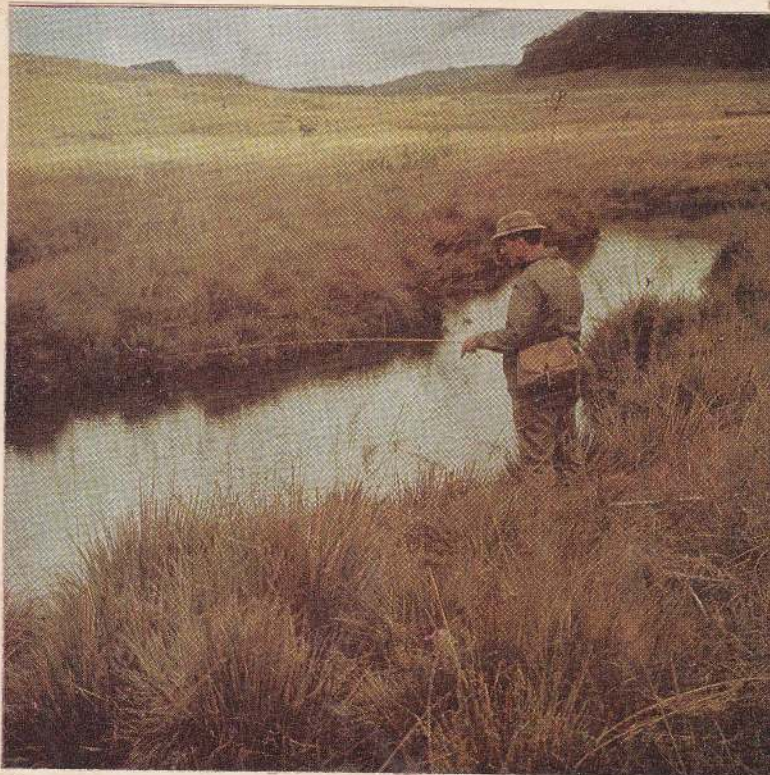




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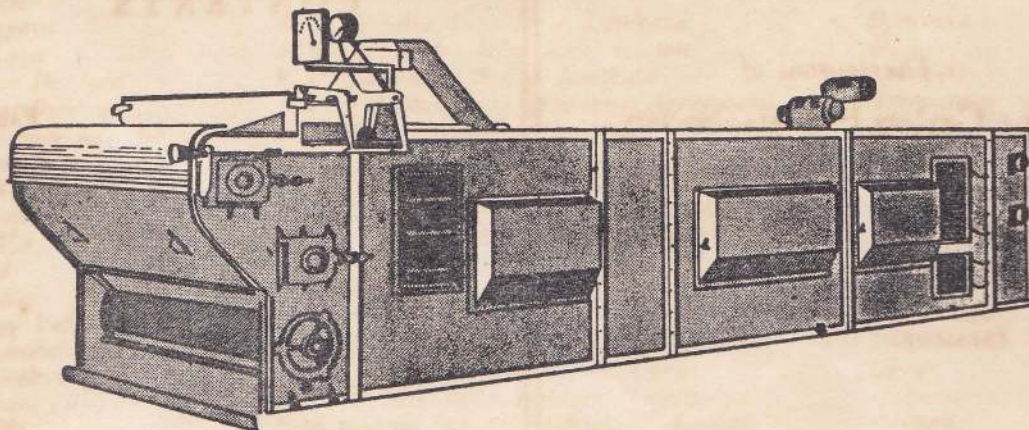
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# The Bulletin

Vol. 28

Part IV

DECEMBER, 1969

*The Journal of*  
The Ceylon Planters' Society

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VICE-CHAIRMEN : M. N. Sadanandan  
H. B. Kotagama  
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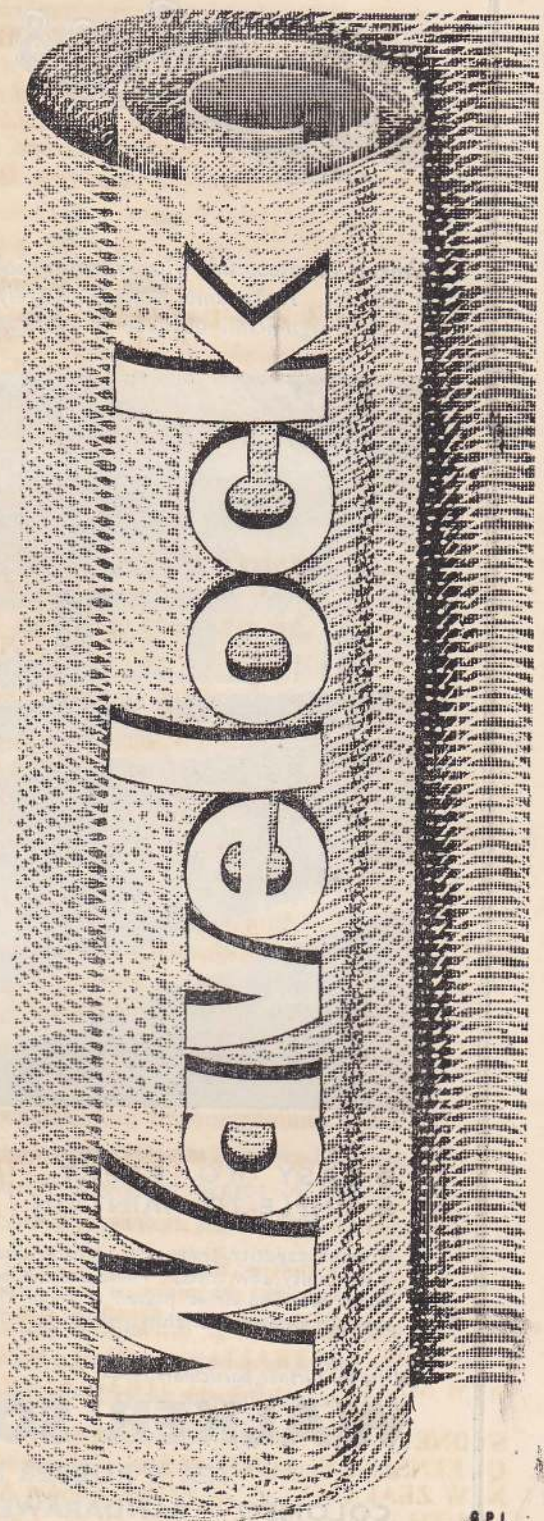
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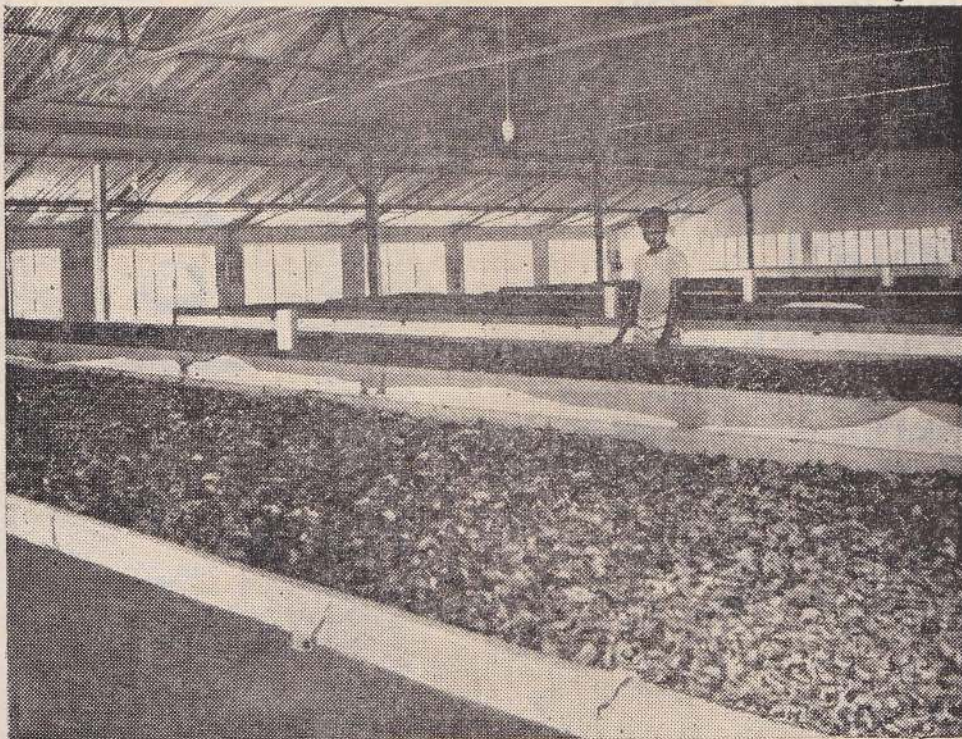




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# The Bulletin

VOL. 28 PART IV  
DECEMBER, 1969

*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

A major responsibility of the Ceylon Planters' Society is to ensure for its membership a fair and equitable structure and conditions of service, as well as a healthy *climate* for negotiation and discussion with Employers on matters of topical as well as personal interest to planters, from time to time.

Just as it was necessary for working planters (as opposed to Proprietary planters) to have their own Society to air *their* views and express *their* opinions as Employees, Employers too have a basic right as well as organisations to promote and foster their interests as Proprietors. As the profit motive is predominant in any business enterprise—other factors taking subordinate places—a certain degree of ruthless efficiency is demanded in order that investments of Proprietors are in safe hands. A working planter, in this context is a peculiar being. He is both Employer (for he represents the Employer on Estates) and Employee—and to maintain this dual role must be a skilled tight rope walker in human relationships! If he "antagonises Colombo" he leans far out of the point of equilibrium and his position is at stake. If he is "all Employer" and does not see to the welfare of those placed in positions subordinate to his, he still leans too far out, on the other side, and is a bad administrator, and falls foul of his staff, labour force and possibly even his colleagues, with perhaps, dire consequences to himself!

In this dual role he is called upon to play a planter is fortunately in a position to understand an Employer better than perhaps, any other employee, for he is able to see a problem from the point of view of the Employer, whom he represents, as well as the Employee, who he really is.



When a planter is in difficulties, however, he sometimes forgets the very norms he himself has upheld as "Employer" on the estate, and discarding his dual purpose cloak, speaks out as an employee—and it is at this stage that the Ceylon Planters' Society could be of the greatest assistance, for it is vital in the interests of the members themselves to maintain the good will and understanding with Employers that the Society cherishes—for a major objective of the Society still remains the securing and promotion of the personal and professional interests of its members, whilst endeavouring to cooperate with, and ensuring the prosperity of proprietors.

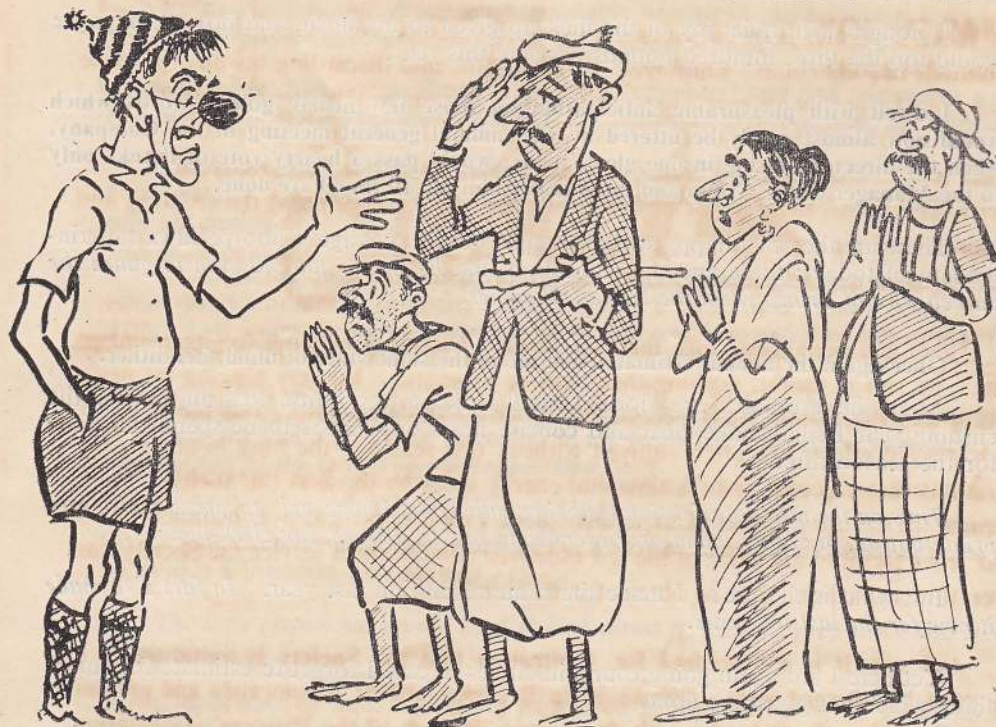
There has been loose talk that the Society has done nothing for its membership. By this is meant, nothing theatrical or dramatic. Matters hinging on negotiation and discussion, must necessarily be slow—but also sure ; and the fruits of such dogged efforts are often enjoyed without one realising the long hours of deliberations that precede, and the time and energy spent by those at the Society's helm. Security of tenure ; higher rates to Provident Funds ; medical and health benefits, and leave facilities are some of the few *improved* conditions of service the Society has, over the years, been able to obtain for its members.

And now it is a procedure for Arbitration that the Society is agitating for in its quiet but dogged way. Discussion in Branches, Draft Memoranda and preliminary discussions in Colombo with the Agency Section of the Planters' Association, augur well for the inauguration of a procedure for the quick and just redress without much expense to the Society, in matters now termed "Committee 'A' cases".

It is the duty of every member to participate in respective Branch discussions, formulate new ideas, if any, and *actively* support the establishment of a Procedure for Arbitration rather than be indifferent, or merely talk glibly of the Topic without adding any substance to enrich the suggested procedure itself.

A procedure for Arbitration has now become essential and the sooner constructive ideas from Branches are conveyed, the better. For, otherwise all we as a Society would do is to spend a fortune on "an eminent lawyer"—and perhaps win a legal battle—with the possibility of estranging the good relationship with Employers built patiently and conscientiously over the years. Were this to happen, the C.P.S. may well be accused of winning (legal) battles, but losing the war! For by and large the goodwill and understanding of an Employer, and a healthy employer-employee relationship are most desirable in a world bent on destruction and chaos caused by the breaking down of channels of communication and understanding, than the pound of flesh often demanded in the name of Trade Unionism. Let the necessary maturity and leadership in the Trade Union world in Ceylon come from a body such as ours, where already, in The Ceylon Institute of Planting, for the first time in Ceylon, both Employer and Employee have got together in a joint venture. The time is opportune and momentous for further collaboration for the mutual good of Employee and Employer.





## *Notes from a Planter's Notebook (1938-39)*

*With acknowledgements to "Scan"*

I had just resigned myself to a drought in Whoopeelawa district when the N.E. monsoon decided to perform as advertised.

Why these things always happen on my club afternoon, I can't imagine.

I was lifting my tennis racket to give old John Sweepings the coup de grace when a cloud burst right over my head. *It was a very special match too, being the final of a most important local competition, to wit, the Old Fellows Cup.*

This is a handicap singles affair for planters over forty years of age only ; but in actual fact, the whole male section of the club is eligible bar our one creeper.

*So you can understand, dear Readers, that for a couple of middle aged men like old John and me to get to match point and have a cloud-burst was a serious matter.*

It resulted in my losing my balance slicing into the umpire, who is sixty-five and can't stand a slice and *falling on my varicose veins.*

Poor old John simply slipped his cartilage, which he always does in the wet.

So the final is off for the next three months.

However, nowadays the dear old group is becoming as dear to me as an old man's garden. I did not grieve over my baulked tennis triumph, but *thought gratefully of my little tea supplies revelling in nature's shower bath.*



I thought with quiet joy of the flick up given to my flush, and how perhaps we would top the three hundred pounds per acre this year.

I dwelt with pleasurable anticipation on those few nearly golden words which would now almost surely be uttered at the annual general meeting of the Company, when the directors, rising in one glossy body, would pass a hearty vote of thanks only to the Manager of the Group and those under him for all they have done.

These are the quiet happy sort of thoughts of the average Whoo-peelawa superintendent of today : these and the realisation that *he is now too old even to guard the barbed wire of Trinco when the battle call comes.*

\* \* \* \* \*

Once again the annual estimates find me in the same state of mind, i.e. dither.

After the estimates are done I shall make a resolution that all through the ensuing year I shall make clear and concise notes on what is to be spent and done for the season after.

