

FARM MANAGEMENT ASSOCIATION

YEAR BOOK

1972 - 1973

The logo for the Farm Management Association (fma) is located in the bottom right corner. It consists of the lowercase letters "fma" in a white, sans-serif font, centered within a solid grey square.



Mr. Norman Coward.

Mr. Richard Bevan.

Dr. Robert Bruce.

Mr. Edward Belk.

Mr. Douglas McFarlane.

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Headed by Dr. Robert Bruce, the team has the country covered. The advantage to you is that a local man will be more accessible and will appreciate local conditions and problems just that much better. His business is people, farming people like you.

Here we show the team members. And you can get in touch with them through your local Midland manager, or through our branch at the Show.



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FARM MANAGEMENT ASSOCIATION

National Agricultural Centre

Kenilworth, Warwicks. CV8 2LG

Telephone No. : Coventry 29525 (STD Code 0203)

PRESIDENT

Sir Emrys Jones, Kt.

MEMBERS OF COUNCIL

J. N. Jones (Chairman)

A. F. Paton (Vice-Chairman)

J. L. Beveridge, J. A. Craven, G. E. Dalton, M. J. Davison, J. M. Fort, A. C. Harrison, G. O. Hector, J. F. W. McConnel, J. S. Nix, R. D. H. Rampton, W. W. Richardson, D. J. Roberts, W. W. Shaw, P. R. Street, D. W. Tagg, A. Wade, D. F. Watkins (Co-opted: N. Coward, A. J. Davies).

EXECUTIVE COMMITTEE

J. N. Jones (Chairman)

J. F. Birtles, G. E. Dalton, M. J. Davison, J. S. Nix, A. F. Paton, P. R. Street.

TECHNICAL LIAISON OFFICER

R. G. Haines

SECRETARY

Miss P. C. Jukes

HOW FMA BEGAN

In the early 1960's Bob Starling, then manager of the Chatsworth Farms, began to conceive the possibility of forming an association or society for farm managers. The basic idea was to give them the opportunity to meet for discussion and work together to improve their level of performance. He had been a farm manager himself for ten years at that time. Meeting, say, half a dozen friends for lunch at national events such as the Royal Show and Smithfield, it struck him that between them they were in control of farm businesses with a future turnover of three or four million pounds.

Bob gathered together the rules and constitutions of established associations and societies, such as the Land Agents' Society. Then, just about ten years ago, that is, in mid 1963, he wrote to some twenty farm managers whom he knew reasonably well asking them what they thought of the idea of forming an association. Their response was immediate and forthright—they were very much in favour and offered support. The next step involved consultations, together with Derek Pearce, with John Marsh, Director-General of the British Institute of Management, and Mr. Hay, Principal of the Staff College at Henley, as to how best form the type of organisation needed.

The first major meeting of those who might be interested was an informal get-together at the Mitre Hotel at Oxford, in January 1964, at the time of the Oxford Farming Conference. Here it was agreed to form a steering committee. Invited onto this committee were farmers, farm managers and advisers who came to London fairly regularly as members of various London based organisations, and meetings were held early in the morning, usually at the Farmers' Club, before other meetings began. The need for an organisation was agreed, and the interest and support of the *Farmer and Stockbreeder* was obtained, who gave publicity to the idea and invited correspondence. Derek Pearce agreed to chair the Steering Committee, subject to the *Farmer and Stockbreeder* providing a loan to cover the cost of a secretary for three years, which they agreed to do.

It was on the 21st October, 1964, that the first formal meeting of the Steering Committee was held, at the Farmers' Club. The members of the committee were Ken Bastable, Albert Davies, Harold Haigh, John Harris, Tim King, Derek Pearce, Adrian Pelly, Anthony Rosen, Bob Starling, Kenneth Tett, Robert Trow-Smith and Stephen Williams. The first item on the agenda was a formal proposition, put by Bob Starling, that an association should be formed for all who had a direct interest in farm management, and

that it should be known as the Farm Management Association. This was accepted and the FMA was in being. The next item was to choose the first Chairman, Derek Pearce, and the Hon. Secretary, Bob Starling.

After much debate the aims of the Association were agreed as follows:

1. To promote a high standard in the practice of Farm Management.
2. To establish professional qualifications in the principles and practice of Farm Management.
3. To initiate facilities for members to meet and to keep pace with all aspects of Farm Management.
4. To promote schemes of training for, and entry into, the practice of Farm Management.
5. To promote means by which members may contact professional bodies concerned with the science, practice and business of British agriculture.
6. To initiate a scheme for an Institute of Farm Business Management for the purpose of further education and research.

A committee was appointed to draft a constitution, its members being Stephen Williams, Adrian Pelly and Harold Haigh. The value of their work can be judged by the fact that very few changes have since been made to the original constitution which they drew up.

Further Founder Members were invited to assist developments, and after many meetings during the winter of 1964/65 they were ready to "go to the country". An inaugural meeting was held on 6th April, 1965, at London's Café Royal. There was an enthusiastic response and the Constitution was approved.

The first meeting of the FMA Council was held on 17th May, 1965. The Founder Members making up the Council consisted of ten members of the Steering Committee referred to above (Messrs. Bastable, Davies, Haigh, King, Pearce, Pelly, Rosen, Starling, Trow-Smith and Williams) plus Hamish Francis, John Hodges, John Jenkins, John Nix and Travers Legge; (Vic Hughes and Basil Neame were invited to join shortly afterwards.) John Jenkins became the first Chairman of the Finance and General Purposes Committee. By the summer of 1965 there were 300 members. Mrs. and Bob Starling had done all the secretarial work since the earliest beginnings up to that time, but now, aided financially by the substantial loan from the *Farmer and Stockbreeder*, it was possible to appoint a salaried secretary.

The FMA could be said to have "taken off" with its First National Conference, held at Harrogate in November 1965. *The Times* on November 22nd reported, "The young Farm Management Association can be considered to be 'on the map'." Emrys Jones, later to become Sir Emrys and the first President of the Association, said, "I personally have never been so enthusiastic about a development in British Farming as I am over the formation of this Association."

The following year another extremely important step was taken, which was accompanied by an equally significant development. This was the decision to establish the headquarters of the FMA at the National Agricultural Centre, following which the RASE allowed Ray Carter to become the association's Technical Director, part-time, with Ann Durham as Secretary. By 1966, then, the FMA was firmly established.

Footnote: Bob Starling is now agent to His Grace the Duke of Grafton, whose estates run to 12,000 acres in Suffolk and Norfolk. He was to become Chairman of the FMA in 1969-1970, but his new and considerable responsibilities prevented him from taking up the position. It is hoped to include full biographical details of him in the next issue of the Year Book.

AIMS AND OBJECTIVES OF THE FMA

The aims and objectives of the FMA have not altered since its foundation. Some Council members have felt a re-statement to be desirable, in the light of experience. At a January meeting of the Council the following was agreed:

Aims

- (Strategy) — To increase the understanding and practice of management in agriculture.
- To encourage members to improve their managerial performance.
- To promote greater productivity in the agricultural industry.

Objectives

- (Tactics) — To maintain an organisation adaptable to changing situations, which will be able to carry through the aims and objectives and this is the secretariat.
- To create and maintain effective communication with members and their management needs and so encourage them to participate fully in the Association's activities.
 - To arrange conferences, seminars, meetings to disseminate management knowledge, experience and expertise.
 - To publish a journal at regular intervals, reflecting management in agriculture.
 - To establish and maintain contact with other management bodies especially BIM, Schools and Colleges of Management and similar Institutions.
 - To initiate an Institute of Agricultural Management or similar body to maintain high standards of competence.
 - To keep members aware of development in management outside the UK with particular reference to the EEC.
 - To plan future development to ensure that FMA fulfils the needs of its members.
 - To encourage the formation and development of County Branches.
 - To identify special management needs, e.g. information, of members and implement them where practical.
 - To promote an expanding membership to ensure an acceptable level of income.
 - To promote an accurate public image of the Association's aims and activities.
 - To maintain and develop a library on subjects related to agricultural management.
 - To identify and promote research needs.
 - To provide a professional public voice for the agricultural industry.

BENEFITS TO MEMBERS

R. G. Norman

The Farm Management Association is still a relative newcomer among the numerous associations, societies, clubs, groups and other organisations open to those engaged in the agricultural industry. In spite of several small publicity campaigns, periodic press reports, and numerous local open meetings, the Association has less than 1% of the potential membership. This small representation nevertheless has an increasingly important voice, and members include many of the leaders of the main parts of the industry. What benefits do the current members obtain from the Association? This article attempts to outline the services the Association can offer:

The major strength of the Association lies in the bringing together of people from all branches of the agricultural industry with a wide variety of occupations, training, experiences, and current interests to try and improve their mutual understanding of the many facets of management. It acts as a focal point for the exchange of information, for the identification of management needs, and for providing the influences and stimulus to fill gaps in existing facilities for research, education and advice. This is, and always has been the aim, but the achievement of such an objective depends on several factors and the presence or absence of these within an area will determine the viability of the Association.

The first factor is the environment — general, financial, political and personal. In times of great prosperity many members of the industry feel less inclined, or feel they do not need to, study their management thinking and policies. When times are harder the interest in business management increases. Unfortunately, the former often helps to exaggerate the latter through bad planning or lack of foresight. Management and policy changes are invariably easier and less financially and emotionally painful before the hard times arrive.

The second factor affecting the success of the Association, and hence the benefits available to members; is the existence of similar organisations in the area. "Management" has become very fashionable in the last ten years, and many of the Grassland Societies, Discussion Societies, Dining Clubs, ADAS and commercially sponsored talks and conferences have been very active in studying and promoting management. This trend has not been uniform throughout the country and some areas have been saturated with opportunities for farmers and managers to hear "the gospel"!

Where strong and active discussion organisations exist the FMA has often found it difficult to compete for the limited amount of time potential members wish to spend away from their businesses. In some areas the FMA has prospered because it fills a definite gap in the management dissemination process. Members, therefore, are likely to gain more from the Association where little active competition exists, and where all the enthusiasm of leading practitioners in the area is available to the Association. As with any organisation a strong personality as Chairman or Secretary of the local branch is essential to the life and performance of that branch. Usually it is he who can, and has to, persuade the more progressive people to join in the general affairs of the branch.

The third, and perhaps most important factor is the scale and standard of farming in the area. If a sufficient number of experienced enthusiastic farmers, managers, advisers or people associated with the industry join the Association then the benefits they can obtain soon become almost self-perpetuating. The stimulation of one's thinking by being a member of a group can be of much greater benefit than the learning of a new technique or the re-hashing of an old one under a new, more sophisticated guise.

The best service the FMA can offer to members is the provision of the opportunity to get away from their jobs for a short while. This will enable them to be more critical and objective about their own position and more aware of the wider aspects of management. This also leads, however, to the biggest dis-service that the Association can offer — namely the introduction of too much jargon, unnecessary sophistication and complication of business management techniques without due relation to the basic technical processes. The introduction of some of the many management tools used by other industries can be of great benefit to all. The Association through its local branches and through National Conferences can play a very important role in ensuring that sufficient emphasis is placed on the practical application of such tools rather than the blanket selling of them as indispensable to modern management.

The Association Journal *Farm Management*, which is provided free to all members and is on sale to subscribers, is the major means of keeping members informed on all aspects of management whether in production, marketing or agricultural merchandising. It is published three times per year with one edition being specially devoted to a series of articles on one central theme. The Journal is now recognised as the leading agricultural management paper and fills the gap between the reports of proceedings of the research

and economic societies and the popular weekly farming press. The Journal Committee are always seeking ways of improving the Journal but it is extremely difficult to persuade practising farmers or managers to write an article describing their system or discussing their experiences. A slightly academic bias is therefore inevitable unless more members are willing to contribute, either with articles or with suggestions as to topics they wish covered — with possible authors. The Journal seeks to provide what the members require, but more guidance, comment, or criticism from the members would be welcome.

The periodic newsletter issued by the head office at the National Agricultural Centre, provides a valuable guide to the national and local activities of the Association. Unfortunately, many local branches forget to submit material for the newsletter so members are often unaware of some of the activities and services available to them. This may in part be due to the newsletter sometimes meeting the same fate as other unread circulars!

The Massey-Ferguson Awards are a good example of the benefits available to members but not widely understood by them. Grants are available to *any* member to cover the cost of tuition, stationery, and accommodation at any short approved management course. Many of these courses have been arranged specifically at the request of the FMA in answer to requests from members — the two most popular courses being a business management course at Reading and a marketing course at Aberystwyth. These grants are available for a wide variety of courses and the absence of a suitable course should not deter any member from applying. The Association can set up a course to suit the members' needs or sponsor a small project or study as an alternative to a lecture/seminar programme. These benefits are available to all members through the generosity of Massey-Ferguson (UK) Ltd., but unfortunately the response has been somewhat disappointing.

The main motto of the Association must be self-help. If members do not ask for the services they require, then the headquarter's staff (all acting in honorary capacities, with the exception of the Secretary) can only rely on their own estimates of what members require. A prime example of this is the National Conference, which takes place in November of each year. A particular theme is selected and six to ten leading figures from the industry together with speakers from other industries provide a stimulating mixture of practical management advice, business management principles, personnel management, case studies of successful enterprises, and other wider topics. The conference usually allows plenty of time for discussion and syndicate activities. The ten per cent of the membership who attend the conference (unfortunately, usually

the same ten per cent each year) find it very rewarding and find the personal discussions held out of conference hours to be equally stimulating—if sometimes rather heated. Many members have never attended a conference because they think it would be too academic and divorced from “farming”. Whilst this is true of the occasional paper, the more farmers and managers in the audience, the more practical will be the discussion. Most delegates go to find out how the different disciplines and philosophies might be applied to their own businesses rather than to become experts overnight in these newer or refurbished management tools. Many papers cover the future role of management within the industry. The more members that contribute to the conference and the discussions, the greater will be their mutual gain.

The Spring Field Days usually deal with the more practical aspects of modern farm business management and are usually held on members' farms or estates. The Conference Committee try to put on a programme that suits every member's needs, but there again members seem very reluctant to offer suggestions as to theme, topics or speakers. As with any organisation, the more effort members are able to put in, the more they will benefit.

