

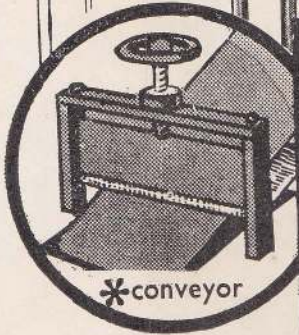
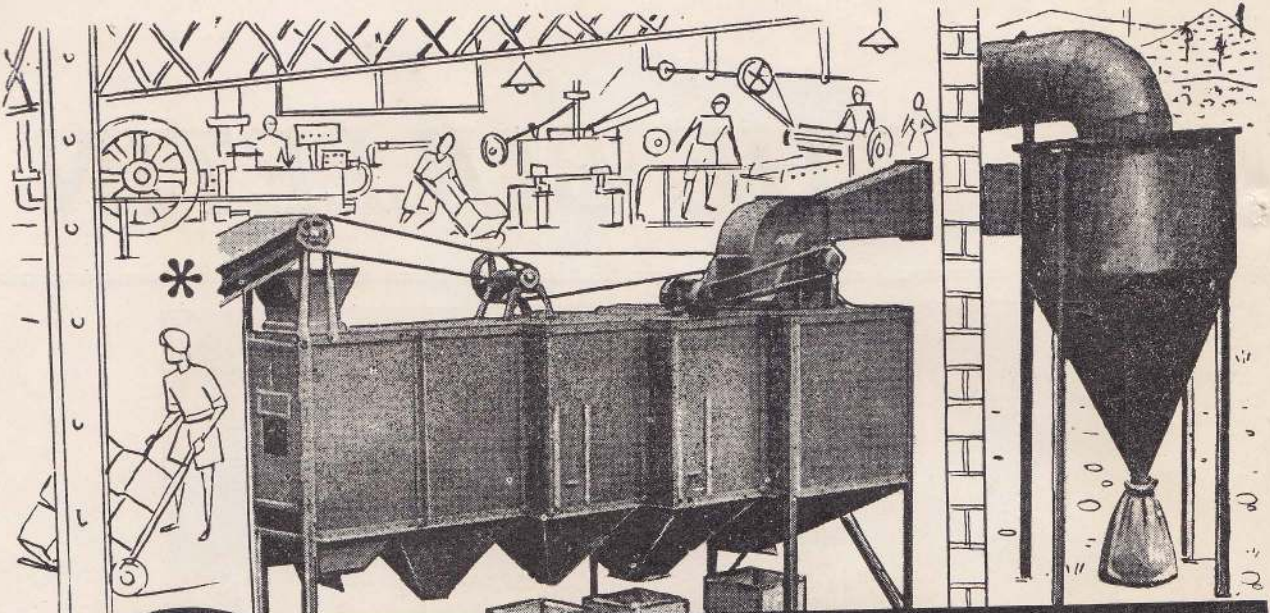


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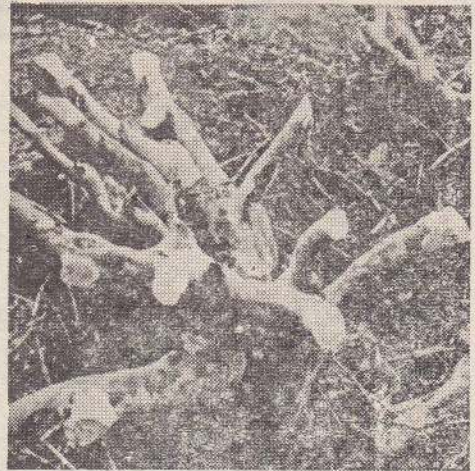
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M. H. Guneratna, Ury, Passara.	Passara	552
C. G. P. Weerasinghe, Panawatte, Yatiyantota.	Yatiyantota	801
D. P. Z. Leanage, Tangakelle, Lindula.	Tillicouktry	27
J. A. F. A. Attapattu, Le Vallon, Pupuressa.	Galaha	570
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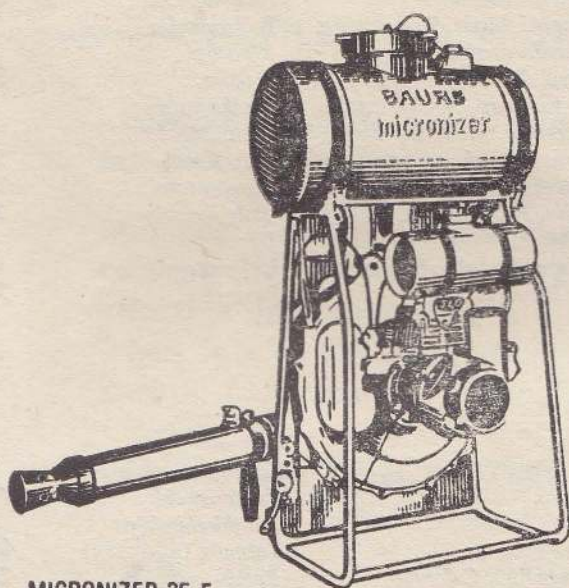
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The Bulletin

Vol. 30

Part III

SEPTEMBER, 1971

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The Journal of
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CONTENTS

	PAGE
Editorial	77
Proceedings of the 35th A.G.M. ..	85
Some Recommended Grasses for the Mid-Country	91
Survival of Managers : A Choice in the Seventies	93
Argentinian Tea Potential	95
Tea	96
Compensation Terms for those who are Prematurely Retired	99
Crop Diversification	100
Women's Corner	102
In Lighter Vein	104
Letter from Australia	105
Movements of Members	107
Notes by Secretary	109
Summary of Minutes of the Council Meeting	113



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VOL. 30 PART III
SEPTEMBER 1971

Journal of the Ceylon Planters' Society

"To secure and promote the personal and professional interests of Planters, while endeavouring to co-operate with, and ensure the prosperity of, proprietors."

Editorial

THE CHAIRMAN'S ADDRESS — 35th ANNUAL GENERAL MEETING

18th September, 1971, at 10. a.m., at the Ceylon Chamber of Commerce, Colombo.

Your Excellency, Mr. Jayemanne, Mr. Wijenaike, Ladies and Gentlemen:

On behalf of the Ceylon Planters' Society, it gives me great pleasure to welcome you all to our 35th Annual General Meeting.

We are indeed privileged to have as our Chief Guest, His Excellency Mr. Bashir Al-Talib, the Ambassador for the Republic of Iraq in Ceylon. Trade and Commerce between our lands have had a long and colourful history and we as planters were keen to see and know the representative of the country that buys a considerable percentage of our Teas exported to the Middle East. Tea is the life blood of the economy of this country and just as we are proud to be the producers of this vital asset, we are indeed honoured to have with us the representative of the country that turns our production into the much needed rupees and cents. It is very gratifying to us to realise that the people of your country are so choosy in their tastes and will have nothing but the best. We owe much to your sensitive and discerning palates and we assure you, Sir, that we will continue to supply you, and in greater abundance, to satisfy your most laudable discernment, not merely as the vital ingredient for the 'cup that cheers' but positively as the world's best. From your country too, we obtain what we as planters are particularly choosy about—"our Dates"—and we have no doubt that in consequence, Trade between our lands will grow from strength to strength.

We also extend a very special welcome to all Heads of Agency Houses, Government Corporations and Departments, and to all other distinguished guests, particularly to those who are so keenly wedded to the Plantation Industries of Tea, Rubber, Coconut and other agricultural products of the Island.

The most pleasant part of my duty is now over and I now get on to more mundane matters.

It is customary for the Chairman of the Society to include in his Annual Report a clear picture of the scope of the Society, in general, as well as the year's achievements, in particular. This task should really have been that of Mr. M. H. K. Jagathsena, the elected President for the year 1970/71. I am merely his stand-in, although I carry the lofty term of Acting Chairman. I merely happened to stand-in when the Chairman left for a very well earned holiday abroad. Although he is back with us, refreshed and invigorated, I have not been able to persuade Mr. Jagathsena to re-occupy the Chair as he rightly should. He has, however, been a tower of strength to me. His assistance and advice have been invaluable, and I have no doubt that whoever occupies this Chair in the years to come will find in him a true and invaluable friend, and a corner stone of the Society.

The Ceylon Planters' Society was founded in 1936 during, what was called, the Great Depression, when commodity prices slumped overnight and feelings of insecurity and uncertainty were rife. Planters closed ranks and the Society became their mouth piece in both their professional and personal affairs. The Society has since gone on doggedly from strength to strength and has been an effective instrument of negotiation and bargaining on behalf of the working planter for the past 35 years. Much has been achieved, but much still remains to be done.

The Ceylon Planters' Society is primarily a Trade Union, catering as I said before to both the professional and personal needs of the planter. In doing so the Planter must necessarily recognise the other man's point of view.

The Society is broad based, having a membership of 1,367 and has been modelled on the Whitley Councils of England, where the essential characteristic has been negotiation and discussion in order to arrive at mutually acceptable settlements, rather than the insistence on the pound of flesh as is often common among Trade Unions in this country. Discussion and negotiation, at times for months, say even years, is for one purpose alone—mutual agreement. But is it enough to have mutual agreement, if implementation of each such agreement is partially or wholly not practicable? One can understand not reaching agreement, but can one understand non-implementation when mutual agreement is reached after great thought and care, critical evaluation and analysis? Can a Trade Union such as ours ignore, forget or be dormant in such circumstances? If it must, then why have a Society? A Society such as ours must be fair and just to all, completely impartial, and cannot under any circumstances deviate from that path in respect of a single member if the Society is to expect its entire membership to play the game and play it dead straight by the Society.

The primary role of the Society is to ensure fair play and justice for its membership, but this can never be achieved without the whole-hearted co-operation of all concerned—firstly, the co-operation of its membership. Just as much as the Society insists and will even demand correctness, integrity and discipline from its membership, the Society is, to my mind, not unreasonable in requesting that employers too adequately appreciate and truly recognise the prime role of the Society; the purpose for which the Society was founded, what it must necessarily stand for, and what it endeavours even under great stress to achieve.

I am honoured and privileged on this occasion to be the mouth piece of our Society and on behalf of the members appeal for understanding. The appeal is made in the name of our mother-land, for it is so necessary, urgently necessary, that every single sector connected with the plantation industries gets closer together and be knit into one cohesive body—the Ministries concerned, the Principals and their representatives and every section down in the field coming together with mutual trust and absolute understanding to pull our weight in making this beautiful Island a better place to live in.

It is the seed of understanding that gives birth to the tree of trust without which there can be no outstanding achievement. So I appeal to all sectors for a genuine endeavour to bring this about. Firstly, I appeal to our employers so that they and we can come together in mutual understanding and trust, and make it our first aim thereafter to bring all other sections together with us.

I would like to take this opportunity to pose a few questions already raised in a recent editorial in our own Bulletin.

Planters today have possibly become aliens in their own land for the simple reason that their life has little or nothing in common with the large majority of our People. This is so because we have inherited among other things, a way of life foreign to this country and her people—a legacy not of our making. However, to be very truthful it is a way of life we like to continue, because it is good and satisfying. I have no doubt that even those who condemn us most, if offered this way of life, will not only accept it but jump at it.

However, with the winds of change blowing across our land, should we too not, as responsible men, critically review our own roles as the Managers and Assistants of the great industries entrusted to us, and try and readjust ourselves and refashion the dynamic role we must play in not merely doing our work efficiently and well, but in feeling for and being concerned with the problems of the rural folk in whose midst we live. No longer could it then be said that there is only a thin veneer of a way of life said to be peculiar to planters that is the only factor that has kept us apart and aloof from feeling for and being concerned with our own rural people.

I pose these questions not as a mere intellectual exercise, but consequent to a deeper probing of similar sentiments expressed in a general manner by the last Chairman in his Annual Report.

It is time for us all to critically evaluate our positions and ourselves—our role in Society—and what we can offer our Country—and in doing so restore a balance and harmony between the planter and the rural community into which he is thrust as a result of the very nature and scope of his work, and the geographical location of the plantations.

While posing these questions and calling for a critical evaluation of ourselves in the present context of affairs and thinking in the country, I must in no uncertain terms condemn the unfair allegations levelled at planters time and again and often by responsible people holding high office.

Has anyone paused to think of the immeasurable difficulties faced by planters today, difficulties unheard of a decade ago? Have we not faced these difficulties and in the face of them all produced the goods which are the mainstay and life-blood of this country? Did we do this in a static world or in a fast changing society? Could one cope with change and rapid change and be successful without changing oneself? If a planter has not changed, I then ask, who has?

Do not choose the exception that proves the rule, and endeavour to condemn the Society on its account. There is no Society, no Association, no community, no Agency House, and I dare say not even a Cabinet with so few in it that do not have members stepping out of line time and again. All we say is, be fair. I understand that we have been evaluated to this that and the other. We have been said to draw high salaries, get this fringe benefit or that. What community of people deserve it more? What community of people so few in number have given so much to so many, in this land of ours. Men on duty for 24 hours, to produce the essentials for 12 million.

We may have our faults; we may have our shortcomings. We will be the first to admit them, and make a genuine effort to remedy them. All we ask from those who look at us critically, who wish to question, who desire to probe, do so if you wish, but without prejudice.

Membership: *Although we have an overall membership of 1,367 those on the active list are only 822 and this is not good enough and I would repeat with emphasis that it is indeed regrettable that there are yet planters in this country who continue to enjoy all the benefits of enhanced provident fund and the like, solely because the Society has fought for, and obtained them, whilst they remain unconcerned to the need for a united body of professional men in their own interests.*

I appeal to every single member of the Society to reassess the role he has hitherto played in the life of the Society, and having done so, to put his shoulder to the wheel as he has never done before, for it is imperative that we maintain complete unity among ourselves and thereby give the Society a more meaningful and more courageous voice in its day to day affairs.

I appeal to each and every member to be alive to the needs of the Society and be prompt in all their payments. The system of payment by Banker's Order is commended, and Branch Chairmen are once again requested to give this matter their undivided attention.

Legal Expenses Fund: *A much needed Legal Expenses Fund has recently been launched and the response so far has been fair and I commend this idea to every single member, because it is sometimes necessary to retain Counsel to advice the Society when problems of a peculiar nature arise and, in any event, a Trade Union must have such a fund should the necessity arise to use it!*

Emergency Committee: The Emergency Committee has been described as the radar equipment of the C.P.S. It noses out problems and deals with them expeditiously, nipping trouble in the bud in many an instance. Headed by Mr. George Ernst, it has literally met within hours of a problem being brought to its notice and has done the members much good in helping to avoid crises, and small problems developing into complex ones. I must on your behalf thank Mr. Ernst and his Committee for the excellent work done.

Committee 'A': Committee 'A' is really the backbone of the Society, for it deals with the personal affairs of the membership and has been led for a further year by Mr. M. N. Sadanandan. In the year under review, a total number of 40 cases were dealt with, of which 12 were concluded satisfactorily.

There has also been occasion to refer matters for settlement to the Commissioner of Labour, who I take this opportunity to thank, for his patient hearings and for the fair and impartial manner in which he has set about his tasks.

The Society has also had to move for certain matters to be referred to compulsory arbitration under Section 43 of the Industrial Disputes Act, and at present two such cases are pending. A long-standing Case—No. 6/65—on which the Society has spent Rs. 50,000/- on legal expenses has reached its final stages and an Award is expected shortly. This is a case where the principle of retrenchment is being canvassed, as well as a clear definition of the role of the Agents as Employers.

These cases do not mean that the time-tested method of direct negotiation has been discarded. On the contrary, the bulk of the Society's problems have been and continues to be settled through mutual trust, understanding and forbearance and in support of this I take pride in quoting from a recent letter from a reputed Agency House:—

“We take this opportunity of informing you that it was largely the astute advocacy of representatives of your Society, which resulted in the earlier decision of termination being reconsidered and withdrawn”.

These traditional methods, whilst they give the Society a validity and purpose, are sometimes not wholly adequate, and this explains why, in a few instances, the Society has had to resort to bodies such as the Industrial Court and Labour Tribunal, and the Department of Labour to assist, where despite a breakdown of negotiations, the Society was yet of the opinion that a member had a justifiable grievance.

An alarming tendency, which we hope is only an isolated instance, is the disconcerting manner in which some of our members have been treated by those in authority over them, either consequent to, or as a prelude to a pre-determined course of action. The Society firmly believes that all its problems have solutions, but that there should also in the meantime be a Charter of basic 'do's and don't's' in order to restore the very necessary harmony between employer and employee, for as a Society we yet believe firstly that a person is presumed to be innocent until proved guilty! The need for more dialogue and a greater and freer dialogue between Employer and Employee is the answer, and we are,

as a Society, confident that our Employers are reasonable men—the exceptions only proving the rule—and we look forward to a much brighter future in our relationship. On your behalf, I thank Mr. Sadanandan and his Committee for their many hours of hard work on behalf of the members.

Committee 'B': This Committee deals in particular with Provident Funds—shortfalls, rates of contributions, nett balances, the compilation of statistical data, the Society's Journal, the Bulletin Quarterly, and such matters, and was headed by me until January 1971, when on my assuming duties as Acting Chairman of the Society, Mr. Hema Kotagama assumed leadership. In its own unobtrusive manner, the Society has obtained for its members a nett gain of Rs. 108,600/- in the year under review, consequent to the untiring efforts of this Committee.

C.P.S./P.A. Agency Section Matters: It is regretted that the traditional dialogue between the Society and the Agency Section of the Planters' Association of Ceylon has been temporarily interrupted as an indication of the Society's disappointment at the non-implementation of the recommendations by the Committee for Agency Affairs that met the C.P.S. in joint negotiations. The contention of the Society is that the least Agency Houses could do is to honour and implement the recommendations, consequent to joint meetings with the C.P.S., the Committee for Agency Affairs and the P.A. Agency Section. Should there be particular difficulties, the Society would be most willing to consider and evaluate them.

I am particularly happy to see Mr. S. K. D. Jayemanne with us today. As Chairman of the Agency Section of the Planters' Association, we are confident that it would be possible for him, with his sense of fair play and astute statesmanship, to assist considerably in continuing our dialogue which, we emphasise, has only been temporarily halted!

The Ceylon Institute of Planting: Since its inauguration in 1969, I am glad to state that the Ceylon Institute of Planting has grown in stature and does credit to its founders on both sides—Employee and Employer. As at date, 171 members of the Ceylon Planters' Society are members of the Institute and I will quote a few lines from one of our members who has only recently given up planting and joined an Agency House:—

“To my mind this founding of the Institute has been a great achievement of the Society for it can now negotiate for a professional body of men running the plantations which are Ceylon's national assets”

I would yet make an appeal to those members of the C.P.S. who have not given thought to the Institute.

The Ceylon Planters' Society has its clear cut role to play—“to secure and promote the personal and professional interests of planters. . . .” The Institute will give you a habitation and name bringing you on to the threshold of professionalism.

