employees it is essential to have an organisation which was not necessary in the days of the brave one hundred.

Apart from actual factory organisation we had the establishment of such things as the Joint Production Committee, the Suggestion Scheme and a Social Club which with all its activities is an integral part of our factory life.

I did not really notice how far we had come until recently when I was looking at some photographs taken in our factory in 1939. I realised then that we now have four times as much space, five times as many employees, many more types of fasteners, and all the necessary means and experience to keep us in the forefront of zipp fastener makers. To be sure we have travelled far. I know too, that we shall not relax in our efforts and that we may look forward to many more years of happy and prosperous work.

THE PRESENTATIONS

to the

TEN-YEAR AERO ZIPPERS

It was about last March when the Directors and the Management had a discussion on how we should celebrate our tenth anniversary and in what way Aero Zipp should show its appreciation of the pioneers who had completed ten years' service. The result was the decision to present to each one something which would be worthy of the occasion and it was finally agreed that each should receive a watch of really good quality with a suitable inscription on the back.

It was all very hush-hush. It was meant to be a surprise occasion and the secret was pretty well kept. Eventually the watches arrived. A few people knew that something was up but few knew what. First a microphone was put up in the finishing room and then with circus-like agility the maintenance chaps put a platform and table in position. The mike was switched on. Everyone was ushered in to the main production area and then a tray of something was placed on the table. Within a minute the seats on the platform were filled and things began to move.

It was noticed that Mr. K. B. Koppel was accompanied by his wife so it did not seem that we were in for a pep talk.

The occasion was quite brief. Without more ado eighteen people were called and wonderingly occupied chairs near the platform. Mr. Koppel made a short speech, explained our purpose and the significance of the occasion and then proceeded to make the presentation to each old timer.

After the presentations had been made there was a slight lull and Mr. Arthur Talford-Evans mounted the platform again and with the composure born of much stage experience he fluently expressed the thanks and feelings of those who had received the watches. If one reads carefully the last paragraph of Mr. Koppel's message in this magazine one will find a very broad hint regarding future similar occasions.

Well it is all very well stodgily to describe such a ceremony and to write of "eighteen people" but their fame deserves more individual treatment. Here they are one by one:—



Mr. BILL MORRIS.

He was one of the first through the door. Started in March, 1939. His store originally occupied about four square yards. As much as anybody he has seen how the firm has grown and how his own responsibilities have grown in size and complexity with it.

Miss QUEENIE CHIDGEY.

April, 1939. The first Machine Room girl, now Finishing Room Charge hand. She writes of herself—

“ My first job was operating semi-autos. My wage packet was 17/- per week. Being good at the job I received after one month a bonus of 2/6d., plus a chair with a back in it. But I annoyed the foreman and he threw me out. At the outbreak of war I was moved to the toolroom and worked nights, but it turned out to be very uneventful. Looking back it's the old story of out of little acorns grow big oaks. Even in my wildest imagination I don't think I would have been able to prophesy the expansion of Aero Zipp.”



Mr. ERVIN HORNUNG.

Came from Poland and started off in April, 1939 as a Teeth Department toolmaker. Still on the same job but he has seen many changes in the way of doing it. Said to be taking quite an interest in Cardiff City football team and is thinking of learning the rules.



Mr. RAY ROBERTS.

September, 1939. Most of his career has been as mechanic in the Machine Room but worked on important Government capstan work during the war. Many will remember that he married Miss Olive Jones of the Machine Room. We all know him as a colourful figure at works parties and outings.

Mr. ARTHUR TALFORD-EVANS.

Started September, 1939. After working in Press Department, became foreman of Slider Department. Played an important part in handling the war contracts and designing the necessary tools and machines. Now solely occupied as development engineer and designer. In his spare time he is a great supporter of social activities and one of the mainstays of the Dramatic Society.

Miss GWLADYS EVANS.

Started April, 1949, and has spent most of her service looking after tape stocks. Besides doing an important job she is one of those who is usually found working behind the scenes at socials, dances, etc., but always avoiding the limelight.

Mr. J. BACKER.

Started as apprentice in April, 1939. Worked on teeth tool-making and later toolmaking for war contracts. Became assistant foreman in Toolroom, progress engineer on post-war expansion and at various times gained experience in most branches of our work. Now Production Manager. Drives a car with a fixed grin. Hobbies: writing contemporary history and reports on missing grinding machines.



Mrs. MATTI DYKE.

Started April, 1939. Has worked in almost every department of Aero Zipp and probably has as great an all-round knowledge of the zipp business as anybody in the factory. Almost always to be found working in the background for social affairs. She writes:—

“Looking at the wide double road running through the Trading Estate to-day it is hard to bring to mind the dark winding road which connected Upper Boat to Nantgarw up to 1938.

In the same way it is hard to recall Aero Zipp in its early days. My first impression was that it was not as I had imagined a factory, but more like a large family with only a dozen or so men and a handful of girls, especially when I think that all the employees lunched together in a small room containing only two twelve foot tables. But that was April, 1939, much different from to-day when the lunch break has to be divided because our canteen, although reasonable in size, does not provide sufficient accommodation. Impossible now, maybe, to refer to our factory as a family in the same sense as in 1939, but surely it is up to the ones who remember the spirit prevalent then, to try to keep that spirit throughout the factory to-day."

Mr. BELA MEITNER.