Other benefits available to members include access to the facilities of the British Institute of Management through the Association's affiliation to that Institute. The long-term aim of the Association is the establishment of an Institute of Agricultural Management, which will be responsible for promoting training and research into the wider aspects of farm business management. This will include a library so that members can obtain ready access to the mound of management literature that is beginning to accumulate at the National Agricultural Centre.

One major question always raised regarding the objects of the Association is that of professional status. The Association has never attempted or wanted to provide a trade union for farm managers. The furtherance of better farm business management is the major objective. The furtherance of individual ends through some arbitrary form of assessment of individual competence should not feature in the programme. If it does then the many benefits that members can gain from the Association through the proving of their knowledge and experiences by means of meetings, the Journal, Conference or other activities will be in jeopardy.

The vital question is—do members benefit from paying the £5.00 subscription (tax deductible) to belong to the Association. The answer must depend on the amount of effort they are prepared to put in in support of their elected officers and in the furtherance of the aims of the Association. A passive membership will lead to a stagnant, if not decaying, Association.

PERSONALITIES IN FMA



D. G. PEARCE

First Chairman, 1965-1967

Derek Pearce was born at Longford, near Gloucester, in 1926. He went to the Crypt Grammar School, where he was a choirboy and an enthusiastic rugby player. Due to shortage of labour on the home farm during the war he left school in 1941 at the age of 14 to work at home on the farm. His father died when he was 17 and he ran the 100 acre dairy farm until he was 21, when his brother returned from the Services and he got a scholarship to Cirencester Royal Agricultural College for a year. Following Cirencester he managed a 120 acre dairy farm at Standford in Berkshire, and while there became Chairman of Faringdon Young Farmers' Club and also began a series of correspondence courses in law, philosophy, economics and English.

When 24 he was appointed to manage 1,500 acres for Earl Bathurst at Tarlton, Cirencester, and later married a Berkshire farmer's daughter. Tarlton was an arable livestock farm. Whilst there he took the examination for the British Institute of Management, and wrote his book, "Farm Business Management". He was Chairman of the Cirencester Branch of the National Farmers' Union and deputy delegate to the NFU Council.

In 1959 he became General Manager and subsequently Managing Director of Frederick Hiam, an arable company in Cambridgeshire and Suffolk with 8,000 acres, employing 140 men and 80 women. In 1961 he attended the Advanced Management Programme of the Harvard University School of Business Administration. He served for a number of years on the Minister of Agriculture's Agricultural Advisory Council for England and Wales, the BBC Agricultural Advisory Council, and became founder Chairman of the Farm Management Association.

In 1965 he became a non-executive Director of Messrs. Frederick Hiam, having moved to his own farm in Norfolk. He began then to undertake work on the Boards of Companies where consultant and special strategic advice was necessary. These Companies included Eastern Counties Farmers and this work involved in most cases a restructuring of the Companies' policies and personnel. In the last two years he has been developing his own farming interests (on 470 acres), by putting in a 120 cow dairy unit to add to the 70 acres of sugar beet, 30 acres of potatoes, 300 acres of cereals and 5 acres of daffodils.

He is currently Chairman of the Farmers' Club, the Local Branch of the British Institute of Management, and a Member of the East Anglia Regional Economic Planning Council, and from time to time he undertakes consultancy cases.

Derek has three children — two daughters aged 19 and 17 and a boy of 14. Shirley, the 19 year old, is at Oxford reading zoology, Jennifer is working for 'A' levels, art, botany and biology, and George is away at Greshams. Nancy, his wife, is a social worker and has been Welfare Officer at Norwich City College. His hobbies are sailing, music, and reading, especially biographies.



H. V. HUGHES

Chairman, 1968-1970

Vic Hughes is the son of Pembrokeshire tenant farmer. He was educated at the Tenby County Grammar School and the University College of Wales, Aberystwyth. At the latter he became Captain of the College and University Soccer XI and played for British Universities, was Chairman of the Agricultural Society and Secretary of the Central Athletic Board. After a Pass Degree in Agriculture and Chemistry, he obtained an Honours B.Sc. Degree in Agriculture, following a course which contained no mention of Farm Management!

After University he entered agricultural education and flirted briefly with the Advisory Service. In 1947 he began lecturing at the Ex-Servicemen's Centre in Glamorgan. In 1950 he became Crop Husbandry Officer in the National Agricultural Advisory Service (West Midland Province). His next position, from 1950 to 1954, was Lecturer in Animal Husbandry at the Royal Agricultural College, Cirencester. Between 1954 and 1960 he was Vice-Principal and Farm Manager at Brooksby Hall Farm Institute in Leicestershire, with particular responsibility for what was one of the first specialised courses in Farm Organisation and Management.

In 1960 he took up his present position as Farms Director and Lecturer in Farm Management at the Royal Agricultural College, Cirencester, where he is responsible for 1,300 acres of commercial farming. He is also a consultant in Farm Management to Rylands & Co., Estate Agents, Cirencester, and is associated with the Management Accounting Centre at Chipping Norton. In 1964 he made a tour of Universities in the USA to study the teaching of Farm Management. He has also made a brief study of farming in Portugal and will shortly visit Syria in a consultative capacity.

Amongst his hobbies he particularly cites enjoying his work — especially contact with a stimulating body of 600 students at Cirencester. He claims to be a very moderate shot but says he always enjoys the company. He has a keen interest in horse-racing, over the sticks; he owned his first horse in 1971/72 and has already had four wins! He also likes to watch sport, especially Welsh Rugby.

Vic writes, "I deem myself fortunate on two scores. Firstly, to join the staff of the Royal Agricultural College in 1954 and to come under the influence of Boutflour and Russell, to whom I owe a great deal; their combined effect was to instil an attitude of 'work hard, play hard', an attitude still exemplified by successive student bodies. Secondly, to be able to enjoy two of the most satisfying pursuits — farming and teaching; both are barren occupations without success — in the latter case this being obtained by reflecting on the tremendous performances of one's past students."



J. M. STANSFIELD

Chairman, 1970-1971

Son of a Yorkshire butcher, Malcolm Stansfield was actually born over the fence in Lancashire in December 1935 and was reared in the small West Riding industrial town of Barnoldswick. Farming is in his blood, as one grandfather occupied a small dairy farm — though he had retired before Malcolm was born.

He was educated at Ermysted's Grammar School, Skipton, slipping off to the cowsheds and hayfields of the local Craven farms at every opportunity. When, at the age of eleven, his family moved to a house with seven acres of land, he and his younger brother took on the tenancy and were at that time unchallenged as Britain's youngest farmers.

Twelve invaluable months were spent before University in the contrasting situation on the 1,100 acre High Mowthorpe Experimental Husbandry Farm in the East Riding. He not only took a liking to arable farming but also to the research and demonstration aspects. Living with the farm foreman enabled him to learn man management and day-to-day management at first hand. He graduated from the University of Leeds with a B.Sc. (Agric.) and was Student President of the Agricultural Society. Vacations were spent in the family business as well as with local Auctioneers and Corn Merchants. He actively supported the Young Farmers' Club movement, gaining experience and awards in stock judging and public speaking.



Sir Emrys Jones, Kt.
(President, FMA)



Pearl C. Jukes
(Secretary, FMA)



D. G. Pearce



H. V. Hughes

A MAFF Scholarship enabled a postgraduate diploma in Farm Management and Organisation to be obtained at Reading University, after which he joined the management staff. His first appointment was on a 350 acre holding with beef cattle, pigs and cereals, followed by a period with dairy, sheep and 500 acres arable. In 1967 a four months' study tour of large dairy units in USA and Canada was undertaken as a Churchill Memorial Scholar. Later that year the three University Farms were amalgamated and he was appointed Deputy Director. Two years later the 1,700 acre Churn Estate was purchased and added to his responsibility. Since setting up the large dairy unit at Sonning, considerable time has been spent on farming platforms as well as in consultancy visits to Spain, India and the USA.

Family life comes high on Malcolm's priorities. His wife Mary had been a midwife, completing her training by producing two daughters and a son. He is a keen church worker and member of the choir. The whole family is very much involved in village life and perhaps his most valuable contribution, he says, is in his role as Auctioneer at the local fêtes and charity sales.



J. M. FORT

Chairman, 1971-1972

Mike Fort is 41 years of age, being born in August 1932 at Bolsover, near Chesterfield, in north-east Derbyshire. The area is an industrial one, but adjoins the arable farming areas of the Nottinghamshire and Derbyshire border and it is here that he gained his first farming experience.

His early education was at local primary school and also at the nearby Stavely Netherthorpe Grammar School, from where he gained entry to Nottingham University in 1951. He graduated with a first-class degree in Agriculture in 1954.

On leaving University his first job was on a small 150 acre arable farm in north-east Derbyshire, following which he was appointed as Assistant Manager on the 7,000 acre estate of the Limestone Farming Company based at Gainsborough in Lincoln. This was his first exposure to large-scale arable and livestock farming and much of his approach in those early days was influenced by the owner of the Estate, Mr. Clifford Nicholson, who had been a pioneer of arable farming systems in that part of the world. In 1956 he was appointed Assistant Manager on the 4,000 acre Stoughton estate of the CWS. This appointment initially gave him responsibility for the arable farming operations and in 1959 he

took over the full management of the estate, which involved responsibility for 2,000 acres of cereals and some 900 dairy cows and followers.

In 1963 he moved to Northumberland to manage the Hetton & Holborn estates, also belonging to the CWS. These extend to some 7,000 acres of lowland and hill farming with a variety of enterprises — beef and dairy cattle, sheep and seed potatoes. However, in 1964 he moved from Northumberland to Lincolnshire to take up an appointment as Farm Manager for Mr. Joseph Nickerson — initially being responsible for Mr. Nickerson's own farming operations in Lincolnshire and Yorkshire. These farming operations extended rapidly and he was subsequently appointed Managing Director of Farm Partners, the Farm Management Company in the Nickerson Group, which was responsible for some 20,000 acres of land in various parts of the country.

He took up an appointment in October 1972 as Group Manager for the CWS Farms and Horticultural Group. This operation comprises fifteen farming units scattered throughout Great Britain — undertaking a wide variety of enterprises which range from intensive horticulture to dairying (3,800 cows) with a total area of 35,000 acres. He recently left this post to become Farms Director to the Board of Fountain Farming.

He has an interest in local affairs and until recently was a member of the local Parish Council. He is also currently a Justice of the Peace.

As far as leisure interests are concerned, he is a keen gardener and finds that the majority of his time is taken up with family affairs, since he is a married man with three children, aged 6, 9 and 11 years.

Mike writes, "I am of course extremely interested in Farm Management affairs and hope that FMA grows in stature over the next few years and becomes recognised as a body which can speak as an authoritative voice on Agricultural affairs and one whose opinion is automatically sought by those who help to determine future Agricultural policy."



J. N. JONES

Chairman, 1972-1973

Neville Jones was born in July 1930 in Bwlchgwyn, Denbighshire. At the local primary school the teaching was in Welsh. After attending Grove Park Grammar School, Wrexham, he worked on farms in Suffolk, Hampshire and the Isle of Arran. He spent a

brief period as a technician in Fisons' first research laboratory at Bramford near Ipswich.

This was followed in 1949 by five years at Reading University reading for B.Sc. Agriculture and specializing in irrigation. At Reading he did some cross-country running, sailing and played squash.

He went north to Aberdeen in 1954 as the "resident supervisor" of a one-year certificate course in agriculture at Craibstone, North of Scotland College of Agriculture. This involved lecturing in crop husbandry and grassland management and also taking tutorials in all aspects of agriculture. He found that the most fascinating part of the job was learning to handle people — above and below, but decided that telling other people how to farm would be too frustrating to last indefinitely.

He moved to farm management in 1960 as manager of a 500 acre unit for the Marquess of Aberdeen. He is now responsible for almost 3,000 acres, specialising in dairy cows, beef and cereals, with smaller contributions coming from seed potatoes, hatching eggs, feeding pigs and soft fruits.

Before becoming involved in FMA he was an active member of the Scottish NFU, being a branch and county committee member. He was chairman of the North of Scotland Grassland Society and first chairman of the North-East of Scotland Branch of FMA.

Neville's leisure time is largely taken up by his family. His wife Ann was a domestic science teacher and spends her "free" time running the village pre-school play group. They have four children: Nicholas 12, Susan 10, Cindy 8, and Vicky 6. His hobbies are playing squash or tennis, reading — mainly novels, singing and acting with the Haddo House Choral Society. He is an Elder of the Church, takes a senior Sunday School class and is joint treasurer.



W. R. B. CARTER

Technical Director, 1966-1971

Ray Carter was born in February 1928, in Histon, Cambridgeshire. His mother's family were farmers in Kent but later Cambridgeshire; his father's family had left farming a generation earlier. After attending school in the village, he went to the Cambridge and County High School for Boys, this period coinciding with the Second World War. This led to University College, Nottingham (later the University of Nottingham) and the School of Agriculture, Sutton Bonington. The University of London granted him a B.Sc. (Agriculture) and the RASE an N.D.A.

He joined NAAS after graduating in 1948 and found himself an Assistant District Officer and later District Advisory Officer in Cornwall. After marriage, he and his wife, who is Cornish, settled in Helston for 9 years. During that time they spent a year in America, where he was granted a Kellogg Fellowship at Cornell University, New York, to study Dairy Husbandry and Agricultural Economics.

During the 1960s, various posts held were Senior District Agricultural Adviser in Derbyshire, Deputy County Agricultural Adviser, Lancashire, and in 1966 he went to the newly emerging National Agricultural Centre, Stoneleigh, as Deputy Director for 5 years. After being interviewed but before his arrival, he found that there had been some pretty quick thinking and he was also to become Technical Director to the Farm Management Association. So began what he describes as an extremely fascinating job, both with the FMA and the RASE. In 1971 he returned to ADAS as the Divisional Agricultural Officer for Norfolk.

Ray's leisure interests centre around music, gardening and carpentry. These had no chance at Stoneleigh, but he took great advantage of being close to the Shakespeare Memorial Theatre.

PROCEEDINGS OF THE FMA

MASSEY-FERGUSON FARM MANAGEMENT AWARD, 1972

In the fourth year, awards were made as follows, for which the Association acknowledges its gratitude to Massey-Ferguson (UK) Limited.