*Thus on the next lot of estimates being called for, I have only to press the appropriate button, or rather, hand over everything to Mr. Perera, my clerk-in-chief.*

But what is the use? I made the same resolution last year. *In fact I've made it now for the last ten years.*

Yet here I am again going round in circles in case I forget to estimate for something which has got to be done.

*Last season I left out the pruning estimate and had to charge it to ... tipping. This made my cost of tipping rather high: but I made it all right by explaining that the bushes were making new wood so rapidly under my management that this over-expenditure could be regarded in the light of an unforeseen contingency that might be classed as an asset.*

Anyway, the agents only said that they noted what I had said : so I think they probably read my letter on a drowsy sort of afternoon and nodded off a bit.

*Then the year before the pruning episode, I forgot to estimate for replacing the factory roof. I nearly got away with that too ; only the roof fell in half way through December. So I lost by a fortnight.*

Now once again, as I have said, I am in my usual flat spin.

Everyone in our district is beginning to "hot up" for Christmas.

Guests are being invited to each bungalow. Young S. D.s are being laid on for the entertaining of lovely young "kooties" from all over the island.

Charming and accomplished married couples : that is, people who can owe 40 at tennis and 7 no trumps at contract, are being lured away from Colombo to the more Yuletide atmosphere of the group.

Normally we get the most perfect Oriental X'mas weather in Whoopeelawa. Dry blazing days and cool brilliant nights with super-romantic moons.

**HEPTACHLOR 2E**-The original material now recommended  
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In these conditions young impressionable women consent to be planters' wives without batting an eyelash.

Of course, it is not so funny when they "come to" *and find themselves engaged to a rubber S. D., from Galle or a young P. D., sentenced to fifteen years in Dolosbage.*

This is no reflection on the very pleasant folk of Dolosbage. But they do have, I understand, something in the neighbourhood of *two hundred and fifty inches of rain per annum.*

At all events, with increasing years, we Whoopeelawa planters must just devote ourselves at Christmas, to giving the youngsters a good time : and if some of us get a little tipsy *under the strain of wearing paper hats and false noses* for two or three days, we cannot really be blamed.

**Dear me! I remember last Christmas I so far forgot myself as to interview the head kangany and a new gang of coolies in my paper hat and a false moustache. But with the tact of the Orient no one registered a thing.**

One other thing we are very lucky about in Whoopeelawa is that there is a lovely little church within easy reach of all, where we have rarely failed to get a padre to hold a Christmas Day service.

*The little church has an old English look about it, with it's grey stone and climbing creeper.*

If one were to find, within, an armoured gentleman carved in stone upon his stone coffin, one would hardly be surprised.

*It makes me quite homesick to go to church on Christmas Day.*

**It isn't very often that a chap sees his DIRECTORS actually in the flesh. But now and again a radiant member of that almost unearthly body sets sail for Ceylon.**

I have had several sorts out in my time. Sometimes *it has come about through my own expansive and enthusiastic nature.*

Once, on leave, in a boisterous moment after a jolly lunch, I breezed into our Mincing Lane office and talked about the group.

*I took them my snapshots of the new factory roof and the ropeway that blew down the day after it was put up : also a gang of tipping coolies at work.*

After a bit, one of the firm said : "Really we ought to send old Cashleigh out to see the places. He would enjoy it awfully, and it would give him some idea of our difficulties. Besides *he has never been away from Streatham for a night though he owns twenty-five per cent. of our shares.*

"Now if you could actually shew him your tappers at work—"

"Not tappers — they're tippers" I said.

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"Well, never mind" he went on. "Whatever they're doing, it would be a good thing if someone, not so cognizant of estate matters as ourselves, were to see everything at first hand and realise how much there is to do."

"Well—yes" I said, rather soberly, *my post lunch ardour having diminished a bit.*

"But is Mr. Cashleigh quite hale and hearty ? I would like a director who can ride our mule, or otherwise I cannot shew him the Mount Pedro clearing."

"No", answered the Firm. "We're sorry : but we haven't anything younger. You must do your best with Mr. Cashleigh, if we can persuade him to go.

"We Rely On You !"

"At present he is very keen on getting up from Streatham for the annual general meeting : but we feel it would be better if we could persuade him to sail before that."

"Well", I said, "it would be rather trying for me *if anything was to happen to the old gentleman while he was on the group.*"

"Not at all Pekoe" said the Firm.

"You have done us very well in the past, and you can only do your best."

"*We rely on you*", they said, pressing my hand firmly. "Good bye and good luck !"

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## *Churn Collection of Field Latex at Peenkande Group*

The harvesting of latex in the form of tapping, is the highest single item, amounting to about 1/3rd an estate's all-in cost of production.

Since it is imperative that in the manufacture of natural rubber, the cost of producing it should be made as cheap as possible, both in its competition with synthetic rubbers, and in the face of increasing expenditure in production items, the experiment of churn collection of latex in the field, coupled to a higher task per tapper, was commenced over 90 acres of 1954 to 1959 PB 86.

The churns in use are galvanised cylindrical buckets of 25-gallon capacity, with a shuttered opening of 12 inches diameter, the cylinder itself standing 30" high and of diameter 18", and provided with a handle on either side, and reinforced with a wooden bottom.

The field extent chosen, was the furthest from the usual Divisional coagulating centre, and it so happened that it was also of hilly terrain, though for obvious reasons, gently undulating to flat land would be preferable.

The allocation of tasks was carried out in mid-January 1969, resulting in a tapper task of 308 trees on a two-cut fourth daily tapping, and records were maintained as from 1st February. The period of 'Winter' defoliation was chosen in the belief that as latex flow was less, the initial burden so to speak, of heavy intakes would be absent. An unforeseen mishap however, was that the tapper's rapid progress from tree to tree was hampered by his precarious footholds on the mat of decaying leaf. This was one of the temporary handicaps, the other being the period necessary for the tappers to acquaint themselves with the terrain of each task. The time of commencement of tapping was the usual 6 a.m., and the time of completion, from an initial 12 noon, progressively declined to 9.45 a.m. the latest.

Collection centres are the positions at which the churns are housed, and all other operations, such as straining of latex, determination of the d.r.c. and the gallonage are done. The number of collection centres that need to be constructed, is governed by the system of tapping, and with a two-cut fourth daily, the number of centres required, amounted to one for every 22 acres and centrally situated in each tapping round. It is of course essential that a motorable road should bisect the acreage involved, permitting an elevated spot, such as a high bank to be chosen for the construction of each centre, which facilitates unloading and loading with the least manhandling. The centres were roofed with second-hand roofing sheets off a line re-roofing programme, and the flooring was of stone and rough cemented, and with a flight of steps from road to centre, for the convenience of tappers.

As indicated earlier, the demarcating of rounds and tasks, resulted in there being 308 trees per task, and 8 tappers to a round, with an additional two tappers as auxiliary tappers, based on a ratio of one to every 16 tasks, in lieu of recovery tapping.

Each centre is therefore capable of housing 12 churns, plus one other, which carries water, and is equipped with a tap. The churns are numbered, and each tapper is allotted a particular churn.

***For MITE CONTROL in Tea use THIOVIT W. P.***

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The procedure followed is that a Trailer carries the 13 churns, strainer, and graduated steel dip-stick, in the morning, to the centre in use for the day. The tappers, each of whom is equipped with two five-gallon buckets, in addition to the usual small collecting bucket, would, as usual, after latex collection, carry each of their two large buckets in turn to the centre, and strain the latex into his individual churn. The graduated metal dip-stick indicates the gallonage therein, and the Field Supervisor carries out the usual weighing procedure as he is armed with a Metrolac as well. The weighings are entered in two pass-books, one of which the supervisor takes back to his Field Officer, while the other is taken in the Tractor to the Factory, as the latex is being bulked centrally.

On completion of weighing, two tappers take it in turns to await the arrival of the Tractor/Trailer, and the latex-weighted churns are transferred from centre platform to Trailer, by easing them along a smoothened bamboo ramp made of four bamboos clamped together. At the Factory end, the process of easing the churns along the ramp, is reversed, and a simple tipping cradle made of a 40-gallon drum cut in half, helps to tip each churn of latex into the main settling tank.

A control of the same acreage, age and clone on another Division but with a standard task of 190 trees on a two-cut fourth daily, indicates that the cost of tapping, inclusive of labour and transport to and fro on the churn collection experiment, amounts to 21.23 cts. per lb. at end August, while the control area had a cost per lb. of 24.74 cts.

The rate of payment to tappers in the churn collection fields, is the same as they were enjoying in the past on the standard task, and is the same as that paid to tappers in the control. No attempt was made to reduce the rate, as it was felt that the incentive to what was a pioneering effort, would have been lost. Given below as a matter of interest, are the comparative average intakes per tapper of the churn collection section and the control area, for the seven months of the experiment.

Average Latex Intake			
Month		Churn collection	Control
February	...	25.95	10.30
March	...	29.79	11.65
April	...	31.91	12.34
May	...	38.58	12.83
June	...	33.73	12.07
July	...	38.22	15.28
August	...	37.24	14.73

Prior to the inauguration of the experiment, a certain amount of propaganda had to be indulged in, on the higher living standards that an increased pay packet would make possible. There were the usual pessimistic tappers, not involved in the experiment, voicing the fear of limited employment to their dependents, but with the tangible benefits that existing rates on higher tasks revealed at the pay table, the doubting Thomases were silenced, and the possible expansion of the scheme is being eagerly awaited by the enterprising.

*N. Boralessa—Assistant Superintendent.*

*H.M.G.M. Hapugoda—Agency Trainee.*

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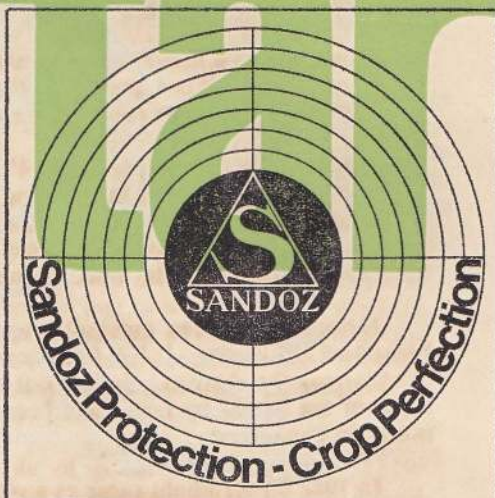
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## *The Difficulties Facing Tea Are Not Insurmountable*

BY C. J. MADDEN

There is no harm in occasionally looking backwards especially to take courage to deal with current troubles and to find solutions to problems.

It is admitted that the tea industry, that is the tea production side, is in trouble. Costs rise and prices do not rise with prices but have in fact been steadily dropping, so that margins between selling price and cost of production are shrinking alarmingly, in many cases to a 'reverse yield position'.

The industry has cracked a great many problems in the years since the end of World War II.

Malaria for instance. The writer took charge of an estate in India in April, 1946, on the day when 162 'new' cases of malaria were reported out of a labour force of 809 souls : 'new' cases were classified as those who had not been off work from malaria that year. Today it may be said that malaria has been controlled on all estates in all countries.

Housing was a matter of dissatisfaction as too many families had to share living accommodation. It is a confession that the industry in India has to be pressurised by governments to give one room per family.

Estate or local transport in 1945 was by bullock cart or buffalo cart and with steel tyres too. Improvement came fast. First rubber tyres replaced the steel tyres and then the lorry and the tractor replaced animal transport. Just as on modern western farms the tractor has ousted the horse, so on estates animal hauled carts have disappeared and the tractor does rough transport.

Helopeltis, the tea mosquito, appeared to be an insoluble problem in tea in India and Indonesia. It has been controlled by the use of DDT. It was a question of obtaining the chemical, finding out how to use it and working out the cost. Large areas of tea would by now have been abandoned as unproductive if helopeltis had not been conquered.

In 1948 blister blight came as a plague to the tea grower in Ceylon and South India. There were many who were disheartened at this outset and drew parallels between the coffee industry in Ceylon and coffee blight. But scientific help was available and after trials and errors the industry developed methods of control by spraying chemicals and shook itself free of this onslaught.

Next mites and thrips and red spider were discovered to be harmful to crop production, but with the lessons learnt from the control of blister blight, it was easy to control these newly-found enemies.

Plant selection was the next problem to be tackled. Rubber, coffee, cotton, apples and all fruits, all the cereals including rice were showing immeasurable improvements from plant selection. Tea certainly lagged behind due mainly to the huge time lag between generations but vegetative propagation from selected clonal bushes was evolved and the industry took an important step forward.

Manuring of tea was a haphazard business at the best but thanks to work by scientific departments and to a great extent to the Tea Research Institute of Ceylon, planters began to understand the basic rules of crop replacement by manuring and the fantastic increases in yields followed.



Control of weeds by modern chemicals was an important step forward, just now getting into its stride, with useful reductions in the labour forces needed and in costs.

The tea factories must not be left out for worthwhile savings in labour employed and money, result from withering troughs, conveyor belts and electrical power.

Even the office must be considered for it is now possible to process wages and check rolls by punch-card calculators.

There should be a feeling of pride that all these improvements have been made and so many problems conquered.

Today's problems must seem now to the industry to be as difficult to solve as those problems did to those in charge in 1945. So there should be hope that today's problems can be solved. A recital of current problems is a gloomy matter.

Firstly, low prices. These stem from over-production as evidenced by excess stocks on the world's largest market, the United Kingdom. The producer has no control of prices due to the auction system and the law of supply and demand operates. There seems to be little the producer can do except to suggest restriction schemes to the governments concerned and hope these governments will act in time. If prices remain low, it is inevitable that it will be a case of the survival of the fittest and those producers with high costs and small reserves will be put out of business, automatically reducing production and so slowly correcting over-production.

Secondly, labour relations. The industry is passing from the paternalistic methods of dealing with labour to union control and finding the change difficult. In time as management and unions gain experience this will be corrected. It will take many years unless a world-wide slump and world-wide unemployment come along.

Thirdly, labour utilisation. Tea production employs too many workers and is too 'labour intensive'. Tea estates commonly employ one to one-and-a-half workers per acre. This can be compared with the western farmers' use of one man to 80 acres. Above all efficient plucking machines are a must, followed by chemical weed control, better spraying methods and easier application of manures and more automation in factories.

Finally, better imports and a better supply of goods are necessary. These not only help with the production side but provide consumer goods for the labour to acquire and to work for.

You might say that one and four above are beyond the capacity of the industry to rectify and that help must come from governments.

But two and three concern the industry intimately and can be solved by the industry by its own efforts.

*With acknowledgements to  
The Tea & Rubber Mail.*

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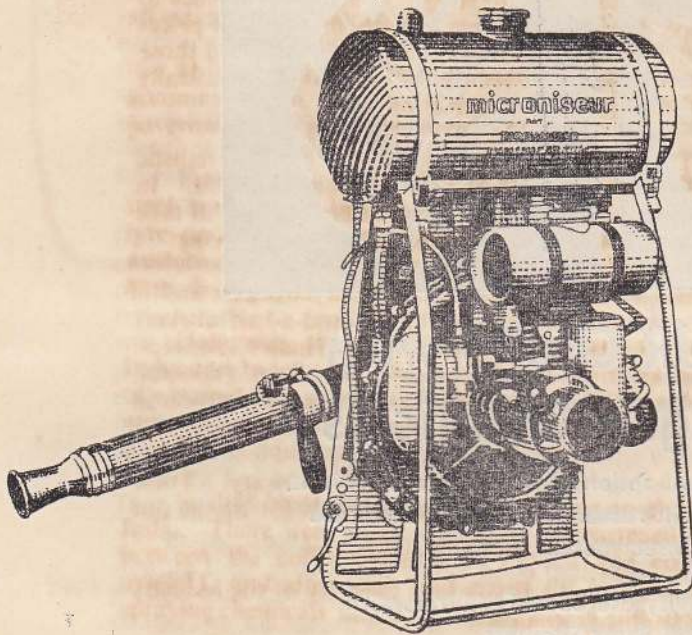
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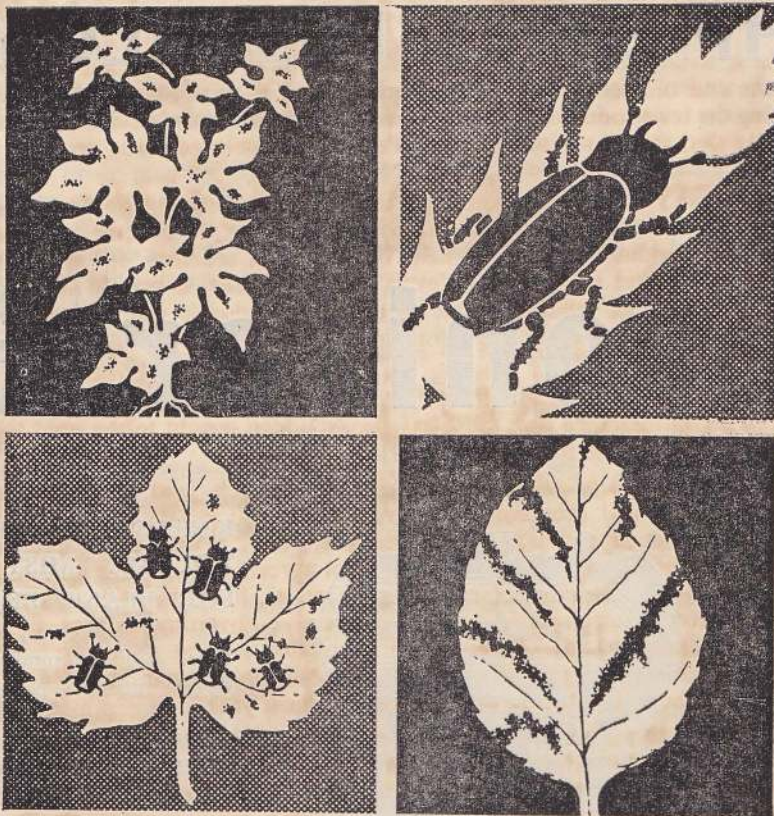
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TEA . . . . .