The Bulletin Quarterly: The Bulletin, which continues to be much in demand both by members in Ceylon and overseas, as stated by previous Chairmen, is “the shop window” of the Society. I take this opportunity to thank Mr. H. B. Kulugammana for his services as Editor, and am sorry, he is unable to continue to serve us in this capacity.

I also thank all advertisers and contributors, particularly the Ceylon Tourist Board, who loans us beautiful colour blocks for our cover, of typical Ceylon Scenes, for their kind assistance and co-operation, which we greatly appreciate.

The Tea Market: It has almost become a tradition to make a few utterances on the Tea Market whenever one is presented with an opportunity to do so! I would, in this connection, quote from the address of the Hon. Minister of Plantation Industries when he was with us as our Guest of honour last year:—

“From my investigations it appears that the more vigorous growth of tea, the plucking of the correct leaf and how it is brought to the factory is not the weak side of the Tea Industry. All these things seem to have been solved. The problem seems that though there are some very good factories with modern machinery, there are others, and the miracle is that they continue to function at all. . . . !”

Although I do not entirely agree with the Hon. Minister, I would like us all to pay attention to this diagnosis, because he has placed his finger on a major problem and provoked us Managers and Assistant Managers, to think considerably more on this process than we have done in the past, as remedial measures are long overdue.

On a highly competitive Tea Market it is not sufficient to merely rest on Ceylon's image as a producer of first class tea. This image has been and will continue to be in existence as long as our Teas continue to be better than the best. But how long can we continue to do so with outdated factories in a world of great sophistication of taste and advance of scientific knowhow? I would, on behalf of the Society, and our Country in particular, appeal to our Employers to give this matter their complete and immediate attention, so that along with Government aid, and assistance from bodies such as the Asian Development Bank, it would be possible for Ceylon to completely modernise her factories and continue to send out first class teas to a world where hectic competition would be the order of the day. Let us be adequately equipped for such a future. There should then be no gloom or doubt of the uncertain “Tea Market”, and with a competent and recognised Tea Research Institute, such as ours, to assist us, Ceylon would be in an enviable position in the world tea market.

When I said I did not entirely agree with the Minister, I do feel that considerable improvement can be effected by way of policy to make Tea a far more viable Industry than it now is.

I mean mainly the policy of replanting adopted in this country. New thinking must pervade policy makers, so that the industry will be extremely viable in the shortest possible time. This is indeed a very important factor.

In crops such as Tea, Rubber & Coconut, a development programme should not be formulated merely on statistics gathered from the four parts of the country. There is much more than facts and figures needed to produce a planned programme. The practical problems that will arise must be given close attention. Who is competent to advise on such problems except one who has lived with a Tea bush or a Rubber tree and knows the habits and reactions of these very valuable crops? I might say that such a man is not always the “Visiting Agent”.

London Committee: Mr. J. A. T. Swayne who was Chairman of the Society in 1953 continues to be at the helm of the London Committee, and we thank him and his colleagues for the interest they continue to take in the Society.

Rubber & Coconut: As the membership of this Society includes Rubber and Coconut planters as well, despite the recent pest that has attacked our Coconut lands, I feel the future for these crops is good. There must however be a long term and systematic policy of replanting, so as to ensure a continuously good crop over a long term in the greater interests of this Nation as a whole and not necessarily from that of a producer aiming at quick returns.

There again much rethinking is very necessary. The dictators of Policy in this country are very quick to adopt Malayan recommendations, possibly because Malaya is considered the premier Rubber growing country in the world. However, let it not be forgotten that we have time and again burnt our fingers or shall I say our rubber in the past, and we must be extremely cautious in accepting recommendations that have not stood the test of time, in this country, because Malayan and Ceylon conditions vary so very much.

Rubber can very well be exploited far more than it is done now, but planning must be on a very long term; and short term planning which to my mind has done much damage, must be forthwith discontinued.

Apart from latex, the rubber wood has many uses and it is commended to both Government and Employer Principals to exploit the immense possibilities on behalf of this country. There may even come a time that Rubber may be grown more for its wood than for its latex!

Members of Council—Committees: I would be failing in my duty if I do not record with appreciation the responsible work done by Branch Chairmen and the co-opted members of Council, throughout the year. No Chairman can lead the Society unless he has people he could work with, and people he could depend on absolutely, and it is once again with great pleasure that I record with keen appreciation the unstinted support given me by all Branch Chairmen and Members of Council, and I take this opportunity to thank them for their assistance. Fortunately, there are many in the Society who have time for others, and this is our strength.

Mr. A. R. Rajendram's Silver Jubilee: Mr. Rajendram, the Office Assistant, has completed 25 years' service with the Society and as a token of the Society's appreciation of his services, in various capacities, since he joined us at the tender age of 21, a cheque for Rs. 2,500/- was presented him being contributions from Branches as well as Headquarters.

To other members of the Staff who have worked loyally and efficiently for the Society, I say that we appreciate their work and as good employers ourselves, will have their interests in mind.

Last but not least, I thank the Secretary, who has had to cope with me— not answering letters, never giving dates in time and a host of other failings. How he has carried on to keep the Society ticking and functioning efficiently I do not know, and I personally, and on behalf of the membership, say a big thank you to him.

In conclusion, I thank you all very much for having so patiently listened to me, and urge all members to rally round the Society and make it worthy of its name—the one and only, **CEYLON PLANTERS' SOCIETY.**

The Society's 35th Annual General Meeting

“ WHEN SHALL WE THREE MEET AGAIN . . . ? ” -



Mr. S. K. D. Jayemanne, Chairman, Agency Section of The Planters' Association of Ceylon; His Excellency, Mr. Bashir Al-Talib, Ambassador for The Republic of Iraq in Ceylon (Chief Guest) and Mr. H. G. R. de Mel, Chairman of The Society discuss a date !

*PROCEEDINGS OF THE THIRTY-FIFTH ANNUAL GENERAL MEETING
OF THE CEYLON PLANTERS' SOCIETY HELD AT THE CHAMBER
OF COMMERCE, COLOMBO ON SATURDAY, THE 18TH
SEPTEMBER, 1971 AT 10 A.M.*

Mr. H. G. R. de Mel, Acting Chairman presided and others accommodated on the platform were: His Excellency Mr. Bashir Al-Talib, Ambassador for the Republic of Iraq, in Ceylon, Messrs. S. K. D. Jayemanne, (Chairman, P.A. Agency Section), C. Wijenaik (Chairman, Planters' Association), S. J. de Silva (Chairman pro-tem), M. N. Sadanandan (Vice Chairman), E. G. R. Ernst (Hony. Treasurer), W. A. de Silva (Vice Chairman-elect), M. H. K. Jagathse and D. F. Abeyesekera (Secretary).

The following signed the attendance register:—

Messrs. N. U. Algama, G. Amerasinghe, Mano Abeyesundere, S. C. Chinivasagam, A. B. Connelly, Mr. & Mrs. Frank L. de Silva, R. N. de Silva, D. B. G. de Alwis, S. D. S. Daluwatte, S. Don Peter, C. Dias, Eardley de Silva, Douglas de Fonseka, I. C. Dassenaik, N. R. de Fonseka, S. P. de Mel, V. M. de Mel, G. A. Fernando, P. R. A. Fernando, W. E. Felsing, D. Gunasekera, D. H. Giragama, K. M. G. M. Hapugoda, C. S. Ilangakoon, M. G. S. Jayawardena, A. Q. K. Jayamaha, C. E. Jayawardhana, U. Jayasekera, S. S. Jayawickrema, A. H. B. Kalpage, J. R. Kunanayagam, H. B. Kulugammana, A. S. Masudul Haq, T. Mylvaganam, G. L. F. Marshall, T. C. M. Muttiah, M. H. Neukirchen, D. Nugawela, S. B. Pilapitiya, R. M. Perera, A. Paul, W. P. Perera, A. R. Rajendram, B. Rajendram, H. K. S. Rao, D. Rupasingha, R. H. Ranasinghe, T. A. T. Rabot, E. S. Rajiah, A. S. Rasanayagam, Mrs. M. N. Sadanandan, H. L. W. Senaratne, A. R. de J. Seneviratne, K. Selvarajah, M. C. Solomons, S. Shanmugalingam, Derek Samarasingha, M. W. Thompson, H. Vander Poorten, N. J. B. Wadugodapitiya, W. R. I. Wanasinghe, G. L. Wanigasuriya, B. Warusavitarn and B. A. Wijeyawardena.

Messages regretting inability to attend were received from the following:—

The Hon'ble Minister of Irrigation, Power & Highways, The Hon'ble Minister of Labour, His Excellency the British High Commissioner, The Acting High Commissioner for Canada, The Chairman, Low-Country Products Association, The Chairman, Ceylon State Plantations Corporation, The Director, Tea Research Institute of Ceylon, The Director, Coconut Research Institute, The Director, Rubber Research Institute of Ceylon, The Inspector General of Police, The Secretary, The Ceylon Estates Employers' Federation, The Secretary, The Planters' Association of Ceylon, The Accountant, The Planters' Association of Ceylon, M/s. H. W. Amarasuriya, R. E. Bagot, J. C. Brodie, M. M. Clarke, S. Cumarasamy, W. S. de Silva, T. C. A. de Soysa, A. B. Downall, H. C. Durrant, C. S. Edwards, P. C. S. Fernando, W. Pin Fernando, M. A. Goonewardena, H. D. Gunawardena, J. A. Harper, Th. W. Hoffmann, E. M. Ilangakoon, W. Jacob, B. R. Jesudason, T. C. Joseph, D. J. Kulatunge, C. F. Leard, Li. Chun tien, G. B. Middleton, M. M. A. Naina Marikar, R. A. F. McLeod, J. L. Molligodde, S. A. Morrell, H. C. H. Munaweera, R. F. P. Munaweera, J. A. Panabokke, D. J. Perera, D. P. S. Perera, H. C. Peiris, J. F. A. P. Peries, P. Phillips, M. R. C. Peiris, A. S. Pilimatalauwe, L. R. Pilimatalawe, G. B. Rajapakse, A. V. Ratwatte, K. J. Ratwatte, C. N. M. Rodrigo, S. E. Satarasinghe, O. N. O. Schokman, L. M. Schokman, L. S. Seneviratne, S. K. Seneviratne, S. R. Thangarajah, G. M. Topen, A. R. D. Trewin, T. E. Tunnard, G. C. Wickremasinghe, R. Wijeratne and C. J. Worthington.

The Secretary read the notice calling the meeting.

THE ACTING CHAIRMAN: Ladies & Gentlemen, it is customary on these occasions to pay our respects to the memory of those gentlemen who founded this Society when things

BAUR'S FOR FERTILISERS

were not as they are today. Led by members like The Late Mr. E. C. Marsh Smith, the Society has since 1936 progressed from strength to strength. Gentlemen, I would now call on you to pay your respects to the memory of these gentlemen—the founders of this Society.

THE CUSTOMARY RESPECTS WERE PAID.

CONFIRMATION OF MINUTES

THE CHAIRMAN: These have been in your hands for the requisite period of time. To-date we have had no amendments. May I have your approval to confirm them?

THE MINUTES OF THE THIRTY-FOURTH ANNUAL GENERAL MEETING HELD ON 24TH JULY, 1970 WERE CONFIRMED.

ADOPTION OF ACCOUNTS FOR THE YEAR ENDING 31ST MARCH, 1971

THE CHAIRMAN: I now call on Mr. A. R. de J. Seneviratne to propose the adoption of the Accounts.

MR. A. R. DE J. SENEVIRATNE: Chairman, Ladies & Gentlemen I have much pleasure in proposing the adoption of the Accounts for the period 1st April, 1970 to 31st March, 1971.

MR. FRANK L. DE SILVA: I have much pleasure in seconding the adoption of the Accounts.

THE ACCOUNTS WERE ADOPTED UNANIMOUSLY.

CHIEF GUEST

THE CHAIRMAN: I have now great pleasure in calling on His Excellency Mr. Bashir Al Talib to address the meeting.

HIS EXCELLENCY, MR. BASHIR AL-TALIB, AMBASSADOR FOR THE REPUBLIC IN CEYLON SPEAKS?

Mr. Chairman, Members of the Ceylon Planters' Society, and Gentlemen— It gives me great pleasure to be present today at the 35th Annual General Meeting of the Ceylon Planters' Society, and I thank you for your kind invitation to be your Chief Guest on this occasion.

The Plantation Industry is one of the oldest in Ceylon, and as Ceylon is essentially an agricultural country— its major exports being Tea, Rubber and Coconut— the Plantation Industry has an important role to play in the country's economy.

When one is close to Nature, Politics, Race, Religion or petty human differences do not matter. Nature is impartial to all. The people of Ceylon should take pride in improving the Land, which is amply blessed by Nature— being so fertile and arable.

The Ceylon Planters' Society in no small measure contributes to achieving this.

In conclusion, let me wish the Ceylon Planters' Society all the very best for the future and hoping that it achieves its aims and be the beacon light for others to follow. Thank you.

LOUD APPLAUSE.

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ADDRESS BY MR. S. K. D. JAYEMANNE,
CHAIRMAN, AGENCY SECTION, PLANTERS' ASSOCIATION
OF CEYLON

Mr. Chairman, Your Excellencies, Ladies & Gentlemen:

I believe this is the sixth or perhaps the seventh occasion on which I have had the privilege of an invitation to this Society's Annual General Meeting and I would like to know from the Secretary therefore whether I have now qualified for honorary membership! As I have spoken at some length on earlier occasions, I know you would wish me to make my remarks as brief as possible on this occasion.

My first duty is to associate myself with the Chairman in conveying, through your Excellency, to the Government and people of your great country our sincere thanks as tea producers for the massive support which Iraq has given to the Colombo market this year. To the end of August, Iraq has purchased almost 12 million lbs. more than it did last year and has helped to push the sale average up by nearly 30 cts. I am sure that quite a few of our planting friends upcountry would wish their estates could come down the hill so that they could catch the eye or, shall I say, the palate of the people of Iraq.

I know Mr. de Mel as an able speaker but I did not realise he could also be such a diplomatic one. I have heard his fiery oratory at our official meetings. I have also had reports of his near revolutionary outbursts elsewhere on home-ground where he is surrounded by the familiar tea and rubber! Perhaps, seated as he is today in high diplomatic company, he could not but mince his words somewhat.

Mr. de Mel has batted all round the wicket but I am afraid I cannot field all his shots today. I shall, therefore, only try and stop a few of the boundaries!

Mr. de Mel referred to the temporary interruption of the dialogue between the Society and the Agency Section. No doubt this could only be a tea break and not a ceasefire!

It is hardly necessary for me to give a talk on Trade Union law and practice to the members of the Society. In fact as planters you are up against union activity at the estate level almost everyday and it is possible that you could tell us in Colombo a thing or two.

However, there is one important similarity and one vital dis-similarity in your dealings with staff or labour unions, and in your Society's dealings with the Agency Section, to which I would refer.

To take the point of similarity first. When a planter discusses or negotiates with a union at the estate or district level, he will quite rightly take up the position that any major issues, especially where they involve finance, require reference to Agents or Principals. It is well known that he who pays the piper must call the tune!

It is true that the Industrial Disputes Act defines an employer as including not only the Principal, but the Agent, the Superintendent and even Head Kangany, acting on his behalf. This definition may be regarded as, shall I say, awkward from a strictly employer point of view. However, from the worker's point of view, it may be a necessary one as otherwise the poor man would have to travel round the world in some cases, to obtain redress.

The fact remains that should, for example, a Labour Tribunal order compensation or damages, say for wrongful dismissal, it is not the Superintendent or the Agent who foots the bill but the Principal. In other words, the Superintendent or Agent has to consult his Principal's interests and peep at the latter's Bank account before entering into commitments on his behalf.

BAUR'S for Pest and Disease Control

So much for the point of similarity. But I also mentioned a vital dis-similarity and this arises in the field of collective negotiations.

Whilst staff and labour could address their demands to the C.E.E.F. there is no parallel organisation to which the Society could take its own problems. The Agency Section is not registered as a Trade Union, nor is the P.A., and under the law of Ceylon it is an offence for any group of employers or employees to take collective action, to bargain, to agree, or even to strike without being registered as a Trade Union.

But the planting community, however alien or desirable their way of life, (I am using the Chairman's words), must naturally have their own problems and wish to put forward proposals for the betterment of their conditions. We in the Agency Section, for our part, have long realised that some forum must be provided for the ventilation of the Society's views.

Hence arose the system of periodical discussions—when views are exchanged by the representatives of the Society and the Agency Section and, once the Agents are convinced, may be after several tea breaks, they in turn try and sell their recommendations to Principals, successfully in some cases, not so successfully in others. I quite understand the frustration which members of the Society might sometimes feel when recommendations made are not immediately or universally implemented. By and large, however, it must be agreed that the record has not been so bad. I give you my personal assurance as Chairman of the Agency Section that I will do all I can to make it a better one—but I can do so only if the Society would itself co-operate.

I promised to be brief and I shall, therefore, conclude with the observation that there is no problem however large which cannot be solved, given goodwill and understanding. Ill-will if it achieves anything at all, will do so only after a long time and after exacting a heavy price from all concerned.

I wish the Society and its members every good fortune.

LOUD APPLAUSE.

THE CHAIRMAN: Thank you Mr. Jayemanne. It now gives me great pleasure to call on Mr. S. J. de Silva to take the Chair pro-tem.

MR. S. J. DE SILVA

Chairman pro-tem addresses the meeting

MR. S. J. DE SILVA: Your Excellency, Hon'ble Sirs, Ladies & Gentlemen, I would first of all like to thank my Colleagues and fellow members of the Ceylon Planters' Society for having honoured me, by requesting me to act as Chairman, Pro-tem at this our Annual General Meeting.

Delving deeper, however, into what appears to be just another assignment, I believe it is incumbent on me to reflect the views of the general membership of the Society in appraising the stewardship of the gentlemen about to relinquish office.

The Society's year, 1970-71 started with M. H. K. Jagathseena in the Chair, a person whose initiative and capabilities no lesser a person than the Hon'ble Minister of Plantation Industries commented on at our last A.G.M. Known to the entire membership as Jagath, both because of his great age (34!) and an amicable disposition, we had in him a truly popular leader—the youngest incidentally to ever sit in this exalted Chair.

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In a day and age when the accent is on the young people of our country, it was in character for Jagath, with his qualities of leadership and a rare determination to do a job well, to have come to the forefront of affairs in the Ceylon Planters' Society. His ability to grasp a situation and look at it from more points of view than merely the Society's, gave him a certain stature, despite his youth.

In the course of his hard work, sipping a Brandy, purporting to be nothing more than pure Orange Barley Water! he led us all until it was time for him to go on a spell of leave and hand over his onerous duties to a more mature leader, the Acting Chairman.

To state that Rodney has held the Fort well would be the understatement of the year. With his dynamism and exuberance, the Society's voice has boomed from across insurgent infested Deniyaya (where we have our remotest Branch) to Nuwara Eliya where our members, alleged to be the elite of the planting world, live—and the Society has gone on to become, (to use a pet phrase of his) "a deadly Society"!