One-week course in Advanced Farm Management, Reading University, 19th to 24 March, 1972

Participants: W. I. Archibald, J. Butler, D. M. Cook, H. Dugdale, J. M. Dunk, R. G. Hawker, R. J. Longman, J. M. Place, R. A. E. Turner, C. A. Wallace.

One-week course in Agricultural Marketing, University College of Wales, Aberystwyth, 16th to 22nd July, 1972

Participants: T. I. Bennell, D. Brown, J. L. Francis, R. McD. Graham, W. N. Lawton, J. M. Maddox, A. R. J. D. Miller, H. E. G. Morgan, D. O. Powell, D. J. Roberts, P. A. Turner, R. N. Weston.

CHAIRMEN OF COMMITTEES up to NOVEMBER 1972

Executive Committee	J. M. Fort
Finance & General Purposes Committee	M. J. Davison
Journal Committee	J. S. Nix
Education Committee	D. J. Roberts
Conference Committee	Dr. P. R. Street
International Farm Management Congress Committee	A. F. Paton

JOINT SEMINAR WITH THE AGRICULTURAL ECONOMICS SOCIETY

22nd March, 1972

"DEVELOPMENTS IN BUSINESS PLANNING & CONTROL TECHNIQUES"

Department of Agriculture, University of Nottingham,
Sutton Bonington

The morning session was devoted to the design and application of a computerised farm planning technique, and the afternoon, in similar fashion, to enterprise control within a dairy unit. Each session was treated on a case study basis with short papers from a farmer, his adviser and a supporting research/development officer — followed by ample time for discussion.

Papers were given by R. M. Clarke, Farm Manager, Berkshire; J. D. Hollies, Farm Adviser, ICI; G. W. Shepherd, Development Officer, ICI; D. H. Stephenson, a farmer from Yorkshire; A. Harding, Farm Adviser, BOCM/Silcock; N. C. Forster, Development Officer, BOCM/Silcock.

Rapporteurs: Dr. R. A. Pearse, of the University of New England, Armidale, and Dr. P. R. Street, University of Nottingham.

Summing-up of seminar, by A. K. Giles, University of Reading.
Papers are still available, free of charge, to FMA members.

SPRING FIELD DAY EVENT

3rd May, 1972

SCOTCH CORNER HOTEL AND VILLAGE FARM, MIDDLETON TYAS,
YORKSHIRE

Theme:

"A MANAGEMENT CASE STUDY"

Welcome and opening of conference by FMA Chairman, J. M. Fort.

Tour of Village Farm and introduction by B. Cowell, Farm Manager.

Part I. Objectives, Planning, Control—Mr. B. Cowell, a partner farming Village Farm, outlined his particular objectives and use of a system of cost control developed over the past two years.

Part II. Mr. F. A. Callaby, F.C.I.S., F.C.C.A., F.C.M.A., a cost accountant in industry and an acknowledged expert in the application of financial details to assist management decisions.

FORUM: Chairman, Mr. D. Salmon, Regional Farm Management Advisory Officer, Northern Region, ADAS.

PANEL: Mr. B. Cowell, Mr. F. A. Callaby, Mr. H. Kerr, Agricultural Economist, University of Nottingham, Mr. R. Bosworth, a Yorkshire farmer—intensive arable and large-scale dairying.

SUMMING-UP OF SEMINAR: Mr. W. Mitchell, ADAS, Yorks./Lancs. Region.

EIGHTH ANNUAL CONFERENCE

7th-9th November, 1972

CAIRN HOTEL, HARROGATE

"DECISIONS FOR TOMORROW"—The Prospects for Farming in Europe
Tuesday, 7th November, 1972

Paper I—"THE ECONOMIC IMPACT OF BRITISH MEMBERSHIP OF THE COMMON MARKET"

Sir Frederick Catherwood, Managing Director, John Laing & Sons Limited.

Chairman: J. M. Fort, FMA, Chairman.

ASSOCIATION'S EIGHTH ANNUAL DINNER—Principal Guest Speaker, Sir Emrys Jones, Kt., President FMA—"AGRICULTURE AND THE EEC". Sir Emrys was deputizing for Anthony Stodart, M.P., Minister of State, who was unable to attend at the last minute. Other guests were Professor C. R. W. Spedding, A. J. Davies, P. Hassall, W. H. Helme, P. King, C. Oldroyd, Wing-Commander F. B. Proctor and Mr. and Mrs. C. Vavasour.

Wednesday, 8th November, 1972

Paper II—"THE THEORETICAL IMPLICATIONS OF THE EEC AND ITS ENLARGEMENT TO THE CONTINENTAL FARMER"

Dr. W. Kayser of the Landwirtschaftliche Rentenbank, Frankfurt, Germany, who was deputizing for Dr. C. M. Lichtwer who had written the paper but was unable to attend due to illness.

Paper III—"A FRENCH FARMER'S VIEW OF ARABLE FARMING WITHIN THE COMMUNITY"

Comte Louis de Lauriston.

Paper IV — "A GERMAN FARMER'S VIEW OF LIVESTOCK FARMING WITHIN THE COMMUNITY"

Hermann Strehle.

Chairman: H. A. Thomas.

Paper V — "THE GOALS OF THE COMMON AGRICULTURAL POLICY"

J. S. Marsh, Agricultural Economist, University of Reading.

Paper VI — "PROSPECTS FOR THE BRITISH LIVESTOCK FARMER IN THE EEC"

J. M. Stansfield, Director, University Farms, Reading.

Paper VII — "THE PROSPECTS FOR THE UPLAND LAND USER"

The Viscount of Arbuthnott, Landowner in Kincardineshire, Scotland.

Paper VIII — "PROSPECTS FOR THE ARABLE FARMER IN THE EEC"

R. W. Patrick, British Crop Driers Limited.

Chairman: G. W. Noble.

DISCUSSION FORUM — with speakers of Papers V, VI, VII and VIII on platform.

Chairman: W. W. Richardson.

ASSOCIATION'S SEVENTH ANNUAL GENERAL MEETING

Thursday, 9th November, 1972

Paper IX — "BRITISH AGRICULTURE IN THE EEC AND THE NFU AS THE FARMER'S VOICE"

A. Winegarten, Deputy Director-General, NFU.

Chairman: Dr. P. R. Street.

Paper X — "THE BRITISH AGRICULTURAL LABOUR FORCE AND THE EEC"

J. Brocklebank, C.B.E., J.P.

SUMMING-UP OF CONFERENCE and brief report on findings of EEC Survey Questionnaire completed by one-third of the farmer/farm manager membership of the Association — A. K. Giles, Agricultural Economics Department, University of Reading.

Chairman: J. N. Jones, Vice-Chairman FMA.

CLOSURE AND THANKS — Vice-Chairman FMA.

SECOND JOURNAL COMPETITION FOR YOUNG AGRICULTURALISTS

During 1972 a second Journal competition was held for young agriculturalists, including farmers, farmers' sons, farm managers and assistants, advisers and students. The Winning paper was "New Protein Foods and the Future Demand for Meat" by Mr. D. Hughes, who was the runner-up in the 1971 Journal Competition. Mr. Hughes was presented with a cheque for £25.00 and inscribed tankard by Mr. J. S. Nix, Chairman of the Journal Committee, at the Association's Eighth Annual Dinner on Tuesday, 7th November.

MONMOUTHSHIRE/HEREFORDSHIRE BRANCH JOINT ONE-DAY CONFERENCE

On Tuesday, 20th February, 1973, members enjoyed a day at the Kings Head, Monmouth, where a conference was held entitled "The Effect of

Changing Demand on Production". The principal speaker was Mr. A. F. Paton (Paton's English Veal) of Somerset.

The conference was split into syndicate sections under the headings of "Milk from Grass", "Meat from Grass", "Cereal Production", "Cash Cropping" and "Leisure Cropping".

MARKETING IN EUROPE CONFERENCE

Kent Branch FMA and ICI (Agricultural Division SE) Ltd., jointly organised a conference at Hadlow College, Kent, on 21st February, 1973.

It was an open conference to which over 90 farmers subscribed.

The morning session was devoted to lectures by Stuart Hay, Marketing Manager ICI (Agric. Division) Ltd., introducing marketing and the farmers' role in marketing, and by S. R. Blackley, General Manager, Wool Marketing Board, whose brief was the future of marketing boards in Europe.

These lectures provided the background to the afternoon's "syndicate" discussion session. The participants were divided into syndicates, according to interest, to consider the problems of marketing the four main commodities of an imaginary 1,000 acre farm on the East Sussex/Kent border. The commodity groups were Cereals (2), Beef (2), Vegetables (2) and Sheep (1). They were led by pre-briefed Chairmen, who later presented a distillation of the findings.

The use of a modal situation gave a touch of realism to what could have been too general a discussion. The answers ranged from frozen sprouts to "Rampant Stallion" oats marketed through local agents to the horse-riding population.

Professor David Pickard, Professor of Marketing, Wye College, gave a masterly summary of the day's proceedings.

If a message emerged, it was that, provided quality standards can be maintained, British farmers can more than hold their own with our Continental competitors.

The Conference was a success, the syndicate sessions were extremely well received, primarily due to the opportunities given to all to contribute within the small groups, no syndicate having more than 15 members.

MASSEY-FERGUSON FARM MANAGEMENT AWARD, 1973

The Association once again acknowledges its thanks to Massey-Ferguson (UK) Limited, for the £1,000 award for the fifth successive year.

Twelve members attended a one-week course in Agricultural Business Management at Reading University, 1st to 7th April: R. E. Allathan, R. H. Baker, I. N. Bending, H. Buckley, B. G. Dean, A. Gray, H. C. Hughes, B. M. Jones, M. Laptain, R. W. Louth, J. E. Massey and P. L. Stroude.

CHAIRMEN OF COMMITTEES up to NOVEMBER 1973

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Second International Congress Committee

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M. J. Davison
J. S. Nix
Dr. G. E. Dalton
Dr. P. R. Street
A. F. Paton

EUROPEAN STUDY TOUR TO NORTHERN FRANCE

14th to 18th May, 1973

Twenty-nine delegates participated in a tour to Rheims, organised for the Association by STITA Farm Tours, who worked in close liaison with R. G. Haines, Technical Liaison Officer to the Association. The delegates visited an intensive dairy unit, a large farm with emphasis on beef production, one of the larger arable farms producing cereals and a marketing co-operative.

THE FARM MANAGER

If he is pleasant, he is too familiar,
If he is sober-faced, he is a sour-puss,
If he is young, he doesn't know anything,
If he is old, he is an old stiff,
If he drinks, he is an old souce,
If he doesn't, he's a tight-wad,
If he talks to everybody, he is a gossip,
If he doesn't he's stuck up,
If he insists that the rules be kept, he is too particular,
If he doesn't he's careless,
If he looks around, he's snooping,
If he doesn't he's unobservant,
If he worries about all complaints, he'll soon be crazy,
He should have the patience of Job,
the skin of an alligator,
the cunning of a fox,
the courage of a lion,
be as blind as a bat,
and as silent as a Sphinx.

What a man!

(AUTHOR UNKNOWN)

FIRST INTERNATIONAL CONGRESS ON FARM BUSINESS MANAGEMENT

University of Warwick, 29th June to 6th July 1971

PATRON

H.R.H. The Prince Philip, Duke of Edinburgh

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The Minister of Agriculture, Fisheries and Food
Dr. M. S. L. Mansholt
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Henry Plumb

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The Congress Committee extends its grateful thanks to the Donors listed below:

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The Ministry of Agriculture, Fisheries and Food for the technical help and advice of its ADAS staff.

PROGRAMME COMMITTEE

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Tuesday, 29th June, 1971

PROGRAMME

17.00	Introduction to Congress A. F. Paton, Chairman Congress Committee Inaugural Address Sir Emrys Jones, Kt., Director-General, Agricultural Development and Advisory Service, Ministry of Agriculture, Fisheries and Food "The Role and Development of Management in Agriculture"
17.40	Adjourn
18.30	"Inaugural Reception" at the invitation of Shell Max & BP Limited Welcome on behalf of H.M. Government Anthony Stodart, M.P., Parliamentary Secretary Ministry of Agriculture, Fisheries and Food
19.30	Dinner
21.00	Films in Rootes Hall "Shadow of Progress" "Cut and Dried" "People with a Purpose" "The Extra Crop"
22.00	Adjourn

Wednesday, 30th June

PROGRAMME

SESSION I	LAND AND CAPITAL—THEIR USE, OWNERSHIP AND CONTROL
09.00 (Plenary)	1 LAND AND ITS ALTERNATIVE USES Professor G. P. Wibberley, University of London, UK
10.00	Coffee
10.30 (Plenary)	2 LAND TENURE, OWNERSHIP AND CONTROL Professor D. R. Denman, Cambridge University, UK
11.30 (Plenary)	3 FARMING CAPITAL—SOURCES AND DEPLOYMENT Dr. E. Pabsch, Agricultural Land Bank of West Germany
12.30	Adjourn
SESSION II	LABOUR—ITS RECRUITMENT, MANAGEMENT AND DEPLOYMENT

- 14.30 (Plenary) 1 THE RECRUITMENT OF FARM LABOUR
D. Upton, Agro-Management Ltd., UK
- (Plenary) 2 MANAGEMENT OF LABOUR—THE EMPLOYER'S CHALLENGE
A. U. Juhl, Federation of Agricultural Employers
Assoc., Denmark
- (Plenary) 3 MANAGEMENT OF LABOUR—LABOUR'S RESPONSE
J. P. Brocklebank, C.B.E., J.P., UK
- 16.15 Tea
- 16.45 4 ORGANISING WORK IN:
(i) DAIRY FARMS
C. Frank, Large Scale Arable Dairy Farmer, UK
- (Parallel Sessions) (ii) ARABLE FARMS
J. Green, Large Scale Arable Farmer, UK
- (iii) INTENSIVE FARMS
Dr. A. H. C. Kuipers, Director of N.V. Fomeva,
Netherlands
- 17.45 Adjourn
- 19.00 Dinner
- 20.30 Reception—Lord Mayor's Parlour, Coventry