## *Working Party's Recommendations*

While it would have been too optimistic to have expected that the Working Party at the end of their discussion in Rome would have produced a detailed plan for restoring the tea-producing industry to rude health, there are, nevertheless, grounds for believing that the 20-nation Working Party have achieved some progress to that end.

The Working Party, which arose from the FAO Consultation on Tea which met in Kampala on 1st January, was charged with submitting short-term and medium-term measures, pending the development of long-term schemes, for stabilising tea prices at equitable and remunerative levels. In particular, it was to consider as a matter of urgency what might be done so that stocks should not be maintained at unduly high levels in the main importing countries.

Since January's Kampala meeting tea prices have fallen further. This fact, together with production figures from the major exporting countries which show that out-put is continuing to rise, must have given added weight to the need for some control on the quantity of tea reaching world markets.

Two important steps were taken in Rome which lead to the hope that international action will eventually take place. Firstly, it was agreed to circulate among governments of producing countries a draft for a long-term international agreement on export quotas. Since any long-term agreement will take a considerable time to be concluded, delegates of exporting countries, in discussions among themselves, also agreed to recommend to their respective governments that an interim scheme for regulating the market should be negotiated among exporters. Furthermore, it was decided that the Working Party should meet again in July, so that a scheme could come into force by the beginning of next year.

The fact that the discussions were attended by both producers and importers from the main consuming countries and who apparently were not adverse to some control over supplies underlines the gravity of the situation affecting the livelihoods of those engaged in production and their respective governments. Stable prices remunerative to producers is of as much importance to the distributor whose good-will largely rests upon his ability to be consistent both in price and in quality of his proprietary pack. By placing control on the quantity of tea exported automatically curtails the quantity of tea ingathered if there is not a large home market available to absorb the excess production. It will raise the standard of leaf taken and processed with a consequent improvement in the overall level of quality. Too much plain tea has been the cry of the blender and not enough of the better qualities. That position will be corrected when the supply tap is no longer turned full on.

In the absence of any form of control of exports, producers will inevitably step up their production in the hope that their crop proceeds will cover their out-goings, thus further forcing prices down, until the position is reached when some estates can no longer remain viable. If this is allowed to happen the distributive side of the industry will find themselves in the unhappy position of having to pay excessive prices for the leaf from those estates which manage to survive. By agreeing to regulation, distributors will not be faced with a situation wherein they will be forced to pass on to the consumer the heavy increases arising from scarcity conditions.

Regulations beamed at raising the auction price of tea portends an increase in the retail price but substantially less than that which would be forthcoming if the current situation were permitted to deteriorate to the point where the weakest goes to the wall.

In any short-term or long-term schemes for curtailing supplies it must not be forgotten that it is the inability of consumption to keep pace with production that is the cause of the industry's troubles. Written into any agreement must be a scheme for expanding consumption, an active scheme which will gradually reduce the rate of restriction on supplies.

*With acknowledgements to The Tea and Rubber Mail.*



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## LETTER *from* AUSTRALIA

I remember a famous saying of the late Mr. Bandaranaike that "the only things that do not strike in Ceylon are matches". The P.M. of Australia could very well repeat this. At the time of writing there is a nation-wide strike of all transport—trains, buses & boats, and all because a Union Secretary was jailed for failing to obey a court order to produce his Union's books.

To all fair-minded people the court order seemed a reasonable request, but not to the unions. These unions sometimes go on strike with no prior warning whatsoever. There are times that I think the unions in Ceylon are far more responsible and reasonable.

So those planters who curse unions ( & which planter does not ! ) might soften their attitude towards them—which reminds me of one of the queerest strikes I had on an estate in Kalutara. I was acting for a Ceylonese P.D. on overseas leave and, as any acting man knows, his position is unenviable. He has to please the permanent Superintendent, the Colombo office, and in this case the Ceylonese owners, and also the unions.

As my future "acts" depended on the permanent Superintendent, I carried out his instructions and the labourers went on strike for 3 weeks. The owners were phoning me every morning to settle the strike at any cost—despite any principles involved—and this request was repeated by the agents who asked me to use my discretion, and the strike was settled.

When eventually through diverse channels the union and labourers got to know the facts they actually apologised to me and conducted me in procession from the factory to the bungalow with the usual tom-toms, garlands, much shouting and the inevitable Williams biscuits and Lanka Lime !

There is a curious cycle about trade unions and planters. As a fledgeling S. D. he is apprehensive of them, as a Superintendent he loathes them and tries to break them up; but as the years roll by and he becomes more mature he begins to understand them and realizes that after all they, like him, are only trying to get a better deal. The agents in Colombo have apparently realised this too, and hence their reluctance to put young and immature S. D.'s in charge of big estates.

On the agricultural scene here, it has been a season of excesses. Excess wheat, excess wool, excess sugar & excess meat. In fact Australia has reached the incredible situation that it has to curtail production of the major items of food, and this, despite gifts to lots of S. E. Asian countries. Ceylon unfortunately is in the same position where its tea is concerned and again unfortunately no one "eats" tea.

What a happy situation it would be if tea could be turned into fodder or fertiliser or even bricks to build houses. One use that could be made of excess tea is to ram fistfuls of it down the throats of politicians each time they open their big mouths !! Let us hope at least that Ceylon will soon have excess rice.

**Clem Andrews,  
Brisbane.**





HALS v/p

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or, are you one of those No Education, No  
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## Communication in Plantations

by

DR. V. RAMCHANDRAN

Plantations differ in the size of their operations, the crops they grow, the number of employees they have and in other characteristics. The remarks that follow relating to the subject of communication may not be totally applicable to all the estates ; nevertheless it is presumed that the basic approach has validity every where.

Before proceeding with the subject, it might as well be, that in order to serve as the back-drop to our discussions, we start with the distinguishing features that characterise a plantation as an organised industry in the field of agriculture. These are—that the output is subject to the vagaries of weather ; therefore, the operations concerned with the growing of the product are to a varying extent determined by forces outside the control of those concerned with the management of the estates. Consequent to what has been just now mentioned, if the various jobs are not done at the appropriate times in tune with the requirements of nature, the organisation might not garner the products in the proportion or measure, it would otherwise. These basic qualities which distinguish plantations from the manufacturing industries, constitute their weaknesses, calling for a higher sense of responsibility from all those engaged in the industry, particularly from the workers, that they do not avail of a vulnerable time in an agricultural operation to withhold doing a job.

Is this sense of responsibility possible from the workers consistent with the temper of our times? The situation is rather difficult taking the industry as a whole, but there are several instances of managements at the local level, retaining the faith of the employees and managing their job effectively by virtue of the exercise of leadership. Even when there is considerable unrest all around, these men because of their personal relationships have been able to contain the frustrations of their employees, if not eliminate them altogether ; to make them see the problems in the right perspective and to think in terms of production first.

It is considered rather old-fashioned these days to talk in terms of pater-families in regard to management. In terms of democratic values, it might be said that the growth possibilities of individuals are restricted by an excessive interest in the welfare of the employees. It might be even considered by those with revolutionary instincts, that the management should not play this role, so that the class-conflict in society might be accentuated. Arguments apart, the nature of the plantation industry is such that groups of people live as a community inside the various estates very often far removed from one another. The workers families in the estates have worked and lived perhaps for generations in the same lines. Even though the estate workers are not entirely closed communities, they should have the kinship of those coming from the same locality, even if it is not there. It is in the building of this well knit relationship that management can play an important role.

The relationships in an estate go beyond the work relationship and encompass the whole man or woman or family. It might be claimed that welfare measures have been provided, in some of the bigger estates in any case, by way of medical facilities, housing, subsidised foodgrains and provisions etc. The experience of manufacturing industries, however, is that neither high wages nor good working conditions nor other benefits by themselves correlate with satisfaction of employees or the existence of high morale in an undertaking. One often comes across the question from exasperated managements, as to why their work-force are either disloyal or are dissatisfied when the conditions of service in their undertaking compare very favourably with those generally prevalent in the industry. The answer to this is, that man does not live by bread alone and that he needs various other satisfactions of a non-monetary nature in the work situation. It is not claimed that mere non-monetary satisfactions without adequate rewards at the work situation



would create a climate of morale in an organisation. There is the need for the right mixture of the monetary and non-monetary incentives in a unit for the right organisational climate to prevail in which employees would think themselves as part of the outfit.

Mention was made earlier about the remuneration. This has been regulated through machinery such as the wage board or governmental regulations or some times through labour-management negotiation on a State-wise basis through the mediatory efforts of the Labour Commissioner. In any case since wages determine the standard of living, the subject will continue as a bone of contention between workers and management for all times to come ; the settlement of a dispute on this score being just a punctuation mark, the agitation for the next round of wage increase starting if not immediately, being not far removed in time. One has to accept this as a matter of fact. Whether it should be this way can be debated. But one cannot ignore the realities of the group thinking of workers all the world over, but more particularly in the context of our own times in this country when any wage increase cannot match with the general price increases and additionally, when workers think in terms of getting a living wage. The role of the trade unions in keeping the wage pot boiling has to be accepted.

Given the periodic upheavals on account of the collective demands of the workers, the task of the management consists in containing these frustrations, both parties agreeing that there can be differences in viewpoints, yet at the same time working together in most other areas of the socio-economic spectrum in the belief and understanding that all of them together will be the beneficiaries of the benefits accruing from such joint efforts. Needless to say that the will to share in the economic gains should be there in management for enthusiasm to exhibit itself from amongst the workers.

When we talk in terms of joint efforts, naturally we have to think in terms of understanding the various problems and trying to solve them in the best manner possible. It helps here, if the workers are educated in order that they be constructive in their approach. It cannot, however, be said that there is sufficient evidence of this approach. This sorry plight would not have been the case, if the managements had been far-sighted in days gone by and made systematic efforts to educate the employees. Education, however, is a liberating force and it can create problems for managements, if they themselves are hide-bound and lack vision.

The remark just mentioned is made with specific reference to what has been said disappointingly by some managers that consequent to their sending their workers to the Government of India Workers Education Programme, they find the workers rather more conscious of their rights rather than of their responsibilities. It should be the case that a worker has to be aware of his responsibilities, but the awareness of one's rights is in the process of education itself. However, it has to be mentioned that one does not become responsible merely through undergoing a course or a programme of lectures. This depends on the social milieu and the temper of the times and it is here that management has to concern itself deliberately in educating people through word and deed in the daily relationships both at and outside work.

Here it is, that one has to think in terms of those who compose the management and those who carry out the instructions. If we take the number of people who are supposedly part of management, they are just a handful in a medium-sized estate ; the gaps that separate even these men in their outlook, status and remuneration are wide. At the highest level of the manager, barring the experience that one might have gathered over the years, particularly in the technical field of raising

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crops, there has been no systematic training of this category in regard to the tackling of situations and people. This training is necessary particularly when there is a vast "sea change" of outlook in recent years especially amongst the younger workers. In a society which has raised the expectation of its people, particularly those at the lowest economic level, dissatisfaction is to be expected from the workers and, more particularly, when they see the 'sahib' or the 'dorai' if not living in conspicuous consumption, at least having a 'good' life. Whether the 'dorai' is having the supposed luxuries or not is immaterial, but what is of significance is that it is believed so : the belief or the imagination is the reality and cannot be wished away. *It is the change of the reality perceptions that a management should be after.*

Further can it be said that generally the younger recruits to the managerial ranks are qualified to give the required leadership? In the changing ethos of the country, where privileges due to birth and the like are fast disappearing, the only way of establishing leadership is on the basis of professional competence. One will have to think in terms of right recruitment at the managerial level, not only for the sake of giving a new dynamism to the industry, but to meet squarely the changing concepts of employment relationships as viewed by workers, because of the activities of unions.

It is not clear as to how much of the labour force continues in the estates over generations. But it is bound to be the case that as industrialism progresses, the brighter and younger will move to urban locations, where the opportunities for earning more are there. Those that continue in the estates will be the less ambitious and are properly organised and co-ordinated to take the fullest advantage of the consultancy assistance.

Moreover, the mental and emotional reactions of men from within the company to technological change are to be considered. The changes are best accepted when the men concerned, both management and labour, are actively involved from the very beginning itself. This is of particular importance in respect of management and supervisory personnel. What is expected of them is not merely a passive acceptance of the change but a personal commitment to achieve the objective in view. Personal commitment and dedication to the company objective, however worthwhile the objective is, can hardly be taken for granted, leave alone imposing them from outside. Good consultants are deeply aware of this fact ; hence the philosophy of "WORKING WITH" rather than "WORKING FOR" a company. The Productivity Centre, Ministry of Labour and Employment, has to its credit many an illustrious example of "working with" industry having achievements of permanent nature stemming from the proper mobilisation of resources by the aid-receiving-company.

This is not a mere noble concept but a necessity for ensuring successful implementation of Management also perhaps the less qualified. Their very being in an industry, where the growth possibilities for the individuals are not much, added to the endemic deficiency in any static group by way of petty quarrels and rivalries amongst the members therein, would be the problems of the management. This situation calls further for a lower echelon of management at the supervisory level, who have special skills in going beyond the problems in the field or the factory and taking action on the basis of the whole man or woman or groups as such. Can we say that we have a sufficiently mature supervisory staff who know their people, their good points, their idiosyncracies and what have you. It is the supervisory group, which is the most important in the keeping of the morale of the work-force ; they have to be selected properly and trained adequately.

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The purpose of any communication is to give information, to get things done through instructions, to change the attitudes of people. It would, therefore, be necessary to train the supervisors in the techniques of communication, both oral and written, primarily in the former. The supervisor should be trained particularly well in group discussion technique.

Perhaps in some of the bigger estates, there are Works Councils at which management and workers representatives sit across the table and discuss some of their problems. By the very nature of the present state of the situation, the problems discussed cannot be of great significance, since the bigger issues are discussed by the trade unions and Planters Associations either at the district or the regional level. Nevertheless, the works councils could, to an extent, serve as a useful channel of communication, if it is worked properly. Needless to point out, if the discussions take place on the basis of what is right rather than who is right, the usefulness of the committee is enhanced and the committee justifies its existence.

Apart from this channel, the important channel which has to be studiously cultivated is the normal organisational channel: if the right information on all aspects in which the workers are deeply concerned are passed on to them and if there is the proper feed back on matters which are of importance to management, at least there is the probability that misunderstandings on account of lack of information may not arise. These, however, cannot be eliminated totally, only for the reason that people might look at the same situation from different angles, suiting particularly their own interests. It is here that leadership counts, when a person in a senior position thinks in terms of integration of the differing viewpoints with a view to acceptability of the solution by all concerned.

In the ethos that exists now, where there are attempts from trade unions of certain persuasions to work up the employees through unconstitutional ways, to press for their demands or achieve their ulterior ends, it is more than necessary that managements do not lose their case by default through an absence of communication with their personnel. It is possible to keep a tab of the human problems and solve them, either through a formal grievance machinery or in an informal way through right personal relationships. And it is within the realm of managerial competence to make an effective team of its employees, provided one goes about in the right manner, by the practice of management principles. Human resources are the most precious and most difficult to handle in an organisation; they can be made to orchestrate, provided one knows the job.