There is then Sada—M. N. Sadanandan—who has been Vice Chairman and Convener Committee 'A', and who has dealt capably and objectively with all our Personal Affairs problems, sifting and evaluating facts, and weighing the pros and cons of a situation in his precise dead pan manner. And like the Metaphysical poets of the 17th Century he has shown remarkable flexibility of thought and ideas, as proved in his special interests, ranging from Personal Affairs and the C.P.S. to the quick calculation, at a Conference, of what is considered a reasonable ex-gratia payment!!

Although not relinquishing office (for George Ernst is to continue as Treasurer for many more years) I would be failing in my duty if I do not say how methodically he has controlled the Society's finances and kept us solvent where larger and older and more recognised bodies around us have capsized in the stormy seas of bankruptcy! and this, even with some of our members not paying their dues in time.

Now getting back to our Chairman-elect of the Society who is going to preside over the destinies of this organisation, he has to address his mind to some matters of paramount importance. I shall take the liberty to mention one matter which I consider to be of extreme and immediate importance. I refer to the role a member is called upon to play, as a representative of an honorary organisation, which does happen very often to us.

A member holds office in such organisation so that he might contribute his views in the larger interests of the country, of the industry and certainly of the work-post. If he is to fulfill this role with acceptance and make a substantial contribution towards the achievement of these objectives, he must necessarily be able to function unfettered and independent of the policies of the Agencies or Principals.

If he is merely to echo the declared policies of the Agencies or Principals there will be no purpose in his continuing to be a member of such an organisation. It is quite possible that in the honest and effective performance of his duties, while being a member of such organisation his views may be in conflict with the declared views of the Agencies or Principals. But, it must be appreciated that while the immediate concern of the Agencies or Principals is the promotion of their own interest, the member, as a member of the organisation has to take a much wider and more liberal approach, bearing in mind the almost sacred interest of the country, as also the interest of the industry as a whole, and the interest of the work-force that contribute so much to the best interests of the industry.

It is needless for me to elaborate on this important matter because our Chairman-elect is well known to be a person who has all the qualities befitting to hold this office. He has the rich experience and deep knowledge of the industry and I would extend on my behalf and behalf of every member of this Society all the very best to him during his term of office.

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Having made my remarks, I now have great pleasure in confirming the nomination by Council of the Chairman and Vice-Chairmen of the Society for 1971-72, and in doing so call upon Rodney to re-occupy the Chair, as Chairman of the Society for the next twelve months, while the new Vice-Chairman will be—Aelian de Silva and Peter Baxter. Thank you.

APPROVED UNANIMOUSLY AMIDST LOUD APPLAUSE.

MR. H. G. R. DE MEL RE-OCCUPIED THE CHAIR.

CHAIRMAN: Ladies and Gentlemen, I thank you very much indeed for the great honour you have bestowed on me, and Messrs. Aelian de Silva and Peter Baxter.

Thank you Stanley for the kind remarks made about me but I must say it is yet too early to be so kind to us. Our employers have given us their views, and, we understand, their difficulties. The Society is itself beset with difficulties and the twelve months ahead will not be easy. Yet given the co-operation of every single member of the Society, I don't see any reason why we should not move ahead to the benefit of everyone concerned in the Industry.

I now call on Mr. K. Solvarajah to propose the appointment of the Society's auditors for 1971/72.

MR. K. SELVARAJAH: Mr. Chairman, Ladies and Gentlemen, I have pleasure in proposing that:—

“Messrs. Thornton Panditaratne & Co. be appointed the Society's Auditors for the year 1971/72 at a fee of Rs. 700/-”.

MR. W. P. PERERA: I have pleasure in seconding the proposal.

APPROVED UNANIMOUSLY.

CHAIRMAN: Ladies & Gentlemen, I would like to express our special thanks to His Excellency Mr. Bashir-al-Talib for having come here and giving us so much of his precious time. We had hopes of persuading Mrs. Al-Talib to be our Ambassador and give tea drinking a boost in Iraq, because it is really the house-wife who rules the home. Unfortunately she is away or else she would have been here with us today. I would request His Excellency to kindly convey our regards to her.

I must thank Mr. Jayemanne very much for having come to our meeting. We are very glad to have him with us. His very presence gives us encouragement and hope for the future. Mr. Jayemanne is a very tricky bowler and we would like him on our side when sorting out problems with the Principals!

I must also thank all of you Ladies and Gentlemen who have travelled many miles to be present at this meeting.

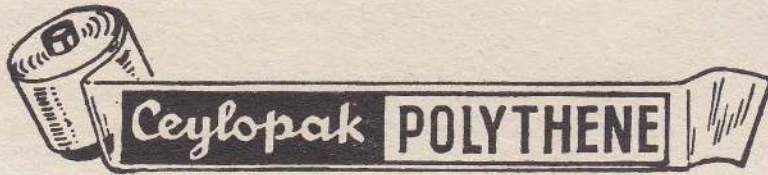
Our thanks are also due to the Secretary of the Chamber of Commerce for allowing us the use of this Hall and for the excellent arrangements made for the Meeting. APPLAUSE.

I now declare the meeting closed.

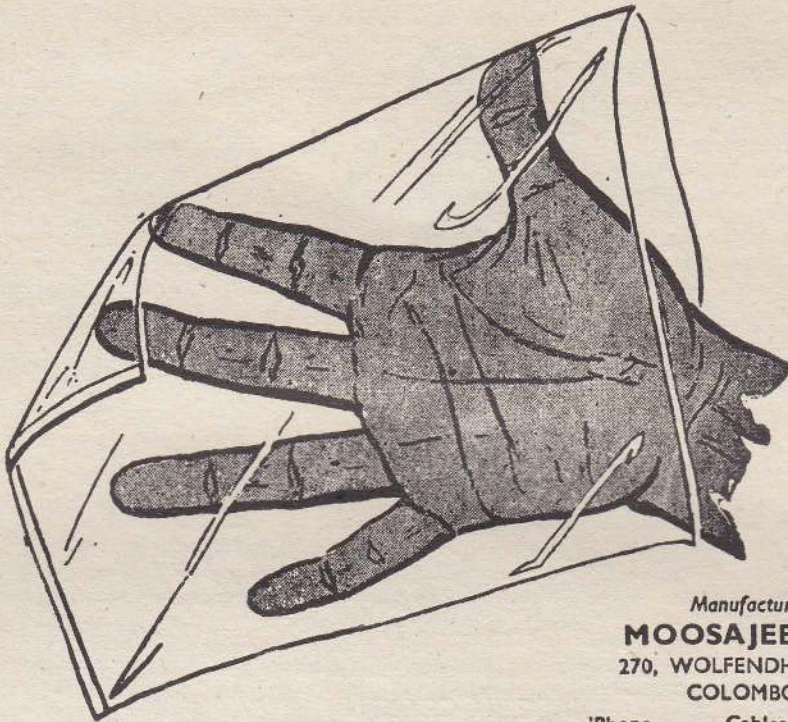
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Secretary.

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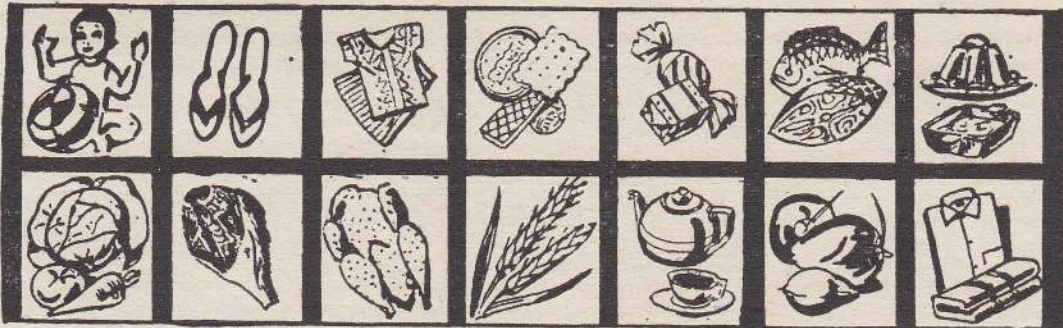


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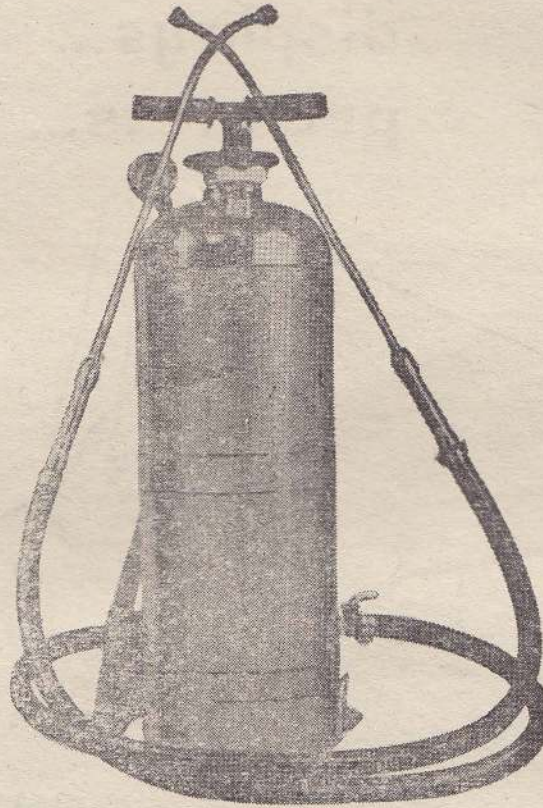


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Some Recommended Grasses for the Mid-country

(Grasses for Milk Production)

Advisory Leaflet

(Reprinted by courtesy of The Department of Animal Husbandry, University of Ceylon, Peradeniya)

Introduction

The Department of Animal Husbandry of the University of Ceylon, is now organized, to issue from its pasture nurseries at Peradeniya, planting material for the establishment of improved fodder and pasture grasses under the programme of crop diversification in the mid-country. This programme is sponsored by the Division of Animal Production and Health of the Government Department of Agriculture. Cuttings can be obtained free, on application through Mr. Bernard Peries, Livestock Officer of the Department of Agriculture, Peradeniya.

This advisory leaflet is being issued to assist those interested, with certain basic information regarding the choice of species, and methods of establishment and management. The academic staff of the Department of Animal Husbandry will be glad to offer any further assistance required in regard to specific problems.

Fodder and Pasture Grasses recommended for the Mid-Country

Fodder grasses

Pusa giant Napier

Setaria (*Setaria sphacelata* var: Nandi)

Guinea B (*Panicum maximum*)

Pasture grasses

Ruzi (*Brachiaria ruziziensis*)

Para (*Brachiaria mutica*)

Herbage, production and feeding value

The three fodder grasses mentioned are all high tonnage grasses. They are all capable of giving high herbage yields when adequately fertilized. Of these Pusa giant Napier is undoubtedly the highest yielder and can be expected to yield well over 40,000 lb. dry matter per acre per year, when cut at monthly intervals. This should be adequate to carry around 4 milking cows per acre.

It is important to remember that Nitrogen is the key factor for herbage production. N helps to increase both yield and quality of herbage. For example, in experiments conducted with Pusa giant Napier fertilized at 300 lb. N per acre per year, the crude protein in the dry matter at 30 days was around 16% whereas at 60 days it was around 12%, accompanied by almost a doubling of the yield. Choice of cutting dates would therefore involve a compromise between yield and quality. Normally it should be possible to produce a gallon of milk without any recourse to supplementary feeding, if the crude protein content in the dry matter could be maintained at or above 10 percent. Setaria and Guinea though less spectacular in performance than Pusa giant, can nevertheless be equally promising.

Fodder grasses are recommended for those with limited land, and also for areas where the land is steep or sloping and cannot normally be used for grazing. With exotic breeds of cattle, there are also other advantages in stall feeding. On gently rolling and extensive

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land on the other hand, pasture grasses more suitable for grazing can be established with advantage. Of the pasture grasses recommended for the mid-country ruzi grass (*Brachiaria ruziziensis*) is particularly outstanding. It is suited however, only to the wetter areas. Its feeding value is high, and experimental results indicate that close grazing at monthly intervals, increases both yield and quality of herbage. Para grass (*Brachiaria mutica*) is more suited to low lying situations, but nevertheless is a nutritive grass.

Notes on establishment and management

Land Preparation and Planting:

It is important to select fairly well drained land. On rolling land it should be possible to plough the land lightly, and disk the soil a couple of times. This would be sufficient to prepare a bed on which cuttings could be established. On steep land planting may have to be done in individually prepared planting points, without disturbing the rest of the land. Planting should be done with the rains. Mature cuttings around 9-12 inches in length with at least 2 nodes should be selected for planting.

After care operations:

Weeding is necessary during the early stages. At the spacings, and fertilizer levels recommended a complete cover of the land could be obtained in 2-3 months. The fodder grasses will usually be tall enough to shade out any competitive vegetation.

Management:

Three factors are important in management. Those are fertilizer application, intensity and frequency of defoliation, and moisture supply. It is now clearly recognized that both in the context of natural grazing conditions as well as under cutting management, the frequency and intensity of defoliation is of considerable importance in determining herbage yield and quality. As a general rule, erect or tufted grasses should not be cut too close to ground level. An equally important factor is the effect of defoliation, on moisture absorption and recovery growth. Accordingly, close grazing should not be practised in drier areas. Some notes in relation to these factors are :

<i>Fodder</i>	<i>Habit of growth</i>	<i>Planting distance</i>	<i>No. of cuttings required per acre (approx.)</i>
Pusa giant	Tall	$2\frac{1}{2}' \times 2\frac{1}{4}'$	7,000
Napier	erect		
Setaria	Erect and tufted	$2' \times 2'$	10,000
Guinea B	Tufted	$2' \times 2'$	10,000
<i>Pasture</i>			
Ruzi	Runners form a dense mass	$2' \times 1'$	20,000
Para	Creeping	$2' \times 2'$	10,000

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<i>Recommended Fertilizer application</i>	<i>Height of cutting or grazing</i>	<i>Frequency of cutting or grazing</i>
300 lb. N in split doses according to no. of cuttings +	1' above ground level	60 days
Basal application of P and K at 50 lb. P ₂ O ₅ and 100 lb. K ₂ O per acre per year.	6" above ground level	30 days
	6" above ground level	30 days
100 lb. N in split doses according to no. of grazings +	Close grazing 1-2" above ground level	30 days
Basal application of P and K at 25 lb. P ₂ O ₅ and 50 lb. K ₂ O per acre per year.	Lax grazing 4-5" above ground level	30 days

A brief note to planters:

The following brief note is addressed to planters, who may yet be in doubt as to the virtues of grassland farming on un-economic plantation areas in the mid-country. Besides their direct value for animal production, grasses can play a vital role in restoring the eroded hill sides to a high level of fertility. This is because complete cover is obtained above ground, while underground the cycle of root production and decay aids in building up soil structure and fertility and in combating soil erosion. The dry matter of roots under improved pasture may under good management exceed 5 tons per acre. The fibrous roots of grass plants open up the soil, thus improving aeration and water holding capacity. Indeed under tropical conditions, grassland is only second to natural forest cover in maintaining and enhancing the fertility of soils. It may well be that in the not too distant future, more remunerative crops might provide new opportunities on these lands. A few years under grass will help enormously in bringing back these lands to a high level of productivity.

Survival of Managers: A Choice in the Seventies

by

Mr. R. P. Billimoria, Director, Hindustan Steel Limited, Ranchi

(From an article in The Indian Journal of Industrial Relations)

The key to success is the active prevention of the socio-cultural isolation of the target group, namely the managers, and their assuming socio-cultural responsibilities. This can only be done by a determined group which refuses to succumb to the landslide and takes immediate corrective action to stop, and ultimately to reverse, the vicious circular process. The conditions for ghetto-orientation to develop were: (a) the existence of a privileged group, culturally distinguishable from the surrounding masses; (b) sociological barriers

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preventing frequent non-economic contact between the group and others; (c) dislocation of the group and its values from those in charge of mass education and acculturation; and (d) inverted and neurotic behaviour on the part of the group in interpreting the social environment as incurably hostile and thus not worthy of any effort of positive resistance. Conversely, in order to counteract these conditions, managers should do more than just maintain equitable relations with the community. They should assume more and more social responsibilities by engaging themselves actively in four specific areas.

First, they should desist from developing a culture which marks them as those apart from the surrounding masses. This would involve developing, as far as possible, similar consumption patterns, art forms, language, and ethical values. Managers should adopt the culture of the masses that surround them, not merely as a matter of forced imitation, but with genuine fellow-feeling. Costly gimmicks like the separate entrance and the key to the executive toilet, sought for reasons of illusory prestige, have to be foregone. The extensive use of 'sir' and the projection of the levels in the organisation chart outside the work unit, a reflection of the tragedy of the post-Indian Independence era, has put the manager out of touch with the rest of the country. All these trends will have to be deliberately reversed.

Second, managers must cultivate contacts of the non-economic, non-business type not only with the workers but with the surrounding masses, by participating actively in community affairs. They will thus fathom the opaque currents of public opinion. This is not as impracticable as it sounds. The departmental cooperative farms at Bhilai and the community development movement which has spread around the industrial town of Jamshedpur merit a close and critical study by all Indian managers. It shows a genuine commitment to liberal values and involvement by many supervisors and managers at all levels, not by directive of top management, but as a spontaneous effort.

Third, managers must also involve themselves in the process of education in all its aspects and at all levels. This will prevent the divorce of management from mass education. The debates and exchange of ideas which will result, at either the school or college level, will be to the benefit of the managerial class as well as the educated community. With its many teaching institutions sponsored by industry, Coimbatore provides a good example of such involvement.

Finally, managers must resist the temptation to inbreed and set up tiny self-perpetuating oligarchies. Top management cannot rely exclusively on such a meritocracy, complete with certificates from Harvard, Henley, or Hyderabad. The doors of promotion to managerial ranks should be opened widely, not a creak as hitherto, to all members of the working class, who are qualified and competent to move up. Even in India, there are some organisations which have set up training programmes at various levels, aimed at giving a helping hand to the men down below, capable of moving a step up the ladder.

There are also cases, not infrequent at that, of those from poor families who have started as manual workers, ultimately finding recognition as managers; some have even made the Board grade. Exclusive recruitment of the management elite from the upper stratum of society is politically disastrous and will have to be checked ruthlessly.

This idea of comparing situations and concepts, separated by three decades and across two continents, is only the first step. It is merely blowing the dust off the cover. Researchers need to probe further and develop better solutions, but managers cannot afford to wait very long. The outbursts are frequent and there is yet a great reserve of anger against them.

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They have to act now, for the current generation is in danger. The buck is with them and there are no takers. Let their sights be fixed, not on averting the worst but on attaining the best.

The suggested solution is not easy to achieve. It calls for dedicated action which can only take place if managers accept the serious nature of their predicament and if they make up their minds, to act individually and collectively, to bring about a change for the better. They, and they alone, can take the death or glory decision. Is it worth the effort? The choice is between extinction and survival. There can be no greater incentive. Let this attempt not be written off as yet one more case of the unteachable in pursuit of the unreachable. Nobody loved Cassandra.