Thursday, 1st July

PROGRAMME

- SESSION III MARKETING AND VERTICAL INTEGRATION IN
THE 1970's THE IMPLICATIONS FOR FOOD PRO-
DUCERS
- 09.00 (Plenary) 1 THE IMPACT OF MODERN RETAILING ON FOOD PRODUC-
TION
T. W. Locke, Buying Director, Tesco Limited
- 10.00 Coffee
- 10.30 (Plenary) 2 VERTICAL INTEGRATION
M. Butterwick, Institute of Agrarian Affairs, Oxford,
UK
- 11.30 (Plenary) 3 MARKETING AND VERTICAL INTEGRATION DEVELOP-
MENTS—THE FARMER'S SOLUTION
D. Pickard, Produce Studies Ltd., UK
- 12.30 Adjourn
- 14.50 to 18.00 Local Visits
- 19.00 Dinner
- 20.30 SPECIAL INTEREST SESSIONS—Further details available
at the Congress

Friday, 2nd July

PROGRAMME

SESSION IV		FARMER CO-OPERATION—ITS SIGNIFICANCE IN A CHANGING AGRICULTURE
09.00 (Plenary)	1	THE ROLE OF THE CO-OPERATIVES IN THE EEC A. Herlitska, General Committee for Agricultural Co-operation in EEC, Brussels
10.00		Coffee
10.30 (Parallel) (Sessions)	2	(i) CO-OPERATION IN BUYING L. Harman, United Co-operatives of Ontario, Canada
	2	(ii) CO-OPERATION IN FARM PRODUCTION R. Parmentier, President, Union of Farming Groups, France.
11.30 (Parallel) (Sessions)	3	(i) CO-OPERATION IN CEREALS MARKETING H. Rice, East Kent Cereal Growers, UK
	3	(ii) CO-OPERATION IN MANAGEMENT V. A. Ashworth, President, New Zealand Association of Farm Management, New Zealand
12.30		Adjourn
SESSION V		TECHNIQUES OF FARM BUSINESS MANAGEMENT NEW DEVELOPMENTS AND THEIR APPLICATION
14.30 (Plenary)	1	MANAGEMENT TECHNIQUES AND THEIR APPLICATION ON THE FARM Dr. G. R. Dickson, Principal Elect, Royal Agricultural College, UK
15.30		Tea
16.00 (Parallel) (Sessions)	2	(i) COMPUTERISED SYSTEMS OF ACCOUNTING AND CONTROL A. Rowe, Department of Primary Industry, Canberra, Australia
		(ii) DEVELOPMENTS IN PLANNING TECHNIQUES WITH A PRACTICAL POTENTIAL IN THE 1970's (a) M. Carlsson, Academy of Agricultural Sciences, Sweden (b) Dr. J. McInerney, University of Manchester, UK
		(iii) INVESTMENT APPRAISAL AND DECISIONS, WITH SPECIAL REFERENCE TO MACHINERY AND BUILDINGS D. Bostwick, Economic Research Service, USDA, Washington DC, USA
17.15		Adjourn
19.00		Dinner
20.30		SPECIAL INTEREST SESSIONS

Saturday, 3rd July

PROGRAMME

SESSION VI		PROGRESSIVE FARMING SYSTEMS AN INTERNATIONAL SELECTION OF CASE STUDIES
09.30 (Parallel) (Sessions)	1	CASE STUDIES
		(i) DAIRY FARMING—J. Bacon, UK
		(ii) PIG PRODUCTION—J. Curtis, UK
		(iii) BEEF PRODUCTION—A. McGuckian, N. Ireland
		(iv) ARABLE FARMING—Flemming Juncker, Denmark
10.30		Coffee
11.00 (Parallel) (Sessions)	2	CASE STUDIES
		(i) DAIRY FARMING—E. Uldall-Ekman, Denmark
		(ii) PIG PRODUCTION—D. Bellis, UK
		(iii) BEEF PRODUCTION—G. S. Massy-Greene, Australia
		(iv) ARABLE FARMING—A. C. Keene, UK
12.00		Adjourn
12.15		CLOSING ADDRESS—Henry Plumb, Congress Vice- Patron, President NFU
12.25		THANKS AND CLOSURE—J. M. Stansfield, Chairman FMA
12.30		CLOSING RECEPTION—by kind invitation of Rothwell Plant Breeders
13.00		Lunch
14.00		Local Visits
19.00		Dinner

THERE HAS BEEN, WITHIN THE LAST SIX MONTHS, A BREAKTHROUGH IN BOOKKEEPING TECHNIQUES

As good an indicator as any for assessing the level of efficiency within an organisation is the presence or absence of time wasting routine jobs where acceptable economic alternatives exist.

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For further details write to:

FARM & ESTATE MANAGEMENT ACCOUNTING SERVICE,
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The following report of the International Congress was published in *Span* :

It was a considerable achievement on the part of the Farm Management Association (UK) to attract nearly 300 delegates from 26 different countries to the International Conference on Farm Business Management held at the University of Warwick between June 29th and July 3rd. There were delegates from New Zealand, Australia, Canada, USA, USSR and Nigeria, as well as from places closer by. This was the first international conference on the subject but, judging by the reactions of the participants and the discussions which took place between sessions, it will not be the last. By the close, several countries already seemed prepared to make a bid for the second conference.

Freshly knighted Sir Emrys Jones, Director-General of ADAS, gave the opening address, with Anthony Stodart, Parliamentary Secretary, MAFF, speaking after dinner. Henry Plumb, President of the NFU, gave the closing address. In between came four days of papers and discussion. The main sessions were divided into six half-days: on land and capital; the recruitment, management and deployment of labour; the implications for food producers of marketing and vertical integration in the 1970s; the significance of farmer co-operation; techniques of farm business management; and, finally, progressive farming systems.

With delegates covering such a wide range of occupations — farmers and managers, advisers, government administrators, college and university teachers — it is difficult to please everybody. There were some criticisms that there was too much theory and not enough practice. The same comment is made at most farm management conferences. It is impossible to fit exactly every individual delegate's requirements and it has to be stressed that the subject of farm business management is not about the husbandries and nuts and bolts of farming. Nevertheless, the techniques have to be kept in perspective and be related to their significance to the practitioner.

In actual fact the practical farmer with little interest in theory or the broader issues of marketing and policy was well catered for. Two afternoons were devoted to farm visits, with a choice of four farms and establishments to choose from on each occasion. Part of the labour session was devoted to parallel papers given by farmers and managers describing the organisation of work on dairy, arable and pig farms. In particular, the final morning was devoted to two parallel sessions at which an international selection

of first-class farming case studies were given, with a choice between four enterprises in each case. This was value for money indeed, with an impressive array of speakers. The only difficulty was in having to make a choice between them.

It is in many ways invidious to select papers for special mention, but amongst the plenary contributions one that stood out was the very first, given by Professor Gerald Wibberley, Professor of Countryside Planning at Wye College, University of London. Speaking on "The Land and its Alternative Uses", at nine o'clock on the first morning, he soon had the audience hanging on his words. Farmers and their advisers were told to discard their blinkers and stop looking at farm management in such a narrow context. They had to be aware of increasing pressures on land and make more allowance for other uses, especially recreation, when thinking to the future and making their development plans. Some delegates farming close to towns might have felt they were already only too aware of urban pressures; nevertheless, the message went home and proved a talking point for the remainder of the Conference.

On the second morning David Pickard, of Produce Studies Ltd., took the honours. Marketing can be such a woolly subject that it needs someone who can speak forcefully and with humour to keep it alive. Those who have heard David Pickard before will inevitably know most of his arguments, but they bear repeating because of their fundamental importance. To summarise in a single inadequate sentence: farmers must know and organise their market before embarking on production, and join together to meet buyers' requirements, but it is a mistake to try to do the marketing job themselves: they should stick to production, the job they know best, rather than dissipate their skills and capital and confuse their objectives.

Two of the most interesting papers came on the third morning. One was by R. Parmentier, President of the Union of Farming Groups in France, the other by V. A. Ashworth, President of the New Zealand Association of Farm Management. M. Parmentier described the recent development of production co-operatives in France, in which farmers pool all their resources. Starting in earnest in 1966, some 500 of such co-operatives have been formed per year and the area covered by these groups already exceeds 220,000 hectares, or half a million acres. An interesting feature is that profits are distributed according to the amount of work each individual farmer contributes rather than according to his contribution of other inputs, including capital. Mr. Ashworth described the work of the New Zealand Farm Improvement Clubs, in which a number of farmers—usually 50 to 60—group together to

employ their own farm management adviser. Starting in 1952 there were 70 advisers so employed by 1967, since when the number has declined. Because of lack of career advancement, in-service training, and sometimes work variety, the advisers have tended to move into private practice. That same afternoon there were some moments of high drama and hot debate when advisers who felt they were doing a good job crossed swords with farmers who thought they were not.

Finally, brief mention should be made of the special interest sessions held in the evenings. These were informal meetings at which delegates talked about a subject of special interest to them, followed by free discussion. Topics included management training, the link between farm management and agricultural policy, computerised accounting, and making long-term development plans. Such sessions typify the main value of conferences such as this: it is not so much the formal papers but the informal discussions that go on between that give them their special value. This is also the case with national conferences, but is especially true of international meetings.

STUDY GROUP ACTIVITIES OF A LOCAL COUNTY BRANCH

Alan Wade and Ian S. Johnson

Some Notes in the Light of Experience in Durham since 1967

1. Study group activities have been held in addition to a short programme of approximately four to six general meetings held during the winter.
2. The overall membership is 75% farmers, but the study group membership consists almost entirely of farmers. ADAS or college staff (plus college farm data) are co-opted if not members.
3. The Study groups are — Dairy Study Group, Arable Study Group and a Beef Study Group. These are long-term groups. Short run study groups may be formed to study particular topics in depth; these are brought to a natural conclusion, disbanded and later reformed for other members according to demand. Example: A Capital Study Group.
4. Keenness and enthusiasm of members and chairman is essential. There is a need almost to hand pick the nucleus of the group in order to establish a group norm of interest and willingness to study. It is helpful if some members of the nucleus have received management education. Study groups offer continuing opportunity for further education for former management students, using their own farm data.
5. The Role of Study Group Chairmen—the emphasis is on group leadership rather than on formal skills of chairmanship. The chairman must ensure that the group sticks to the theme of management or it loses itself in technological details and becomes just a general discussion group.
6. Membership of study groups—no more than twelve for a settled working group. A newly formed Beef Study Group is larger; this is because a fairly wide range of systems is embraced, each of which needs a few representatives. One must allow for some "drop-outs" in the first year. Individuals are accepted as members of the study group by mutual consent. As a group gathers momentum and confidential business information is exchanged so membership becomes closed. Any further elections to membership must be ratified by the group as a whole—by ballot if necessary. There are no restrictions in respect of a member's farm size or, e.g., herd size.

7. Conduct of meetings — held in the afternoon of the same day in the same week each month. This establishes a regular pattern; it is recognised as part of the individual's job in management. Regular attendance is expected. There is a gentlemen's agreement to confine farm hospitality to coffee and biscuits. Membership lapses on non-attendance, the criterion being failure to attend two meetings without apology.
8. In general, a group is most successful when there are regular farm results available for discussion on members' farms. The Dairy Study Group, for instance, has monthly records to monitor and they have achieved an 80% attendance throughout their year of twelve monthly meetings together with an annual summer tour of a few days. The Arable Group cannot match this record since northern crop results do not emerge in the same way; the cropping is not diverse and spring and autumn peak periods clash with meetings. Some years ago a Beef and Sheep Study Group was formed but was eventually discontinued because of falling support due, it is felt, to the difficulties involved in providing useful recorded data from members' farms for the group to study. The *new* Beef Group, in standardising its recording through the agency of MLC, hopes to provide a firmer base for its work. As would be noted at the 1972 FMA Spring Meeting, the Arable Group continues to assemble annual Gross Margin data and this has provided a continuing basis for its activities.
9. All study groups need secretarial and printing services from time to time, and where a local agricultural college can serve as a focal point and provide these services and meeting-rooms at reasonable rates, then so much the better for the well-being of the study groups and the FMA branch as a whole. The FMA/College/ADAS relationship has always been important in County Durham and perhaps more could be done to exploit this to the greater advantage of all.
10. The question of financing study group activities is resolved by meeting nominal college room hire fees from "Branch" funds. Other expenses specific to study groups are met directly by the members of the groups.
11. Grades of FMA membership, finance and FMA/College/ADAS collaboration continue to rank high amongst the factors affecting FMA activities in a northern and distant county like Durham. We owe a great deal to our predecessors who set up the basis of the Durham organisation. That it should work now, largely in their absence, says something for the system they developed.

STUDY TOUR TO NORTHERN FRANCE

Graham Dalton

Corn, Champagne, Charolais, Co-operatives, Credit, the Champs-Élysées — these were the main constituents of the study tour made by 29 FMA members to Northern France in mid May. The serious part of the tour was based on Rheims in the Department of Marne, an impressive agricultural area. Some half a million hectares of arable land are cultivated in Marne of which 300,000 ha. produce cereals. The other main arable crops are sugar beet, 30-40,000 ha., and lucerne, 54,000 ha. The fattening of bull beef is a major enterprise, some 18,000 tons of beef being produced per year in the area, much of it for export, store cattle being imported from the Massif Centrale, Normandy and occasionally Eastern Europe. Vines cover 17,300 ha. in Marne, which produces each year some 86 million bottles of wine, much of it champagne.

The average farm size of some 60 hectares in Marne is higher than in the rest of France due to an extensive forest reclamation programme which has been carried out since the last war. Most farmers own some of their land and rent the remainder, some 55% of the area being farmed by owner occupiers. Vineyards are small, the average size being 1.7 ha.

Driving through the countryside one is impressed by the absence of fences, and, in the words of one participant, large sweeps of "depressingly" good crops. Superficially it would seem that all the benefits of large fields were being reaped, but it was pointed out to us that there is a considerable amount of fragmentation.

Land prices as far as we could ascertain were around £700 per acre. It is possible for an individual farmer to obtain subsidised credit at an interest rate of 4% provided he fulfils certain regulations, chief of which is an acreage restriction on which this credit can be obtained. Rents are based on product prices, for example on one farm we visited pasture land was let for £9.6 per acre and arable land at £6.