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*S - N - I - P - P - E - T - S***FOOD LOSSES—THE TRAGEDY—  
AND SOME SOLUTIONS***(F. A. O. - Rome)*

The staggering statistics of world food losses through spoilage and waste are described in a booklet issued in April, 1969, by the United Nations Food and Agriculture Organization.\* The booklet, *Food Losses, The Tragedy.... And Some Solutions*, has been published as part of F.A.O.'s campaign against waste.

Rodents, locusts and other pests take an alarming toll of crops and food lying in warehouses and granaries, cancelling out much of the effort to increase production for expanding populations. In both advanced and developing countries, the problem begins with the land itself.

In Africa, the Sahara Desert, already a great wasteland, is steadily encroaching into arable areas along its 6,000-kilometers southern perimeter. Over the past 50 years it has advanced at an annual rate of 1.5 to 10 kilometers, largely because of overgrazing and the burning of pastures to speed new growth.

An estimated 15 percent of the world's agricultural land is affected by wind and water erosion. Torrential rains in the Philippines have damaged up to 75 percent of the land owned by farmers, while in Somalia 90 percent of all farmlands have been eroded or are threatened by water rushing down from escarpments in the interior. Poor irrigation methods defeat the purpose for which they were intended.

Burning forests to clear land for subsistence farming has progressively exposed some 30 percent of the world's exploitable soils to erosion or infertility. In Africa at least 100 million hectares of tropical forest have disappeared in this way. In Asia eight million hectares and in Latin America five to ten million hectares of forest are similarly destroyed annually.

Direct food waste is most evident in destruction by pests, diseases and weeds. One authority has estimated worldwide losses from these sources to total \$24,000 million to \$48,000 million per year. This includes losses in developing countries too. In the United States in 1963, it was found that the ravages of insects in fields and stores nullified the work of a million men, or 10 percent of the country's farm labour force. *Waste of this kind robs hundreds of millions of people of at least a fifth of the food they might be eating.*

**"In more directly human terms", the booklet states, "it means that where there might have been enough food for five children to eat properly one owing to waste, will starve".**

In Latin America, annual crop losses from pests, diseases and weeds have been stated to reach a level of 40 percent. In Central Africa, 50 percent of sorghum was found to be eaten by insects during a 12-month storage period. In Asia, a great deal of rice is lost because growers do not find it worthwhile to dry it; losses of this kind have been estimated to approach three million tons a year.

Rats, locusts and other predators exact a staggering toll. An outbreak of rats in two Philippine provinces in 1952-54 resulted in losses of 90 percent in rice, 20 to 80 percent in maize and more than 50 percent in sugarcane.

\* Available in English; French and Spanish versions are in preparation.



Mishandling of food in shipment and storage also cause untold losses. Birds pecking holes into bags can cause losses of up to 70 percent of the contents. Poor packing causes both spillage and spoilage.

The booklet outlines a number of control techniques and activities, citing examples of successful work undertaken in various countries. It warns however, that large-scale reduction of waste cannot be achieved easily "for people change slowly".

"The ultimate object... is to reverse the downward spiral of poverty and waste and turn it into an upward surge of more food for the farmer and fisherman and their families, more for sale, better quality, better living, and—in the country as a whole—more for export, producing a sound economy in which further improvements are possible.

*Note by Editor:—Superintendents - Please note when storing foodstuffs!*

## NEW CROP HAND-SPRAYER

By COLIN REID

**A Small hand-sprayer worked by a battery and costing only about £5 but getting excellent results for protecting crops and plants has been invented in Britain. It is said to be almost as good as spraying from aircraft.**

It is going into production first with a view to meeting demand in developing countries.

In a trial in Sudan the inventor, Mr. E. J. Bals, sprayed 16 acres of wheat in one hour. This comes near to the rate of spraying from aircraft.

Demonstrations are to take place in developing countries where the cheapness and good results of the use of the invention are felt to be needed.

The inventor has also developed two larger kinds of his sprayer. One, an engine-operated machine is expected to cost about £45. The other which can be fitted to a tractor, he intends to sell at under £300.

His inventions are being backed by Britain's National Research Development Corporation (N.R.D.C.), the government authority which, after a good deal of test work, has approved for manufacture a number of British inventions, since used all over the world.

In the normal way plant and crop-killing pests are sprayed from aircraft, with pesticides dissolved in water squirted at high pressure through nozzles at rates of up to 200 gallons per acre, sometimes unevenly.

The secret of Mr. Bals's invention is that it squirts out finer and more even drops of liquid. These not only cover a wide area but spread the effect over plants and crops very evenly.

British experts believe that oil is a much more useful carrier of pest-killing substances than water. This is because oil does not wash off the leaves when it rains and does not evaporate before it reaches the plants in spite of tropical heat.

"Plants and pests are water-proof but they are not oil-proof," explained Dr. M. S. Barber of the N.R.D.C., "so we are recommending the use of oil-based pesticides".

Mr. Bals has recently been visiting the United States of America and Canada where much interest is being shown. A consumer demand is expected in the developing countries of South America, Africa and Asia.

*With acknowledgements to "British Bulletin"*



## *Woodcemair Low Cost Houses*

The Woodcemair Low Cost House was developed following research both in Britain and overseas and with the help of leading architects. It is considered to be one of the finest types of low cost houses on the world market.

The house, available in two or three-room units, consists of welded steel wall frame units and portal frame roof units, all easily bolted together.

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**Note:**— *The firm wish to make contact with importers in Ceylon. Firms interested should write to: The Export Director, Woodcemair Limited, Mortimer House, 46, Sheen Lane, East Sheen, London, S.W. 14. — Editor.*

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## 'IN LIGHTER VEIN'



Some Deft Definitions *by*

Gompa.

Many parents speak of the population explosion as if they had nothing to do with loading the bomb.

\* \* \* \*

The FUNDAMENTAL and unresolvable contradiction in the male nature is that no father of 40 wants his daughter to do what he wanted other men's daughters to do when he was 20.

\* \* \* \*

Most Women, like small children, enjoy saying no ; and most men, like idiots, take them seriously.

\* \* \* \*

A large computer-oriented Dallas corporation has the following entry in one of its ledgers : "This correcting entry is to correct an incorrect correction made incorrectly in January."

\* \* \* \*

After taking a new job away from home a young husband wrote to his wife, "I've been made foreman—a feather in my cap." Then later, "I am now assistant manager—another feather in my cap." Not long after that came a wire, "Am fired. Send money for train fare."

She wired back, "Use feathers—fly home."

\* \* \* \*

In the glass department of the large store where I work, a young couple was trying desperately to complete their Christmas shopping. I showed them several attractive items in their price range, then stood back a little to give them a chance to talk things over. "Darling", I heard the young husband say, "let's get your grandmother this lovely ashtray." "But honey," she replied, "we can't give grandmother an ashtray—great grandmother doesn't even know she smokes."

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## WAYS WITH BEEF

Beef is the most economical of all meats and it contains less bone in proportion to the fat and the lean. The more expensive, tender joints and cuts need only a short cooking time and are usually grilled, fried or roasted, while the cheaper cuts require long and gentle cooking. There are a number of ways of cooking various joints. Sirloin is good for roasting. It includes the tender undercut which is often cooked separately, and is a tender and well flavoured joint. It can also be cooked boned and rolled. Oxtail can be used for stewing, soups. Long cooking is required for oxtail. Ox heart for stewing, braising, either stuffed or unstuffed. Ox tongue is mostly boiled, either fresh or

after salting or pickling. It is usually pressed when served cold. It is very tender when properly cooked and is considered a delicacy. Given below are a few recipes using various cuts of Beef.

### BEEF GOULASH

1½ lbs lean beef; 1 lb onions; ¼ pint tomato puree; 1 lb potato (this may be omitted and boiled potatoes served with the dish instead); salt and pepper to taste; parsley; dripping or butter.

**Method** — Heat the fat in a pan. Slice the onion thinly and cut the beef into neat pieces. Fry meat and onion in the heated fat until golden brown. Add seasoning and the tomato pulp and simmer gently for 30 minutes. Add sliced potato and more tomato pulp if necessary, and continue cooking slowly for about 1 – 1½ hours, until the meat and potato are very tender. Serve, garnished with parsley.

### STEAMED BEEF CAKE

1 lb cold roast beef; 4 ozs breadcrumbs; 1 small Bombay onion finely chopped; 2 ozs bacon; 1 teaspoon chopped parsley; 5 – 6 tablespoons gravy or prepared meat extract; salt and pepper to taste.

**Method** — Mince meat and bacon and fry the onion in a little butter until lightly browned. Add all the ingredients together and mix well. Press lightly into a greased mould or pudding basin, tie on a lightly buttered round of greaseproof paper to prevent steam getting into the mixture, and steam for one hour.

### FLEMISH BEEF STEW.

2 lbs lean stewing beef; 2 ozs margarine; 1 lb onions; 1 pint beer; 2 level tablespoons flour; 4 tablespoons water; 1 tablespoon vinegar; salt and pepper to taste; a bit of sugar;

**Method** — Cut beef into oblong pieces about 3 inches long and 1 inch wide. Heat fat in a pan and fry the meat well until browned all over. Remove from fire and place in a casserole or flame proof pan. Fry the onions thinly sliced until lightly

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browned and add to the meat in the casserole. Mix the beer into the pan and stir well to remove any sediment from the pan. Pour this liquid into the casserole and add the salt and pepper and bring to the boil. Cover the casserole and simmer gently till the meat is tender, about  $1\frac{1}{2}$  – 2 hours. Blend the flour to a smooth paste with the water and stir into the casserole with a little sugar to taste, and the vinegar. Cook, stirring all the time until the stew thickens, for about 3 minutes. Serve with boiled rice sprinkled with chopped parsley.

### BEEF A LA MODE

4 lbs round of Beef; a few slices of bacon;  $\frac{1}{2}$  teacup vinegar; 1 dessert spoon chopped parsley; a wineglassful of sherry or port; powdered cloves; dripping; salt; boiling water; cinnamon and pepper;

**Method** — Chop parsley and mix with the cloves, cinnamon, pepper and salt (about  $\frac{1}{2}$  teaspoon of each). Cut the bacon in long thin slices, dip them in vinegar and then in the seasoning and roll them up. With a sharp knife make holes in the piece of beef and push in the rolls of bacon. Then rub the meat with the remainder of the spices and bind into shape with a piece of string. Melt the dripping in a saucepan, put in the piece of meat and brown it well on all sides. Then pour just sufficient boiling water to cover the meat and let it cook very gently for about 3 hours, or until the meat is very tender. Turn the meat once or twice while cooking. When ready, lift the meat on to a dish and remove the string. Skim the gravy and add the sherry or port and let it boil for a few minutes, then pour it over the meat.

### RUSSIAN STEAK

1 lb undercut of beef; 3 sausages; 1 Bombay onion;  $\frac{1}{2}$  teaspoon of mixed herbs; a little made mustard; finely chopped parsley; 1 table-spoon olive oil; a little butter; salt and pepper to taste;

**Method** — Cut the beef into pieces about  $\frac{1}{2}$  inch thick. Rub in pepper and salt, mix the mustard with the oil, and brush over each piece with it, then leave it to stand in what remains of the oil, turning it once until the rest of the ingredients are ready. Prick sausages and boil them for 5 minutes. When cool split the sausages and remove the meat. Mince onions and brown in butter, and then mix it into the sausage meat adding the herbs and a little more mustard. Grill the slices of beef quickly on one side and slowly on the other, adding a little butter to each piece to prevent drying. As soon as the second side is lightly browned, spread a thick layer of the sausage meat on it, flattening it down with the blade of a knife. Return to a hot grill and cook until well browned on the top. Sprinkle with chopped parsley, pouring the dripping from the pan over first. There will be very little of this and a few drops on each slice will be sufficient. Serve very hot.

## Beauty Spot

Give your hair a sleek, glossy look by giving it a highlighting rinse with two egg yolks well beaten up. Massage this in well after shampooing and leave it on for at least 5 minutes. Rinse off with plenty of cold water.

Hair that is hopelessly dry will improve after treatment with warm olive oil. Before shampooing, apply the warmed olive oil to the scalp and the hair, parting it in sections as you go along. Then wring out a towel in hot water and wind it around the head. When the towel has cooled you can shampoo your hair.

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To put bounce and body into your hair beer in best. Either use it as a final rinse or as a setting lotion, making sure you saturate each strand of hair before rolling it up.

Try this honey and egg mask for a dry skin. Mix in a cup 1 fresh egg yolk, 2 table spoons milk,  $\frac{1}{2}$  teaspoon honey, and beat till fairly thick. Apply thickly over face and neck. Leave on for 15 minutes and rinse off with warm water.

This Bleaching mask will help to take away your sunburn. To make this, mix powdered magnesia into a paste with some rose water to which a teaspoon of lemon juice has been added. Spread over face and allow to dry. Remove with wet towels. If your face reveals a lot of fine lines or looks droopy, banish that haggard look by this beauty braser. Mix 1 fresh egg white, 1 tablespoon milk and 1 teaspoon honey. Whip with a fork till smooth and apply over a well cleansed face and throat. Leave on for 15 minutes and swab off honey pack with luke warm water first followed by a cold water rinse.

Sparkle tired and dull looking eyes with a cucumber compress. Place two thinly cut slices of cucumber on your closed eye lids. Lie down and relax for a while. Remove cucumber slices and see how your eyes sparkle!

Fade out freckles by applying lemon juice on them. Let the juice dry and wash off with cold water.

*(The Editor acknowledges with grateful thanks the assistance given by Mrs. Padmini Pilapitiya in compiling this section.)*

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## *Reporting a Rugger Match in 1974*

With the change of Government in 1974, the newly appointed Minister for Sport made it compulsory that all broadcasts of Western inspired sports should be done in vernacular—which meant predominantly in Sinhala, with a few words of Tamil thrown in for the sake of parity!

So on the day of the Big match between Lanka Rubbi & Kakulla ball club (formerly C.R. & F.C.) and Havaloks, the usual announcer, a MR. HAPY (a well known Lancia, or near enough to one) was hard put to it to deliver the message in the vernacular. He had tried swotting up a few phrases, but as the only Sinhala phrases his friends taught him were of the unutterable kind, and the only Tamil ones he knew were picked up when chatting to planters about talawars and trade unions, he engaged the services of a local guru, cum Vedemahathaya—a MR. KOON M. D. & O. D. A. (Maker of drugs and other doubtful articles), to teach him a few words and expressions.

This “veda” incidentally hailed from Ratnapura where he was a “friend” of bachelor planters. Questioned as to why these bachelor types were so fond of him, he deftly avoided discussions of this topic and merely said he did them favours and took them “things.”

The announcer had to watch his language as the Minister had invited himself to be guest of honour. He arrived just after the game was due to start, resplendent in his lily-white see-through swabasha costume, and mopping his brow with a sash. To make himself more comfortable he deftly folded his sarong up to his knees, revealing a beefy pair of well formed calves. One had the suspicion that he was doing this in defiant competition with the Bambalawatte Socialites seated around him.

On the Minister's arrival the announcer welcomed him with “Umbate Jayawewa”—Someone close to the announcer nudged him “Not umbate, man, say, Thamunansay”—but MR. HAPY was not convinced & remarked that that was what his low-caste guru had taught him. The Minister winced under the welcome and whispered to his private secretary “Oo ge namme liyagannin” (write his name down).

The game was about to begin. The announcer: “Bolay sellama is about to patanngannawa. On my dhakunate is Lanka rubbi. Uppey left ekkete Havaloks. Nadulay val Sir.....Sorry chaps, I was thinking of a Tamil verse.....I mean Centre innawa referee. Referee namma Malcolm Hari or malcolm sari, or to our English speaking friends Malcolm Wright.

Onne ithin patangatha baila sellamma—sorry again chaps—bollay sellamma. . . Bollay up in air. . . Havalok kolla panninawar. Occame down—ekka, dekkai, thunai, four, pive oo ge ange ooder, Boolay lost. Referee hoo gahannawa. Occomme nagitanawa.

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Scrum ekkak! Oluwe-te-oluwe-te thaloo. Bolay going middle. Bolay lost-No. Bolay coming through the kakul. Havilok kolla bolay allanawa. Pass keruwa. Bollay up in air, Kick keruwa. Lanka rubbi pihatu thunai kalai (Wing  $\frac{3}{4}$ ) bollay gatha. 'Mark' kagahauwa Referee hoo. Pree kick ekkak athuna.