As a first practical step, the draft code suggested that recognised trade unions should be given the information supplied to shareholders or published in annual reports.

Another section of the code deals with arrangements for appointing shop stewards (that is, workplace representatives), their status, functions, training and facilities. Trade union rules should provide for their election and appointment, and managements should offer facilities for elections and encourage employees to take part.

Guidance is also given on individual grievances and disciplinary procedures. Redress procedure should be simple and rapid and aim to settle the grievance as near as possible to its source.

An employee should not be dismissed for a first offence except for gross misconduct, and both types of procedure should provide for a right of appeal.

Argentinian Tea Potential

A promising future for Argentinian tea exports is forecast in a report about the industry prepared by the First National Bank of Boston.

The country's fastest growing non-traditional activity, tea production, more than doubled between 1962-68 from 8,100 tons to 19,100 tons to establish Argentina as the eighth largest tea producer in the world. In 1968 Argentina's tea exports earned £9.75 million in foreign currencies. Principal markets are Chile, USA, Canada, Europe and the UK, which accounted for approximately 20 per cent of overseas sales.

In 1968, 62,500 acres were devoted to tea production, mainly in the north-eastern Province de Misiones whose rainfall and well-drained acid soils offer ideal conditions for growing tea. Tea cultivation was introduced in 1923 when *Petiam* seeds were planted in an effort to reduce the country's reliance on imports to satisfy home consumption. With the realisation of the foreign earnings potential of tea, more land was given over to cultivation and a research station built by the National Institute of Agricultural Technology in the prime Cerro Azul area.

Since then Ceylon and China teas have been cultivated and greater emphasis placed upon quality. The work of the National Institute has contributed towards improving methods of cultivation and educating plantation owners of the greater need for industrialisation with, for example, the construction of drying plants.

The report concludes that more land is being given over to tea production and that this, combined with the rapid implementation of modern agricultural techniques, augurs well for the future of the industry.

(*Investors' Guardian*, June 11, 1971)

'INTOX 8' FOR THE CONTROL OF SOIL PESTS

AND WHITE ANTS

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TEA

by Dr. C. R. Harler

(Tea Research Institute of East Africa 1968-69)

In 1969 the area under tea in East Africa (Kenya, Uganda and Tanzania) had reached 158,254 acres, producing 138 million lb. of tea, of which 136 million lb. were exported. Most of the out-turn is sold on the London market. In 1956, public tea auctions were inaugurated in Nairobi, and in July 1969 the market moved to Mombasa. In that year, the tea sold at the public auctions in East Africa totalled 25 million lbs.

The Tea Research Institute of East Africa is a private company supported by the Tea Boards of Kenya, Uganda and Tanzania. The Institute was incorporated in 1951, taking over the Research Department of African Tea Holdings which was located near Kericho, Kenya. Since then, substations have been developed in all three States and scientific information on local problems is now available for all areas in East Africa.

The Annual Report for 1968-69, now under discussion is laden with information of great value, not only to tea planters in East Africa but also to those in other countries. The Tea Growers' Handbook 1969, issued recently by the Tea Research Institute, summarises field procedures in East Africa, and these include many of those dealt with in the present report.

The report begins with an outline of the chief conclusions drawn from this year's work. Then follow further details under four headings: Chemical, Hydrological, Botanical and Meteorological.

Research and Advisory activities

The director summarises the conclusions reached from many of the experiments carried out over the year.

The traditional method of managing mature tea had been based on weed control by hand cultivation, and the use of fertilizers, mainly nitrogenous. The procedure now worked out in East Africa includes weed control by a soil mulch made from leaf-fall and prunings. The fertilizers applied include nitrogenous ones, of course, together with phosphates and potash. The last two are added in sufficient quantities to replace the P and K removed by the crop, as shown by leaf analysis. These procedures have not only increased the yield, but also the quality of the tea.

Various methods of bringing young tea into bearing are discussed. In East Africa, the traditional method of forming a bush by means of a series of heavy prunings over several years has been found to delay development. Instead, the 'pegging' process is advised, whereby the young lateral branches which arise after the initial prune at 4. in are spread out radially and secured with pegs, so that they rise from the centre at an angle of about 15° to the horizontal. This method produces much earlier maturity and definitely increases the yield during the first few years of the plant's life. These gains more than offset the cost of the pegging operation. Full details of the system with the illustrations, are given in 'The Tea Growers Handbook 1969', pages 42-50, issued by the TRI, East Africa.

The study of vegetative propagation has given some new facts of interest. Under present-day techniques it has been shown that three-leaf cuttings can be used with advantage. These have a better growth rate than the single leaf, and a branching plant is achieved which

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develops more quickly in the field than one produced from a single-leaf cutting. It is recorded that there is no close relationship between the root and shoot systems of clonal plants and the parent plant from which they are derived. The size and weight of clonal plants may vary widely from those of the parent. Variations go still further, and the branching angle, pruning weight and yield of the mother plant are not an indication of the probable size or yield of the clonal plants developed therefrom.

The relative nursery performances of clones in respect of survival and rate of growth vary with the time of the year the leaf cuttings are taken, and also with the kind of rooting medium used.

The removal of half the leaf in single-leaf internodal cuttings is deleterious to rooting and growth with most clones, but with some plants the practice appears to be advantageous.

At the end of 1967, no less than 277 clones were under study, and by the end of 1969 the improved clonal material released by the TRI to the industry was sufficient to have planted about 1,250 acres. However, many of the plants were used on estates to produce more cuttings.

Plant nutrition presents a complex problem in East Africa, for conditions vary widely, and when the replacement of cultivation by the use of soil mulches took place, the problem became even more confused. Potash plays an important role especially in warm, steep, highly leached areas. Leaf analysis shows that the potash removal by the tea is often greater than that applied. Again, in some NPK trials there was no response to phosphates previous to 1969, but since mulches have been employed and cultivation abandoned, a response has been obtained. The response to nitrogenous fertilizers has increased with the use of mulches.

Mulches have no appreciable effect on soil acidity (pH value), yet the application of different forms of nitrogenous fertilizers to newly planted tea areas on virgin forest soils significantly lowered the pH value. Investigations on this important subject continue.

The effect of tree-shelter belts on crop returns has been under study. If there is adequate water in the soil, shelter belts have a beneficial effect, which decreases as the distance from the belt increases. This effect continues in cool, dry weather as long as soil water is available to the plant roots, but when warm, dry weather occurs the effect is reversed. The sheltered tea ceases to yield first, and with increasing wind the tea further away from the belt continues to yield for a longer period. Sheltered tea depletes the soil-water more rapidly than tea exposed to the wind.

The effect of soil-water deficiencies on the plant's response to the application of fertilizers has been studied, as has also the effect on leaf banjhi-ness. This complex subject is correlated with soil temperature, and its study is of great interest and importance.

Chemical Investigations

In 1968 the TRI took in hand the analysis of leaf of stipulated type produced on estates, and on the results of such gave advice on the doses of potash and phosphate fertilizers which should be applied.

Many experiments have been made on the use of soil mulches and the effect of such on soil pH. In the Kellcho area there is no appreciable effect, although the mulching material in the early stages of decomposition had pH values above 5.0, and considerable quantities were applied.

The use of fertilizers is an important study, of course, and it has been shown that there is an economic return from applications up to at least 230 kg. N/ha (about 200 lb./acre). NPK mixtures in the ratio 5: 1: 1 or 4: 1: 1 are suggested.

The establishment of young tea, fertilizer placement and the use of herbicides is also under study. All these experiments indicate the need for the use of correct procedures.

Hydrological Investigations

The irrigation of seedling tea areas during periods of soil-water deficit is under experiment. An important fact in this connection is that during the cool months, October to December in some areas, very little crop is produced regardless of irrigation. The increase in crop recorded is largely due to increase in leaf area and steam extension. The fall in crop during the cool, dry season in southern Tanzania is largely due to low soil temperatures.

The timing of pruning in relation to the dry season and/or an irrigation policy with respect to the time of pruning, appears to be an important factor affecting the soil-water economy and the subsequent yield of tea.

Mention has already been made of the use of tree shelter-belts, but some further facts may now be mentioned. During the rains in the Mufundi area of Tanzania, when soil-water is adequate from December to June, yields decreased sharply as the tea became more exposed to the wind. During the cool, dry season, July to September, appreciable crop was produced only in the immediate lee of the shelter belt. During the latter part of the extended dry season, October and November, when it is warm, yields increase as the tea becomes more exposed to the wind. Apart from the first row or two of tea, competition between the shelter-belt and the tea for soil-water does not seem to be the explanation of the results obtained during the latter half of the dry season, since some of the tea on the windward side of the shelter-belt continued to grow fast compared with that in the lee of the shelter. It is apparent that sheltered tea depletes soil-water faster than that exposed to the wind. Hence windbreaks need not improve the water economy of unirrigated young tea during the extended dry season.

Botanical Investigations

The selection and development of clonal plants is receiving much study, and some details of this work are recorded in the earlier part of the report, containing observations by the director.

The soils of fertilizers used to develop leaf cuttings is an important subject. The cuttings are placed in a polythene sleeve filled with soil. The sleeves should have a cap of subsoil. The best soil mixture for filling sleeves was found to be subsoil mixed with compost, capped by subsoil with diammonium sulphate. Details of the experimental treatments and their effects on the growth of cuttings are given in table 90, and these should be studied.

Experiments on pruning and tipping are described, and also on the time of pruning mature tea in Kenya. The results indicate that there is no optimum month for pruning in that area.

Meteorological Observations

The tea areas in East Africa range from the equator, to about Lat. 8°S. In the equatorial regions there are two peak periods of rainfall about the two equinoxes, in the spring and the autumn. In the higher latitudes, away from the equator, the two periods coalesce, giving one prolonged wet season alternating with one dry one.

In all the East African tea areas, yields are limited at some season of the year by a shortage of soil-water and this may continue for some weeks after the end of the drought, until the roots which have died back have re-grown. Then the plant is able to make full use of the water present in the soil. The drought may cause the death of young plants.

Meteorological observations are made at five stations, including one at Kericho lat. 0°, and another at Mufundi, Tanzania, lat. 8.5°S. Both areas are at 6,000 ft. altitude. The observations include rainfall figures and number of wet days, maximum and minimum temperatures, dew-point and soil temperatures, wind, sunshine and radiation figures. Evapo-transpiration figures are included, from which the potential soil-water deficits can be calculated.

In 1968 in the Kericho area, water deficits occurred in January and December, and in 1969 in January, March and April. Then again in November and December, when the next dry season began. In Mufundi in both these years, water deficits occurred from April to October, and were much more severe than in Kenya, rising to well over 100 mm in many months. This last figure denotes the depth of surface-applied water needed to bring the soil-water content back to FC (field capacity).

In East Africa, two main systems of soil irrigation are used, furrow and overhead. With the former, water is led to the plant by surface furrows which trickle gently down the slope. The other system, the one recommended, applies the water by sprinkler equipment.

(*World Crops, January-February 1971*)

Compensation Terms for those who are Prematurely Retired

(With acknowledgements to the Whitley Bulletin)

On 17th December, 1970, the Government made a statement in Parliament about their proposals for paying compensation for all cases of compulsory premature retirement, except on the grounds of ill-health. The statement read as follows:—

We have just completed a detailed study of the arrangements for compensating civil servants and diplomats who are prematurely retired from the Service for reasons other than ill-health, and have put proposals for discussion in confidence to the National Staff Side, the Trade Union Side of the Joint Co-ordinating Committee and the Diplomatic Service Staff Side. The study was concerned with the appropriate levels of compensation for all staff and paid regard to the practices of leading industrial firms. It took account of the recommendations of the Duncan Committee (Cmnd 4107) and also considered the recommendation of the Fulton Committee (Cmnd 3638) that a new procedure should be introduced into the Home Civil Service to deal with those officers whose retirement was "desirable in the public interest", and recognised the increasing difficulty of requiring staff at more junior levels to accept a countrywide mobility obligation and basing redundancy compensation on this requirement. It also included a review of the relevance in present day conditions of the arrangements whereby service in certain places abroad attracts enhanced pension benefits and a reduction in the retiring age, and possibly alternative arrangements to cover such service.

The staff representatives will naturally wish to consider these complex proposals very carefully and this will take a little time. Discussions are continuing and all concerned are well aware of the desirability of early agreement at a time when the cessation of some Government activities will probably result in some civil servants being prematurely retired.

CROP DIVERSIFICATION

(With acknowledgements to "Courier")

SOYABEAN

The Soyabean, today the most important protein plant on the world market and equalled by very few others for its extremely wide range of uses, is often wrongly believed by many to have been cultivated only in more recent times. In actual fact the triumphant spread of the Soyabean throughout the world only took place a few decades ago. But in its native region of eastern Asia (China, Manchuria and Japan) the Soyabean was grown long before written history.

Soyabean's Adaptation to Climatic and Soil Conditions

Good soyabean yields are usually obtained in areas where cotton, corn, rice and wheat thrive. The soyabean is however more resistant to frost and also withstands summer drought better than the other crops mentioned above. Today soyabean culture extends over an enormous geographical area, ranging from the tropics and subtropics to countries with a temperate climate. Because the soyabean is extremely adaptable it can be grown successfully on nearly all types of soils but of course it does best on fertile or sandy loams. Being a nitrogen storing plant which chiefly fertilizes itself enriching rather than exhausting the soil the soyabean fits into rotation systems like no other plant. It can however be left in the same field season after season since as said, *it does no damage to the soil but on the contrary, continually improves it.*

Leguminous plants grow in association with certain bacteria. These nitrogen fixing bacteria furnish nitrogen compounds for the leguminous plant, and the leguminous plant provides energy material for the bacteria. Such a relationship, in which dissimilar organisms live together for their mutual benefit is known as symbiosis.

The Soyabean is also a leguminous plant on which nitrogen fixing bacteria penetrate through the root hairs into the interior of the plant. These microorganisms supply the plant with nitrogen by deriving it from the air. Once they have secured nitrogen the bacteria pass it on to the plant by producing nodules or tubercles. The plant then builds up protein from the supplied nitrogen. The soil is also furnished with nitrogen so that plants grown on it after soyabean will fully benefit from the cultivation of a nodulated leguminous crop.

Soyabean requires much air and space

Soyabean should be planted in deeply ploughed and well harrowed soil. For planting small areas sowing can be done by hand for large acreages a drill is used. For seed production the soyabeans should be planted 5 cm. apart with a spacing of 60 to 80 cm. between the rows. But for hay or green manuring, the seed should be sown 2 to 3 cm. apart with a spacing of 50 cm. between rows.

The soyabean at all events needs much air and space since it forms dense leafage and its pods grown down close to the ground. The seedlings emerge after 6 to 10 days. The young plants usually grow slowly because it takes some time for the roots to form.

Cultural practices are confined to keeping the soil in a loose condition and weeding in the early stage of crop growth. Later the dense soyabean leafage will choke all weed.

Harvesting

Soyabeans are harvested when the pods have turned brown but before they are fully ripe, when the leaves have fallen and the seeds have not yet completely hardened. Harvesting must on no account be delayed until the soyabeans have become too ripe otherwise the pods of some varieties will burst open and scatter the seeds.

On small farms the crop is pulled by hand or cut with a scythe and then threshed. Large acreages are harvested by a combine which cuts the plants, threshes them cleans the seeds and bags them.

Harvest yields of soyabeans vary greatly around the world according to the planted variety, soil fertility applied crop protection measures and other cultivations. In Brazil, for example soyabean yields average between 1,200 and 2,000 kg per hectare.

The average yield of forage or green manure is estimated at between 20,000 and 25,000 kg. per hectare. Yields of hay range between 5,000 and 6,500 kg. per hectare.

Unusually wide range of uses

The soyabean is undoubtedly a plant of unparalleled economic value and constitutes an important factor in world trade. The uses of soyabean are numerous.

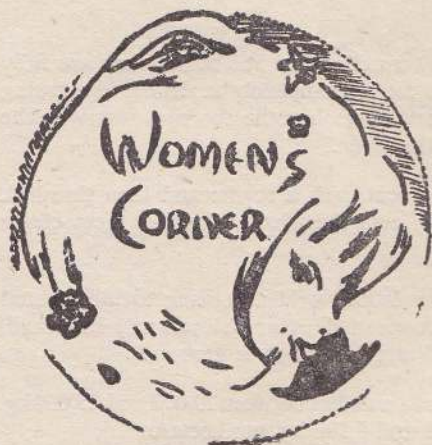
The soyabean supplies an excellent edible oil which is used for many purposes in food manufacture for example for the manufacture of cooking and salad oils and margarine. In industry soyabean oil has many applications, one being in the production of high grade industrial enamels particularly white enamels for kitchen appliances and coloured enamels for automobile finishes. It is used extensively in the production of varnishes and alkyl resin paints lubricating oils, fuel oils soap for impregnating paper textile fibres and umbrellas and also is used in printing inks, linoleum and oilcloth synthetic rubber soap powders and even in explosives. The oil cakes are valuable as cattle feed and as manure.

In food manufacture the uses of soyabeans are almost unlimited. Soyabean flour grits and flakes are used in bread doughnuts cakes and cookies as emulsifiers and binders in sausages and related meat products in breakfast foods, macaroni and noodles, confectionery products cocoa and chocolate. There are thousands of recipes for preparing foods from soyabeans. The high grade crude soyabean meal which may be likened to a mixture of egg, cream and sugar furnishes an excellent mayonnaise by mixing it with water and oil. Yolks of eggs do not have to be added. The world famous soy sauces (Shoyu, Shozu Tao etc.) are used extensively both in the orient and the west as seasoning. Soyabean milk is used in the manufacture of bean curds and vegetable cheeses. The sauces and cheeses are prepared from it by fermentation.

As a feedingstuff the soyabean continues to gain importance whether as green fodder hay straw, whole beans grits and meal for feeding beef and dairy cattle pigs and poultry. Wherever it is grown the soyabean always stands among the more beneficial plants known to man.

I would like to mention that with 5 lbs. of seed I was able to harvest 200 lbs. of dried soyabean seeds. Seeds could be put down between gautermala rows at the time of reconditioning for replanting. This helps to keep the weed growth down at the initial stage and enriches the soil at the same time.

(Contribution from Mr. A. H. N. Welikala.)



Anniversary Pudding

Ingredients

Shortcrust pastry, 3 Eggs, 1 tin condensed milk, 3 tablespoons lemon juice, 3 or 4 table-spoons white sugar, 1 teaspoon grated rind of lemon.

Method

Line a greased dish with pastry. Trim edges and prick well with a fork. Bake it blind at temp. of 400 for 20 minutes. In the meantime prepare filling.

Filling

Beat the egg yolk till thick and lemon coloured. Pour in condensed milk and keep

beating. Next add the lemon rind and juice. When pastry is ready lower temp. to 300. Gently lift the pastry can into another tray, and fill the centre with the filling and return to oven for 10 minutes.