One of the first Technicians on our staff. He started off from Hungary but got delayed on the way in Germany, Czechoslovakia and France. In the early days concerned largely with Plastic Department tools. Since specialised in design of special purpose machines. Engineer, philosopher, gourmet, raconteur. He may be each of these but he has the gift of promoting good humour and always remaining one of our most popular members.

Mr. CYRIL CHURCH.

Started in 1939 as toolmaker in Slider Department, but during the war became foreman of Toolroom. Later became foreman of Teeth Department and O.Z.P. Most Aero Zippers know that his wife was Miss Nancy Watkins of the old Gauge Department.



Miss EDITH DOBER.

In the Machine Room since 1939, except for a period on capstans during the war. As you might expect she is one of the most expert semi-auto operators.

Mrs. BETTY CAMERON.

Started in June, 1939, and was known as Betty Williams then. Has worked on most of the Finishing Room jobs and on special jobs during the war.



Mr. MAX SALAMON.

Came as a Zipp expert from a factory in Poland. Built up Teeth and O.Z.P. Departments. Designed, supervised and built up for most of the war contract press work. Now almost entirely devoted to development problems. Because of his quiet, modest manner few people realise how many important things develop under his hands.

Mr. DAN DAVIES.

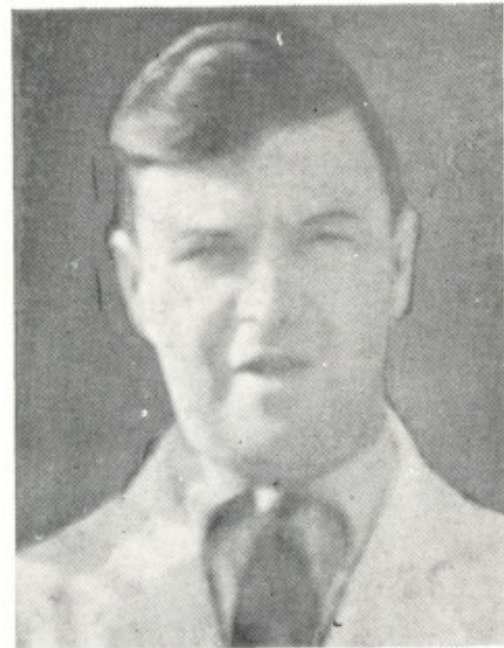
Started in May, 1939, in Plating Department. His ten years' service includes a break for most of the war while he served in the Royal Navy. The

Miss MATTI FORD.

Started in May, 1939, and worked on many jobs in Aero Zipp. Was married this year



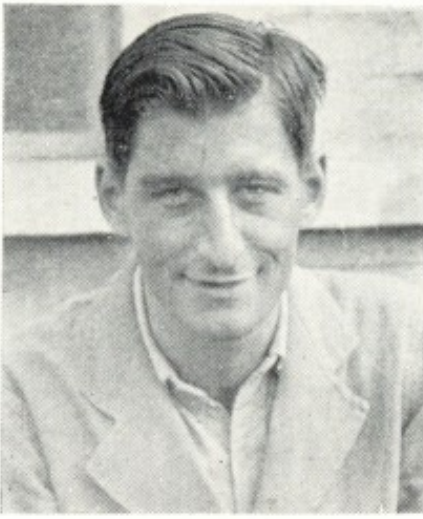
and became Mrs. Bailey-Woods. Left the factory shortly after completing ten years.



end of the war saw him come back soon to take over the foremanship of the Plating Department and several villain roles in the Dramatic Society plays.

Mr. H. PINKUS.

More is written of Mr. Pinkus in "Aero Roundabout" but he started as an apprentice in 1939. The war and his studies interrupted his work with us but he is now firmly back in the factory groove.



Mr. DICK HAMILTON.

Started at Aero Zipp in 1939, but here again the war intruded and off he went to the Army. After demob. he worked at several jobs in the factory before eventually finding his niche as progress storekeeper for the factory A.17 production.

Mr. BILL WILLIAMS.

Also started in Plating in May, 1939, but went off to the Royal Navy. He came back from the war to face the hazards of the Plating Department.

We in the factory must not imagine that we are quite all of the firm. In London Office, Mr. Einhorn, the cashier, also had ten years' service. Many Aero Zippers won't know him although some will remember him from his visit to the Christmas dance last year.

Well that was the list but we hope that there will be further lists to follow in future *Punch & Dies*.



Miss Gwladys Evans and the Tape Store Staff.

A.Z.F. AMATEUR DRAMATIC SOCIETY



It was with regret that the Society decided that due to unforeseen circumstances, it was impossible to perform "Grand National Night" in March or April.

However, our producer Mr. Bill Roberts, with much patience and diligent perusals of suggested plays, decided that our forthcoming production will be "Week-end at Stormes," written by Henry Smalley. This will be staged in the Aero Zipp Canteen on October 19th, 20th and 21st. All details regarding times of performances and purchase of tickets will be announced by loud-speaker and posters throughout the factory as soon as possible.

As most of you know, our performances in the past have received very favourable comment both from the press and public. Our motto is always to endeavour to make this play even better than the last one.

The Society is hoping you will not only all buy a ticket for yourself and one for your friend, but that you will all turn up and fill the canteen every night. A "full house" out in front is always a source of encouragement to producer and actors on the stage.