Havilok bollay gatha. Pass keruwa. Onna oo duwanawa. Hiye duwanawa; ethenna, methenna duwanawa. Dodge kerenawa. Lanuwate udin panna, Bollay thibba. ISCORE ekkak keruwa.

The referee however disallowed the touchdown amid shouts from Havilok supporters of "ēkka hora; marappan; gahapan." The announcer, supporting the rowdy element shouted "I think Mr. Hari is this time varadi."

This partisan announcement caused further pandemonium. Some Lanka Rubbi supporters invaded the field. Another lot started throwing vaddays at the announcer, and hurling such offensive remarks as "Uddo Lancia, Kotte te palayang."

The announcer tried to be apologetic, but instead of saying "yaloowo samawenda" (friends forgive me) his vocabulary gets mixed up and he blurts "Maloowo saman-kanda" (fish from Adam's Peak). For his misfortune a very religious type seated near the box took umbrage at this remark, jumped into the box and throttled him.

....With that the Match was abandoned.....

CLEM ANDREWS.  
Australia.

#### EXTRACT OF A LETTER FROM MRS. D. C. GORDON.....

I am wondering if Mrs. Rawdon Payne, Queensland, wrote you of her husband's sudden death. I asked her to. Rawdon Payne was a great friend of mine and was S. D. on Fordyce for 4 years with my husband late Hugh M. Gordon. A gay witty Irishman, fine sportsman with Gun and rod, lover of all animals, especially monkeys (tame ones) and a really good horseman used to ride my husband's horses on Fordyce. Saw him and his wife in 1963 at a Luncheon party at Buderin, Queensland, given by Mr. & Mrs. Harrison ex Adam's Peak and Derryclare Estates. There were 14 ex-Ceylon friends there, Rawdon (Paddy to me) went to call on a friend a few doors away from his flat at Currumbin a glorious spot—not long after he left a knock on the flat door and his friend came into say Paddy had had a stroke and died where he was sitting. A great shock to his wife, daughter and son (other son killed in the War R.A.F.) and his many friends in Queensland and those left in Ceylon today. Paddy was in the B.F.C. first World War. I come from Queensland but have lived for 56 years on tea Estates in the Island.

Lynford,  
Bogawantalawa.  
October 18th 1969.

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## EXAMINATION RESULTS

### PASS LISTS

#### JUNIOR SINHALESE — 21st NOVEMBER, 1969

Name	Agents
1. R. J. Dobbs	Whittall Estates & Agencies Ltd.
2. *J. R. Thuraisingham	" " " "

\*Denotes Pass with Distinction.

#### JUNIOR TAMIL — 21st NOVEMBER, 1969

*Eleven candidates sat the examination with the following results :*

Name	Agents
1. R. S. Howie	Carson Cumberbatch & Co. Ltd.
2. P. H. L. Perera	Shaw Wallace & Hedges Ltd.

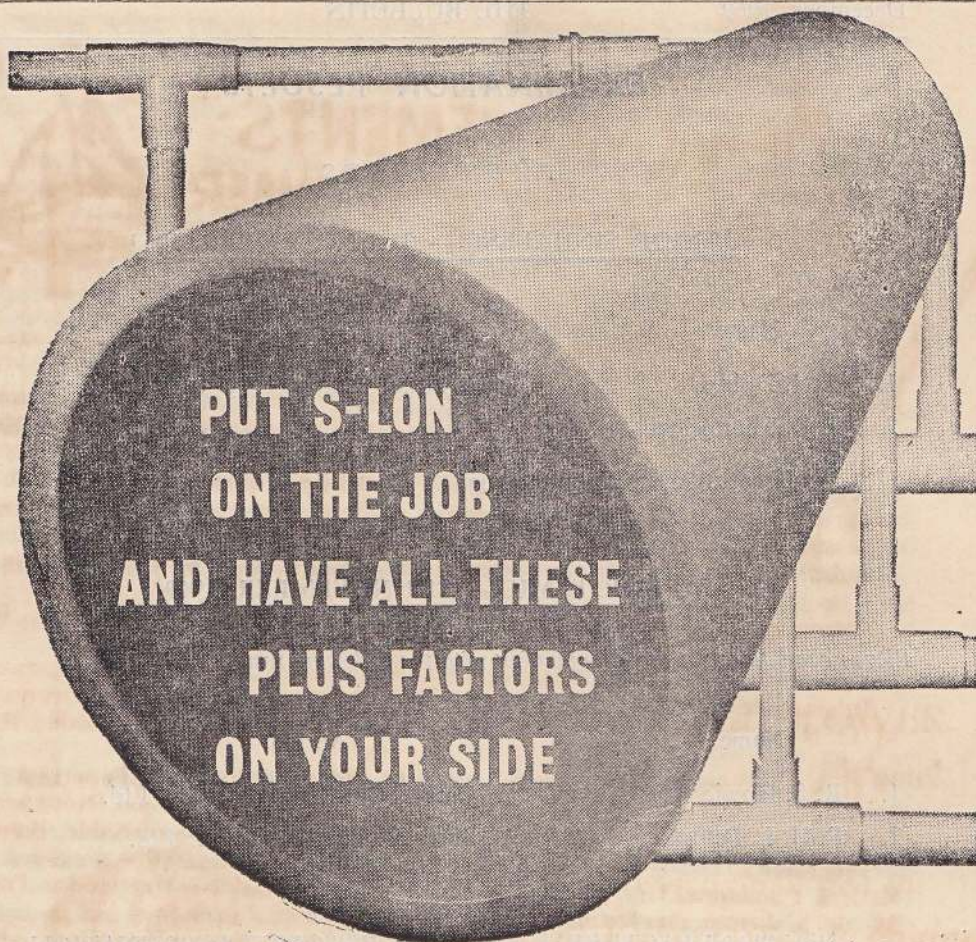
#### TEA MANUFACTURE & FACTORY PRACTICE EXAMINATION

16th SEPTEMBER, 1969.

1. B. R. M. Perumal	Carson Cumberbatch & Co. Ltd.
2. M. G. de Alwis	" " " "
3. P. D. P. N. Basnayake	Consolidated Commercial Agencies Ltd.
4. N. B. Kiriella	" " " "
5. L. A. Silva	" " " "
6. D. H. Karunatilake	George Steuart & Co. Ltd.
7. L. P. Fernando	" " " "
8. D. H. Wickremesooriya	" " " "
9. M. H. Gunaratna	" " " "
10. A. B. Tennekoon	Meezan Estates Ltd.
11. E. C. La Brooy	Whittall Estates & Agencies Ltd.
12. S. N. L. Wadugodapitiya	" " " "
13. A. Sangakkara	" " " "
14. G. Samaratunga	" " " "
15. R. L. A. Perera	" " " "

*Ten candidates failed.*





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*Present Address*

- |   |  |
|---|--|
| A. B. Tennekoon, Yataderiya, Undugoda.  | C. A. Fernando, Verallapatana, Madulsima.                |
| R. de Costa, Vogan, Matugama.   | G. A. de Livera, Gordon, Uda Pussellawa                  |
| K. Rajaratnam, Waldemar, Uda Pussellawa.  | T. L. Attygalla, Le Vallon, Pupuressa.                   |
| D. Deenadayalu, Patiagama, Deltota.   | H. A. Rode, Alupolla, Ratnapura.                         |
| A. A. de Alwis, c/o The Anglo-Ceylon & General Estates Co. Ltd., P.O. Box 42, Nuwara Eliya. | R. Madena, Peenkande, Uda Karawita.                      |
| N. de S. Jayasundera, Kirkoswald, Bogawantalawa.  | P. R. S. Mendis, Nayabedde, Bandarawela.                 |
| R. Hermon, Ohiya, Ohiya.  | D. Gunasekera, Walpita, Poddala Via Galle.               |
| J. R. Thurai Singham, Mattakelle, Talawakelle.  | L. C. Wijeyewardene, Theresia, Bogawantalawa.            |
| M. G. Ratwatte, Coombewood, Talawakelle.  | A. Freeman, Mahatenne, Elakaduwa.                        |
| D. G. Sahabandu, Perth, Horana.   | F. A. Senanayake, Hayes, Deniyaya.                       |
| N. Boralessa, Nakiadeniya, Nakiadeniya.   | L. H. Wickremasinghe, Telbedde, Badulla.                 |
| M. V. J. R. Gunasekera, Talgaswella, Talgaswella.   | C. Boange, Stellenberg, Pupuressa.                       |
| K. J. S. Candappa, Ury, Passara.  | A. G. de Silva, Norwood, Norwood.                        |
| M. de S. Jayasinghe, Delmar, Halgranoya.  | H. B. Kotagama, Nayabedde, Bandarawela.                  |
| R. A. A. Bolling, Maha Eliya, Nanu Oya.   | S. H. Fernando, Warrigoda, Panwiltenne.                  |
| R. F. P. Munaweera, Mahadowa, Madulsima.  | U. Jayasekera, Bogawantalawa, Bogawantalawa.             |
| W. Jacob, Galaha, Galaha.   | D. L. Abeykoon, Pelawatte State Plantation, Migahatenne. |
|   | C. C. de Silva, Goatfell, Kandapola.                     |

*Returned from Leave*

- |   |  |
|---|--|
| R. I. H. Scott, Le Vallon, Pupuressa.   | P. R. Seneviratne, Mocha, Maskeliya.             |
| W. D. Murray, Mahadowa, Madulsima.      | P. C. Woosnam-Mills, Chrystler's Farm, Kotagala. |
| G. A. Wells, Nakiadeniya, Nakiadeniya.  | A. H. A. I. Rodrigo, Biddescar, Alawwa.          |
| J. R. Somerville, Queenstown, Hali Ela. | C. L. Fernando, Morar, Bogawantalawa.            |
| W. F. Kreltszheim, Laxapana, Maskeliya. | P. F. Baxter, Gonakelle, Passara.                |
| A. Mackie, Wanarajah, Dickoya.          | A. M. Payne, Kotiyagalla, Bogawantalawa.         |
| R. J. Wakeford, Strathspay, Upcot.      |  |

*On Overseas Leave.*

P. D. Marley, Uva Highlands, Bandarawela.

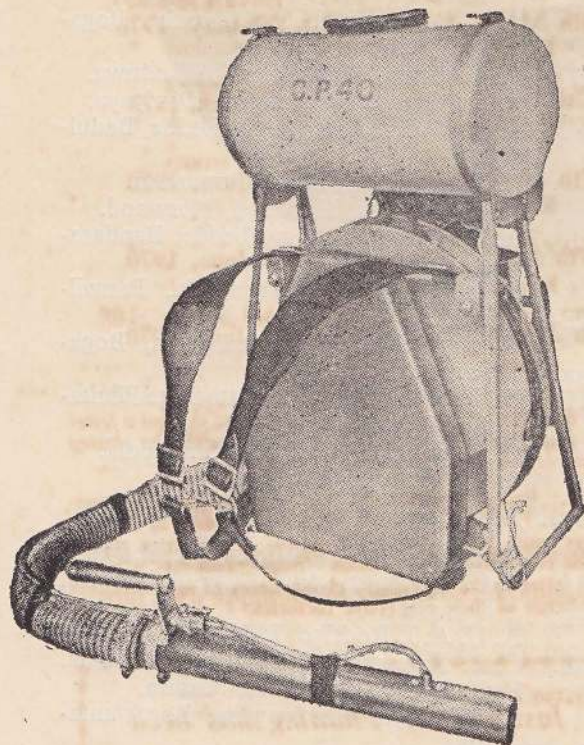
*To Retirement*

- |                                       |  |
|---------------------------------------|--|
| C. B. O'Callaghan, Strathdon, Hatton. | G. M. Sparkes, Kotiyagalla, Bogawantalawa.   |
| J. G. Dunlop, Perth, Horana.          | P. Grice Jackson, Allagolla, Uda Pussellawa. |
| B. S. Hudson, Invery, Dickoya.        |  |



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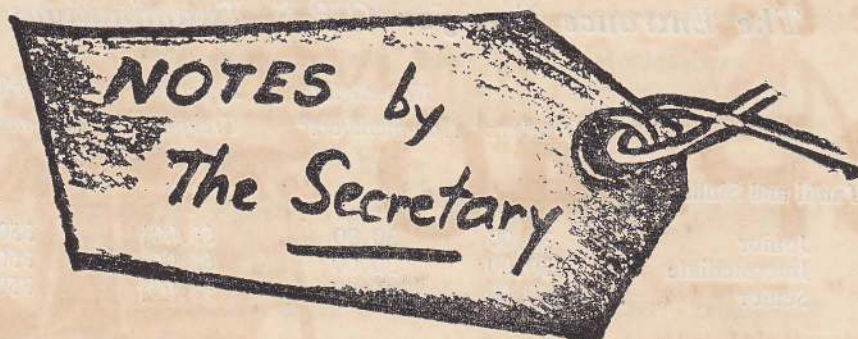
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### NEXT EXAMINATIONS

<i>Subject</i>	<i>Date &amp; Place of Examination</i>	<i>Closing Date of Entries*</i>
Tea Manufacture & Factory Practice	13th March, 1970 Kandy	27th February, 1970
Rubber Manufacture & Factory Practice	17th March, 1970 Ratnapura	3rd March, 1970
Tamil	17th June, 1970 Kandy	3rd June, 1970
Sinhalese	17th June, 1970 Kandy	3rd June, 1970
Book-keeping	16th June, 1970 Kandy	2nd June, 1970

\* There are no formal application forms to be filled in but candidates are required to send a letter with the respective entrance fee for each Examination. Applications received after the closing date may be accepted in special circumstances, on payment of a late fee of Rs. 10/-.

TEA AND RUBBER EXAMINATIONS. Every candidate for the Tea and Rubber examinations must send H.Q. a certificate from his PD that he has spent at least 52 days in the factory of which 2 periods of at least 7 days each have been consecutive. Certificates should reach H.Q. before the closing date for the respective examinations. Superintendents who are candidates should please send in a formal letter to the Secretary, giving dates of appointments etc, and stating that they have been in charge of their respective factories.

Although The Ceylon Institute of Planting has been inaugurated, The Ceylon Planters' Society will continue to hold all its present examinations until the middle of 1970 (end June 1970). The position will be then reviewed and the Bulletin will carry a further note should there be any change in the position, as now stated.



## *The Entrance Fees for C.P.S. Examinations*

		<i>Non-eligible</i>		<i>Approved</i>	<i>Eligible</i>
		<i>Members</i>	<i>Non-members*</i>	<i>Creepers</i>	<i>Non-members</i>
<b>Tamil and Sinhalese</b>					
Junior	..	30.00	30.00	65.00†	350.00
Intermediate	..	30.00	30.00	65.00†	350.00
Senior	..	60.00	60.00	95.00†	350.00
<b>Book-keeping</b>					
Preliminary	..	15.00	30.00	—	—
Junior	..	15.00	30.00	—	—
Senior	..	15.00	30.00	—	—
<b>Tea and Rubber</b>	..	30.00	30.00	—	—

\* Non-members who are not eligible for membership e.g. Assistants in Mercantile Establishments may be accepted for the Examination at the discretion of Council.

† A creeper who becomes a member within two years of taking the examination will receive a refund of Rs. 35/-.

## *Tea Examination*

30% of the total marks will be carried on a question on a Rolling Programme

## *RE-CORRECTION OF ANSWER SCRIPTS.*

Candidates desirous of having their Answer Scripts *re-corrected* should do so by formal application to the Secretary *within two weeks of the notification of results*, and such applications should be accompanied by a re-correction fee, as follows :

### **Re-Correction Fees**

- |   |       |           |
|---|-------|-----------|
| (1) Tea Manufacture & Factory Practice Examination    | ..    | Rs. 15.00 |
| (2) Rubber Manufacture & Factory Practice Examination | ..    | Rs. 15.00 |
| (3) Sinhalese & Tamil Language Examinations           | ..    | Rs. 30.00 |
| (4) Book-keeping Examinations                         | .. .. | Rs. 45.00 |

**RE-CORRECTION FEES ARE NOT REFUNDABLE**



**Publications available from C. P. S. Headquarters**

Tea and Rubber Planting for Beginners at Rs. 2/- plus postage, (Registered Post) -/64 cts.

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

Wells' Colloquial Tamil at Rs. 12.50 plus postage, (Registered Post) Re. 1/-.

†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, Re. 1/-.