Meringue

Beat 3 eggs whites till stiff. Add sugar. Beat well. Spread over the pudding and return to a cooler oven 200 for about 20 minutes, till light brown in colour. Cool and chill before serving with cherries and cadjunuts.

Shortcrust Pastry

$\frac{1}{2}$ lb. Flour serviced 3 times. 1 level teaspoon baking powder, pinch of salt, 2 teaspoons lime juice, 4 oz. butter, 3 tablespoons water.

Sift flour into Bowl. Add the chilled butter and mix gently with finger tips. Gradually add water and cut with two knives till it leaves bowl. Turn on to board or knead until free of cracks, and roll.

LEMONS

The lemon though cheap and available in plenty, has excellent properties which can help you become lovely by enhancing your good looks and improve your figure.

- (1) A glass of warm water with the juice of half a lemon in it, taken first thing in the morning, keeps you slim.
- (2) A teaspoon of honey added to this will help your voice to come smooth and sweet.
- (3) Plenty of lemon juice taken each day guarantees a flawless complexion free from acne and pimples.
- (4) Lemon juice tones up the system and prevents constipation.
- (5) The ascorbic acid content of lemons helps in quicker healing of wounds and scars and guards you against catching colds, thereby keeping you in good health.
- (6) A little lemon juice added to the water used for washing your face brightens your complexion.
- (7) Diluted lemon juice may be used as a mild bleach if it does not irritate your face.

- (8) Rubbing half a lemon on elbows and knees prevents them from becoming dark, dull and grey.
- (9) The Vitamin C in lemons is good for your nails and teeth too.
- (10) A lemon shampoo is excellent for greasy dull hair.

HOUSEHOLD HINTS

- (1) A little milk added to the water in which silver is washed will help to keep it brighter.
- (2) A little vinegar in dish water will prevent the hands from getting rough and will put an extra gleam on the dishes.
- (3) White tissue paper makes a good shining "cloth" for freshly washed window panes.
- (4) To add sparkle to glassware, add laundry blue to washing water. Rinse with hot water.
- (5) To keep mirrors from fogging, apply a thin film of soap with a moist finger. Then polish with cloth or tissue.
- (6) To brighten up the colours of a carpet wring out a flannel in turpentine and soft soap suds—a teaspoon of turpentine to half gallon of soap suds—and rub over the pile. This will freshen up the carpet considerably.

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CONTINUING "A LITTLE BIT OF NONSENSE"

by Clem Andrews — Brisbane

Dear Sir,

As plucking was behind and we had to work late on Friday we held our second meeting on Saturday evening. We did not bother to invite you for this meeting as we have got accustomed to the fact that some member or other of your family appears to fall ill on a Saturday morning, thus making it necessary for you to travel down to Colombo.

We are of course happy to note that the illness is usually short-lived, and the sickness leaves the family towards evening, thus allowing you to migrate towards the C.R. & F.C. or Havelock Park. Our only regret is that your driver, Robert, who is also a Committee member, is always absent from these meetings.

We understand that it is very necessary for you to take him on these occasions, because your after-match celebrations leave you in a bit of an "Orumadriya" condition. We ourselves are not averse to partaking of what our Chairman describes as life's "sorrow drowners".

Getting back to the meeting—the minutes were hardly read when Raman (the vasacutty) (Hon. Treasurer) stood up and said he wanted to pass a motion. This sounded a bit odd, particularly as it came from the vasacutty, and his request was therefore refused.

The first item on the agenda was to pass a vote of thanks to you for having accepted the Presidency. This proposal was put to the "smoke-house" (a little fun from yours truly) and it was carried without a division—In fact the show of both hands by all members present indicated a multiplication.

At this stage Simsasamy who had had some form of secondary education said he would like to add a "rider" to the proposal. As none of us knew what a rider in this sense was, he was asked to explain. He was unable to do this except by saying that it had something to do with geometry, but as none of us knew what geometry meant either, the rider was dismounted (another little turn of phrase again by yours truly).

The next item on the agenda was the question of finance. Money as you know, Sir, is a most important commodity. This was amply borne out by your brother's letter from Australia (accidentally found by the vasacutty in your waste paper basket).

We trust you will forgive us for our natural curiosity in continuing to read the letter and quoting from it. We note that he has underlined such phrases as "You miss Velu the gardener, Elias the cook, Raman the vasacutty" etc. No doubt he is referring to us for which please convey our thanks. He calls the place he lives in "Down uender" as if he is carrying a big burden.

We propose sending him 100 lbs. of our best B.O.P. We will naturally not be paying for this, but don't let this worry you. As we will get it past the Tea maker without his knowing a thing.

We regret to inform you that the meeting ended abruptly, as Punchi Singho (the local kassippu man) brought in his famous brew, and with members flicking in and out we were left without a quorum.

MUDIANSÉ JINADASA
(Hony. Secretary)

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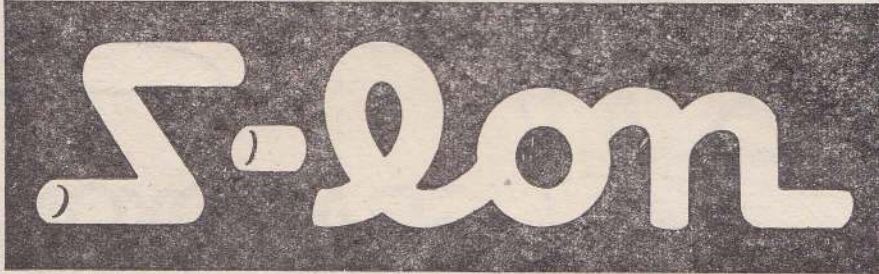
- Kills swiftly
- Is not affected by rain
- Is rapidly absorbed by weed foliage
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- Is not volatile and is free of the risks attached to hormone weedkillers
- Requires no special protective clothing at dilutions used
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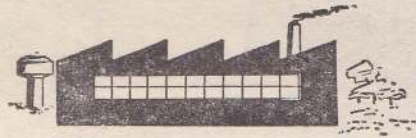
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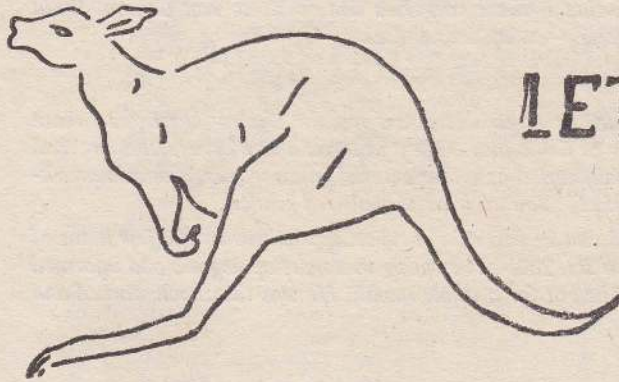


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LETTER from AUSTRALIA

While the Australian economy is still very sound and worker's pay packets are getting bigger and bigger, there is a section of the community that is living under a cloud of gloom. These are the sheep farmers. Gone are the days when graziers used to flash around in Rolls Royces, Bentleys and Jags. These days you are more likely to see him in a general purpose Holden utility.

He used to be one of the richest men in the country, but now he has to rely on subsidies. In 1957 when I was visiting Perth on my furlough from Medakande, I met a Grazier who flew with me to Singapore, and he told me that this was his 15th trip around the world.

The following is an extract from a Perth newspaper which amply illustrates the situation.

"GRAZING PROPERTY IS SOLD FOR \$10

PERTH.—A sheep and cattle station in the Pilbara area has been sold for \$10

The station, Sylvania, is between Newman and Mundiwindi, about 300 miles south of Port Hedland.

It covers about 350,000 acres and has been known to carry between 5,000 and 6,000 sheep as well as some cattle.

The sale, including house and plant but no stock, was sold by Mr. Jim Nicholas to the previous manager, Mr. Colin Newman.

Mr. Newman made a quick return on his outlay—he sold a car from the station to a Newman garage for \$100.

But there are many in the area who think Mr. Newman did not get value for his money.

"A station isn't worth two bob today", one pastoralist said."

The Government is doing all it can to resuscitate and subsidise the farmers, but with the competition from synthetics the prospect appears gloomy.

Synthetic meat is also being introduced into certain products, like pet meat. But this can be overcome by producing such meat here. It will merely mean switching over from cattle to soya bean etc.

Synthetic meat should catch on in countries like Ceylon where religious scruples hinder the development of a meat industry. The Americans are foremost in the production of this type of meat, but perhaps with the present political situation in Ceylon, Russian meat would be more palatable.

Writing from this country with its stability, prosperity, racial and religious harmony, one looks with sadness and perhaps a certain amount of gloom at the future of Ceylon. Your problems appear immense and unsolvable. But are they really so? Look at Singapore—2 million people in a few hundred square miles. You have only to visit it to see and feel its prosperity. Look at Malaya with practically the same primary products, the same racial problems as Ceylon, but way ahead in prosperity. Look at Japan—with more people to the square mile than Ceylon but one of the most progressive and prosperous nations in the world—and they have managed to preserve their culture, their religion and their manners.

My contention has always been that if these countries can do it, so can Ceylon. What therefore does it lack? or more precisely— who does it lack?

Naval News

A Ceylonese Merchant ship called in at Brisbane last month. The ratings came ashore and were like children in a toy shop at Christmas— They just could not believe that we had almost all the food items that the Pettah market has. One amazed fellow was even heard remarking "I say, paripputh thiyana neda!" You even have dhal (red lentils).

In fact one rating was so amazed that he was caught relieving woolworths of a few items of merchandise. The magistrate fined him Rs. 200/-. The rating was most apologetic and informed the magistrate that Rs. 200/- was all he got for a whole month. He was thereupon warned and discharged with a nominal fine.

Elephants

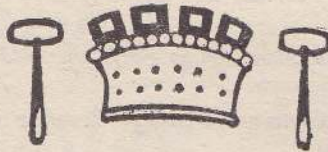
Wild life lovers should like this one—To the question "Where are elephants found" one answer was "Due to their enormous size, elephants are never lost!"

Nirmal Dias and other planters interested in stock breeding might like to know the price of a top champion stud sold here recently—£250,000 or approximately Rs. 2 million! The average price of a stud from any well known farm is about £20,000 or Rs. 150,000.

Have any of you planters solved the riddle of the Almond tree? (ref. last issue)—Good question for the V.A. when he next makes you scratch your head in front of the Tea maker and wants to know the % of off-grades.

(V.A.'s can write to me privately for the answer).

CLEMENT ANDREWS,
Brisbane.



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**Present Address**

R. N. W. Nilaweera, Tangakelle, Lindula.
 H. S. Ratwatte, Kottiyagalla, Bogowantalawa.
 H. G. Armstrong, Urumiwella, Bulathkoppitiya.
 C. C. de Silva, Dickwella, Hali-Ela.
 D. A. Ratwatte, Battawatte, Madulsima.
 C. M. Wanigatunge, Hoonocotua, Kotmale.
 E. T. Abeywardene, Theresia, Bogowantalawa.
 J. A. H. Samaranyake, Deniyaya, Deniyaya.
 B. E. Pereira, Diyagama West, Agrapatana.
 N. S. Gooneratne, Mawarela, Gomila-Mawarela.
 R. O. T. Bowen, Dammeria, Passara.
 B. K. Fonseka, Park, Kandapola.
 D. P. S. Perera, Tonacombe, Namunukula.
 I. S. G. Fernando, Elpitiya, Elpitiya.
 H. A. Rode, Portmore, Agrapatana.
 R. T. de Run, Laxapana, Maskeliya.
 L. C. Wijeyewardena, Frotoft, Ramboda.
 D. B. G. de Alwis, Weniwella, Alawwa.
 N. Ratwatte, Strathdon, Hatton.
 H. M. K. Fonseka, Morateme, Mawatagama.
 L. S. Seneviratne, Hatherliegh, Rakwana.
 A. R. Madena, Rasagalla, Balangoda.
 D. Richardson, Citrus, Akmimana.
 U. L. M. de Silva, Hingurugama, Badulla.
 M. C. B. Talwatte, Tyspane, Kotmale.
 P. H. L. Perera, Harangalla, Kotmale.
 M. N. M. Cooray, Poronuwa, Kahawatte.
 S. A. Morrell, Aigburth, Bulutota.
 R. H. A. Doudney, Stockholm, Upcot.
 C. A. N. Jayasuriya, Ro'catenne, Hali-Ela.
 D. M. Seneviratne, Drayton, Kotagala.
 H. R. C. D'Silva, Stonycliff, Kotagala.
 T. L. H. C. Kelaart, Mahagastotte, Nuwara Eliya.
 P. H. A. N. Dias, Alma, Kandapola.
 A. M. Perera, Somerset, Radella.
 G. M. Pereira, St. Loenards, Halgranoya.
 J. M. Nizar, Lonach, Watawala.
 D. C. Ondaatje, Gonakelle, Passara.
 T. K. Howie, Spring Valley, Spring Valley.
 A. M. Joseph, Poonagalla, Poonagalla.
 A. L. J. de Croos, Hopton, Hopton.
 A. W. H. Ellawala, Opalgalla, Gammaduwa.
 S. K. Jayasinghe, Craig, Bandarawela.
 K. R. S. Soysa, Waverley, Agrapatana.
 N. Kanagasabai, Hope, Hewaheta.
 G. B. Rajapakse, Mahavilla, Ulopane.
 J. W. Jayawardene, Talankande, Lindula.
 N. B. L. Lieversz, Glenlyon, Agrapatana.

S. Welihinda, Eilon Hall, Lindula.
 I. D. Gooneratne, Sanquar, Atabage.
 N. M. Amerasekera, Halgolle, Yatiyantota.
 A. B. Downall, Impoolpitiya, Nawalapitiya.

To Retirement

A. A. Moss, Hoonocotua, Kotmale.
 J. Le G. Benest, Amherst, Halgranoya.
 K. J. S. Candappa, Sanquhar, Atabage.
 C. N. J. Mulrenan, Ragalla, Halgranoya.
 R. K. Christie, Liddesdale, Halgranoya.
 C. L. Fernando, Morar, Bogowantalawa.
 R. A. A. Bolling, Maha Eliya, Nanu Oya.
 A. Ekanayake, Great Western, Talawakelle.
 J. R. Medd, Nagastenne, Dolosbage.
 P. R. U. Easteal, Waltrim, Lindula.
 E. P. Cameron, Glasgow, Agrapatana.
 D. Wickremasinghe, Portmore, Agrapatana.
 S. J. Salgado, Rilhena, Pelmadulla.
 S. Wimalasena, Lellopitiya, Ratnapura.
 Yu Cey Chang, Le Vallon, Pupuressa.
 R. Mc L. Cameron, Loolecondera, Deltota.
 P. F. Raymond, Waldemar, Udupussellawa.
 C. W. C. Mossop, St. Leonards, Halgranoya.
 D. L. Oliver, Panawatte, Yatiyantota.
 R. Wijeratne, Demodera, Demodera.
 B. A. Weinman, Strathspey, Upcot.
 C. J. S. Bean, Kataboola, Kotmale.
 R. W. Mayow, Craig, Bandarawela.
 P. J. I. Thistle, Siriniwasa, Waga.
 D. R. Hermon, Brunswick, Maskeliya.

On Overseas Leave

A. M. Payne, Kottiyagalla, Bogowantalawa.

Returned from Leave

J. M. Turnbull, Rothschild, Pussellawa.
 A. D. Morison, Nayabedde, Bandarawela.
 P. F. Baxter, Hellbodde, Katukitula.

New Members

S. Pathmanathan, Queenstown, Hali-Ela.
 C. P. B. T. Jayasundera, Lonach, Watawala.
 N. Samarasingha, Wattogodde, Watagoda.
 K. Amarasuriya, Sutton, Agrapatana.
 R. G. Siriwardena, Deviturai, Ethkandura.
 D. Jayasinghe, Deviturai, Ethkandura.
 G. Udugama, Mooloya, Hewaheta.
 N. N. Perera, Loolecondera, Deltota.
 B. A. Lowden, Le Vallon, Pupuressa.
 T. Somasundram, Moorock, Mawatagama.
 A. T. Boange, Gonawilla, Upcot.
 H. N. de Alwis, Cecilton, Bogowantalawa.
 N. T. B. Dissanayake, New Peacock, Pussellawa.

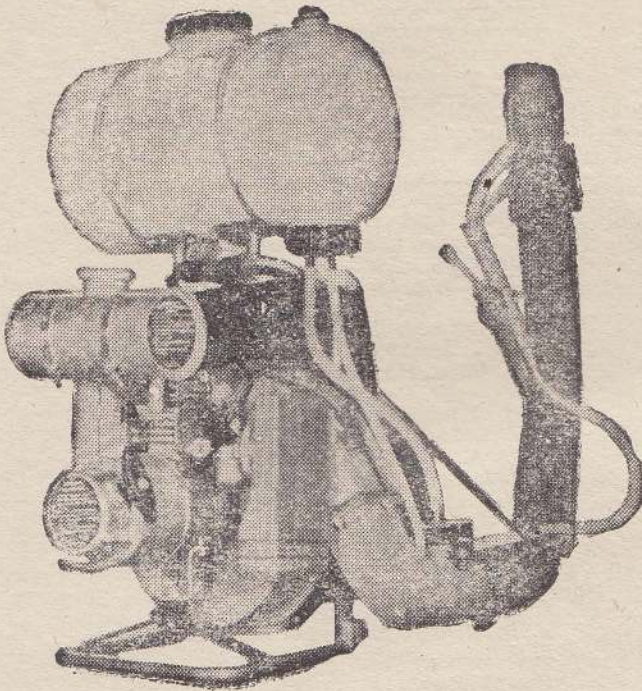
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- ★ Efficient
- ★ Safe

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SUBSCRIPTIONS

At a time when money is a much talked of topic, it would be pertinent to remind members in arrears of their current year's subscription, to please send in their cheques without further delay!

The estimated expenditure of the Society is based on the receipt of *all* subscriptions, and members are kindly requested to make use of a *Banker's Order* for the payment of their subscription, either once, annually; or half yearly, or, quarterly, in instalments.

BANKER'S ORDER FORMS

These could be obtained from either your Branch Chairman, or, The Secretary, direct.

FINANCIAL YEAR

The Financial Year of the Society is April to March.

Your new subscriptions therefore fall due for payment on the 1st April each year.

This is no April Fool's joke—so do pay your dues promptly!

C.P.S. COUNCIL MEETINGS, 1971

All members of The Ceylon Planters' Society are entitled to attend Council meetings and express their opinions, take part in discussions, and make whatever contribution they can to make the Society more dynamic and representative. However, only Council members (Branch Chairmen and Co-opted members) have the privilege of voting on any issues, but they would always be mindful of opinions expressed.

As we would wish to see more members—Superintendents as well as Asst. Superintendents—present at our Council meetings and express their views—we give you the dates of the Council meetings for the whole year so that you could make a note of them and be present whenever possible.