Co-operation is practised at all levels in the area. Two dairy farms we visited were run jointly by two men in one instance, and by two brothers and one of their sons in the other. They too qualified for cheap credit but not for any form of capital grant; had they been beef producers they would have done so at a rate of 20%. Marketing co-operatives sell a large proportion of the produce in the area, for example co-operatives handle 90% of the wheat and 60-70% of other cereals. There are also grass drying and 3 beef marketing co-operatives in Marne. Co-operatives at the local level also group together for bargaining purposes to form

co-operative unions and federations, all of the co-operative unions in turn being members of the national federation. Our visit included a lecture by a senior official on the co-operative movement in French agriculture in which we were told that, among other things, the co-operatives handle 45% of liquid milk sales, 35% of pig meat, 75% of wheat and 50% of fertiliser sales as well as organising 93% of all artificial inseminations.

All were impressed by a visit to a farmers' grain and supply co-operative in Rheims which had a turnover of some £8 million. This co-operative had 550 active members out of a total membership of 650. The average size of farm per active member was 70 ha. The co-operative was in a strong financial position and its buildings situated conveniently for road, rail and canal transport. A specialisation was the production of 10,000 tons of seed corn per year for which purpose an investment of some £ $\frac{3}{4}$ m had been made. There were also facilities to store 5,500 tons of fertiliser both in bulk and in bags, and the organisation was in the process of doubling its 12,500 ton central grain store, most of which was on lease to the Grain Intervention agency. The co-operative controlled 13 peripheral silos used for drying and storing its members' corn. Finance was available to the co-operative at an interest rate of 7½% and in the form of 15% capital grants. An equally impressive visit was to a well established champagne producers' co-operative, which had 70 members cultivating a total of 70 ha. of vines. The co-operative began in 1929 and through the efforts of its members now boasts a kilometre of champagne cellars hewn by hand out of the chalk beneath the ground as well as modern processing and storage facilities. We were all privileged to taste the fruits of their labour and could only pronounce them good.

Facts were hard to come by when we visited two large bull beef fattening lots. Suckler calves of many breeds were used, there being a premium paid for Charolais crosses. Friesian calves were also being fattened, these being purchased at 2 weeks of age for rearing or 3 months for fattening. The cattle we saw were fed mainly on maize silage and dried lucerne and beet pulp. One lot were kept in small pens of cubicles, the other chained up in a 450-place controlled environment shed, in both cases feeding and cleaning being semi-automatic. All bulls were purchased and sold through beef co-operatives.

Capital expenditure tended to be lavish by British standards. A good example of this was on a dairy farm we visited where the costs of buildings and equipment, including a rotary parlour, for a 100 cow herd were of the order of £500 per cow. The farmers' repayment schedule on a loan covering $\frac{2}{3}$ rd of the cost was

£1,500 for the first 2 years and £4,700 for years 3 to 12 inclusive. Despite such high expenditure an estimate of the gross margin per cow showed that it was no higher than might be achieved in this country and stocking rates and the efficiency of labour utilisation were certainly lower. A new 450-place stall shed for bull beef cost £120 per place, but with beef fetching almost £40 per live cwt. for Charolais crosses and about £31 for other breeds and with feed prices no higher than recent prices in this country, this expenditure could well have been justified.

We were given the opportunity to educate ourselves in the broadest sense by spending an afternoon and evening in Paris before flying home to Birmingham. The normal requirements of tourists were found to be exceedingly expensive, especially in Paris, but even though poorer most of us returned home much wiser men.

All the participants would like to thank Mr. Guy Haines who organised STITA farm tours to take care of us. Also, our thanks are due to Mr. Michael Hartley of ADAS, who proved to be a most able interpreter and added greatly to the benefits of the tour.

(1 ha = 2.47 acres. 1 km = 0.6241 miles)

THE INSTITUTE OF AGRICULTURAL SECRETARIES

The Institute, its aims and objectives and the quarterly newsletter sent to members on matters of interest and importance to farmers is already known to many FMA members who employ a Secretary who is a member of the Institute. It will be of interest and value to these FMA members particularly, that an extension of the service provided by the Institute for their members is planned to start shortly. This is to take the form of monthly news bulletins, which will be sent automatically to subscribers, setting out details of new legislation, grants, recording techniques and important dates and deadlines, together with any other news or matters of interest to agricultural secretaries and hence their farmer employers.

The Institute keeps constantly in touch with all organisations affecting agriculture and is consulted on matters concerning training, education and the careers of those going into the field of farm secretarial and recording work.

Qualified members can obtain reductions in fees for their own clients on certain services. The Institute is now setting up a VAT-AID register for locating those of its members throughout the country who have time available to take on extra recording work.

There are a number of grades of membership within the Institute depending on experience and qualifications, and special booklets are available on its aims, objectives and functions. These are as follows:

- (i) An Introduction.
- (ii) A Career as a Farm Secretary.
- (iii) Salary Scales for Farm Secretary (£1).

The above are available from the Secretary, NW Bank Chambers, Chipping Norton, Oxfordshire.

ANNUAL REPORTS AND STATEMENT OF ACCOUNTS

of the

FARM MANAGEMENT ASSOCIATION

for Year to 31st March, 1973



CHAIRMAN'S REPORT

This has been a year of consolidation for the Association. The increased subscription and a very successful Autumn Conference have helped to put the finances on a firm basis and membership is again on the increase.

A good deal of solid groundwork has gone into providing a more effective and comprehensive service for members. One new venture was a tour to northern France to look at farming in the EEC, and I would like to thank Guy Haines for organising it.

As an Association we are very fortunate indeed in the calibre of the men who are willing to give up so much of their time to serve on our Committees, and I would like to take this opportunity to thank them sincerely. This, of course, applies particularly to the Chairmen—John Nix puts a power of work into the Journal which is now established as an authoritative contribution to business management; Peter Street as Chairman of the Conference Committee has been working hard to replace the Spring Conference with several Regional Conferences open to the national membership.

Graham Dalton has been concerned with developing and increasing the variety of Courses. The courses in Business Management at Reading, and Marketing at Aberystwyth, are now well established, and a third course on the Management of Labour was recently inaugurated at Seale-Hayne. The Education Committee are working on the establishment of Courses at other centres as well, and are to be congratulated on the success of their efforts to obtain additional sponsorship.

This year sees the retirement from Council of four members who have made a considerable contribution to the work of the Association. They will be greatly missed and I would like to thank them sincerely for all their efforts. They are Graham Hector, Mike Fort our past Chairman, David Roberts a past Chairman of the Education Committee, and David Tagg a past Chairman of the Conference Committee.

Our President, Sir Emrys Jones, also retires after three years in office, and I would like to thank him very much indeed for his support and encouragement. He is a great enthusiast for FMA, and on behalf of the Association I wish him well in his new appointment as Principal of the Royal Agricultural College.

I would like to express my thanks to all members of the Council for the help and support they have given to me in my year as your Chairman. My particular thanks are due to Mark Davison, our Finance Chairman, and to Miss Pearl Jukes our Secretary on whose ability, efficiency and loyalty much of the success of the Association depends.

J. N. JONES



REPORT FROM FINANCE COMMITTEE CHAIRMAN

Committee Members :

M. J. Davison (Chairman), J. F. Birtles.

The Association's accounts for the year to 31st March, 1973, show a substantial surplus of income over expenditure of £2,761, the increased subscription producing an extra £2,283 before the County Branch refund of £526.50.

The Allocation of Subscription table below shows the general rise in costs that Michael Fort foresaw two years ago. A large increase is in Staff and Committee Member travelling expenses. This is primarily because it was decided to pay all Committee Members travelling expenses, and not just those incurred for Council Meetings. The other significant increases are in Publicity and the cost of subscription reminders.

In the Balance Sheet there is an item of £960 under the heading of Contribution to Courses. The Education Committee Chairman has obtained this money to further the work of this Committee, which also administers the continuing generous grant from the Massey-Ferguson Company.

The Finance Committee has remained the same as last year. I would like to thank John Birtles, who has been particularly busy this year because of VAT, for his continuing help, and that of his Company, Multiple Accounting Services; also D. A. Owen & Co., for their guidance and the annual auditing of our accounts.

Allocation of the Subscription

	1972	1973
	£ p	£ p
Salaries & National Insurance	1.10	1.406
Printing, Stationery, Postage & Newsletter Expenses	.60	.603
Office Rent & Telephone	.37	.439
Journal	.61	.531
Staff & Council Travelling & Hire of Rooms for Meetings	.28	.399
Remittances to County Branches & Awards	.14	.328
Professional Register, EEC Survey, Subscription		
Reminder Letters & Sundries	.04	.219
Bank Charges, Accountancy & Legal Fees	.06	.101
Insurance & Subscriptions	.04	.045
Publicity	.04	.209
	£3.28	£4.28

M. J. DAVISON



REPORT FROM THE JOURNAL COMMITTEE CHAIRMAN

Committee Members :

J. S. Nix (Chairman), R. G. Norman (Vice-Chairman), D. Brown (Editor), R. A. Bevan, R. J. Dancey, R. A. Stokes.

The pattern of production established during 1971-72 was repeated in 1972-73, namely two issues with articles on a variety of topics, with a winter issue containing several articles on a single theme. In this case the subject was the impact on British farming of our joining the EEC, and a number of recognised specialists on the subject made valuable contributions to what was generally regarded as a highly successful edition.

Members may not be aware that authors making contributions to the Journal receive no payment. The Association owes a debt of gratitude to those who devote so much time and effort freely to produce such useful and interesting material.

The past year witnessed something of a landmark in that the number of Journal subscribers (i.e. non-members who purchase the Journal regularly) passed the 200. It is taken by libraries throughout the world.

The second "Journal Competition" for Young Agriculturalists was at least as successful as the first. As well as the winning article, which was included in the Spring 1973 issue, two others submitted were considered worthy of publication and have appeared in the Journal.

The main change in the work of the Committee this year has been the introduction of the Year Book, in the first issue of which this report will appear. It is hoped that FMA members will welcome this innovation, and will support it to the full next year with their own contributions. It offers an excellent opportunity for views to be expressed and ideas to be floated. Even more than the Journal itself, it depends on members for its success.

J. S. Nix



REPORT FROM THE EDUCATION COMMITTEE CHAIRMAN

Committee Members :

G. E. Dalton (Chairman), R. McD. Graham, R. M. Clarke, A. H. Cockayne, A. K. Giles, J. A. Weston, L. Norman.

Our main task has been to organise courses made possible by the Massey-Ferguson Award which this year has been augmented by the ATB. We wish to record our appreciation to both organisations.

So far this year the Reading Management course has taken place with 12 FMA members attending. The Aberystwyth marketing course will take place in July along with a new course on Labour Management to be held at Seale Hayne.

Plans are afoot on three fronts, firstly to broaden the geographical coverage of courses, secondly to put on short courses at regional level as a follow-up to the national conference, and thirdly to repeat the kind of overnight course held for County Officers some years ago.

I would like to thank the new members of our committee for their support and help. They join me in the hope that our efforts on your behalf will be useful in your education.

G. E. DALTON

REPORT FROM THE CONFERENCE COMMITTEE CHAIRMAN

Committee Members :

Dr. P. R. Street (Chairman), J. M. A. Evans, R. G. Haines, G. O. Hector, L. Norman, R. D. H. Rampton, D. W. Tagg.

Over 50 members attended the Spring Field Day at Village Hall Farm, Middleton Tyas, and the Scotch Corner Hotel. Our thanks to Mr. B. Cowell and other helpers who made the day so successful. No Spring Field Day as such is planned for 1974, instead the Conference Committee have tried to encourage branches to hold one-day regional events and open them to the National Membership. The first of these were highly successful events run by Monmouthshire/Herefordshire branches and the Kent branch in February. Further events throughout the year are planned, including a one-day event at the Bath and West Showground by the Devon/Somerset/Dorset branches, and further events by the Hereford, Cheshire branches. The Lincs. Holland branch are to hold a two-day event in January entitled "The Farmer and his Cereal Marketing".

A Joint Conference with ADAS is to be held at the National Agricultural Centre in February covering the implications to the farmer of taxation and company law.

The Autumn Conference was held at Harrogate and was attended by 220 members and was entitled "Decisions for Tomorrow" and dealt with the implications to Britain's Agriculture, of our imminent entry into the EEC. As usual the Conference proved both intellectually and socially acceptable. The 1973 Conference is again to be held at Harrogate and the theme will be "Manpower in Agriculture".

I would like to thank the Committee and all those involved in the organisation of regional events for their inspiration and enthusiasm which has made our conference activities so successful.

P. R. STREET



REPORT FROM THE INTERNATIONAL CONGRESS COMMITTEE CHAIRMAN

Committee Members :

A. F. Paton (Chairman), W. R. B. Carter, B. Peart, Chairman FMA, Secretary, Miss P. C. Jukes.

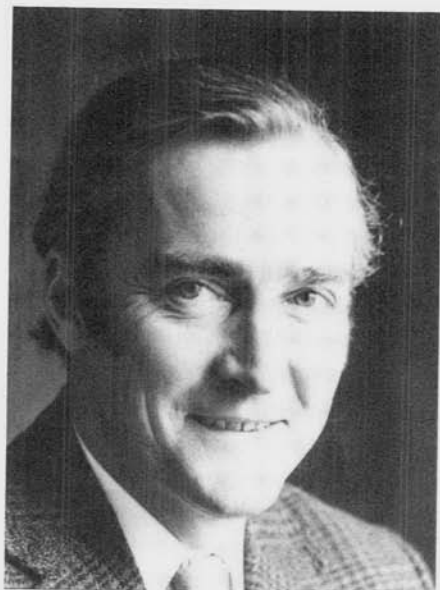
The International Congress Committee has been somewhat concerned at the lack of communication from the Canadians



J. M. Stansfield



J. M. Fort



J. N. Jones



W. R. B. Carter

concerning the Second Congress. It now appears, however, that it is under way and will take place from 14th to 30th July, 1974. All Members of the Farm Management Association will be informed of the full details of the Congress as soon as they are available. Arrangements are being made to charter an aircraft to enable members to fly to Canada, and it is hoped that as many members and their wives will support this very worthwhile and outward looking project which forms such an important part of the Association's influence in agricultural affairs. The Third International Congress is already being planned to take place in Europe in 1978.