## **HOTEL CONCESSIONS TO MEMBERS**

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

**NEW ORIENTAL HOTEL, GALLE**—on bills for residence (not casual meals).

**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, 61, Castle Street, Colombo 8**—On occupation Charges only.

**BANDARAWELA HOTEL, BANDARAWELA**—on board & 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.

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## THE CEYLON PLANTERS' SOCIETY

SUMMARY OF MINUTES OF THE COUNCIL MEETING HELD  
AT THE KANDY CLUB, KANDY ON THE 19th AUGUST, 1969.

**PRESENT:**—In the Chair, Mr. M. H. K. Jagathsena (Chairman); Messrs. M. N. Sadanandan (Vice-Chairman); H. B. Kotagama (Vice-Chairman); E. G. R. Ernst (Hony. Treasurer); H. B. Kulugammuna (Editor Bulletin); S. K. Seneviratne (Badulla); C. C. de Silva (Chilaw); R. P. Guneratne (Dimbulla Lower); D. D. Wickremasinghe (Dolosbage/Kotmale); D. E. L. Jayamaha (Haputale); J. A. F. A. Attapattu (Hewaheta); P. W. Wijegunawardena (Kandy); D. B. G. de Alwis (representing Kalutara); N. J. B. Wadugodapitiya (Kelani Valley); M. de S. Jayasinghe (Nuwara Eliya); N. G. F. P. Athukorala (Passara); M. Rajasingham (Pussellawa); R. Wijeratne (Co-opted Member); O. N. O. Schokman (Co-opted Member); L. M. G. Fernando (Co-opted Member); A. H. B. Kalpage (Visitor); C. L. N. Toussaint (Secretary); D. F. Abeysekera (Office Assistant) and A. R. Rajendram (Deputy Office Assistant).

MR. JAYASINGHE : I have pleasure in proposing the confirmation of the minutes.

MR. GUNERATNE : I second the proposal.

APPROVED UNANIMOUSLY.

### ITEM 3 — REPORTS

#### a. Finance Committee

**CHAIRMAN :** I now call on the Hony. Treasurer to make his report.

MR. E. G. R. ERNST : Chairman and Gentlemen, the Finance Committee met this morning and the following were present : Messrs. M. H. K. Jagathsena, M. N. Sadanandan, H. B. Kotagama, O. N. O. Schokman, R. Wijeratne, E. S. Rajiah, M. de S. Jayasinghe, H. B. Kulugammuna (Visitor), L. M. G. Fernando (Visitor) and myself as Convener.

The minutes of the meeting held on 21st May, 1969 were confirmed.

The accounts at 31st July, 1969 show an expenditure of Rs. 22,255/59. The estimated expenditure for the same period was Rs. 25,769/46.

#### Subscriptions 1969/70

Subscriptions for the current year 1969/70 received up to 7th Aug. 1969 total Rs. 41,316/50. The corresponding figure for 1968/69 was Rs. 45,455/50.

#### Subscriptions 1968/69

MR. ERNST : It is recommended to Council that the following members be written off the roll of the Society under Rule 12, for non payment of subscription for the year 1968/69 :—

Mr. W. G. Bayley	— Mr. O. E. A. B. Perera
Mr. F. R. Jacob	— Mr. W. Corea
Mr. E. C. Bolling	— Mr. D. M. Nelson de Silva
Mr. D. S. Mendis	— Mr. D. K. Paranavithana
Mr. P. Sappany Pillai	— Mr. H. F. Ratwatte
	— Mr. C. H. V. de Kretser.

APPROVED UNANIMOUSLY.

### ITEM 1 — NOTICE

THE SECRETARY read the notice calling the meeting.

**CHAIRMAN :** I have much pleasure in welcoming those gentlemen who are here for the first time. I would like to remind that only Council members have the right to vote.

#### Regrets

**CHAIRMAN :** The following gentlemen regret their inability to be present at our meeting today:—Messrs. J. R. Somerville, R. M. Winter, S. J. de Silva, H. G. R. de Mel, M. M. A. Naina Marikar, S. S. R. Rodrigo and K. J. S. Candappa.

#### Obituary

**CHAIRMAN :** I regret to announce the death of the following since our last meeting :—

Lt. Col. D. Whitelaw, M.B.E., E.D.	— Ordinary Member.
Mr. N. Caruppenan Pillai	— Ordinary Member.

THE CUSTOMARY RESPECTS WERE PAID.

### ITEM 2 — CONFIRMATION OF MINUTES

**CHAIRMAN :** May I have your approval to confirm the minutes of the Council Meeting held on 22nd May, 1969 ?



MR. ERNST : Registered letters will be sent out to the other members whose names appear on the outstanding list.

#### Office Furniture

There is still a sum of Rs. 394/- if we are to recover the full cost of the furniture we purchased recently. The full cost is Rs. 2,675/.

#### Donations

Our thanks are due to the following for donations received and/or for not claiming travelling expenses, since the last meeting :—

Messrs. S. K. Seneviratne, S. J. de Silva, S. S. R. Rodrigo, G. L. F. Marshall, Frank L. de Silva, R. Hermon, B. Warusavitarne, W. A. de Silva, O. N. O. Schokman, A. R. D. Trewin, R. P. Guneratne, K. J. S. Candappa, H. G. R. de Mel, M. de S. Jayasinghe, J. R. Somerville, E. G. R. Ernst, M. H. K. Jagathsena and D. D. Wickremasinghe. NOTED WITH APPRECIATION.

#### Free Membership

The Finance Committee recommends that Mr. P. N. Ratwatte who is unemployed, be granted free membership for a period of 12 months with effect from 1st April, 1969. Do you approve ?

APPROVED.

#### C.P.S. Dance 1969

Mr. M. de S. Jayasinghe, Branch Chairman, Nuwara Eliya, and a member of the C. P. S. Dance Committee has agreed to deal with this matter and inform H.Q. of the final position of the accounts early. Mr. Tissara, Convener of the Dance Committee was invited to the Finance Committee Meeting but he sent us a telegram regretting his inability to be present.

#### Report of the Sub-Committee on the financial position of the Society.

Mr. E. S. Rajiah, Convener of this Committee submitted his report and this was circulated to all members of the Executive Committee and Finance Committee.

It has now been decided to send out this report to each and every member of the Society with a covering letter stating that this report has been approved in principle by Council, and that a vote will be taken on the adoption of this report at the Council meeting in January, 1970. It was to be emphasized to members that the envisaged increase of subscription would only mean an increase of Rs. 1.25 per mensem per member.

Our thanks are due to Mr. Rajiah and his Committee for all the work they have put in on this report.

APPLAUSE.

Gentlemen, do you approve the Finance Committee recommendation of sending out this report to each and every member of the Society and do you approve the report in principle ?

APPROVED UNANIMOUSLY.

#### The Secretary's Retirement

Mr. Toussaint is retiring at the end of September and it has been decided to organise a farewell dinner in his honour on the first day of the meetings in January, 1970.

Gentlemen, that ends my report.

CHAIRMAN : Thank you Mr. Ernst. Gentlemen, may I have your approval to adopt the Finance Committee report?

APPROVED UNANIMOUSLY.

#### COMMITTEE 'A'

CHAIRMAN : I now call on Mr. Sadanandan to make his report.

MR. SADANANDAN : Chairman and Gentlemen, Committee 'A' met last evening and the following cases were dealt with :—

#### Cases Pending

Case 6/65  
Case 9/68  
Case 7/69  
Case 18/69  
Case 21/69

#### Cases Closed

Case 13/68 :—Action on this case was suspended as this member had unilaterally filed Labour Tribunal action when negotiations on his behalf were being made with his Agents for a possible amicable settlement.

The question of disciplinary action against this member has been posed at Council.

Case 8/69 :—This member Superintendent has accepted a transfer as Assistant Superintendent, using his discretion, in what may have ended as a clash with his Agents over his Superintendence. Closed to Member's satisfaction.

Case 19/69 :—Our member ran into considerable difficulty chiefly on his having adopted an unconventional method of checking stocks. The problem has been resolved, and the member has accepted a transfer. He has been advised to be more circumspect in his dealings.

Case 20/69 :—Our member Superintendent wanted the Society to ascertain what terms and conditions would be given him, in consequence of his having signed a statement (without any reference whatsoever to the Society) accepting a demotion as Asst. Superintendent. It was decided to review the position as and when the move as Asst. Superintendent was actually made.

Case 34/66 :—Our member who was extremely reluctant to leave the employment of a Company he had served loyally and efficiently for a considerable period of time—on transfer—has now accepted his transfer and has moved to his new Estate. The Society is confident of his doing well in his new environment too.

The Chairman also brought up two other cases which he had assisted in settling in the Dolosbage/Kotmale



district. One member who had resigned has got compensation on the basis of a month's salary per year of service and the other member has got compensation and has also resigned.

Our thanks are due to the Chairman for his efforts in settling these two cases. **APPLAUSE.**

In addition to the above cases we gave advice to 4 other members.

**Mr. Sadanandan :** In several cases there has been much friction between PDs and SDs by Assistant Superintendents writing unfortunate letters to their PDs. I think this is a matter that should be brought up at Branch Meetings.

**Mr. Jayasinghe :** I am in complete agreement—if members inform Branch Chairmen of any friction they have with their PDs—we could always negotiate and smoothen things out.

**CHAIRMAN :** I would suggest that junior members be advised to contact their Branch Chairmen in all cases of friction with PDs, and that they should refrain from writing hasty letters on their own.

**NOTED.**

**Mr. SADANANDAN :** Gentlemen, that ends my report. Thank you for your patient hearing.

**CHAIRMAN :** Thank you Mr. Sadanandan. Gentlemen, are there any further questions, or anything else that you wish to bring up under Committee 'A'?

**Mr. JAYASINGHE :** There is a new trend that is becoming more and more common on estates. Men are being gated for even minor offences. Even married men, with wife and children living outside, are gated.

**Mr. SANDANANDAN :** I know in a low-country estate some lorry drivers who were kept back after working hours, over a period of years, took up this matter with the Labour Department, and the Superintendent was called on to pay overtime for the whole period.

**Mr. KULUGAMMANA :** That may be correct where lorry drivers are concerned, but I don't think that will apply to us. We are supposed to be on duty 24 hours.

**Mr. SENEVIRATNE :** How many Superintendents would refuse their SDs to leave the estate after working hours? I don't think we should take this up—we have a certain amount of responsibility.

**CHAIRMAN :** I agree, but we can take this question of gating as a punishment, in an unofficial manner at this stage. **Noted.**

**Mr. DE ALWIS :** In connection with Confidential reports—I think that we should insist on adverse reports being shown to the person concerned.

**Mr. WIJERATNE :** Whittalls have a new form of confidential report. The Assistants are called on to sign the document before it is sent to the Agents.

**CHAIRMAN :** There is a resolution from the Kegalle Branch on the same subject. It reads, as follows :—

*"That the C.P.S. takes up with the Agency Houses the matter of half yearly reports on Assistant Superintendents with a view to having such reports copied to the Assistant Superintendent concerned."*

We have informed the Branch Chairman, Kegalle, that the questions of Confidential Reports has been a subject of discussion with the Agency Section since 1964. At a Joint Meeting on the 8th April, 1968, the C.P.S. representatives stated that the Ceylon Planters' Society would not take notice of any adverse Private and Confidential reports, if it had not been seen by the person against whom it was made—should he be dismissed at a later date. At this meeting representatives of the Agency Section stated that the views of the Society would be conveyed to the Agency Section.

**Mr. WIJERATNE :** That is documented evidence—several Agency Houses have adopted our recommendation and we would like other Agencies too to follow suit.

**CHAIRMAN :** Gentlemen, if you have no further comments may I have your approval to adopt the Committee 'A' report?

**APPROVED UNANIMOUSLY.**

### 3(c) Committee 'B'

**CHAIRMAN :** I now call on Mr. Kulugammana (Acting Convener, Committee 'B') to make his report.

**Mr. KULUGAMMANA :** Chairman and Gentlemen. A meeting of Committee 'B' was held at C.P.S. Headquarters last afternoon and I am pleased to submit this report.

The following were present at the meeting—Messrs. M. H. K. Jagathsen, M. N. Sadanandan, E. G. R. Ernst, R. P. Guneratne, N. F. G. P. Athukorale, A. R. D. Trewin, J. A. F. A. Attapattu, N. J. B. Wadugodapitiya, S. K. Seneviratne, R. Wijeratne, H. B. Kotagama, A. C. B. Pethiyagoda and myself as Acting Convener, Committee 'B'.

It is my duty to mention that Mr. Kotagama, Vice-Chairman, has returned after a well earned holiday abroad and is roaring to get his teeth into the affairs of the Society and particularly Committee 'B' affairs.

The minutes of the meeting held on the 21st May, 1969 were confirmed unanimously without any amendments.

### Consideration of Cases

In all 16 cases were considered, of which 5 cases were closed successfully and 11 are pending.

#### Cases Pending

Case No. 3/68  
Case No. 15/68  
Case No. 21/68  
Case No. 23/68  
Case No. 24/68  
Case No. 9/69  
Case No. 8/61  
Case No. 15/69  
Case No. 16/69  
Case No. 17/69  
Case No. 22/69

#### Cases Closed

Case No. 20/68 :—The widow of our member requested us to take up the question of passage money and



pension. The Chairman's efforts to obtain a pension or a gratuity were not successful. This information was conveyed to the widow, and it was suggested that an application for aid, or assistance of any nature sent to the Planters' Benevolent Fund will receive their consideration, provided she gave them full details of her financial difficulties.

She however does not wish to apply to the P.B.F. for assistance and requested the Society to obtain for her the last quarter's pension for the year 1966, which she said, had not been paid.

The Chairman took up this question with the London Agents who advise us that the pension for the final quarter September/November, 1966 amounting to £71-17-6 was remitted on 30th September, 1966 on Exchange Control Permit No. CP/66/P 139721 of 19th July, 1966.

We have now informed the widow accordingly by our letter dated the 5th June, 1969.

*Case No. 22/68*:—The then Chairman, took up with the Agents this matter of unpaid commission for the past 6 years at 2½% on the nett profits. We have now been informed by the Agents that they have since paid our member a Profits Bonus for the period 1963-1968 as suggested by the Chairman. Our member has confirmed the position.

*Case No. 3/69*:—This is a case in regard to leave pay in lieu of leave not taken by our member during the season 1967/68.

We took this case up with his late employers who have now sent our member a cheque for Rs. 690/- representing 18 days annual leave not availed of. Our member has confirmed that the computation of his leave entitlement as correct. We have thanked the Agents.

*Case No. 12/69*:—This case is in connection with increased rates of personal contributions to Provident Fund. This member is contributing to a Pension Fund as well as to a Provident Fund.

The Agents have now agreed to increase his contributions to 12½%. In view of this, our member does not wish the Society to pursue the matter further.

*Case No. 10/69*:—Mr. J. R. Somerville dealt with this case personally with the Agents who promised to pay our late member's funeral expenses to the widow. The widow has been paid Rs. 5000/- and the Agents now inform us that they regret that the Directors of the Company have decided that they can offer no further assistance to her.

There is no shortfall in our late member's Provident Fund.

#### Advice

Provident Fund figures were worked out and queries answered for 13 members.

#### Provident Fund

We have had a letter dated the 4th June, 1969 from the Secretary, P.A. of Ceylon informing us that at a meeting of the Agency Section held on the 19th April, 1969, it was agreed to recommend to Principals that Provident Fund contributions be increased to 20% by Employer and 15% by Employee, on consolidated salaries, throughout a planter's career.

As approval of the Inland Revenue Department is required for increasing the employer contribution and approval of the Exchange Control Department is required for non-nationals to remit the enhanced contributions to their respective Provident Funds abroad, we have, at the instance of the P.A. Agency Section, made joint representations with the Agency Section to both the Commissioner of Inland Revenue and the Senior Deputy Controller of Exchange on the 5th July, 1969.

**CHAIRMAN**: The following gentlemen saw Mr. S. Sittampalam, Commissioner of Inland Revenue, at 10 a.m. on the 5th July, 1969:—

Messrs. S. K. D. Jayamanne (Chairman, Agency Section), L. Namasivayam (George Steuarts), and myself as Chairman, C.P.S. together with C. L. N. Toussaint (Secretary, C.P.S.) and A. M. S. Perera (Secretary, P.A.).

Mr. Sittampalam agreed to accept the new rates of 15% employee and 20% employer throughout an employee's service.

After our interview with the Commissioner of Inland Revenue the same delegation saw Mr. Kanagasabapathy, Senior Deputy Controller of Exchange, who wanted from Mr. Namasivayam further figures of the total amounts involved for remittances quarterly to the U.K. on account of non-nationals in the various Sterling Provident Funds.