JANUARY	— SATURDAY 22nd	(Kandy)
MARCH	— SATURDAY 4th	(Kandy)
JULY	— SATURDAY 1st	(Kandy)
JULY	— SATURDAY 29th (A.G.M.)	(Badulla)
OCTOBER	— SATURDAY 28th	(Kandy)

HAVE YOU A PROBLEM ?

If you have a problem—tell the C.P.S. about it. All matters are treated in strict confidence. This is a society of Planters, by the Planters, for the Planters. Your are part and parcel of it—so make your ideas known! Bring your problems to our notice!

THE BULLETIN

With everything else, the cost of Printing has also gone up considerably over the past few years, and it is becoming increasingly difficult to control costs in a fluctuating market, with rising prices.

It will therefore be greatly appreciated if members in Ceylon and abroad would be so good as to assist the Society in any way possible by considering one or more of the following suggestions:—

- (a) Assisting by getting more advertisements for the Bulletin, both locally and abroad.
- (b) Contributing toward receipt of the Bulletin.

NON VOTING LIFE MEMBERS OF THE SOCIETY

Non Voting Life Members in particular who receive the Bulletin free for five years, may wish to make a contribution towards the receipt of the Bulletin, in order to assist.

As members Overseas would be aware, any foreign exchange received in Ceylon attracts 55% FEECS* and this would assist us considerably to bridge Bulletin income and expenditure. The Bulletin is now printed on the principle that it should be self supporting, as it *cannot* be subsidised from members' subscriptions.

**Foreign Exchange Entitlement Certificates.*

CONTRIBUTIONS TO THE BULLETIN

Articles, poems, sketches and cartoons are most welcome.

Please send your contributions to either P.O. Box 46, Kandy, or to the Editor, direct. Contributors could remain anonymous— or use a "pen name"— if this would assist! Please, however, send all such contributions, with specific instructions in a covering letter!

CORRESPONDENCE

Some recent cases brought to the notice of the Society couldn't be pursued, as the Society would have wished to, as members had not kept a record of any correspondence, reports etc. and the Committees found it difficult to assess problems, merely because of the lack of such evidence and adequate information.

Members are therefore requested to keep a record of correspondence as a matter of *routine*.

EXAMINATIONS

Please apply *direct* to the Secretary, Ceylon Institute of Planting, P.O. Box No. 855, Colombo.

No correspondence on EXAMINATIONS is now handled in this office.

C.P.S. PUBLICATIONS

Publications available from C.P.S. Headquarters

Tea and Rubber Planting for Beginners at Rs. 2/- plus postage, (Registered Post) -/84 cts.

Engineering Handbook at Rs. 7.50 plus postage, (Registered Post) Re. 1/30.

Wells' Colloquial Tamil at Rs. 12.50 plus postage, (Registered Post) Rs. 1/30
(This is available to members only)

- + *First Aid in Tea Planting by Frank L. de Silva*
- + *First Aid in Rubber Planting by Frank L. de Silva*
- + *These two books are recommended to creepers and those who are starting on a planting career. Copies are priced at Rs. 20/- each but members may have copies on application to the Secretary, C.P.S. at Rs. 18/- per copy plus postage by Registered post, Rs. 1/30.*

REVISION OF THE RULES OF THE SOCIETY

If you have any suggestions, please communicate direct with:

*Mr. Frank L. de Silva,
Udapolla Group,
Polgahawela.
Tel: Polgahawela 277*

*Mr. A. R. de J. Seneviratne,
Norwood Estate,
Norwood.
Tel: Dickoya 4.*

*Mr. M. H. K. Jagathsena,
Harangalla Estate,
Kotmale.
Tel: Kotmale 98.*

*Mr. M. N. Sadanandan,
Ederapolla Group,
Bulathkohupitiya.
Tel: Bulathkohupitiya 25.*

All Branches are to give serious consideration to the proposed revision of The Rules of the Society and send written Memoranda, where necessary, to The Secretary, for transmission to members of the above Committee.

Please give this very important matter adequate thought and your very serious consideration.

HOTEL CONCESSIONS TO MEMBERS

A reduction of 30% is allowed by:—

ST. GEORGE'S GUEST HOUSE, Peterson Lane (bordering Sapphire Theatre), Wellawatte, Colombo-6. Telephone 86194.

Five double rooms with attached bathrooms. Fans, laundry, etc., on premises. Bed Tea and breakfast—Single Rs. 30/- Double Rs. 50/- per day. Proprietor: F. G. Peterson (Member, C.P.S.).

A reduction of 10% is allowed by Hotels as indicated below:—

WELCOMBE, TRINCOMALEE—on bills for residence (not casual meals).

GRAND HOTEL, NUWARA ELIYA—on bills for Board and Lodging (not on extras or casual meals).

TOURIST GUEST HOUSE, 237, Galle Road, Colombo 4—on bills for accommodation (bed and breakfast) and meals.

GREEN PASTURES, 67, Castle Street, Colombo-8—On occupation Charges only.

THE CHALET 32, Gregory's Road, Kandy—A reduction of 10% discount on board and apartment bills only.

TRIPLE INNS, 5, Galle Face Terrace, Colombo 3 (Telephone 28339).

BANDARAWELA HOTEL, BANDARAWELA—on board and lodging only.

PALM COURT, JAFFNA—AND PALM BEACH Atchuvaly, and The Co-Co Palms Inns at Vallalai and Atchuvaly offer a 20% discount on apartment rates only.

SALON MOIRA, (Queen's Hotel) Kandy—allows a special discount of 10% on Ladies' Hairdressing and Beauty Culture, to wives and daughters of members—Particulars from H.Q.

Production of current year's Membership card is required.

SUBSCRIPTIONS — 1972-73

(1st April, 1972 - 31st March, 1973)

Please make a special note to pay your dues by the
1st April !

The Ceylon Planters' Society

SUMMARY OF MINUTES OF THE COUNCIL MEETING HELD AT THE KANDY CLUB
ON THE 28TH AUGUST, 1971

PRESENT: In the Chair, Mr. H. G. R. de Mel (Acting Chairman), Messrs. M. N. Sadanandan (Vice Chairman), E. G. R. Ernst (Hony. Treasurer), W. A. de Silva (Vice-Chairman-elect), S. A. Morrell (Badulla), Frank L. de Silva (Kurunegala and Chilaw), N. U. Algama (Deniyaya), A. R. de J. Seneviratne (Dickoya), S. Shanmugalingam (Lower Dimbulla), T. P. Hermon (Hewaheta), S. C. Chinivasagam (Kandy), D. H. Giragama (Kegalle), W. P. Perera (Kelani Valley), G. Amerasinghe (Maskeliya), D. R. Whitham (Passara), S. P. de Mel (Pussellawa), S. Don Peter (Kalutara), M. H. K. Jagathsena, S. J. de Silva (Co-opted), K. Selvarajah, G. R. Jayawardena, A. H. B. Kalpage, M. Rajasingam, T. B. Pahathkumbura, B. E. G. Perera, E. V. Henry, A. I. R. Ludowyke, G. L. Wanigasuriya, C. H. C. de Run, M. A. L. Perera, N. Sivagnalingam, T. Jeyarajasingham, R. Munawera (Visitors), D. F. Abeyesekera (Secretary) and A. R. Rajendram (Office Assistant).

ITEM 1—NOTICE

THE SECRETARY read the notice calling the meeting.

THE ACTG. CHAIRMAN welcomed those present and said it was a pleasure to see so many new faces and he hoped to see even more members attending the next meeting.

He added that the following gentlemen regretted their inability to be present :—

Messrs. P. F. Baxter—who was away on leave, J. R. Somerville, C. Wijenaike, H. C. H. Munawera, M. A. Goonewardene and H. B. Kotagama.

ITEM 2—CONFIRMATION OF MINUTES

THE MINUTES OF THE MEETING HELD ON 17TH JUNE, 1971 WERE CONFIRMED.

ITEM 3—COMMITTEE 'A' Case No. 5/71

MR. SADANANDAN was called on by the Acting Chairman to speak on Committee 'A' matters.

SUMMARY OF CASES—COMMITTEE 'A' Cases Closed

Case 5/71—Due to lack of information the Council of the Society decided to close this case.

Case 18/70—This case was closed, consequent to the member not wanting to divulge all information to the Society.

Case 20/69—Closed.

Case 16/71—The member has agreed to certain terms and has settled direct with his agents.

Case 13/71—This member has accepted a sum of money in full and final settlement of his case.

Case 21/69—This member has settled his case on a monetary basis. Arrears of subscription (2 years) and legal expenses are yet to be paid to the Society.

Case 12/71—This case was amicably settled—The Agents giving their fullest co-operation.

Case 7/71—Closed.

Case 15/71—A satisfactory monetary settlement has been effected.

Case 10/71—Closed at member's request.

Case 11/71—Closed at member's request.

Case 5/70—Closed.

Cases Pending

Case Nos. 17/70; 22/71; 6/65; 21/71; 23/70; 12/70; 9/71; 14/71; 9/68; 18/71; 10/70; 24/69 and 23/71.

COMMITTEE 'B'

(Discussion of Committee 'B' Cases were deferred).

"Gratuity a fundamental right of an Employee—Justice Alles"

THE CHAIRMAN read the following news item which appeared in the Ceylon Daily News of the 13th August, 1971:—

"The payment of a gratuity under Section 31B (1) (b) is not dependent on the existence of a gratuity scheme but is a fundamental right which every employee whose services have been terminated in whatever manner or who has voluntarily retired, is entitled to claim from his employer" said Mr. Justice A. C. Alles when he allowed an appeal made on behalf of an employee by the Independent Industrial and Commercial Employees' Union, Colombo-10. He quashed an order made by the Colombo Labour Tribunal and directed that the case be remitted to the Tribunal for an ascertainment of the gratuity payable to the employee concerned.

In this case, the union had filed an application before the Colombo Labour Tribunal, on behalf of its member P. T. Fernando who had been a clerk typist in the Co-operative Wholesale Establishment, Colombo, alleging that Mr. Fernando's services were summarily terminated, and seeking from the Tribunal the payment of a gratuity for past services.

The Tribunal after inquiry held that the employee concerned was not entitled to any gratuity. The Union appealed to the Supreme Court against this order of the Tribunal.

Mr. N. Satyendra appeared for the applicant-appellant-Independent Industrial and Commercial Employees' Union.

Mr. H. W. Jayawardena, Q.C. with Messrs C. A. Amerasinghe and Romesh de Silva appeared for the employer—Respondent—The C.W.E., Colombo".

NOTED—THE HOUSE REQUESTED THAT THE ACTUAL JUDGEMENT BE STUDIED AS THIS WAS ONLY A NEWSPAPER REPORT.

The Ceylon Planters' Provident Society

THE CHAIRMAN stated that a member who had wished to withdraw his Provident Fund monies had been told to wait 3 months.

MR. SADANANDAN explained that many people were now leaving the Island and in these cases the waiting period was waived.

MR. LUDOWYKE enquired why this facility should be allowed only to those leaving the Island. He said that he felt that this was not fair, and if necessary, the relevant Rules should be amended.

MR. SADANANDAN said that he quite appreciated that view and would make it a point to take this up as a matter of principle.

THE CHAIRMAN said it has been felt desirable for the CPS Chairman to be on the C.P.P.S. and therefore he was one of the nominees to the C.P.P.S. He said he was convinced however that there was no point in his personally being on this for lack of time. He said that he would like to suggest that other members should share the burden and keep the Chairman a little freer to attend to other matters. He said he was very new to the C.P.P.S. and would therefore, with Council's permission, resign straight away and have someone else on this Committee. He said that he had already discussed this matter with Mr. Jagathseena who had agreed to take his place. He then asked whether he had Council's approval for Mr. M. H. K. Jagathseena to take his place on the C.P.P.S.

APPROVED UNANIMOUSLY.

Examinations

THE CHAIRMAN said that Mr. S. S. D. Fernando entered for the Junior Tamil examination on the 19th November, 1970 and paid his entrance fee of Rs. 30/- but did not appear for the examination. Mr. Fernando, by his letter of the 19th February, 1971 stated that he was unable to sit for the examination as he was hospitalised from the 1st November, 1970 to the 5th February, 1971. He requests that the entrance fee of Rs. 30/- paid by him be refunded. No medical certificate was annexed.

COUNCIL AGREED THAT THE ENTRANCE FEE OF RS. 30/- BE REFUNDED.

Bulletin

He stated that formerly the Bulletin used to make a profit but with several advertisers pulling out, due to lack of business, every economy will have to be made to make ends meet. He said that it has also been the custom to allow N.V.L.Ms a free copy of the Bulletin for five years but now it is suggested that we charge them for their copies of the Bulletin.

MR. JAGATHSENA was of the opinion that this would not be fair.

MR. A. R. DE J. SENEVIRATNE suggested that if an article is published in the Bulletin emphasising the difficulties that the Bulletin were faced with and inviting voluntary contributions of one £ each this would go a long way to solve the Society's difficulties, especially when such contributions would attract FEECs. The Editor made a note of this.

THE COUNCIL WAS IN AGREEMENT WITH THIS SUGGESTION AND DECIDED THAT A SUITABLE ARTICLE SHOULD BE INSERTED IN THE NEXT ISSUE OF THE BULLETIN. IT WAS FURTHER DECIDED THAT N.V.L.Ms

SHOULD CONTINUE TO RECEIVE THE BULLETIN FREE OF CHARGE, FOR FIVE YEARS AS AT PRESENT.

Bulletin Printers

THE CHAIRMAN said that the present Printers were not doing a satisfactory job of work and there has been considerable delay. He said that a new quotation has been received from M/s. H.W. Cave & Co. who had done this work earlier.

IT WAS DECIDED THAT THE HONY. TREASURER BE EMPOWERED TO GO INTO THIS WHOLE MATTER AND MAKE A DECISION ON THIS.

Editor Bulletin

THE CHAIRMAN said that Mr. H. B. Kulugamana had tendered his resignation from the Editorship and Mr. S. K. Seneviratne who was to have undertaken this work now regrets that he is unable to do so.

MR. SELVARAJAH suggested Mr. Hals VanderPoorten's name. He said he thought that this gentleman would be the ideal person for the job.

MR. JAGATHSENA mentioned that Mr. VanderPoorten had agreed some time ago but he was not sure whether he would be able to take it on now.

MR. ERNST then suggested that Mr. Jagathseena take on the Editorship.

MR. JAGATHSENA WAS APPOINTED EDITOR AMIDST APPLAUSE.

(Note: Subsequently, however, Mr. Jagathseena, indicated his inability to assist, and Mr. A. H. B. Kalpage who offered his services has been appointed Editor).

PROCEDURE IN RESPECT OF DISPUTES

THE CHAIRMAN said that he wanted to discuss this but he would now suggest that this matter be brought up at the next meeting. NOTED.

RE-DRAFTING CONSTITUTION

THE CHAIRMAN said he would like a Sub-Committee to go into the whole question of re-drafting the Constitution, and the following Sub-Committee was appointed:—

MESSRS. FRANK L. DE SILVA (CONVENER),
M. N. SADANANDAN, M. H. K. JAGATHSENA
AND A. R. DE J. SENEVIRATNE.

THE CHAIRMAN asked Mr. Frank L. de Silva to submit the Sub-Committee's report as early as possible.

RE-ORGANISATION OF DISTRICTS

THE CHAIRMAN said that he had been to several Branch Meetings and had found that the attendance at these meetings was very poor. He said in many instances they could not get even a quorum. He was of the opinion that many of these Branches were too wide-spread and felt that a re-grouping of Branches district-wise would be beneficial. He said it would be a good thing too to have some sort of new procedure to make Branch Meetings more interesting.

MR. JAGATHSENA said that he would suggest that District Meetings should be arranged for by H.Q. For instance he said Hewaheta, Kandy could have a Joint Meeting and possibly such a meeting could be followed by a Dance or Social so that people would want to come.

THE CHAIRMAN said he had been to a few of these Joint District Meetings but there again he had found the attendance very poor.

MR. SENEVIRATNE said that one could take a horse to the water but could not make it drink! He said the interest shown by some members was very poor indeed, and that they did not even care to fill in their Supplementary B.Qs. He said it would be a good thing to have an article in the Bulletin emphasising the necessity for members to take a keener interest in the Society's matters. He said that this should be in the form of a letter or separate article because the present members didn't seem to have time to even read the Council Minutes!!

MR. LUDOWYKE said that if you go to any of these meetings you will find that only senior members express their views. He said the juniors just sat mum. He said that this was due to the fact that they were afraid that what they spoke would be conveyed to the Agents or their PDs. He said that they should be assured that what they say will not be used against them.

THE CHAIRMAN said that there has been a lot of talk of PDs doing this and PDs not doing that. He said it was a good thing for people to say what they had in mind, and get it off their chests. He said if there was more dialogue at meetings a lot of misunderstandings could be cleared up.

MR. LUDOWYKE said that PDs saw to it that Assistants attended the P.A. and C.E.E.F. meetings—it was therefore up to the senior members to bring along their Assistants for the C.P.S. meetings as well!

MR. SENEVIRATNE said that in his days as an SD they were allowed an afternoon off for meetings—but he said this was not done now.

THE CHAIRMAN wished to know why that was so.

MR. SENEVIRATNE said the reason was because there were a lot of people who felt that they were quite well off and did not care what happened to the others!

MR. KALPAGE said that Mr. Kulugammana had once arranged for a Seminar at Maduakelle which was very interesting. He said that they had the morning out, had listened to some interesting lectures and had lunch at the Club. He said that there had been quite a crowd from various Districts and thought that that was one method of getting people to take a keener interest in the Society.

THE CHAIRMAN remarked that his experience was that most senior planters showed no interest at all. His own colleagues were conspicuous by their absence. He said you could not see the colour of them at Council Meetings or even at their own Branch Meetings, and asked how they could be roped in.

MR. KALPAGE suggested that the Chairman writes to them personally and get them down.

MR. SENEVIRATNE said that senior planters congregate in Colombo for the P.B.F. and P.A. Meetings—he said he wondered whether it would be possible to arrange for a C.P.S. meeting and put it across to them very discreetly that members of the Society are very concerned about their lack of interest in the Society's affairs.

MR. ERNST suggested in lighter vein that we get the Agents to cut their salaries! They will then come running to the Society!

MR. SENEVIRATNE wished to know whether there was any truth in the rumour that certain anti-Society activities were going on in certain districts.

THE CHAIRMAN said that recently when he was in Colombo he was told by his contemporaries in the Agency Section, that two Directors who had been in Ceylon, had asked the Agents how the new Chairman of the Society was and they had said that he was O.K., and that he was not such a bad chap! Later these same Directors had been told otherwise by some of our own members and they had gone back to London and pulled the Agents up for not giving them what they thought was a true picture of the C.P.S. Chairman. So you see gentlemen, the Chairman said, it is our own members who are against us, and not the Agents!

He said that he personally felt that this was a matter that should be decided on. He said unless the membership had absolute confidence in him it was not correct for him to hold the Office of Chairman. He said, the Society always came first, and if it was in the interests of the Society, he would step down. Continuing, the Chairman stated that this was a serious matter—he always believed in talking straight. He also realised he was impetuous, and asked Council to give serious consideration to whether his being Chairman was in the best interests of the Society.