A. F. PATON

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FARM MANAGEMENT ASSOCIATION

INCOME AND EXPENDITURE ACCOUNT

for the Year ended 31st March, 1973

1972	EXPENDITURE	1972		INCOME	1972
2,200	Staff Salaries & National Insurance	2,268.29		Members Subscriptions	8,178.75
75	Hire of Halls for Meetings	37.15		Less Refunds to County Branches	526.50
	Office Expenses:				
625	RASE: Use of Office, Lighting, Heating and Maintenance	625.00		Income from Conferences:	7,652.25
781	Printing, Stationery, Postage and Duplicating	636.70		333 Spring	106.00
122	Telephone	92.99		2,243 Autumn	4,179.61
4	Sundry Expenses	45.40			
			3,705.53	63 Professional Register Application Fees	4,375.61
43	Insurance	59.50		Bank Interest on Deposit Accounts:	15.75
	Travelling and Subsistence for Council and Committee Members	614.67		202 No. 1 Account	189.37
481	Subscriptions	22.00		18 No. 2 Account	—
32	Bank Charges	.13			
65	Accountancy Fee	85.00		— Interest (Gross) on 7% British Savings Bonds	189.37
16	Legal Fees	—		Sales of Farm Management Survey — Part 1	99.72
42	Mechanised Accounting Service	80.00			8.00
			852.30	25 Sales of International Congress Papers	284.78
127	Conference Expenses: Spring	185.00			
1,722	Autumn	3,107.74			
6	Other	—			
			3,292.74		
—	EEC Survey: Costs	59.00			
	Less Receipts	2.25			
			56.75		
	Journal: Costs	1,327.20			
	Less Sales Receipts	458.23			
1,208					
76	Expenses re Professional Register	868.97			
421	Newsletter Costs	64.87			
75	Publicity	349.77			
200	County Branch Awards	341.65			
	Contribution towards Expenses of 2nd International Congress	10.82			
100		—			
362	Cost of Printing International Congress Papers	129.13			
—	Subscription Reminder Letters	42.50			
—	Expenses of Guests at Annual Dinner	84.00			
6	Loss on Sale of Office Equipment	—			
35	Depreciation — Office Equipment	65.07			
	Excess of Income over Expenditure Transferred to General Fund.	2,761.38			
213					
		12,625.48			
9,044					
					12,625.48

BALANCE SHEET

as at 31st March, 1973

1972	1972	1972
GENERAL FUND		
Balance at 31st March, 1972	1,341.55	200.00
Add Balance from Income and Expenditure Account	2,761.38	238.07
	<u>4,102.93</u>	<u>438.07</u>
1,342		65.07
		<u>373.00</u>
INTEREST FREE LOAN:		
<i>Farmer and Stockbreeder</i> Balance at 31st March, 1972		
	1,500.00	5,000.00
	<u>250.00</u>	
1,500		
Less Repaid in Year		
	1,250.00	
	<u>960.00</u>	56.90
	175.63	759.73
	<u>784.37</u>	367.91
—		37.30
	784.37	<u>1,221.84</u>
Balance available for costs of future Courses		
	102.76	
103		
Cash Received on Account of Farm Management		
	32.88	
	<u>321.90</u>	
73		
864		
474		
	<u>6,594.84</u>	<u>6,594.84</u>
	4,356	

TO THE MEMBERS OF THE FARM MANAGEMENT ASSOCIATION

We have prepared the above Balance Sheet and the attached Income and Expenditure Account from the books and records of the Association and the information given. We certify that the Accounts are in accordance therewith and give a fair view of the affairs of the Association as at 31st March, 1973.

LEAMINGTON SPA.
17th July, 1973.

D. A. OWEN & CO.,
Chartered Accountants.

FARM MANAGEMENT ASSOCIATION

LIST OF MEMBERS COUNTY BY COUNTY

Bedfordshire

Brown, A.
Cowper, J. R.
Glyn-Jones, J.
Gorton, P. M.
Morris, J.
Griffiths, T.
Soskin, A.
Weston, R. N.
Yates, E. W.

Berkshire

Attenborough, J.
Baillie, J. H.
Balsdon, J. R.
Bucknell, J.
Castle, D. J.
Charlton, P. J.
Clarke, R. M.
Cockburn, P. I.
Corbett, D. J.
Cradock, D. N.
Culley, T. J.
Dalton, G. E.
Dixon, T. W.
Elcock, N. V.
Eyre, P. G. A.
Forster, N. C.
Fox, D. W.
Giles, A. K.
Green, R. W.
Haigh, J. G.
Hammond, B. S.
Harbottle, D. F.
Haworth, J. P. S.
Hillyard, J. M.
Hore, J.
Horncastle, R. H.
James, P. J.
Jarvis, P. S.
John, A. P. S.
Larkin, G. R.
Lemon, P. D. L.
Lyon, T. S.
Marsden, A.
Minchin, D. J.
Oxtoby, K. N.
Pink, C.
Pollard, J.
Rawlins, W. H. M.
Reeks, R. D.
Scrope, W. J. C.
Stansfield, J. M.
Stenning, E. C.

Berkshire (contd.)

Stewart, A. J. T.
Stokes, R. A.
Tyler, G. D.
Waine, A. T.
Wellesley, R.
Wheeler, R.
Whittington, T. T. W.
Wooldridge, E. F.

Buckinghamshire

Coates, H. L. T.
Dugdale, H.
Farmer, J. A.
Hawker, R. G.
Hodges, C. R.
Johnstone, D. M.
Jones, J. L. L.
Jones, R.
Long, D.
Matthews, P. L. C.
Menzies, D. McP.
Murdoch, D.
Nottage, G. C.
Peeler, C. H.
Potter, B. L.
Smith, R. A.
Thornhill, J. R. B.
Timbury, K. C.
Todd, R. D.
Tuckett, P. C.
Turpin, P. J.

Cambridgeshire

Baines, P. W. P.
Beach, J. S.
Brotby (Mrs.), P. S.
Church, M.
Clarke, F. G.
Cooper, J. P. A.
Deaville, A. J.
Egerton, F. R.
Fairhead, J. E.
Fairhead, R. W. T.
Frost, R. M.
Gibbons, P. H.
Gilbey, J. E.
Green, A. C.
Green, J. C.
Hendy, M. C. T.
Hewlett, J. H.
Heyman, E.
Houghton, S.

Cambridgeshire

(contd.)

Ison, D. F.
Jenkins, J. G.
Johnson, D. C.
Jones-Davies, D. M. O.
Jones, J. C.
King, W. A.
Langford, E. B.
Latham, W. F.
Lavey, T. J.
Massey, J. E.
Murphy, M. C.
Paddison, A. S.
Parker (Mrs.), D. P. H.
Parker, R. B.
Pemberton, A. F.
Pemberton, F. W. W.
Pemberton, P. R. W.
Potter, C. J.
Reed, C. G.
Ridsdill-Smith, M. F.
Rozier, J. C.
Sandercock, G. R.
Shelford, R. J.
Sheppard, M. G.
Smith, R. H.
Starling, G. E.
Stroude, P. L.
Sturrock, F. G.
Sutherland, R. M.
Thompson, M. C.
Usher-Smith, F. M.
Watkins, D. W.
Webber, A. C.
Webster, D. W.
Williams, O. G.
Wiseman, G.
Wreford, R.
Yates, C. W.

Cheshire

Arnold, R. L.
Beckett, J. H.
Bevan, R. A.
Butler, J. A.
Calder, A.
Chadwick, A. R.
Chantler, P. J.
Cooper, M. I.
Craven, J. A.
Dutton, H.
Foster, W. G. F.
Garner, E. W.

Cheshire (contd.)

Gasson, D. R.
 Hamlyn, M. J.
 Harrison, A. C.
 Haworth, N. A.
 Haworth, P.
 Hay, R. C.
 Hedley, M. A. O.
 Herbert, W. A.
 Hiley, T. P.
 Huxley, W. D.
 Kynnersley, L. A.
 Lawrence, R.
 Littler, F.
 Lloyd, J. P.
 McIlveen, W.
 Macdonald, L. J.
 Makin, W. G.
 Matheson, J. R.
 Matson, R. T.
 Moore, P. R. H.
 Noble, S. M.
 Peate, R. W.
 Pickering, D. O.
 Pierce, R. T. R.
 Pollard, R. G.
 Rider, J. C.
 Shaw, C. M.
 Slater, K. A.
 Wilson, G. R.
 Wilson, R. D.

Cumberland

Auld, A. R.
 Hall, J. S.
 Hector, G. O.
 Palmer, J. C.
 Preston, D. R.
 Shannon, R. S.
 Taggart, W. J.

Denbighshire

Barritt, M. E.
 Brookes, G. E.
 Dickens, L.
 Evans, R. K.
 Evans, R. P. W.
 Graham-Palmer, R. H. W.
 Jones, D. H.
 Jones, E. E.
 Jones, J. R.
 Lowther, Sir W. G.
 McKay, J. W.
 Owen, M.
 Owens, D.
 Shaw, W. W.
 Summers, D. J.
 Vernon-Roberts, N.
 Williams, B. S.
 Williams, T. M.

Derbyshire

Bakel, B. F.
 Hayes, L. H.
 Hives, The Rt. Hon. Lord
 Hogbin, P. K.
 Thorneycroft, W. J. B.

Devon

Allies, C. D.
 Ansell, K. G.
 Atkinson, J. M.
 Bakori, T. Y.
 Blake, D. F.
 Blatcher, J. S.
 Brake, R. A.
 Brown, P.
 Camm, B. M.
 Caren, G. J.
 Carter, J. S.
 Coombs, R. M.
 Cowan, A. J.
 Cox, D. K. W.
 Croft, A. R.
 Evans, G. O.
 Franks, M.
 Greenwood, K.
 Hawkins, J. A.
 Hendy, O. J.
 Hoplins, B. P.
 Horrocks, A. P.
 Hough, P.
 Joyce, M. H.
 Kerr, G.
 Kingham, J. F.
 Laptain, M.
 Lee, B. J.
 Lee, M.
 Morris, S. T.
 Nixon, B. R.
 Parkes, D. V.
 Pennington, F.
 Peters, D. G. W.
 Quicke, J. G.
 Rampton, R. D. H.
 Rowe, F.
 Rye, C. J.
 Salkield, A. M.
 Sampson, R. H.
 Scobie, J. E. G.
 Smith, R. F. Y.
 Spence, D.
 Spence, H. J.
 Stratton, R.
 Street, A. J.
 Watson, J. R.
 Wendoover, N. J.
 Williams, P. M. P.
 Wonnacott, W. J.

Dorset

Bending, I. N.
 Bown, T. F. C.
 Boyt, P. T.
 Crane, P. A. T.
 Dunk, J. M.
 Eccles, R. W.
 Fenner, R. J.
 Frost, T. C.
 Graham, B. C.
 Harvey, J. E.
 Helfer, M. C.
 Hosford, D.
 Hughes, R. G.
 Ironmonger, J. D.
 Lawton, W. N.
 Lewis, P. R.
 Lilly, A. H. R.
 McFarlane, I. B.
 Mackenzie-Smith, C. A.
 Marler, J. L.
 Medley, C. A. B.
 Morgan, J. H.
 Moseley, H. J.
 Panes, C. F.
 Powne, J. D.
 Price, M. I. M.
 Robinson, M. A.
 Simon, O. S. L.
 Smith, A. E.
 Stanley, P. E.
 Streetfield, C. E. J.
 Thomas, P.
 Tory, M. A.
 Tuck, P.
 Walker, R.

Durham

Bates, R.
 Carter, P. G.
 Dryden, W. R.
 Hall, J. G.
 Heddle, S. G.
 Henderson, A. C.
 Heslop, J. W.
 Hollinshead, F. C.
 Johnson, T. S.
 Maddra, C. G.
 Nelson, J. K.
 Oates, R. G.
 Shield, W. R.
 Smith, E.
 Snowdon, N. I.
 Stephenson, J. P.
 Stott, R. N.
 Vernon, M. S.
 Wade, A.
 Waite, B. T.
 Walford, T. D.
 Willis, F.
 Wilson, A. C.

Eire

Bourke, T.
 Connolly, J. A.
 Coveney, P. N. M.
 Cox, E. W.
 Cunningham, E. J. A.
 Dean, B. G.
 Power, L.
 Walker, M. W.
 White, E.

Essex

Adcock, A. E.
 Allison, R. P. J.
 Batchelor, J. T.
 Brockway, B. N.
 Bunting, J. H.
 Clarke, C. E.
 Cole, R. L.
 Cottis, P. J.
 Crees, E. J.
 Curtis, P. J.
 Dixon Smith, J.
 Fisher, T. H. N.
 Fleming, J. D.
 Foster, M. T. T.
 Garon, N. T.
 Gray, J. A.
 Greasley, J.
 Guyer, N.
 Harman, A. E.
 Hawkes, R. J.
 Haynes, J. R.
 Hendrick, A. E. E.
 Hewett, J. D.
 Hicks, A. M. D.
 Holden, P. R.
 Innes, P.
 Johnson, C. P.
 Jordan, L. A.
 Keyworth, J. R.
 Latham, J. S.
 Law, F. M.
 Longbottom, G. A.
 Mackie, J. M.
 Marriage, E. P.
 Mason, R. C. F.
 Matthews, R. J.
 Matthews, T. T.
 Mayne, D. M.
 Muirhead, W. J.
 Nichols, F.
 Nott, N. M.
 Payne, J. S.
 Pitt, T. P.
 Rasch, S. A. C.
 Roberts, J. D.
 Rook, J. A. J.
 Rushton, M. P.
 Seggons, B.
 Sellens, P. H.

Essex (contd.)

Simper, N. P.
 Stedman, I. G.
 Tagg, D. W.
 Thomson, C. R. M.
 Upson, J.
 Watt, H.
 Westley, C. B.
 Whitaker, M. J.
 Whiting, P.
 Wilkinson, J. A.

Glos.