Mr. Namasivayam, undertook to give these figures in order that Exchange Control could decide on whether the new rates can be accepted for sterling remittances. Mr. Kanagasabapathy also thought that it would in any event also require approval of the Hon. Minister of Finance. **N O T E D.**

#### Examinations

**MR. KULUGAMMANA**: At the instance of Mr. A. D. Morison, President of the Ceylon Institute of Planting, we are holding the examinations this year on behalf of the Institute. The Institute of Planting will conduct examinations after June, 1970. Our members will be informed by Branch Chairmen that those who desire commencing a course in Book-keeping after June 1970 should write to the Institute of Planting. We will also write to Messrs. Pope & Co. and tell them that the Book-keeping examinations will be conducted by the Institute of Planting after June, 1970.

#### Languages

The results of the examinations held on 20th June, 1969 are:—

	Pass	Fail
<i>Junior Tamil</i>	14	2
<i>Junior Sinhalese</i>	2	1

The next examinations will be held on the 21st November, 1969 and Mr. Murugiah will be requested to invigilate the Tamil and I have agreed to invigilate the Sinhalese examination.

#### Book-keeping

The results of the examinations held on 19th June, 1969 are:—

	Pass	Fail
<i>Preliminary</i>	23 (6 Distinctions)	1
<i>Junior</i>	8 (2 Distinctions)	2
<i>Senior</i>	2	—



### Tea Manufacture & Factory Practice Examination

The results of the examinations held on 16th March, 1969 are :—

Pass	Fail
12 (1 Distinction)	16

The next examination will be held on 16th September, 1969.

I would like to ask the Chairman of the Tea Making Board of Examiners for his remarks on this examination.

Mr. L. M. G. Fernando : I think most of the candidates studied the text book but the answers indicated that nothing had come off their own heads. I have done this examination for several years and I think this was the worst lot.

MR. KULUGAMMANA : Some of the candidates who come for the oral examination were so thoughtless as to smoke inside the factory.

MR. WICKREMasinghe : I think it will be a good thing to include questions on fire insurance.

CHAIRMAN : I don't think we need go into this as the Institute of Planting will be taking over these examinations from next year.

MR. WIJERATNE : Will H.Q. provide the Institute with names for a panel of examiners ?

MR. FERNANDO : That is for the Institute to decide—they can make a request.

### Rubber Manufacture & Factory Practice Examination.

The results of the examination held on 24th March, 1969 are :—

Pass	Fail
2	1

The next examination will be held on 23rd September, 1969.

### Bulletin

We are trying to incorporate colour blocks and make the Bulletin more attractive. I must express my thanks to the Staff for all the help they have given me, especially Mr. Abeyesekera.

Our efforts to make the Bulletin more attractive are going to cost us more money and I would ask Branch Chairmen to get us at least one advertisement from each district.

CHAIRMAN : I would like to thank Mr. Kulugammana for all his efforts. He has done a tremendous amount of hard work in connection with the Bulletin. **LOUD APPLAUSE.**

MR. KULUGAMMANA : There is just one other matter. Committee 'B' has decided to inform the Tea Propaganda Board and the Tourist Board to introduce 2 oz. mini packets of tea to be distributed to tourists with a view to encourage tea drinking and thereby improve the tea market. **NOTED.**

Gentlemen, that ends my report.

CHAIRMAN : Thank you Mr. Kulugammana. Gentlemen, if you have no further comments may I adopt the Committee 'B' report ?

**APPROVED UNANIMOUSLY.**

### ITEM 4 — PA/CPS JOINT MEETING

#### i. Revision of M.P.A. Schedule used for Provident Fund contributions.

CHAIRMAN : This matter has already been discussed under Committee 'B'. As mentioned earlier the Agency Section have agreed to recommend to Principals that Provident Fund contributions be increased to 20% by employer and 15% by employee on consolidated salaries throughout a planter's career.

**NOTED.**

#### ii. Arbitration Board

As decided at our last meeting Mr. M. N. Sadanandan's draft memorandum on Arbitration procedure was sent to all Branch Chairmen and Council Members for their views with our DC 12/69 dated the 19th July, 1969.

It has now been decided by Executive Committee to send out this draft memorandum to every member of the Society and to ask Branch Chairmen to discuss this at their next Branch meetings and come with a mandate from their Branches to vote on this at our next Council meeting in January, 1970.

Gentlemen, are you in agreement with the Executive Committee decision.

**APPROVED UNANIMOUSLY.**

#### iii. Local Long Leave for Nationals.

#### iv. Accident Insurance

CHAIRMAN : In May, 1969 the Council was informed that no finalisation has been reached on these two subjects. Mr. Somerville who is on leave in the U.K. put up these matters before the Ceylon Association in London.

Well gentlemen, the Executive Committee considered these subjects and have agreed that Messrs. R. Wijeratne, M. N. Sadanandan, E. S. Rajiah and I meet the Chairman of the Agency Section and the Heads of Messrs. Whittalls and George Steuarts for an informal discussion on these two subjects as well as Education Allowance.

### ITEM 5 — CEYLON INSTITUTE OF PLANTING

CHAIRMAN : A meeting of the subscribers to the Memorandum and Articles of Association and a meeting of the Council-elect of the Ceylon Institute of Planting were held on the 15th August, 1969 at 4 p.m. and 4.15 p.m. respectively.

The proposed Bye-Laws were also considered at these meetings.

These Bye-Laws were circulated to members of the Executive Committee. Certain amendments re membership to the various Committees and the question of



exemptions from examinations have been put forward and these suggested amendments will be put before the next Council meeting of the Institute.

The Executive Committee are of the opinion that we could be of assistance to our members re membership and it is suggested that when the Press Notice appears applications could be sent in to the C.P.S. Headquarters for classification. C.P.S. Headquarters will then send them on to the Institute.

I would like to express our thanks to Mr. Wijeratne for all the work he has done in connection with the drafting of the Bye-Laws.

APPLAUSE.

#### ITEM 6 — BRANCH RESOLUTIONS

##### i. Bye-Law 12.

CHAIRMAN : At the meeting of Council in May, 1969, a Sub-Committee was set up to go into the interpretation of this Rule and if necessary to obtain legal opinion. The following were elected to the Sub-Committee : Messrs. H. G. R. de Mel, S. J. Salgado and M. de S. Jayasinghe.

Bye-Law 12 for Branches reads, as follows :—

*"All Branch resolutions must be referred to Council in the first instance before they are sent to other Branches for discussion."*

Unfortunately, Mr. de Mel has been ill and this Sub-Committee has not been able to meet. I suggest that we keep this matter pending to be brought up at our next Council meeting in January, 1970. Noted.

##### ii. Kegalle Branch Resolution

CHAIRMAN : The following resolution passed by the Kegalle Branch at its meeting on the 16th June, 1969 is for consideration :—

*"That the C.P.S. retains on a suitable basis a person of professional eminence as its spokesman to interview employers on behalf of members in matters that may result in serious consequences to the member concerned."*

As you can see this resolution is not at all clear. It is too ambiguous. We have therefore decided to refer this back to the Branch for further clarification.

NOTED.

#### ITEM 7 — TEA MARKET

CHAIRMAN : At our meeting in May, 1969, it was decided that priority be given to an analytical report from the C.P.S. on the present Tea Market, suggesting ways and means of overcoming the crisis, and that this report be followed up with direct representations to the Hon. the Prime Minister; Minister of State; Commerce & Trade; Agriculture and Food.

The Committee appointed were :—

Messrs. R. Wijeratne (Convener), M. H. K. Jagath-sena, M. N. Sadanandan, M. de S. Jayasinghe, O. N. O. Schokman, H. G. R. de Mel and S. J. Salgado.

A Memorandum drafted by Mr. R. Wijeratne was approved by the above Committee. Subsequently this Committee met the various Ministers including Dr. Gamani Corea, Permanent Secretary, Ministry of Planning and Economic Affairs on the 8th, 9th and 17th June, 1969.

A short resume of the action taken together with a copy of our Memorandum was circulated to all Council Members under cover of our DC 8/69 of the 27th June, 1969.

I would like to express our deep appreciation to Mr. Wijeratne for his excellent Memorandum. Certain Ministers expressed their appreciation and said that we were the only body that had placed concrete and helpful proposals to counter the present crisis. Once again I would like to say Thank you, Mr. Wijeratne. LOUD APPLAUSE.

Mr. Kulugammanna suggests that we publish Mr. Wijeratne's Memorandum in the Bulletin. Do you approve ? APPROVED UNANIMOUSLY.

MR. WIJERATNE : Our Memorandum was sent to the Prime Minister and other Ministers, and it has been accepted with appreciation. The Government has implemented a quarter of one part of our ideas by having entered the local auctions as a buyer. The Government has however bought not only off grades as recommended by us but main grades as well which has created a problem to the Government, as they find themselves now holding a large quantity of tea (main grades) which could have been easily sold to foreign buyers. However these teas are now being sold through the C.W.E.

As far as the International set up is concerned the Mauritius Conference was possibly the reason why Government delayed taking further action. At this conference it was decided to take off 90 million lbs. of tea from the World market, on a joint agreement by all producer countries.

The most significant aspect of this Conference was that all Producer countries met round a Conference Table for the very first time because a surplus of tea cannot be manipulated by any one country.

The idea seems to be that the position will be reviewed from time to time and certain amounts of tea siphoned off the World market whenever there is a danger of surplus.

It is very important for consumer and producer countries to get together on this, and enter into agreements. If any producing country violates these agreements the consumer countries could retaliate by not purchasing any teas from that particular country.

That gentlemen is the position at the moment and I think stability may be maintained by these efforts.

CHAIRMAN : Thank you Mr. Wijeratne.

#### ITEM 8 — MEMBERSHIP

##### i. Statement

CHAIRMAN : The active membership is 893 against 896 reported at the last meeting in May, 1969 and 899 at this time last year.



In addition there are 529 Non Voting Life Members against 528 reported at the last meeting.

These numbers include 13 for election today and take into account resignations for acceptance, deaths and retirements etc. since the last meeting.

#### NOTED.

##### ii. Elections

CHAIRMAN: The following applications for membership, recommended by the respective Branches are for your approval, all other requirements having been fulfilled:—

- |                    |                               |
|--------------------|-------------------------------|
| Upper Dimbula      | 1. Mr. J. R. Thurai Singham   |
| Dolosbage/Kotmale  | 2. Mr. S. Thiyagalingam       |
| Kelani Valley      | 3. Mr. H. S. Howie            |
| Kandy              | 4. Mr. R. T. Siriwardena      |
| Nuwara Eliya       | 5. Mr. L. R. Goonetilleke     |
| Maskeliya          | 6. Mr. D. M. W. Bandara       |
| Upper Sabaragamuwa | 7. Mr. K. A. L. Perera        |
|                    | 8. Mr. K. G. Dias Abeyesinghe |
|                    | 9. Mr. B. C. S. Perera        |
| Lower Dimbula      | 10. Mr. G. B. A. Fernando     |
| Passara            | 11. Mr. M. H. Gunaratna       |
|                    | 12. Mr. D. N. R. Wijewardena. |

#### APPROVED UNANIMOUSLY.

CHAIRMAN: The Executive Committee considered and recommends Mr. T. B. Pahathkumbura's (Kandy Branch) application for membership. Do you approve? APPROVED UNANIMOUSLY.

##### iii. Resignations

CHAIRMAN: The following resignations are for acceptance:—

1. Mr. C. S. Ilangakoon w.e.f. 31st March, 1969  
(Retired from planting)
2. Mr. B. I. Gunewardena w.e.f. 1st August, 1969  
(Retired from planting)
3. Mr. M. J. Ondaatje w.e.f. 1st April, 1969  
(Retired from planting)

#### ACCEPTED.

#### ITEM 9 — REMITTANCE OF PROVIDENT FUND ABROAD ON EMIGRATION.

CHAIRMAN: Mr. A. H. Gordon Tissera, who is the Convener of the Sub-Committee, by his letter of the 26th July, 1969 wishes his name withdrawn from the Sub-Committee. The other members of the Sub-Committee are: Messrs. B. A. Weinman and C. D. Kreltszheim. (Mr. Kreltszheim has since left Ceylon).

The Executive Committee considered this matter and as it was apparent that interest in this subject had dwindled, recommends that this Sub-Committee be scrapped, and no further action taken in this connection.

#### APPROVED UNANIMOUSLY.

#### ITEM 10 — OFFICE BEARERS 1970/71

CHAIRMAN: Though this is much in advance, it is customary that nominations for Chairman and Vice-Chairman of the Society for the following year are invited about this time. Branch Chairmen could submit the

matter up at their next Branch meetings, canvass those nominated by the Branch for their consent and inform H.Q. in good time before the next meeting of Council.

Particular attention of Branch Chairmen is drawn to Bye-Law 4 (c) re nominations. It reads:—

*"No member shall be eligible to be elected as a Chairman or Vice-Chairman of the Society unless he has been a Branch Chairman for at least one year."*

#### ITEM 11 — ANNUAL GENERAL MEETING 1970

CHAIRMAN: The next A.G.M. will be held in July, 1970. The venue will be either Galle or Kandy. We have decided to ask Branch Chairmen for the views of their Branches. We have never held an A.G.M. at Galle and the last A.G.M. held in Kandy was 5 years ago. Mr. Kulugammuna has volunteered to organise the dance if the A.G.M. is to be held in Kandy.

#### NOTED.

#### ITEM 12 — THE SECRETARY

CHAIRMAN: As you are all aware Mr. Toussaint our Secretary is to retire at the end of next month. The Executive Committee recommends that in view of Mr. Toussaint's long service that we offer him Hony. Membership of the Society. Do you approve? APPROVED UNANIMOUSLY.

Mr. Toussaint has been with us for 11 long years and we propose to ask all Council members to be present at a farewell dinner we intend to give him the day prior to the Council meeting in January.

MR. JAYAMAHA: Why limit it to Council members? I think any member who wishes to attend this dinner should be allowed to do so.

MR. WJIERATNE: We may get an unmanageable number.

MR. SCHOKMAN: I suggest a small Sub-Committee with Mr. Kulugammuna as Convener to go into all the details.

CHAIRMAN: Well we will leave this to be dealt with by Mr. Kulugammuna. Hony. membership will be conferred on Mr. Toussaint at this farewell dinner.

#### NOTED.

This is Mr. Toussaint's last Council meeting and I think he would like to speak a few words.

MR. TOUSSAINT: *Gentlemen, I am grateful for having had the opportunity of being associated with the Society for the past 11 years. Perhaps as Secretary, I have been the longest in the saddle. I must thank you for the privilege of Honorary membership it is proposed to confer on me.*

*Eleven years ago when I retired from the Government Electrical Department it meant very little to me. It was something impersonal. But this parting is something different. My association with the Society from the days of the old planters such as Barney Parker, Basil Fay and Mr. Schokman who is the only one present here today, make me realize the brotherhood that obtains in this Society. While I have been very happy in this job I don't think I have made many enemies. I can't remember even an odd disagreement, bound to happen in any job, where no one is involved.*



*Gentlemen, I can only wish the Society the very best and hope the traditions of the past will be maintained in the future.*

*I must take this opportunity to mention that I have had a very good staff—it is not proper for me to mention names—they all have been extremely co-operative and one cannot hope for better staff. I trust Mr. Abeysekera will continue to receive the same co-operation that I had. I wish you gentlemen, and every member of the staff at H.Q., all the best in the years to come.*

#### APPLAUSE.

CHAIRMAN : I won't make a long speech but we very much appreciate your services and we are looking forward to the dinner when we hope to show you how much we appreciate everything that you have done as Secretary. Thank you.

#### ITEM 13 — ANY OTHER BUSINESS.

##### i. Next Meetings

CONVENER : It is proposed to hold the next meetings in the 3rd week of January, 1970. NOTED.

##### ii. Letters of appreciation

CHAIRMAN : The following is a letter of appreciation from a retiring member :—

From Mr. P. C. Innes dated 8th June, 1969

*"Please convey my thanks and appreciation to the President and Council members for all their strenuous*

*efforts on behalf of the Society which I hope will continue to flourish in the years ahead. With every good wish."*

From Mr. R. A. Jansen dated 6th August, 1969

*"I wish to take this opportunity to thank you and the Society for all the advice given me during my planting tenure. My very best wishes to the Society for its continued success in the guidance of its members, and for all the good work it is doing."*

#### NOTED WITH APPRECIATION.

Mr. Schokman : On going through the list of Branch Meetings held it is very sad to see that the last meeting held by one Branch was in 1967 and several other Branches have not held any meetings since 1968. Branch Chairmen must make an effort to come to Council and then convene meetings in their Branches. Otherwise how can you expect the membership to take an interest in the affairs of the Society.