MR. KALPAGE said that some time past the Society was referred to as rather a tame body, but recently, at a Regatta Meeting it was categorically stated that Mr. de Mel was the right person and the Society was now moving in the correct direction.

MR. SENEVIRATNE said that this was yet another indication that insidious activity was taking place. He said this was a method of trying to get Mr. de Mel out of the Chair. He said when one cannot fight a person one always tried to get that person on to one's side. Continuing, Mr. Seneviratne said this was a vital period for the Society and that the membership should certainly support its elected Chairman.

He appealed to the Chairman to continue in office.

THE CHAIRMAN said that one must consider this matter judiciously—he said it was not a question of throwing up the sponge, that was never his intention or his nature. But it must be admitted, he said, that he was impulsive and he felt that more sober thinking might serve the Society better.

THE HOUSE REAFFIRMED ITS APPRECIATION OF THE CHAIRMAN'S FORTHRIGHTNESS, AND ITS CONFIDENCE IN HIM.

AFTER SOME FURTHER DISCUSSION IT WAS DECIDED TO KEEP THIS QUESTION OF REORGANISATION OF DISTRICTS PENDING THE REPORT AND RECOMMENDATIONS OF THE SUB-COMMITTEE ON RE-DRAFTING OF THE CONSTITUTION.

REVIEW & REVISION OF OFFICE-BEARERS FUNCTIONS

THE CHAIRMAN said that the 2 Vice Chairmen will as usual continue to be the Conveners of Committees 'A' and 'B'. He said there was a suggestion that we have one Vice Chairman from the Up-Country and one from Low-Country.

MR. ERNST said that in that case a change will have to be made in the rules.

MR. SENEVIRATNE agreed that this was a good suggestion and that the Sub-Committee could incorporate this suggestion in the new draft rules.

THE CHAIRMAN said that in connection with Committee 'A' cases many of them were brought straight to H.Q. and the Branch Chairmen concerned knew little or nothing about them.

MR. JAGATHSENA said that as a Junior SD he held office as a Branch Chairman and during that period he had noticed that some PDs did not want to come to him re their problems. This was understandable.

MR. KALPAGE said that in his opinion the present procedure was satisfactory—because members are asked to fill in a P.A.Q. form—and one copy of this was sent to the Branch at some stage.

MR. SENEVIRATNE said that he thought that in the first instance a member should come to H.Q. because there were facilities at H.Q. to have his statements recorded. He said there have been many instances of men going back on what they had earlier wanted done.

THE CHAIRMAN said that this matter too could come up after the Sub-Committee's recommendations but he felt that there should be a lot of flexibility for members to approach whom they liked.

THE SECRETARY explained that this flexibility already existed. But at some stage all material had to be co-ordinated at H.Q. level.

FINANCE COMMITTEE MATTERS

THE CHAIRMAN called on Mr. Ernst to make his report.

MR. ERNST said that the Accounts as at 31st July, 1971 show an expenditure of Rs. 31,794/15. The estimated expenditure for this period was Rs. 24,647/80. This is explained broadly as additional expenditure incurred consequent to Municipal taxes, telephone rates, electricity etc. being charged for at higher rates.

Donations

The following have either made donations or not claimed travelling expenses, since the last meeting:—

Messrs. S. J. de Silva, Frank L. de Silva, B. Warusavitane, A. R. de J. Seneviratne, J. R. Somerville, G. L. P. de Silva, L. C. Wijewardene, W. P. Perera and L. M. G. Fernando.

NOTED WITH APPRECIATION.

Outstanding Subscriptions 1969/70

Subscriptions for the year 1969/70 have not yet been paid by seven members.

MR. JAGATHSENA said that some of these people on the H.Q. list had retired 10 or more years ago and should be Struck Off.

THE CHAIRMAN suggested that they ask the Secretary to investigate these cases and write them off the list if necessary.

APPROVED.

Subscriptions 1970/71

MR. ERNST said that there were 61 members in the list of outstanding subscription for the year 1970/71.

It was decided to send out further letters in an endeavour to get these monies in.

Subscriptions by 'Check Off'

MR. ERNST said that the following Branches had voted, as follows:—

<i>For Check Off</i>	<i>Against Check Off</i>
Badulla	Dickoya
Haputale	Upper Dimbula
Nuwara Eliya	Passara
Pussellawa	Lower Dimbula
Kandy	Kalutara
Galle	Kelani Valley
Deniyaya	Maskeliya
Hewaheta	

Members are however to be individually consulted, as well, before 'check off' is finally implemented. The option however would yet be given to pay by either Banker's Order or Cheque or Money Order, direct.

MR. PERERA said that some time ago when this was discussed members expressed the view that it was below the dignity of Executives to adopt 'Check Off'. Another member said that if a rebate is offered to those who pay 4 or 5 years subscriptions at a time—this will induce members to pay on time.

MR. JAGATHSENA I think we should inform members that if their subscriptions are 6 months overdue they can expect no assistance from the Society.

THE CHAIRMAN said that something must be done because the Society needed funds. He said last year they had to write off about Rs. 9,000/- and this year another 5,000/- may have to be written off.

MR. SENEVIRATNE said that the Dickoya Branch was of the view that members who did not pay their subscriptions, and who did not even have the courtesy of replying letters from H.Q. be struck off. He said there was no purpose in continuing to have such jetsam and flotsam on board!

THE SECRETARY said that Rule 12 clearly stated that upon the subscription of a member becoming six months overdue he shall forthwith cease to be a member.

THE CHAIRMAN said the Rules of the Society are clear on this point—and they must abide by the Rules. There had been too much flexibility in the interpretation of this Rule in particular.

UNANIMOUSLY APPROVED.

From the 1st April, 1971 to the commencement of the current financial year, we spent a sum of Rs. 11,686/50 on Legal expenses.

Legal Expenses Fund

MR. ERNST said that the following resolution is from the Passara Branch:—

“That a properly constituted Legal Expenses Fund be inaugurated, subscriptions to which should be made compulsory”.

The total received towards the Legal Expenses Fund at date is Rs. 3,050/-.

The following Branches have, so far, not contributed to the Fund:—

Chilaw, Galle, Hewaheta, Kalutara, Kegalla and Upper Sabaragamuwa.

BRANCH RESOLUTIONS & VIEWS

THE CHAIRMAN read the following resolutions:—

i. From the Passara Branch:

- (a) That this Branch expresses its solidarity and passes a vote of confidence in the decision to walk out.
- (b) That this House endorses going back to negotiations provided the agreement* entered into with the P.A. Agency section is implemented.

(*presumably refers to Provident Fund rates of 15% and 20%).

NOTED.

ii. Extract from the minutes of Maskeliya Branch:

“A member mentioned that in his Agency (Whittalls) only those who had put in 5 years service were entitled to the increased Provident Fund contributions and wanted the Society to take up this matter with his Agents”.

THE CHAIRMAN said that this matter will be certainly taken up with the Agents, on receipt of full particulars from the Branch.

iii. From the Kandy Branch

The Kandy Branch members of the C.P.S. at their meeting on the 20th March, unanimously supported the delegation on the stand they took, and congratulates them. NOTED.

iv. From the Upper Dimbula Branch:

In view of the recent spate of robberies on Estates this Branch resolves that all PDs and SDs bungalows & personal effects be insured by the Agents.

v. From the Passara Branch:

“That a Superintendent or Assistant Superintendent should not, unless he has been told that his services in the Company are unsatisfactory, be appointed to another estate on a gross (includes allowances and bonuses) remuneration which is less than that he already enjoys”.

IT WAS DECIDED TO TAKE THIS MATTER UP WITH THE AGENCY SECTION WHEN CPS/AGENCY SECTION JOINT MEETINGS ARE RECOMMENCED.

vi. The following extract is from the minutes of a meeting of the Kalutara Branch held on the 13th January, 1971:—

“The Chairman (Protem) placed before the meeting the advantages of a Charter based on fundamental human rights which would be a basis to compel the Agency Section to adopt and adhere to a code of conduct based on fairplay and justice.

He stressed the urgency for such a Charter which would embody the question of security of employment, and the immense advantages accruing by advising and creating a closer dialogue between the Agency Section, to make clear the Do's and Dont's particularly in regard to the industry, present and future. A lively discussion resulted and the Chairman (Protem) was given a mandate to place proposals before Council”.

NOTED.

viii. From the Galle Branch:

“The Galle Branch is of the opinion that the Society should deal with a body that had the power to implement Joint Agreements”.

- ix. (a) To look into the question of Asst. Superintendents being asked to look after increased acreages after amalgamation of estates, without additional remuneration.
- (b) As a result of amalgamation of estates, opportunities for promotion are being denied to younger planters (Kegalle resolution).

COUNCIL AGREED TO TAKE UP THESE MATTERS WITH THE AGENCY SECTION WHEN TALKS ARE RESUMED.

From the Maskeliya Branch:

“The members of the Maskeliya Branch would like the Society to make representations to the authorities concerned for obtaining permits to possess fire-arms for personal protection and property”.

(Council were of the unanimous view that this was a P.A. matter and the Branch be so informed).

From the Lower Dimbula Branch:

- (1) This House is of the opinion that though the Tea Industry is declared an Essential Service, the Industry does not receive the support by the Government. In view of the fact that vehicles used for supervision and leaf transport have been requisitioned indiscriminately and these vehicles have been returned in most instances in an unroadworthy condition, it is the view of the House that in the event of a dire emergency where vehicles will be required for the armed services as well as for the Plantations, no vehicles will be available in a roadworthy condition.
- (2) It is the view of this House that a sense of insecurity has been created by the acquisition of firearms from Estate Superintendents.

COUNCIL WAS OF THE OPINION THAT THESE WERE MATTERS TO BE HANDLED BY THE P.A. AND SUPERINTENDENTS WERE ADVISED TO REFER THEM TO THEIR AGENTS DIRECT.

MR. JAYAKUMAR SAID IF ANY CASES OF REQUISITIONING OF VEHICLES WERE REFERRED TO HIM, HE AS A COMMISSIONED OFFICER IN THE ARMY, COULD REFER THEM DIRECT TO THE ARMY COMMANDER.

NOTED WITH APPRECIATION.

From the Upper Dimbula Branch:

"This meeting demands that Council follows Rule 4(d) of the Bye-Laws in regard to the Election of the Chairman and Vice-Chairmen of the Society. Unless this is done this House will regard the election of the Chairman and Vice-Chairmen as being null and void".

Rule 4(d) reads, as follows:—

"The Chairman and Vice-Chairmen shall be nominated by Council at a meeting in the first quarter of the calendar year. Such nominations shall be referred to Branches for ballot, returns to be made to Headquarters by the 10th May. The counting of the Ballot to be done by a Sub-Committee of three appointed by Council and result to be announced at the Annual General Meeting".

THE CHAIRMAN said that according to this rule their election as Chairman and Vice-Chairmen was null and void and it was only necessary for one member to say this for them to be out. He said that he did not think they could get over this.

THE SECRETARY said that according to Rule 37, all matters relating to the manner in which any policy or resolution approved by the Society shall be carried out was entirely at the discretion of the Council. He said this Rule evens the issue.

MR. SENEVIRATNE said that if these gentlemen want to object to the election of the Chairman and Vice-Chairmen they could come to the A.G.M. and do so.

COUNCIL WAS OF THE OPINION THAT RULE 37 WAS CLEAR ON THIS AND WAS IN AGREEMENT WITH MR. SENEVIRATNE'S SUGGESTION THAT IF ANY MEMBER WISHED TO PROTEST HE COULD DO SO AT THE A.G.M.

CONSTITUTIONALLY THERE WAS NO INFRINGEMENT OF ANY RULE IN VIEW OF RULE 37, QUOTED. THERE WAS ALSO THE FORCE OF CONVENTION OVER THE YEARS, TO BE CONSIDERED. FURTHER NO BALLOT WAS REQUIRED WHEN EACH POST HAD ONLY ONE NOMINEE!

MEMBERSHIP

THE CHAIRMAN said that the active membership is 822 against 845 reported at the last meeting in January, 1971 and at this time last year. In addition there were 545 Non Voting Life members against 531 reported at the last meeting. These numbers included 13 for election and taking into account 23 resignations for acceptance, deaths and retirements etc. since the last meeting.

He said that there were a number of planters who were not in the C.P.S. and asked Branch Chairmen to assist the Society by getting these men in.

Elections

THE CHAIRMAN put up for approval, the following applications for membership, recommended by the respective Branches, all preliminary requirements having been fulfilled:—

Badulla	1. Mr. S. Pathmanathan
Dickoya	2. Mr. C. P. B. T. Jayesundera
Lower Dimbula	3. Mr. S. Rasiah
	4. Mr. N. Samarasinghe
Galle	5. Mr. R. G. Siriwardena
	6. Mr. D. Jayasinghe
Hewaheta	7. Mr. G. Udugama
	8. Mr. N. N. Perera
	9. Mr. B. A. Lowden
Kurunegala	10. Mr. T. Somasundram
Pussellawa	11. Mr. N. T. B. Dasanayaka
	12. Mr. A. T. Boange
Sabaragamuwa Upper	13. Mr. H. N. de Alwis

APPROVED.

Mr. K. Amarasuriya (Upper Dimbula Branch)

THE CHAIRMAN said that Mr. Amarasuriya is SD on Sutton, Holmwood and Fairfield Estates, Agrapatana. Acreage 910 Tea; Agents Amarasuriya Ltd. Salary Rs. 450/- and dearness allowance Rs. 285/-, P.F. at 6% and 9%. His application was referred back to the Branch as he has misplaced his letter of appointment issued him in 1957. The Branch Chairman has no further comments. The Upper Dimbula Branch has recommended him for membership.

MEMBERSHIP APPROVED.

Mr. U. T. Perera

Mr. Perera was written off, for non payment of subscription for the years 1969/70 and 1970/71. He wishes to rejoin on payment of back subscription in full.

Mr. B. Warusavitarne (Actg. Branch Chairman, Galle) recommends his re-election.

APPROVED.

C.P.S. Membership for those holding Temporary Appointments

THE CHAIRMAN said that the following resolution is from the Kandy Branch:—

"This Branch proposes that if a planter is employed beyond a six month period by an employer, he shall be eligible for membership of the Society, provided the other requirements for membership are complied with by the applicant".

COUNCIL DECIDED TO ASK THE SUB-COMMITTEE DEALING WITH THE REVISION OF THE SOCIETY'S RULES TO TAKE NOTE OF THIS RESOLUTION.

Resignations

THE CHAIRMAN placed the following 22 resignations for acceptance:—

1. Mr. J. R. Medd w.e.f. 1-4-71 (Retired)
2. Mr. A. Ekanayake w.e.f. 3-1-70 (Retired)
3. Mr. E. P. Cameron w.e.f. 31-3-71 (Retired)
4. Mr. J. P. M. Y. Ratnayake w.e.f. 31-3-71 (Personal reasons)
5. Mr. S. J. Salgado w.e.f. 31-3-71 (Retired)
6. Mr. S. Wimalasena w.e.f. 6-3-71 (Retired)
7. Mr. P. R. U. Eastale w.e.f. 2-10-70 (Retired)

8. Mr. D. T. Wickramaratne w.e.f. 1-4-70 (Retired)
9. Mr. S. C. Samarasinghe w.e.f. 1-4-70 (Retired)
10. Mr. F. H. Popham w.e.f. 9-1-70 (Retired)
11. Mr. I. S. A. Perera w.e.f. 1-4-70 (Retired)
12. Mr. D. R. Ranaweera w.e.f. 1-4-71 (Retired)
13. Mr. C. R. D'Silva w.e.f. 31-12-70 (Retired)
14. Mr. Yu Coy Chang w.e.f. 30-4-71 (Retired)
15. Mr. A. H. Gordon Tissera w.e.f. 3-5-71 (No reason stated)
16. Mr. D. L. Oliver w.e.f. 28-2-71 (Retired)
17. Mr. R. Wijeratne w.e.f. 30-6-71 (Retired)
18. Mr. J. T. Rajanayagam w.e.f. 1-4-70 (Personal reasons)
19. Mr. B. A. Weinman w.e.f. 31-3-71 (Retired)
20. Mr. P. F. Raymond w.e.f. 15-2-71 (Retired)
21. Mr. C. W. C. Mossop w.e.f. 15-8-71 (Retired)
22. Mr. D. Wickremasinghe w.e.f. 11-8-71 (Retired)

APPROVED.

JOINT MEETINGS

- i. P.A. Agency Section
 - ii. L.C.P.A.
 - iii. Ceylon State Plantations Corporation
- DISCUSSION OF THIS SUBJECT WAS DEFERRED.

DAMAGES CAUSED CONSEQUENT TO INSURGENT ACTIVITY

DEFERRED.

C.P.S. ANNUAL GENERAL MEETING

THE CHAIRMAN said that the Annual General Meeting will be held in Colombo on the 18th September, 1971.

Chairman Pro-Tem

MR. M. H. K. JAGATHSENA proposed and Mr. E. G. R. Ernst seconded that Mr. S. J. de Silva be the Chairman Protem at the A.G.M.

APPROVED AMIDST APPLAUSE.

Chief Guest

THE CHAIRMAN said that His Excellency the High Commissioner for Iraq has been invited to be the Chief Guest at the A.G.M. and had accepted.

NOTED WITH APPRECIATION.

Other Guests

THE CHAIRMAN said a list of suggested guests is tabled and asked for Council's approval.

THE LIST WAS APPROVED IN TOTO AND THE FOLLOWING ADDITIONAL NAMES WERE INCLUDED:—

THE HIGH COMMISSIONERS OR TRADE COMMISSIONERS FOR AUSTRALIA, BRITAIN,

PAKISTAN, JAPAN, INDIA, REPUBLIC OF W. GERMANY, RUSSIA, DIRECTOR OF THE COLOMBO PLAN BUREAU AND THE RUBBER CONTROLLER.

Guest Speakers

THE CHAIRMAN said that the guest speakers at the A.G.M. are customarily, the Chief Guest, Chairman P.A. Agency Section and the Chairman, L.C.P.A. NOTED.

Seating Arrangements

THE PLAN TABLED WAS APPROVED.

Ushers

IT WAS AGREED THAT MESSRS. A. R. DE J. SENEVIRATNE, D. R. WHITHAM, S. K. SENEVIRATNE AND S. C. CHINIVASAGAM ACT AS USHERS AT THE ANNUAL GENERAL MEETING.

CEYLON INSTITUTE OF PLANTING

THE CHAIRMAN said that Mr. B. Warusavitarne was nominated to fill the vacancy on the Council of the Institute, caused by Mr. S. J. Salgado's retirement from Planting. APPROVED UNANIMOUSLY.

PLANTERS' EMOLUMENTS (QUESTIONNAIRES)

INFORMATION WAS NOW TO BE COLLATED FROM RETURNS ALREADY MADE.