Barry, J. H.
 Beale, R. E.
 Bernays, R. E. J.
 Biddulph, S.
 Birchall, P. D.
 Bond, S. D.
 Bridel, W. H. C.
 Brodie, S. G.
 Bubb, M. H.
 Bullock, W. A.
 Chamberlayne, H. J.
 Chamberlayne, J. R.
 Chapman, R. T.
 Cowling, R. J.
 Davison, M. J.
 Dearing, W. J.
 Dickson, G. R.
 Ellis, D. A.
 Ellis, J. R.
 Fitzgerald, M. G. M.
 Forestier-Harris, A.
 Forsyth, T.
 Garwood, A. V.
 Gilbey, S. R.
 Godsell, E. U.
 Harrison, D. S.
 Hawkes-Reed, A. J.
 Hughes, H. V.
 King, G. W.
 Knight, R. E. B.
 Lee, B. G.
 Lewis, C. G.
 Lockhart, J. A. R.
 Marland, P.
 Mastrangelo, L. R.
 Mew, E. C.
 Moody, D. J.
 Morgan, H. E. G.
 Morris, N. P.
 Norman, A. J.
 Padfield, G. K.
 Peace, H. K.
 Pearson, T. D. G.
 Phillips, K. R.
 Pile, R. E. L.
 Powell, K. W.
 Price, J. H.
 Rowe, J. E.

Glos. (contd.)

Stephenson, J. G.
 Thomas, D. J. C.
 Thompson, C. J.
 Tibbs, P.
 Wilson, J.

Hampshire

Arnison-Hewgass, M.
 Atwell, T. W.
 Backhouse, E.
 Bacon, R.
 Baird, R. N.
 Baker, E. G.
 Bare, D. I.
 Bessant, J. M.
 Bowen, J. N.
 Burge, J. H.
 Burnett, A. C.
 Butler, G. W.
 Clough, P. A.
 Crocker, S. A.
 Dabinett, A. E.
 Dally, A. E. H.
 Dampney, T. D.
 Dodson, M. B.
 Fairey, J. N. F.
 Fielding, D. F.
 Fowler, D. F.
 Giles, R. D. P.
 Gray, N.
 Griffiths, E. K.
 Hall, C. M.
 Hall, P.
 Hall, P. R.
 Herdman, R. H. L.
 Jackson, M. R.
 Jervoise, J. L.
 Jones, G. C.
 Jones, N. R.
 Kaye, D. M.
 Kemsley, T.
 Kew, N. F.
 Lawford, M. A. A.
 Light, N. W.
 Lowry, M. P.
 Luckin, P. S.
 McCowen, J. S. B.
 Moffat, F. E.
 Nightingale, M. A.
 Noble, K.
 Norman, L.
 Oldroyd, D. C. L.
 Paterson, R.
 Phillips, D. L.
 Pilcher, R. C. H.
 Probyn, G. H.
 Race, M. G.
 Rennie, I. J.
 Rollett, J. H. B.
 Rosen, A.

Hampshire (contd.)

Rowse, J.
Salway, J. D.
Shaw, R. G.
Smail, J. A.
Smith, P. C.
Smith, S. C.
Snow, D. R.
Stacy, A. T.
Tozer, T. C.
Trigg, T. E.
Turner, R. A. E.
Westmacott, A.
Wilson, P. N.
Winter, D.
Young, H. S.

Hereford

Batho, R. G.
Bird, D. S.
Bone, J. S.
Bullen, B. S.
Collins, J. R.
Darlington, D. J. W.
Edwards, J. W.
Hawkins, J. H.
Hoddell, F.
Hunter-Blair, G. T.
Jenkin, G. A. O.
Jones, B. M.
Pendlebury, J.
Perry, A. W.
Purvis, R. G.
Rigby (Miss), M. A.
Roskill, T. W.
Scudamore, P. H.
Thornley, P. A. D.
Whitney, C. J.
Wright, H. A.

Hertfordshire

Cane, T. P. S.
Cockayne, A. H.
Coslett, D. A.
Hall, C. F.
Hardy, D.
Herman, P. C. M.
Komlosy, G. T.
Mason, T. J.
Salton, I.
Slater, M. J.
Tinney, F.
Tinney, J. F.
Wallace, A. S.
Waugh, A. R.
Webb, J. F.
Wright, D. A.

Hunts. & Peterborough Kent (contd.)

Baines, D. C.
Beckingham, J. R.
Beeby, T. R.
Bird, R. W.
Blackhurst, W.
Brassey, P. E.
Curnow, P. J. M.
Edwards, R. A.
Garner, A. C.
German, D. B.
Godfrey, J. G.
Granger, A. J.
Halford, M. J.
Ingham, J. S.
Lawn, F. W.
Loweth, R. B.
Odam, J.
Perkins, T. H. R.
Powell, D. O.
Racey, D. W.
Racey, P. N.
Rouston, A.
Tapper, A. M.
Thurlby, J.
Whitton, S. W.
Wright, W. J.

Northern Ireland

Curry, W. P.
Falconer, P. J.
Furness, G. W.
Guthrie, W. E.

Kent

Alington, G. W.
Amos, R. C.
Bell, C.
Betts, S. R.
Butchart, J. E.
Butler, D. F.
Calcutt, T. J.
Carr, H. R.
Carroll, P. R.
Chater, R. M.
Coombe-Jones, J. K.
Cox, C. M.
Curtis, J. R.
Derovet, T. P.
Dyson, J. N.
Edwards, J.
English, M. P. O.
Evans, J. M. A.
Faulkner, G. M.
Freeman, S. G.
Fuller, R. M.
Geden, W. A.
Hadfield, A. M.
Harland, P. H.
Hobcraft, R. L.
Hoskins, M. D.

Hukins, S. R.
Huntington, F. P. H.
Knight, D. J.
Lamont, R. A.
Loder-Symonds, R. F.
Mackrill, D.
Macwatt, C. S. H.
Martin, R.
Meyler, S.
Montgomery, R. A. C.
Mott, D. K.
Neame, B. D.
Nix, J. S.
Older, C. D.
Pearson-Wood, A. J.
Phillips, T. B.
Pick, M. C. E.
Pope, V. V.
Reid, I. G.
Reynolds, C. R.
Riddett, J.
Roberts, D. J.
Roberts, D. M.
Romney, P. F.
Shepherdson, B. J.
Smith, C. B.
Smith, C. J.
Somerville, H. T. B.
Steven, H. J.
Stoneham, C. M. R.
Stonham, G. H.
Taylor, M. J.
Thomas, K. R. H.
Tompsett, P.
Tremlett, J. D.
Tustian, A. R.
Webster, J. P. G.
Werts, D. M.
Wharton, R. E.
Withnall, M. E.
Woodhouse, D. M.

Lancashire

Allen, J. R.
Bennett, T. M.
Birkby, J.
Cooper, K.
Daniels, R. M.
Fawdry, G. E.
Fitzgerald, D. J.
Helme, R. W.
Hughes, H. C.
Key, J. M.
Kirkman, R. F.
Millen, W.
Morgan, J. L.
Parrett, J. H.
Richardson, W. W.
Riding, F.

Lancashire (contd.)

Rushton, R. T.
Smith, D.
Swarbrick, N. J.
Swarbrick, R. N.
Watt, J. A.
Weymouth, M. J.

Lincs. Holland

Atkin, W. J.
Austin, R. W.
Barwell, M. G.
Birkett, F. H.
Burns, J. A.
Casswell, J. R.
Coe, H. P. G.
Cooke, R. A.
Fletcher, W. S.
Hoyles, P. G. W.
Keeling, A. G.
Piccaver, D. J. T.
Poston, A. B.
Proctor, A. H.
Scarr, P. W.
Shepherd, P. H.
Spence, F. A.
Tinsley, M. P.
Walker, D. C.
Wallace, P. J.
Waugh, R. M.
Willingham, R. S.
Wilson, G. D.
Wilson, M.

Lincs. Kesteven

Brearley, B. M.
Challis, D. C.
Dean, P. W. M.
Dorrington, J. R.
Dorrington, S. P.
Goode, D.
Heald, J. M.
Hodgson, P. N.
Ireland, A. C.
Jones, M. J.
Key, P. M.
Large, B.
Layfield, P. J.
Louth, R. W.
Osborn, S. B.
Parker, E.
Parker, J. P. M.
Parker, R. W.
Patrick, R. W.
Robertson, E. A.
Smart, J.
Southwood, M. S.
Vigne, R. L.
Watt, J. A. L.

Lincs. Lindsey

Adams, G. M. H.
Barnes, M. P.
Barribal, W. H. P.
Battle, R. M.
Baxter, G. S.
Bichan, P. I.
Bowler, R. J.
Clark, H. E.
Crapp, H. P.
Creasey, D. J.
Day, J. O.
Duncan, C. J.
Dunn, D. J.
Farley, V.
Fell, H. R.
Findlay, J. O.
Fordye, M. W.
Fort, J. M.
Fowler, E. I. B.
Gillett, G. S. W.
Good, J. S.
Gunn, P. S.
Handbury, J. D.
Harrison, R. A.
Hoff, W. G.
Holmes, M. G.
Howden, B. W.
Hunt, J.
Jacques, J. C.
Kerrigan, M.
Lambert, L. J.
Leak, J. H.
Maplethorpe, A. M.
Moulds, P. R.
Neate, D. J. H.
Newton, R.
Nickless, W. H.
Ottewell, E.
Quibell (Miss), E. M.
Rainthorpe, J. J.
Read, D. A.
Reeve-Cox, D. R.
Sneath, M. J.
Stott, C. A. P.
Strachan, I. H. W.
Thomson, R.
Umpleby, G. H.
Waite, L.
Walkinton, R. H.
Walshaw, R. F.
Wilkinson, R. G.
Williamson, R.
Wright, J. W.

Leics. & Rutland

Aston, P. J. M.
Clements, H. A. B.
Dalton, J. R.
Dent, J. B.

Leics. & Rutland**(contd.)**

Fort, J. D.
Howard, R. W.
Hurst, D. W.
Keene, A. C.
Kerr, H. W. T.
Pack-Drury-Lowe, S. J.
Seaman, M.
Stops, M. G.
Street, P. R.

London

Abbott, G. J.
Clery, P. A.
Davies, A. J.
Dobb, E. S.
Ellis, P. R. J.
Hampton, D. M. S.
Hill, C. E.
Hunter, J. M.
Jones, W. E.
Legge, A. M.
McDonald, I. D.
McOran-Campbell, A. G.
Morton, J.
Palmer, M. A.
Pickard, D. H.
Roberts, W. P.
Taylor, M. R.

Monmouthshire

Bennett, R. J.
Bracewell, W.
Chetwynd, H. M. J.
Davies, R. E.
Evans, T. A.
Gibbons, J. P. L.
Greasby, D. J.
Grossey, M. C.
Hutchings, T. J. B.
Jacques, J. P.
James, J. W.
Jameson, F. W.
Jenkins, D. R. M.
Jenkins, H. T. J.
Jones, V. E.
Long, P. G.
McConnell, J. F. W.
Micklethwait, R.
Milne-Day, C. J. H.
Moore, E. O.
Newman, M. J.
Powell, W. J.
Price, C. F. R.
Reeves, M. J.
Shorney, B.

Monmouthshire

(contd.)

Wallace, G. R.
Walters, D. L.
Wheelock, R. H.
White, G.
Wilson, R.
Young, M. R.

Norfolk

Agar, N. S.
Agnew, S. W.
Allen (Mrs.), J.
Alston, J.
Alston, W.
Archibald, W. I.
Armitage, W. F.
Batey, C. G.
Bowman, J. T.
Buckingham, G. W.
Cairns, D. A.
Candler, B. W.
Cargill, C. D. R.
Carter, W. R. B.
Cook, D. M.
Coomber, D. H.
Crane, T. G.
Cuttell, G. P.
Dalton, R. R.
Davies, J. E.
Dawson, A. St. G.
De Jager, L.
Dixon, R. G. J.
Durrell, W. J.
Ebbage, J. M.
Edmonds, P. J. K.
Elliott, B. R. M.
Emmett, R.
Everington, W. D.
Gilmour, G. M.
Green, P. J.
Hance, D. J.
Harris, B.
Hill, D. W. J.
Hoff, R. H. G.
Hollies, J. D.
Holman, C. A.
Huggins (Miss), A. L.
Knowles, W. H.
Lambkin, J. B.
Lewis, C. D. M.
McHarg, G. W.
McClintock, I. W. T.
Mack, L. F.
Mallett, R. J.
Morgan, K.
Mutimer, R. I.
Papworth, P. D.
Pearce, D. G.
Place, J. M.
Pooley, D. R.

Norfolk (contd.)

Reynolds, G. H.
Riches, P. H.
Seligman, P.
Simpson, R.
Skinner, C. D.
Sloan, W. M.
Starling, R. G.
Steed, N. J.
Taylor, M. I.
Trendell, E. M.
Unwin, J.
Watkins, D. I.
Watkins, P. D.
Wilson, J. M.
Wood, C. H. P.
Woolley, N.

Northants.

Callis, R. J.
Moutrie, G. A.
Thompson, G.

Northumberland

Armstrong, H. J.
Bowie, R. S.
Clark, J.
Davies, T. S.
Jackson, A.
Riddell, J.
Salmon, G. D.
Storror, R. M.
Warner, R. M.

Nottingham

Benton, A. G.
Bloore, D.
Drury, D. J.
Husselbee, P.
Lane, E. M.
Lyth, P.
Mitchell, A. T.
Mortensen, R. N.
Murch, P. S.
Scott, A. C. M. B.
Seabrook, M. F.
Smith, A. C.
Smithers, R. S.
Ward, J.
Wilbraham, R. J.
Wright, C.

Oxford

Andrew, J. F.
Beresford, J. R.
Beresford-Stooke, P. M.
Birtles, J. F.
Bruce-Fielding, R. M.
Clark, R. W.
Cleaver, A. G. H.

Oxford (contd.)

Cottrell-Dormer, C.
Drew, M. D.
Fox, C. R. M.
Francis, J. L.
Garson, J. L.
Gill, F. M.
Graham, A. R. W.
Hoare, G. J.
Hood, C. J.
Hotz de Baar, O. F. A.
Morrow, R. P.
Pullen, E. W. H.
Rowland, P.
Simcocks, C. P.
Turner, D. M.
Watkiss, R. H.