The play has its moments of pathos, love and comedy, and we shall be doing our best to ensure that the people out front will really enjoy every moment of it.

Rehearsals have now been in progress since our return from the August holidays. These have been taking place in the canteen on Tuesdays and Thursdays evenings after completion of work. Mr. Bill Roberts is very ably assisted by Mr. A. Evans (Development) and between the two of them, they are beginning to "knock some shape into us."

Some of the cast are having some difficulty in memorising their "lines," so if you happen to see or hear anyone in the factory walking around with a dazed look on their faces, and talking to themselves, don't send for Nurse Evans. It will only be one of us having a private run-through for the first night.

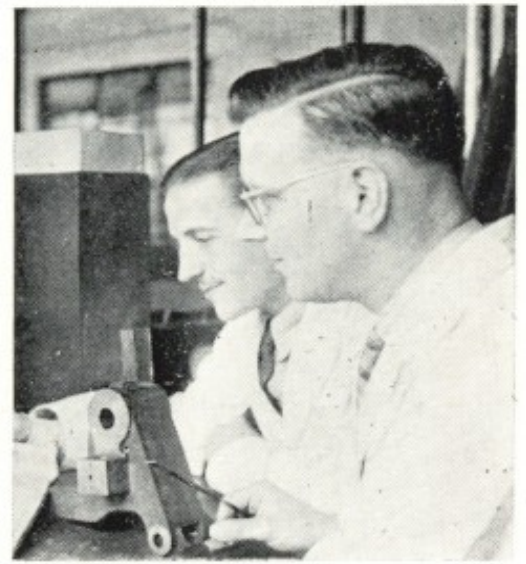
The Society is open for new members at any time. All Aero Zippers are cordially invited to come and join us; we certainly need you. There must be among so many of you, quite a number who fancies his or her chance on the stage, but is just a little hesitant in taking that first step. There is really nothing to be afraid of. We all belong to the now great family of "Zippers." Just give your name to our Secretary, Miss Betty Toghill, or any member of the Society. Remember, it is free, and we are all like you, very nervous at first, but once "on" you are someone else! So come and join us!

H.S.

GEORGE



takes
a
walk



and tests his camera on the profiles of our two toolroom inspectors Mr. Arthur Thomas and Mr. Bryn Davies.



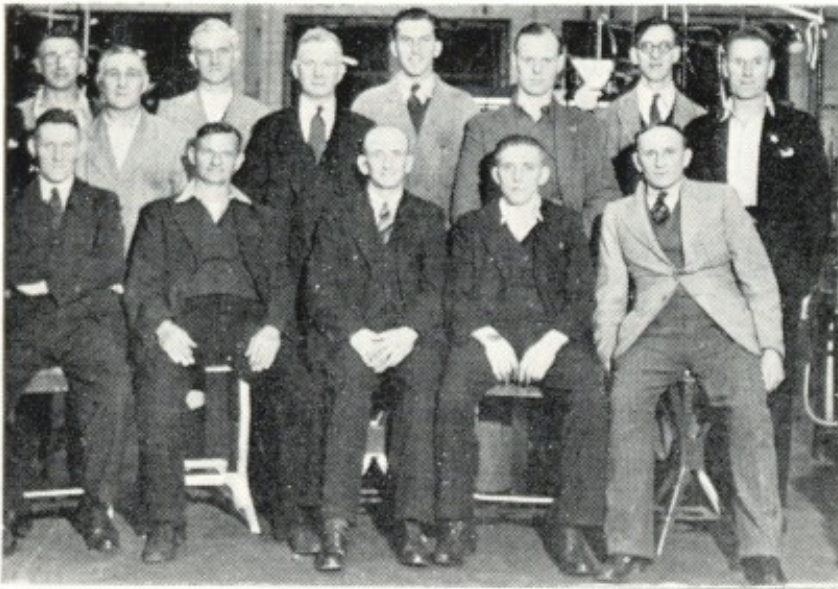
And then proceeds to the Slider Department where he finds Mr. Harold Salmon and a group of his girls who are anxious to be photographed but insist on a rural background.



Again he was very successful and lured into the woods sixteen girls of the Despatch Department who posed to make a very happy picture.

Returning to the factory he idly snaps Mr. Arthur Evans and Mr. Emlyn Davies whom he finds chuckling over a jolly little blue print. Never having seen anyone chuckle over a blue print before he decided it was safer to return to the girls.





It was time we had a photograph of the machine room night shift so George made a special journey to take this picture which shows :—

Left to Right, Standing :

Dan Williams, Ed. Prince, Trevor Churchill Snr., Tom Landeg, Gordon Price, Tom Williams, Maurice Stephens, Alec Mason.

Left to Right, Sitting :

Ernie Williams, Charles Arandel, Fred Bunney, Dai Rosser, Les. Sease.

To complete the series George decides on three very pleasant groups of

The pen-pushers and key tappers of the Despatch Office.



The girls of factory A.17.

and

The girls of the Lacquer Dept.



The Health Photograph

At the end of August the Mass Radiography unit visited our factory and a large proportion of us went along to be X-rayed. It wasn't much trouble and within a couple of days practically everyone received a card to let him or her know that everything was going along nicely inside. What is more everyone was very pleased to get the card and glad to have had the chance for this inspection.