SCALING DOWN OF SALARIES AND OTHER CONDITIONS OF SERVICE

DEFERRED.

HONY. TREASURER AND COMMITTEES 1971/72

THE CHAIRMAN said that Mr. Ernst had very kindly agreed to continue as Hony. Treasurer for 1971/72 and he said he must thank him for all the work he has done for the Society.

NOTED WITH APPRECIATION, AMIDST APPLAUSE.

THE CHAIRMAN said that as Mr. Baxter will be away on leave he would like someone to act in his place as Vice Chairman and Convener, Committee 'B'.

MR. A. R. DE J. SENEVIRATNE WAS APPOINTED ACTING VICE CHAIRMAN AND CONVENER, COMMITTEE 'B' AMIDST APPLAUSE.

COMMITTEES 1971/72

Co-opted Members of Council 1971/72

- | | |
|-------------------------|--------------------------|
| 1. B. Warusavitarne | 8. Editor Bulletin |
| 2. S. J. de Silva | 9. E. S. Rajiah |
| 3. A. D. Morison | 10. J. L. Molligodde |
| 4. M. H. K. Jagathseena | 11. G. V. Tissera |
| 5. M. N. Sadanandan | 12. M. H. Guneratne |
| 6. L. M. G. Fernando | 13. D. P. Z. Leanage |
| 7. C. Wijenaike | 14. C. G. P. Weerasinghe |

Executive Committee

- | | | |
|--------------------------------------|---------------------|------------------------------------|
| 1. <i>H. G. R. de Mel</i> (Chairman) | | 11. <i>Frank L. de Silva</i> |
| 2. <i>W. A. de Silva</i> | } <i>ex-officio</i> | 12. <i>A. R. de J. Seneviratne</i> |
| 3. <i>P. F. Baxter</i> | | 13. <i>C. Wijenaike</i> |
| 4. <i>E. G. R. Ernst</i> | | 14. <i>Editor Bulletin</i> |
| 5. <i>B. Warusavitarne</i> | | 15. <i>E. S. Rajiah</i> |
| 6. <i>M. H. K. Jagathsena</i> | | 16. <i>J. L. Molligodde</i> |
| 7. <i>S. J. de Silva</i> | | 17. <i>G. V. Tissera</i> |
| 8. <i>A. D. Morison</i> | | 18. <i>M. H. Guneratne</i> |
| 9. <i>L. M. G. Fernando</i> | | 19. <i>C. G. P. Weerasinghe</i> |
| 10. <i>M. N. Sadanandan</i> | | 20. <i>D. P. Z. Leanage</i> |

Finance Committee

- | | |
|-------------------------------------|---------------------|
| 1. <i>E. G. R. Ernst</i> (Convener) | |
| 2. <i>H. G. R. de Mel</i> | } <i>ex-officio</i> |
| 3. <i>W. A. de Silva</i> | |
| 4. <i>P. F. Baxter</i> | |
| 5. <i>M. N. Sadanandan</i> | |
| 6. <i>S. J. de Silva</i> | |
| 7. <i>Frank L. de Silva</i> | |
| 8. <i>A. R. de J. Seneviratne</i> | |
| 9. <i>L. M. G. Fernando</i> | |
| 10. <i>A. H. B. Kalpage</i> | |

Committee 'B'

- | | |
|-----------------------------------|---------------------|
| 1. <i>P. F. Baxter</i> (Convener) | |
| 2. <i>H. G. R. de Mel</i> | } <i>ex-officio</i> |
| 3. <i>W. A. de Silva</i> | |
| 4. <i>E. G. R. Ernst</i> | |
| 5. <i>S. Shanmugalingam</i> | |
| 6. <i>S. C. Chinivasagam</i> | |
| 7. <i>S. Don Peter</i> | |
| 8. <i>D. H. Giragama</i> | |
| 9. <i>G. Amerasinghe</i> | |
| 10. <i>T. P. Hermon</i> | |
| 11. <i>L. H. Wickramasinghe</i> | |
| 12. <i>N. U. Algama</i> | |
| 13. <i>H. C. H. Munaweera</i> | |
| 14. <i>S. P. de Mel</i> | |
| 15. <i>D. P. Z. Leanage</i> | |
| 16. <i>Editor Bulletin</i> | |

Committee 'A'

- | | |
|-------------------------------------|---------------------|
| 1. <i>W. A. de Silva</i> (Convener) | |
| 2. <i>H. G. R. de Mel</i> | } <i>ex-officio</i> |
| 3. <i>P. F. Baxter</i> | |
| 4. <i>E. G. R. Ernst</i> | |
| 5. <i>B. Warusavitarne</i> | |
| 6. <i>M. H. K. Jagathsena</i> | |
| 7. <i>S. J. de Silva</i> | |
| 8. <i>L. M. G. Fernando</i> | |
| 9. <i>M. N. Sadanandan</i> | |
| 10. <i>Frank L. de Silva</i> | |
| 11. <i>A. R. de J. Seneviratne</i> | |
| 12. <i>W. P. Perera</i> | |
| 13. <i>J. L. Molligodde</i> | |
| 14. <i>A. H. B. Kalpage</i> | |
| 15. <i>D. R. Whitham</i> | |
| 16. <i>M. H. Guneratne</i> | |
| 17. <i>G. G. P. Weerasinghe</i> | |

Emergency Committee

- | |
|-------------------------------------|
| 1. <i>E. G. R. Ernst</i> (Convener) |
| 2. <i>P. F. Baxter</i> |
| 3. <i>L. M. G. Fernando</i> |
| 4. <i>A. R. de J. Seneviratne</i> |

London Committee

- | |
|----------------------------|
| 1. <i>J. A. T. Swayne</i> |
| 2. <i>A. de C. Dickson</i> |
| 3. <i>A. L. Emerson</i> |

APPROVED.

NEXT MEETINGS

IT WAS DECIDED TO HOLD THE NEXT C.P.S. MEETINGS ON THE 21ST-22ND JANUARY, 1972.

TAXATION OF RETIREMENT BENEFITS DEFERRED.

ESTATES OFFICE ASSISTANTS/C.P.S. DEFERRED.

AMALGAMATION OF LOWER AND UPPER SABARAGAMUWA BRANCHES

DEFERRED.

ANY OTHER BUSINESS

THE CHAIRMAN read the following letters of appreciation:—

From Mr. R. Wijeratne dated 31st May, 1971 :

"I write to advise you that I will be relinquishing my appointment as Manager of Demodera Group on the 30th June, and will cease to be an active planter as from that date. I therefore, tender my resignation from the membership of the Society with deep regret. I wish to thank the membership for affording me the opportunity to serve the Society in various capacities and finally as their Chairman. The confidence they placed in me will be greatly treasured. I wish the membership prosperity and the Society every success in the years to come".

From Mr. R. A. F. McLeod dated 1st February, 1971 :

"I wish to inform you that I have retired from planting w.e.f. 31st December, 1970. May I take this opportunity of thanking the Society, and particularly those members who have given up so much of their time to the various Committees and for the excellent work put on behalf of the Planters.

I do wish the Society greater progress in the years to follow and that the younger Planters of today will rally round the Society and enrol as members than deriving the benefits of the Society by sitting on the fence. My sincere good wishes to the Society and its members".

From Mr. R. G. Bargate dated 25th February, 1971 :

"I shall be retiring from planting and leaving Ceylon shortly. I would like to place on record my appreciation of all the Society has done and endeavoured to do for planters over the years, and I would like to thank all those who have taken office and worked hard to better the lot of their fellow planters.

I would also like to thank members of the Staff at 'Daytona' for their loyal service rendered to the Society".

From Mr. S. J. Salgado dated 9th March, 1971:

"I write to tender my resignation from the membership of the Society with effect from 31st March, 1971 as I would be retiring from Planting. I wish to express my appreciation of the services rendered to the membership by the Society particularly in securing enhanced Dearness Allowance and Provident Fund contributions in addition to other benefits. I wish the Society all success in the future".

Mr. A. R. Rajendram—Silver Jubilee

A cheque for Rs. 2,500/- was formally presented to Mr. A. R. Rajendram by MR. M. H. K. JAGATHSENA as a token of the Society's recognition of his 25 years' service.

THE CHAIRMAN thanked the members present for the patient hearing and declared the meeting closed at 8.10 p.m.

D. F. ABEYESEKERA,
Secretary.

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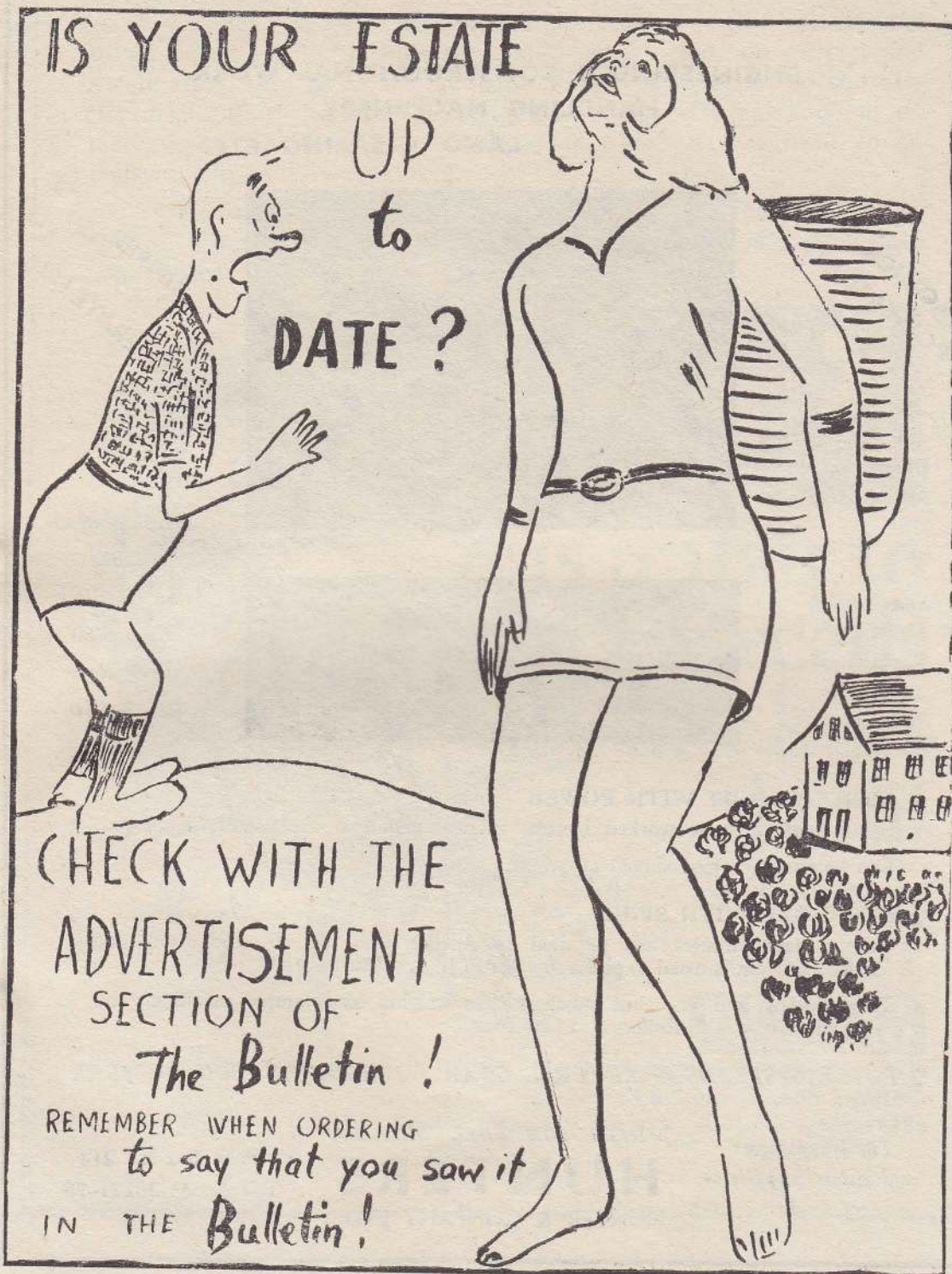
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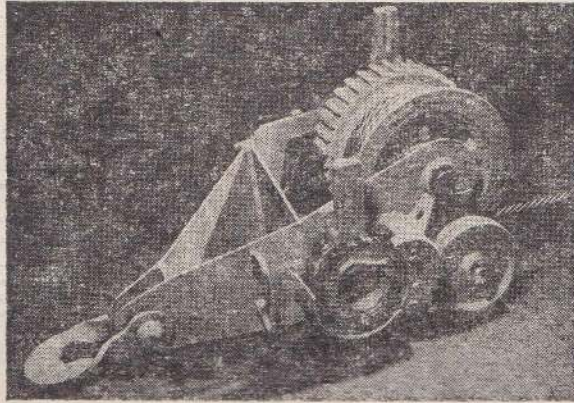
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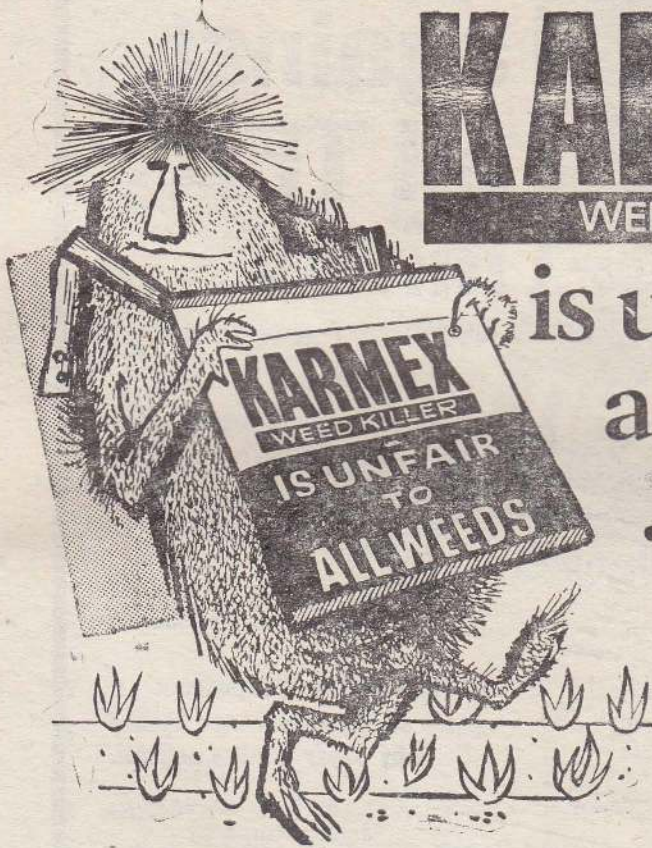
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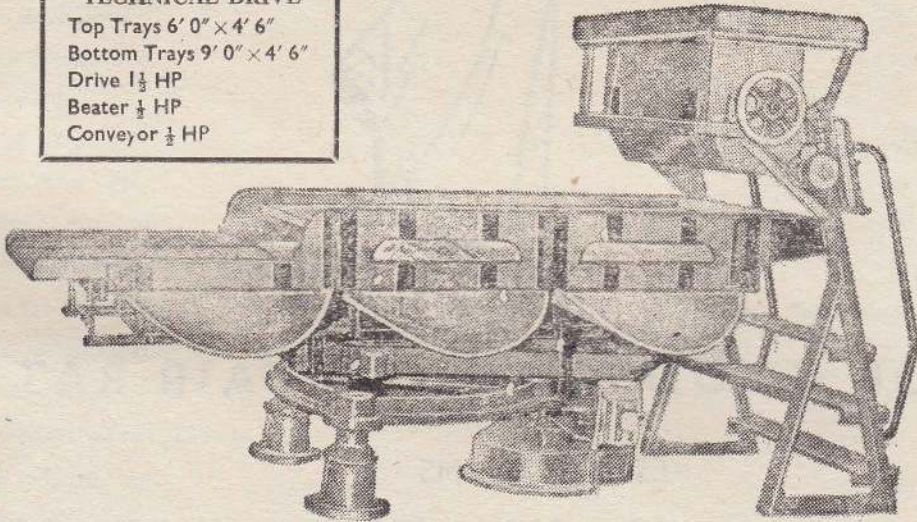
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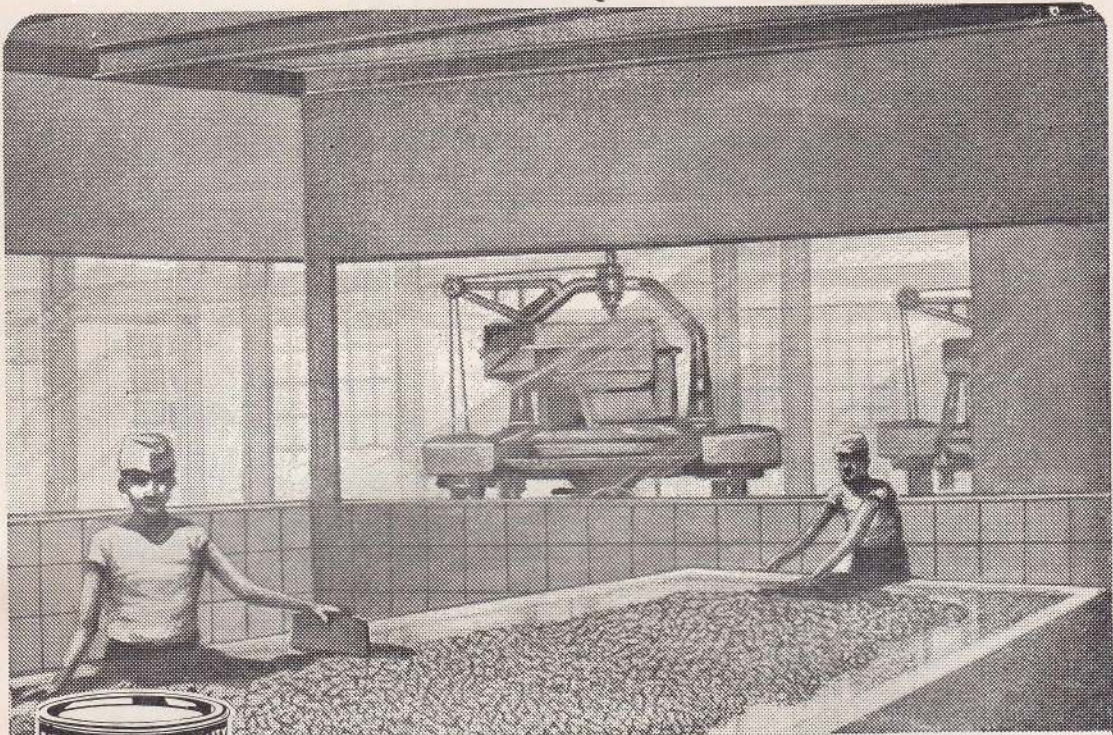
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Check with the Advertisement Section	xi
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Earle H. Nicholas	106
Fisons (Ceylon) Ltd.,	122
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Hayleys Ltd.	viii
Hunter & Co., Ltd.	xii
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