East Scotland

Anderson, J. L.
Ballantyne, A. D.
Barraclough, F. R.
Batchelor, P. F. L.
Bateman, W. N. B.
Benson, G. A.
Beveridge, J. L.
Black, W. H. M.
Blyth, A.
Brewis, T. H.
Bridges, D.
Bruce, C.
Bruce, J. M. E.
Bruce, W. P.
Burns, J. C.
Caird, D. A.
Cairns, I. H.
Cheyne, J. M. T.
Colebrook, P. M.
Courts, W. S.
Cowe, R. B.
Cranston, A. G.
Dawson, W. H. M.
Donald, J. S.
Duncan, W. I.
Dunlop, J. R. C.
Fisher, B. W.
Fleming, T.
Forrest, J. B.
Free, E. F.
French (Miss), J. P.
Geddes, K. J.
Gray, G. B. R.
Gray, J. F.
Gray, P. H. B.
Halcrow, J. N.
Hamilton, M. J.
Hardie, M.
Harkins, J.
Hearth, F. G.
Hume, A.
Innes, A. P.

East Scotland (contd.)

Kane, J.
 Laing, D. A.
 Lohoar, W.
 Lord, R. F.
 Macdonald, J.
 Mackenzie, C. G.
 Mackenzie, G. H.
 Major, J.
 Malcolm, C. J.
 McHattie, I.
 McKinnon, E.
 Medley, M. P.
 Miller, A. R. J. D.
 Mordaunt, F. D.
 Murray, L.
 Neely, A. M.
 Pate, D. C.
 Pate, E. T.
 Rose, P. H.
 Rowe, C.
 Sloan, R.
 Stevenson, J. M.
 Stirling, J.
 Taylor, A. J.
 Taylor, W. J. C.
 Tennant, T. W.
 Todd, E. C.
 Towler, P. D.
 Tullis, K. W.
 Usher, C. J.
 Wardrop, J. C.
 Wemyss, A. G.
 Whitehead, G.
 Wilson, R. M.
 Wilson, R. T.
 Wyllie, J. H.
 Wyllie, W. A. S.
 Young, C. G.

North Scotland

Adam, J. D.
 Addison, W. G.
 Alexander, G. G.
 Anderson, A. C.
 Arbuckle, J. W.
 Beedie, W. G.
 Butler, J. G. P.
 Calder, J. M.
 Chalmers, E. S.
 Clark, H.
 Coutts, A. A.
 Fleming, G. W.
 Forbes, A. D.
 Forbes, J.
 Fraser, D. W. M.
 Gall, J. M.
 Gill, A. J.
 Grant, J. W.
 Hamilton, G.
 Hamilton (Mrs.), I.

North Scotland**(contd.)**

Hayes, S.
 Henderson, G.
 Innes, J. A.
 Johnston, G. S.
 Johnston, W. D.
 Joughin, M.
 Macbean, J. T.
 McConachie, J.
 McMartin, I.
 Marwick, J. G.
 Millar, R. K.
 Muir, D.
 Philip, G.
 Reid, R. B.
 Rhynas, G. A.
 Rhynas, R. G.
 Robertson, N.
 Rose, J.
 Rose, W.
 Scarr, G. W.
 Shuttleworth, D. E. M.
 Taylor, A.
 Vallance, J. R.
 Weir, J. G. C.
 Wilson, A. R.
 Young, A. D.

North East Scotland

Allathan, R. E.
 Allen, F. S.
 Anderson, R.
 Argo, W. J.
 Auton, E. H.
 Barclay, L. G. D.
 Barclay, R. A.
 Brown, D.
 Bruce, G. R.
 Buchan, A.
 Buchan, R. D.
 Caldwell, W. M.
 Campbell, A. H.
 Campbell, W. H. M.
 Catt, D. C.
 Clark, J.
 Craig, D. J.
 Critchley, R.
 Cruickshank, I. A.
 Cruchley, W. V. P.
 Davidson, W.
 Dawson, K. E.
 de Winton, A. C. P.
 Dingwall-Fordyce, J. A.
 Drybrough, W. G.
 Ferguson, W. J.
 Forbes, K. B. E.
 Forbes, P. J.
 Fyfe, M. H. D. F.
 Gilbert, J. M.
 Gooch, J. D.

North East Scotland**(contd.)**

Graham, T. C.
 Harle, J. T.
 Haughs (Miss), M. A.
 Howie, A.
 Hutcheon, W. G.
 Irvine, F. C. Q.
 Irvine, Q. H. R.
 Isaacs, R. J.
 Jones, J. N.
 Kennedy, D. S.
 Leith, J. D. M.
 Lunney, D. C.
 Macbain, H.
 Macdonald, A.
 Macfarlane, A. R.
 Mackie, B. S.
 Mackie, J. T.
 Mackie, M.
 Maddox, J. M.
 Maitland, R. D.
 Manson, A. R.
 Marr, I.
 Massie, A. W.
 McCubbin, A.
 McWilliam, H. L. K.
 Mitchell, P. J.
 Mudie, W. J. I.
 Pack, B. S.
 Pelham-Burn, A. M.
 Pemberton, J. T.
 Pirie, G. W.
 Rennie, L. J. C.
 Robinson, T. W.
 Seton, J. R.
 Shiach, J. G.
 Stephen, J. G.
 Still, J. D.
 Strachan, W. R.
 Wallace, C. A.
 Wallace, G. M.
 Warren, R. W.
 Winning, B. T.
 Yates, R. E. B.

West Scotland

Armstrong, G. J.
 Bicket, J. C.
 Blair, J. H.
 Colwell, H. T. M.
 Darling, I. M.
 Duncan, M.
 Elder, W. B. R.
 Ferguson, C.
 Fraser, I. R.
 Gilzean, J. A.
 Gray, A.
 Hunt, R. W. T.
 Lennox, R. A.
 Mackay, A. J. D.

West Scotland (contd.) Somerset (contd.)

Marshall, D.
 Metcalfe, J. D.
 Murray, R. D.
 McAuslan, J. T.
 Reid, D. A.
 Robertson, K. J.
 Ross, J. R.
 Sargent, E. D.
 Smith, F. G. M.
 Smith, P. G.
 Thomson, J.
 Torrance, J. H. S.
 Watson, J. N.
 Wilson, J. V. T.
 Yates, K. C.
 Young, M. J. R.

Shropshire

Challinor, S. J.
 Cox, B. E.
 Dadd, G. T.
 Eyres, R. G.
 Forsyth, H. A.
 Harland, H.
 Jones, J. R. P.
 Lewes, D. S.
 Millington, D. B.
 Monro, J. H.
 Mortimer, R. G.
 Riley, V. W.
 Trickett, J. A.
 Whittingham, J. W.

Somerset

Austin, A. J.
 Baker, R. H.
 Boddie, C. J.
 Brown, D. B.
 Brown, R.
 Butler, H. J.
 Carter, C. M.
 Clench, S. F.
 Cole, P. S.
 Evans, D. H. T.
 Fidoe, K.
 Gladwin, T. J.
 Harrison, P. T.
 Leach, J. D.
 Lees, J. W.
 Lloyd, R. J.
 Longman, R. J.
 Loveridge, R. J.
 Miller, T. L. E.
 Mills, M. J. B.
 Paton, A. F.
 Pearce, T. R.
 Pouncey, S. J. G.
 Robertson, B. A.

Scott, H. E.
 Sparkes, P. R.
 Castle, Stewart
 Trotter, C. J. R.
 Wharton, I. G.
 White, A. J.
 White, R. C.
 Williams, D. G.

Staffordshire

Blundy, D.
 Bower, J. S.
 Dancey, R. J.
 Haggie, G. D.
 Hill, A. J.
 Inge-Innes-Lillingston,
 G. D.
 James, D. R.
 Throup, G.

Suffolk

Adshead, R. J.
 Agnew, G. K.
 Allerton, D. M.
 Ashburn, M. J.
 Barnard, D. J.
 Bennell, T. I.
 Black, R. J.
 Bolton, T. H.
 Brandon, K. D.
 Cuddeford, B.
 Fisher, J. C.
 Fiske, N. J.
 Fowler, E. L.
 Fowler, R. N.
 Hordern, H. C.
 Hubert, G. C.
 Hyde Parker, R. W.
 Johnson, R.
 Kelk, A. P.
 Leaman, J. R.
 Macrae (Miss), M. M. P.
 Milner, J. C.
 Miszewski, K.
 Peacock, C. D.
 Peake, H. V.
 Roberts, J. W.
 Ryder, R. S.
 Simmonds, V. J. E.
 Slater, D. J.
 Stacey, D. C.
 Stevens, W. E. W.
 Upton, R. J.
 Vellacott, P. G.
 Walker, C. J. S.
 Wallace, A. D.
 Wright, T. L.
 Youngman, P. H.

Surrey

Cleveland, R.
 Clothier, R. J.
 Codd, M.
 Dengate, H. V.
 Gibson, D. W.
 Hepworth, J. V. H.
 Hicks, T. P.
 Ireland, F. J.
 Powell, R. A.
 Rees, A. M. M.

East Sussex

Beilby, J. P.
 Bentley, H.
 Bradford, S. G.
 Bullock, S. C. B.
 Gussman, B. W.
 Howard, F. L.
 McCutchan, J. R.
 Nickalls, N. J. D.
 Norman, R.
 Nowell, R. A.
 Pettet, E. D.
 Richardson, H. T.
 Robinson, J. H.
 Robinson, J. H.

West Sussex

Adams, N. H.
 Adorian, P. M.
 Bacon, J. K.
 Carslaw, K. S. E.
 Coward, N.
 Cragg, T. A.
 Daniel, P. D. W.
 Duke, G. C.
 Eager, R. N.
 Green, J. R.
 Hammond, J. A.
 Harrison, J. E.
 Harrison, R.
 Haslett, T. G.
 Haydon, R. G. L.
 Keen, D. E.
 Lamber, A. N.
 Limbrick, G. F.
 Monkhouse, M.
 Morris, B. P. W.
 Reed, J. M. B.
 Shaw, H. E.
 Shaxson, M.
 Shepherd, R. W.
 Stiles, R. A. G. B.
 Swarbrick, O.
 Van der Borgh, J.
 Warren, I. O.
 Wilson, J. P.
 Wishart, L. B.

Wales

Brobson, R. C.
Brown, W.
Evans, J. E. L.
Jones, T.
Lewis, P. R.
Mathias, K.
Morgan, D. M.
Moses, H.
Noble, G. W.
Phillips, A. S.
Roberts, B. H.
Slack, D.
Weston, W. C.
Weston-Arnold, J. G. F.
Williams, J. A. P.
Yates, E.

Warwickshire

Almond, G. W. J.
Alsford, P. D.
Bates, C. G.
Burrows, G. W.
Carter, L. H.
Ensor, B. L. G.
Graham, R. M.
Grazier, E. G.
Hamilton, I. D.
Jackson, G. H.
Madge, W. E. R.
Mathias, C. H.
Nott, W. H. M.
Pridmore, J. P.
Rayner, M. J.
Sharpe, P. R.
Thomas, M.
Thompson, H. D.
Upton, D. A. J.

Westmorland

Dewings, M. R.
Dodd, A. P.

Wiltshire

Ainslie, J. B.
Baker, G. E. A.
Barlow, J. R.
Bishop, R. W.
Bucknell, F.
Carter, D. V.
Cooke, D. G. W.
Fitzherbert-Brockholes, R.
Fortt, R. B.
Goodall, J. C.
Hartwell, R. M.
Hurd, S. A.
Hutchinson, M. E.
Naumann, N. C.
Olipphant, D. K.
Phipps, C. N.
Pigdon, A.
Randle, R. M.
Veysey, J. C.
Wareham, D. A.
Webb, P. J.
Wilder, J. G.

Worcestershire

Allright, K. J.
Angelbeck, E. N. J.
Armstrong, J. H.
Bowley, W. J.
Dodds, W. H. A.
Ecclestone, M. J.
Edmonds, J. B.
Edwards, B. J.
Fawcett, A. G.
Fletcher, D.
Hopkins, J.
Hopkins, S. W.
Jewell, P. W.
Jones, T. W.
Mackellar, D. J.
Norbury, P. J. O.
Smith, R. F.
Steele, R.
Walster, J.

Yorkshire

Appleyard, J. W.
Bowles, E. B.
Brooke, C. N.
Brown, J. L.
Buckley, H.
Budding, K. J.
Bullock (Mrs.), J. A.
Cowell, B. H.
Cremer, R. P. B.
Crozier, J. F.
Dalley, J.
Deeks, G. W.
Dent, J. H.
Doyle, M. W.
Earl, J. J. C.
Elmhirst, R. N.
Fraser, G. S.
Gaudie, M.
Gibson, R. A.
Goodhart, J. H.
Hall, M. R.
Harding, A.
Hesk, P. C.
Joc, E. H. B.
Johnston, J.
Keeble, M. L.
Lewis, D. A.
McKnight, A. A.
Milburn, J. J.
Mitchell, W.
Orr, J.
Parkin, W. K.
Pearson, A. M.
Peart, B.
Perry, D. B.
Proctor, G. W.
Reeves, R. A.
Sellers, P.
Smith, H. T. E.
Snell, C. B.
Trowbridge, J. R.
Turner, P. A.
Webster, S. G.
Welford, G. R.
Williams, A. J.
Worsley, G. O.

Overseas

Beekkerk Van Ruth, H.—Netherlands
Borhy, B.—Italy
Callow, A. V.—New Zealand
Coupe, R. E.—Australia
Crawford, J. B.—Australia
Duncan, B. H. G.—Rhodesia
Garstang, D. M.—Africa
Greening, P.—USA
Harrison, J. E.—Africa
Hopper, M. E.—Kenya
Hubert (Miss), A. F.—Africa
Hughes, C. W. F.—Australia
Kendrick, A. R.—Swaziland

Overseas (contd.)

Mackenzie, J.—Africa
McKinlay, W. W.—Swaziland
McSween, G. J.—Jamaica
Nec, B.—Africa
Nelson, B.—Sweden
Pateman, R.—Australia
Pease, M. W. L.—Sierra Leone
Shaw, B. G.—Australia
Shaw, D.—Hong Kong
Taylor, J. R.—Zambia
Thompson, S. C.—Canada
Wharton, E.—Cyprus
Wickham, J. R.—Kenya

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