Of course the Mass Radiography unit won't tell us any details about individuals and they handle the whole business in a very confidential manner, but they have sent us a general report which states :—

Number of persons examined	525
Number of persons requiring further observation	3
Definite T.B. cases discovered	1

That is an excellent result. 521 persons have the satisfaction of knowing that they are clear and four of our workers can be watched and helped to make sure that they are returned to good health before it is too late. Furthermore precautions have been taken to ensure that the one case definitely diagnosed is properly cared for and cannot infect the rest of us.

Dr. Archer Blyton, the specialist in charge, has many years of experience in his subject. It is a great strain to do the job thoroughly and the conscientious work of his team was most impressive and a very valuable service was rendered to us. We hope they will come every year and help to keep us in good health. After all it is part of the National Health Service to which we subscribe and it is only sensible to take advantage of such valuable equipment and the highly trained operators. Not only is it sensible from a personal point of view but it is really our duty to those with whom we work in order to make sure that we are not jeopardising their health.

The pity of it was that only 76 per cent of the factory were prepared to be examined. 160 people would not go along, so of course we don't know how they are. It only needs a little courage to overcome a little prejudice and if the majority would encourage the minority we could get the almost 100 per cent satisfaction that there is anyhow one danger to health which is unlikely to affect those that work at Aero Zipp. The service is free to all of us ; the management allows us to leave our work in order to be examined ; it helps to safeguard our health and the health of our friends and our families. We only have to take the trouble to go along. So next time let us all have a go and share the satisfaction of getting the post-card which reads :—

“Your X-ray film is satisfactory and further attendance is not required.”

ACHIEVEMENTS OF MEMORY

The object of this article is not to provide a dissertation upon the mystery of memory, but merely to assemble a few individual triumphs of this interesting faculty. Whether or not we are all gifted with an equal mnemonic capacity is a debatable question, but since we know that the best memories are possessed by those most in need of them, we may safely assume that the memory of one individual differs from that of another in direction rather than in degree.

Let a person become thoroughly interested in any subject, and he will readily garner its most minute details into the storehouse of his mind, where he can lay hold of them at a moment's warning, however forgetful he may be in other matters. We know of persons blessed with seemingly marvellous memory power, but not one of them possesses a mind sufficiently comprehensive to embrace an infinite variety of subjects, but excels only on the direct line of his avocation. It is natural that the most outstanding examples should be among literary men, although Cyrus is reported to have known the name of every soldier in his army, and Themistocles, it is said, could call by name the twenty thousand citizens of Athens.

Among linguists occur some remarkable cases of retentive memories. Sir Richard Burton was master of 36 languages, while Cardinal Mezzofanti of Bologna conversed fluently in 53 tongues and understood over a 100. Byron described him as a "walking polyglot, a monster of languages, and a Briareus of parts of speech." This performance, however, is eclipsed by that of Sir John Bowring, who understood 200 languages and dialects. It is difficult to realise how he was able to publish 36 works in addition to this wonderful achievement. He died in 1877 at the age of 80.

So much for linguists. Ben Jonson tells us that he could repeat all that he had ever written, and Macaulay as is well known, memorised the whole of "Paradise Lost," and is credited with having never forgotten anything that he had once read. The prodigious memory of La Motte is illustrated by the following anecdote. When a young man, Voltaire read to him a tragedy which he had written, to which La Motte listened with the greatest possible attention. "Your tragedy is excellent," he said at the conclusion, "and I dare answer beforehand for its success. Only one thing vexes me; you have allowed yourself to borrow, as I

can prove to you, in the second scene of the fourth act." Voltaire defended himself as well as he could against the charge. "I say nothing" answered La Motte, "which I cannot support; and to prove it, I shall recite this same scene, which pleased me so much when I first read it that I got it by heart, and not a word has escaped me." Accordingly, he repeated the whole without hesitation, and with as much animation as if he had composed it himself. Voltaire was utterly confounded. After enjoying his embarrassment for some time, La Motte said: "Make yourself easy, Sir, the scene is entirely your own—as much your own as all the rest; but it struck me as so beautiful and touching that I could not resist the pleasure of committing it to memory as you read it." A marvellous feat is recorded of Scaliger, who is said to have learned to recite the complete Iliad and Odyssey within three weeks. The immortal librarian, Magliabechi, was known as the "universal index and living encyclopaedia." Anyone wishing to be directed to a particular book in any European library, would be given its exact numerical position on a certain shelf in whatever library it was contained.

The concluding anecdote is told of Maklin, an actor who claimed the ability to memorise anything on once hearing it; whereupon Samuel Foote submitted the following test:—

"So she went into the garden to cut a cabbage leaf to make an apple pie, and at the same time a great she-bear coming up the street, popped his head into the shop. 'What, no soap?' so he died, and she very imprudently married the barber; and there were present Picinnies and the Jobillibies, and the Garyulies, and the Grand Panjandrum himself with the little round button on top, and they all fell to playing the game of catch-as-catch-can, till the gunpowder ran out at the heel of the boots."

SLIDER

In the high turrets of my mind there dwell
 Rich, golden thoughts, that yet escape my aim;
 Thoughts which are prophets of a future fame,
 When I find power to gain their citadel
 And give them language, or with pen compel
 Their forms to paper. These shall be my claim,
 Cast in the world's face, for immortal fame,
 Or, failing, sound my lost ambition's knell.
 Sweet Opportunity! grant me thy aid;
 My hours are sacrificed to Mammon's greed.
 Without thy kind assistance I'm afraid
 The wish expressed above will not succeed;
 But I'll be doomed to labour all my days,
 With no-one but myself to sing my praise.

JACK

AERO ROUNDABOUT

The Aero Roundabout has been turning fast and our rapid growth this year has resulted in many changes and many new faces appearing in our factory. We now have among us 200 girls who have only joined us since the start of the year. Everyone at Aero Zipp hopes that they will settle down in the old tradition and get to know our ways. Especially we hope that the newcomers will take part in our social activities and also that they will enjoy working with us.

Since the last issue of *Punch & Die* there have been many others join us besides those in the big production departments who are too numerous to mention. Among them we have :—

Mr. Frank Jones who joined us in January as our Cost Accountant. This was a newly established position made necessary by our growth. Mr. Frank Jones is a native of Swansea and came to us from a position in London. He has a big task to tackle but already this work is proving very valuable and he has become a popular member of our staff. Since joining us Mr. Jones has had the good news that he has passed the final examinations of the Institute of Works and Cost Accountants. This is a success which deserves our congratulations and which we understand will entitle him to use the letters A.C.W.A. after his name.

Other additions to our staff include Mr. Tom Withers (Costing Clerk), Miss Alvine Harris (General Office), Miss V. Hamer (Despatch) and Miss E. Tucker (Despatch). Also one of our recent arrivals is Mr. Edward Jones who comes to us primarily to help with the progress of our finished work. It was however soon discovered that he has had a deal of experience at amateur dramatics, and within a couple of weeks he had his part and was rehearsing with the Dramatic Society for their next play.

We welcome back to the factory as a member of our management, Mr. H. Pinkus. As most of us know, Mr. Pinkus left us three years ago in order to go to London University to study engineering. What few people know is that he was very successful in his studies and we congratulate him on graduating as a Bachelor of Science (Engineering). His return has already proved to be a welcome reinforcement to our design and development staff.

This year is rather notable for the number of academic achievements which have been gained. Of especial importance is the success of Mr. John Warner of the Drawing Office. We have to congratulate him on obtaining his Higher National Certificate.

We know that this valuable engineering qualification has only been obtained after many years of very hard work, and we are all very pleased with his success.

One of the major events in our factory this year has been the obtaining of extra space alongside our old A.17 factory. Before moving our Despatch Department into this area we took care to have it decorated in a way to be as pleasant as possible for those working there. Those in the department will agree that the scheme was a considerable improvement and we hope eventually to brighten up our main factory in a similar manner.

The move of despatch brought with it the spectacle of Mr. Wm. Baker being chased by our new electrically driven trolley. He says that there is no foundation whatever in the rumour that he intends to compete in the T.T. Course this year.

By the time this magazine is produced we should have installed in the main production area some equipment known as ozonifiers. These units are air conditioning equipment and we are hoping that they will have the effect of making the air in the department more fresh and pleasant to work in.

Last May, Mr. I Salamon left us to go into business on his own in Cardiff. Mr. Salamon started at Aero Zipp a couple of years after its foundation and in the years which followed he held several important positions. He had given valuable service to the firm and had held the foremanship of the Finishing and Lacquer Departments throughout a difficult period of expansion. Everyone of us, especially the girls of Finishing and Lacquer, wishes him every success and good fortune in his new business.



The increase in our numbers has made the work of our Social Club Committee doubly hard and the organising of our social affairs now entails a tremendous amount of work. At the same time the Management is anxious to support the work of the Social Club and would even like to see new activities introduced. It was felt that it was time the Social Club was given some help and accordingly Miss Mary Mitchell has been appointed as Social and Welfare Officer. Besides helping the Social Committee, Miss Mitchell will assist the Personnel Manager with matters concerning the welfare of employees.

Miss Mitchell's first task will be to get to know us and to know our ways, but we look forward to her becoming an asset to all the social functions of our factory.

Why have Cost Accounting

By H. F. JONES

Let us take ourselves as an example, and consider the above question as it affects us.

In the factory, fasteners are made in different types, e.g., "Baby," "No. 3," etc. It is therefore essential that Management is aware of the cost of production of each type of fastener. Again, certain operations are performed by different methods, although the final result is the same. What therefore is the effect on cost of the different systems? Is there a difference? If so, why? Furthermore, what is the cost of each part of the finished product? e.g., Teeth, Grippers, Sliders, and so on. Countless questions can be raised — Why? When? Where? and an efficient Cost Accounting system can supply answers to these questions too. What is the effect on the final cost of production of Wasted Teeth, Scrap Tape, break-down in machinery and other headaches which also confront the production experts? Probably such questions have already provided food for the thoughts of many of the factory operatives, as well as the Management. Acquainted with some of the problems which arise, an examination of the need for and purposes of Cost Accounting might prove interesting.



When prices of commodities are falling, competition is greater, and to ensure that a manufacturer can compete it is essential that he is accurately guided as to the performance of his factory in order to ensure that his costs are not excessive. However, whatever the state of trade, everyone should seek to realise the maximum fruits of his labours, and this can only be ensured by paying close attention to all the expenses of Production, Selling and Distribution. Excessive waste and concealed losses must be removed, and efficiency in all branches of the organisation must be developed.

Costing has been defined as the proper allocation of expenditure and involves the collection of costs for every order, job, process, service or unit, in order that suitably arranged data may be presented to a producer as a guide to the performance of the factory. It deals with the Cost of Production, Selling and Distribution.

For Costing to be of value it is imperative that the information presented is presented promptly and accurately. To meet this end, the Cost Accountant is dependant on records produced by all branches of the industry, and this information is collected, summarised, sorted, and presented in a form which is easily understood and from which results can be interpreted almost at a glance.

Cost is built up of all expenditure incurred in running a business and is divided into sections, viz., labour, material and overheads, all of which have to be related to production in order to indicate the performance of the factory. Labour is obviously the wages paid to operatives directly concerned in the manufacture of the product.

Direct Material is that material which forms the finished product. Not so obvious however is the term "Overheads" and this quite often constitutes a large part of cost, but we will consider now the build up of the Cost of Production of an article and it will be more easily seen what proportion of expenses is described as "Overheads"—let us take a yard of Zipp Fastener.

Labour.—This is obviously the amount of wages paid in manufacturing one yard of fastener.

Material.—This is again obviously the material contained in the yard of fastener sold, plus the wastage incurred in producing that yard.

Overheads.—Here we have a list of a few of the expenses which are incurred in operating the factory and which must be recovered in their entirety by relating a proportion to every fastener sold: Wages of Toolroom personnel, cleaners, watchmen, clerical staff, etc., etc., Management salaries, Directors' fees, holiday pay, packing materials, materials for maintenance of machines and factory premises, miscellaneous materials such as stationery, soap, Gre-solvent, cleaning rags, etc., etc., carriage, salaries of agents and travellers.

This is but a small selection of a very large list of expenses, all of which have to be accurately collected and related to every yard of fastener sold.

To write an article such as this for a works magazine without becoming very involved is not an easy proposition, and I hope I have succeeded in indicating the purpose of Cost Accounting

Joint Production Committee

It is perhaps opportune, as we have now a large number of new employees in our midst, to restate in this issue of *Punch & Die* the purpose of our Joint Production Committee and the way it functions.

The employees' representatives on the Committee consist of elected members from each department in the factory. Some of the larger departments have two or more representatives. Elections are held twice annually, usually in March and September. On each of these two dates half the Committee automatically resigns with the result that although each representative is elected for a twelve month period the Committee never consists of all new members. Of course the members who resign can seek re-election provided they are proposed and seconded in the proper manner. It is hardly necessary to state that all employees are eligible as representatives on the Committee.

The chief purpose of the Joint Production Committee is to devise ways and means of increasing production in the most practical manner. Suggestions, observations, and criticisms from both workers and management are carefully considered and discussed. Plans are formulated along the lines suggested and another step has been taken on the road to a better factory.

The Committee also seek to improve working conditions. The things discussed in this category are quite varied. For instance, this summer, discussion at one of our meetings resulted in the formation of a Canteen Committee to consider suggestions and complaints regarding canteen matters. Another subject which is often discussed is the problem of a speedy method of clocking out in the evenings.

One of the most popular functions of the Committee is the Suggestion Scheme, whereby suggestions submitted by the workers are carefully considered and awards made if they are adopted. Quite a large number of suggestions are received, and, as can be seen from the awards given, the majority of them are very intelligent and useful suggestions.

One of the main handicaps of the Joint Production Committee is the unassuming nature of the larger portion of its work. No stupendous schemes result from our deliberations! Our work is not such that when you come to work in the morning you can turn round and say: "Look what the Joint Production Committee

has done." To the casual observer the Committee's work will probably seem quite negligible. But, that's where he would be wrong! A little improvement here, a grievance rectified somewhere else, and so on, and soon the cumulative effect of these actions becomes far reaching and important.

The moral is obvious. It doesn't matter how trivial or unimportant your suggestion or idea might seem, coupled with others it might be the means of building a better and more prosperous factory, which after all is the true ideal of us all, whether we be sitting in the Manager's chair, or on a humble seat at the production bench.

WILLIAM JOHN,
Secretary,
Joint Production Committee.

SUGGESTIONS SCHEME

The Scheme has continued to result in a number of valuable suggestions being received. They are all considered very carefully by the management and the results are discussed with the Joint Production Committee. Those which can be adopted or those which can be adopted after some development, are rewarded. Some suggestions are not accepted although they may be rewarded if it is considered to be an intelligent approach to a problem. That sometimes happens because although it may appear to be technically sound there may be some snag in it or it may not be economically sound. Of course some have to be turned down because they are not considered to be practicable and others it is found have been suggested before, but in any case they are all carefully considered and some employees have been rewarded for ideas which they were not all sure about themselves.

The results of the eleven months since November last are :—

Number of suggestions received	..	82
Number of suggestions rewarded	42
Total awards made	£104

This makes the total awards made since the scheme started—£283. We should however like to have more ideas brought forward and would like to have good reason to make more awards. So if you have an idea, even an idea of which you are not very sure, then write it up and put it in the Suggestion Box, or give it to your Committee member.



MISS GRACIE FIELDS

sent this post-card from Capri to Mr. Austin, our Sales Manager. When she visited our Stand at the British Industries Fair we discovered that she was wanting some Zipps, so of course we were glad to send some to her. Her "Thank you" is charmingly typical of her.

Capri 13/6/49
Thank you very much
indeed for the really
wonderful zippers.
My good wishes
to you all
Gracie Fields



REPORT ON SOCIAL & WELFARE ACTIVITIES

JANUARY—SEPTEMBER, 1949

The present Committee was elected in January, 1949, which was a difficult time financially.

<i>Chairman</i>	-	-	Mr. M. STEPHENS
<i>Vice-Chairman</i>	-	-	Mr. D. DAVIES
<i>Hon. Treasurer</i>	-	-	Mr. M. RULE
<i>Hon. Secretary</i>	-	-	Mr. W. H. FORD

Mr. R. TRITSCHLER, Mr. G. PHILLIPS, Mr. R. RANDALL, Miss E. THOMAS, Miss G. EVANS, Miss K. KEOGH.

The first problem we discussed was "Policy of Expenditure" during the term of office. During the previous financial year, expenditure had exceeded our income and it was obvious that drastic measures were needed. It was decided to withhold all marriage and birth grants until such times as the funds were in a more secure position. The hardship grants were still to be continued.

Through popular request we held a dance at Helliwell's Canteen on 1st April. The attendance at this dance was not as good as anticipated, and although it proved a social success, the financial results were most disappointing.

The 1948-1949 Table Tennis season was quite a success with two teams entering the Treforest Table Tennis League. The Committee of the Table Tennis Section would like to thank all the ladies who so kindly helped with the refreshments at our home fixtures.

It is hoped to arrange a ladies' section for the Coming season.

The Cricket Club this season was strengthened by the return of several of our members who were in the forces. A popular fixtures list was arranged. Wins this season have been registered against South Wales Power Station and Simmonds Aerocessories. A special feature this year has been the keen fielding which promises well for future seasons. After much fruitless searching a ground has been obtained at the lower end of the Trading Estate.

This year we have undertaken a new enterprise, namely, the formation of Aero Zipp Swimming Club. The mixed membership stands at eighty-nine. We hope that next season will see the beginning of Inter-Departmental competitions at Pontypridd Swimming Baths.

On July 9th, we held our Annual Outing to the Wye Valley. Seven coaches left Aero Zipp at 9.30 a.m., travelling via Brecon Beacons. We stopped at Ledbury for lunch, tea was taken at Symonds Yat. Several happy hours were spent on the river and exploring the countryside. In the evening a dance was held at "Ye Olde Ferrie Inne," Symonds Yat, music being provided by our own works musicians. The party left for their homeward journey at approximately 11.30 p.m., very tired, but very happy, everyone having spent a very enjoyable day.

The August holidays over, the Committee settled down to work again. The main activities of the year were yet to come, as you will soon see. Early preparations had to be started to get the Annual Christmas Dance and the Children's Party organised. Never before has the task been such a huge one. Our workers have increased by such large numbers that places like "Bundles," Barry, are of no further use to us.

The Committee, with the co-operation of Mr. Hart, has found a solution to our biggest problem, namely, to find a hall large enough for 800 people. Luckily a hall has now been discovered which surpasses any of previous years. The Committee are working hard with the arrangements for our annual Children's Party; they intend to give the children as good a time as ever.

After the successful trip to Symonds Yat, a number of employees wanted the Committee to arrange another trip. On September 24th two 'buses were booked for happy Aero Zippers to wend their way to "Barton Fair," Gloucester.

A Christmas Prize Draw is again being organised by the Committee, and this should prove as popular as last year.

Again we are holding a dance in the canteen. This is our first canteen dance since last October. The dance is to be held on October 28th and a good number is expected to attend.

Aero Nippies



Arranged by WYNNE PRICE



Graham Davies, 10 month old son of Eddie Davies of Inspection Department.



Malcolm and Lynda Thomas, son and daughter of Mr. Arthur Thomas of Inspection Department.



Christine Ann Stephens, 3 year old daughter of Mr. Maurice Stephens



Susan Good, daughter of Mr. Frank Good.



Gillian Beezer, daughter of Mrs. M. Beezer, Finishing Room.

Christine and Robert Higgs, daughter and son of Mrs. Higgs of Slider Department.



Edgar Salamon, son of Mr. Max Salamon.



Margaret and David Howells, daughter and son of Mr. Ron. Howells of Technical Department.



Myra Evans, daughter of Mr. Arthur Evans.



Bobbie Crews, 3½ year old son of Jack Crews of Slider Casting.



Pat Arundell, daughter of Mr. Reg. Arundell.



Alan David Jones, 16-month old son of Mrs. M. Jones of Slider Department.



Jimmy Trew, son of Mr. Gwyn Trew.



Anthony Church, son of Mr. Cyril Church.



Jeffrey Davies, 3½ years old son of Mr. Emlyn Davies of Development.

SHOP TALK



Overheard by PAMELA LEWIS.

MARRIAGES

Our most sincere wishes for the future happiness of those Aero Zippers who have married recently.

Miss Eileen Rivers (Finishing Room) to **Mr. John Warner** (Drawing Office), 26th March, at St. Margaret's Church, Mountain Ash. Honeymoon—London.



Mr. John Warner and Miss Eileen Rivers.

Mrs. Enid Brown (Finishing Room) to Mr. Terrence White, 5th March, at Bridgend. Honeymoon—Porthcawl.

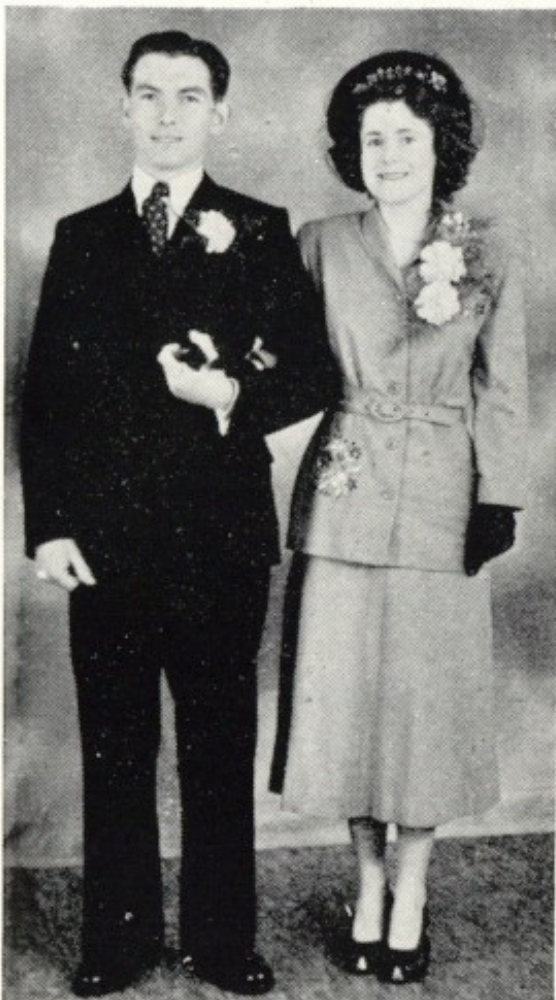
Miss Dorothy Adams (Finishing) to Mr. Ray Harris, 16th April, at St. Thomas' Church, Clydach Vale. Honeymoon—London.

Miss Maureen Jenkins (Despatch) to Mr. Ron Leakey, at Pontypridd, 19th March. Honeymoon—London.

Miss Doreen Keepings (Finishing) to Mr. Alfred Cook, 10th September, at St. John's Church, Mountain Ash. Honeymoon—Torquay.



Mr. Alfred Cook and Miss Doreen Keepings



Mr. Alban McPhail and Miss Laura Smith.

Miss Florence Watkins (Canteen) to Mr. Peter Farr, 30th July, at Llantwit. Honeymoon—London.

Miss Marilyn Arrowsmith (Despatch) to Mr. Aneurin Huish, 30th July, at St. Catherine's Church, Pontypridd. Honeymoon—London.

Mrs. Violet Durbin (Despatch) to Mr. Ernest Phelps at Pontypridd. Honeymoon—Blackpool.

Miss Marian Taylor (Finishing) to Mr. Idris Davies, at St. David's Church, Tonyrefail. Honeymoon—Swansea.

Miss Jean Walker (Sliders), to Mr. Gwyn Jones, 4th June, at Pontypridd.

Mr. Alban McPhail (Tool-room) to Miss Laura Smith, 16th April, at Pontypridd. Honeymoon—Devon.

Miss Beryl Davies (Finishing Room) to Mr. Gordon Jones, 2nd July, at Cardiff.

Miss Queenie Satterley (Machine Room) to Mr. Cyril Smith, at St. Catherine's Church, Caerphilly. Honeymoon—Somerset.

Miss Glenys Blake (Sliders) to Mr. Bill Underhill, at Methodist Church, Tonypandy. Honeymoon—Denham.

Miss Olive Griffiths (Sliders) to Mr. Melville Griffiths, at Pontypridd. Honeymoon—Bournemouth.

Mr. John Bishop (Machine Room) to Miss Jeanne Trew, 17th September, at Holy Trinity Church, Bristol. Honeymoon—Teignmouth.

ENGAGEMENTS

Best wishes to :—

Miss Joyce Vickery (Main Office) to **Mr. Jack Yeates** (Drawing Office).

Miss Brenda Hallett (Finishing) to Mr. Lionel Head.

Miss Elsie Read (Sliders) to Mr. Leonard Ball.

Miss Joan Wyatt (A.17) to Mr. Dennis Taylor.

Miss Phyllis Newton (Finishing) to Mr. Roy Thomas.

Miss Doreen Jones (Machine Room) to Mr. Jimmy Llewellyn.

Miss Beryl Morris (Machine Room) to Mr. Charles Webber.

Mr. Bill Jones (Toolroom) to Miss Margaret Brown.

Mr. Bill Mathias (Machine Room) to **Miss Peggy Beynon** (Finishing Room) on 9th July.

Miss Dorothy Pritchard (Despatch) to Mr. John Harris, 15th October.

BIRTHS.

Congratulations to :—

Mr. and Mrs. Roy Hartnell, 5th May, a son, Anthony Barrie.

Mr. and Mrs. Bill Goody, a daughter, Irene Teresa.

Mr. and Mrs. W. J. Clarke, 31st August, a daughter, Nona Marion.

Mr. and Mrs. Trevor Churchill, 15th September, a daughter, Heather.

Mr. and Mrs. Roy Spencer, 10th October, a son, Barrington.

Mr. and Mrs. Jerry Collins, a daughter, Valerie.