CHAIRMAN : I fully endorse Mr. Schokman's views and would ask Branch Chairmen to try their very best and hold Branch Meetings prior to each and every Council meeting.

Gentlemen, if you have nothing else to bring up under Any Other Business, I declare the meeting Closed.

The meeting terminated with a vote of thanks to the Chair, at 4.45 p.m.

C. L. N. TOUSSAINT,

Kandy, 6th October, 1969.

Secretary.

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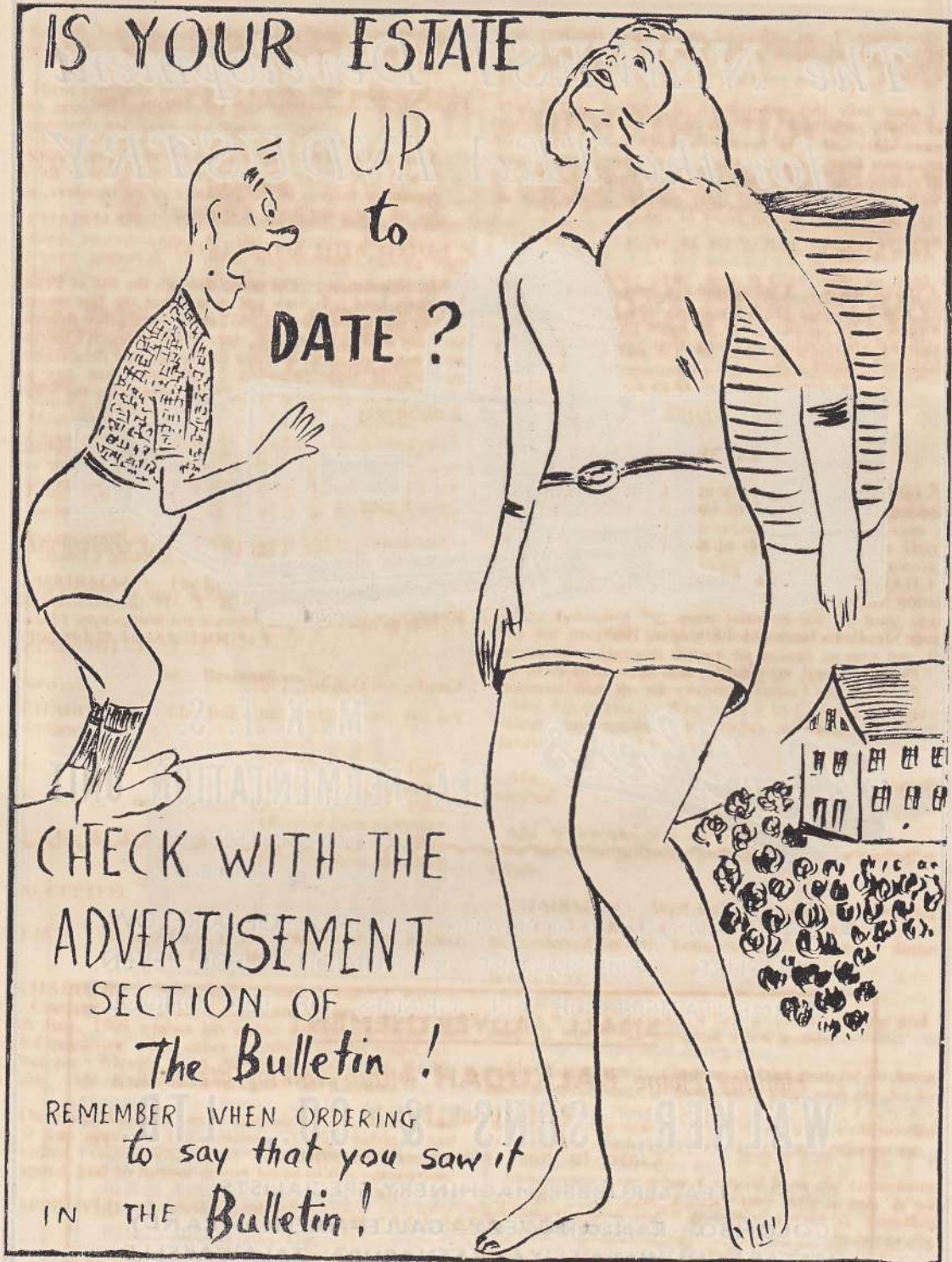
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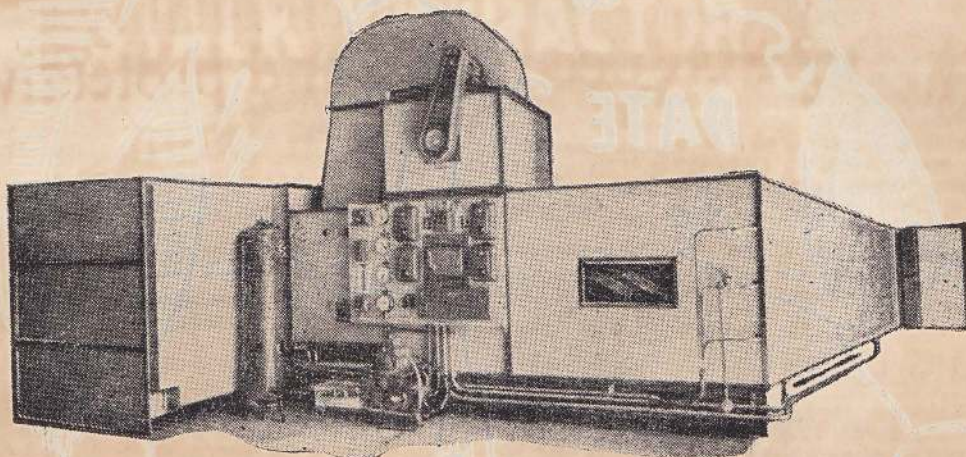
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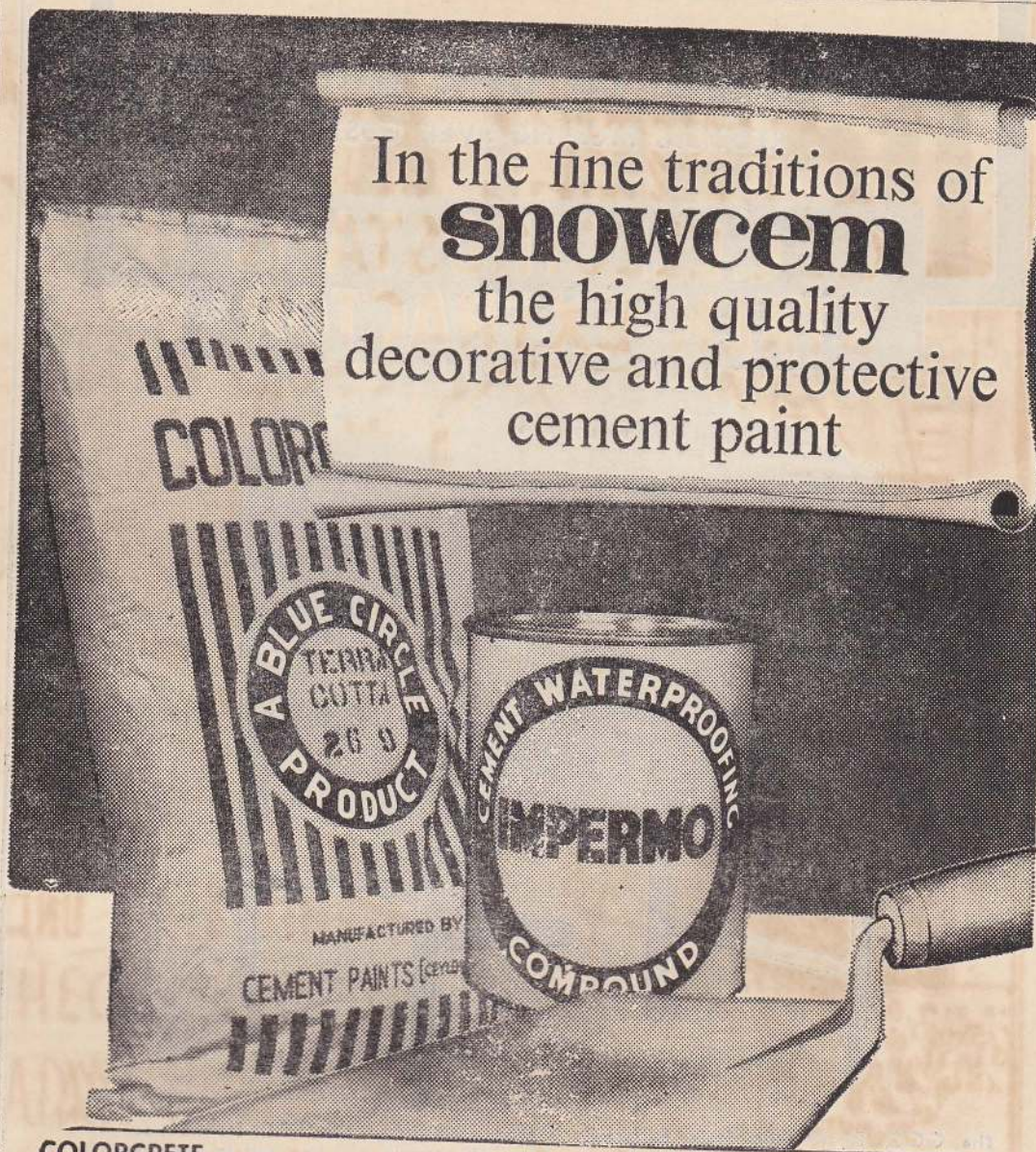
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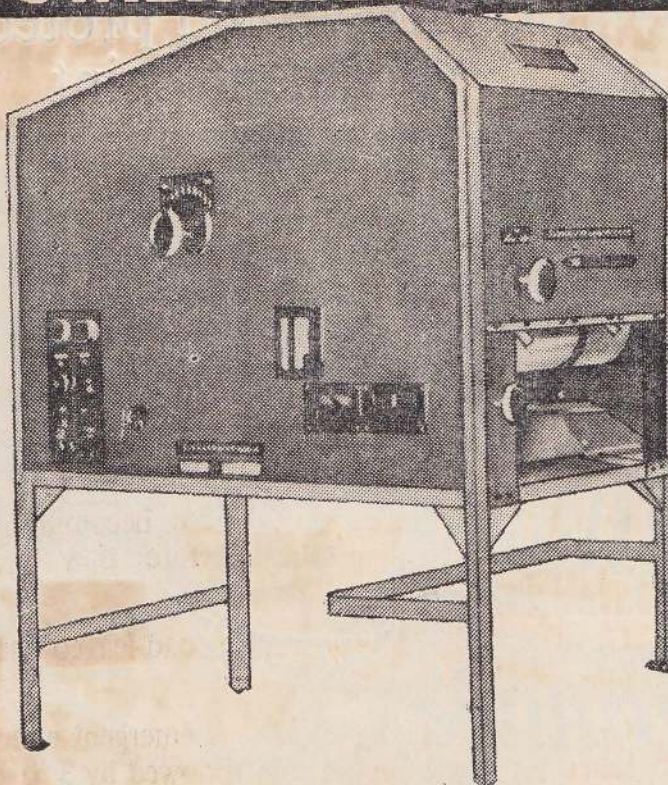
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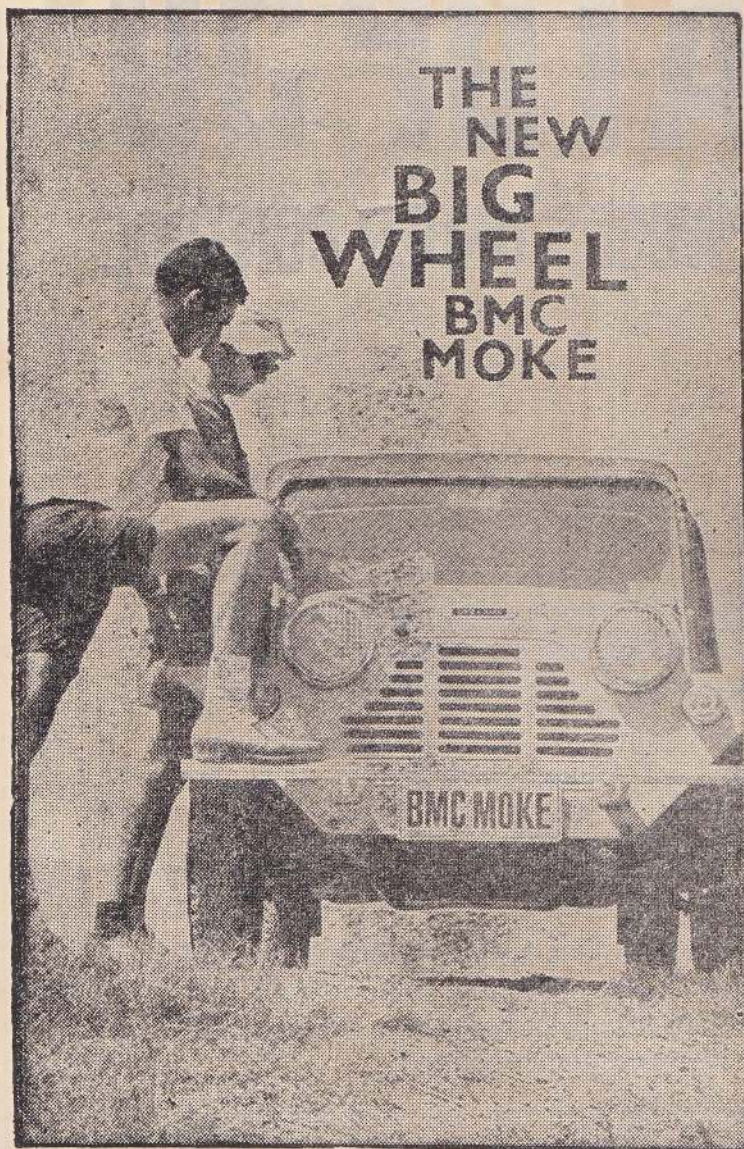
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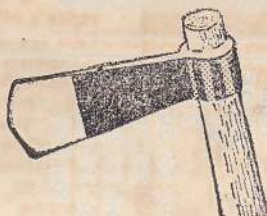
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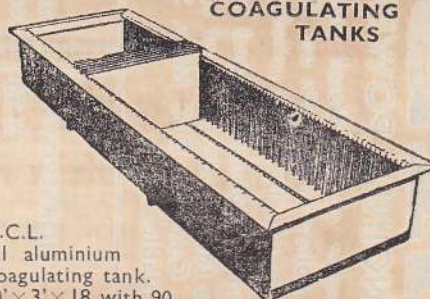
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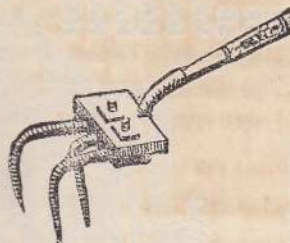
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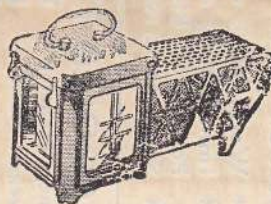
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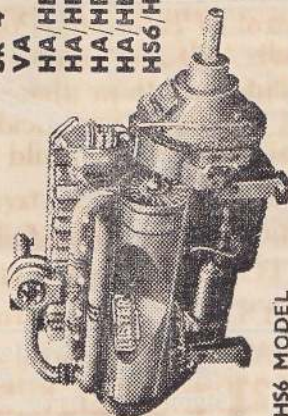
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HA/HB/HR 4	44/52/59
HA/HB/HR 6	66/78/88.5
HS6/HS6	90/102

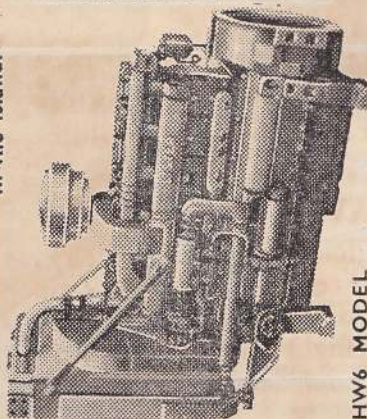


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HWS 6	90
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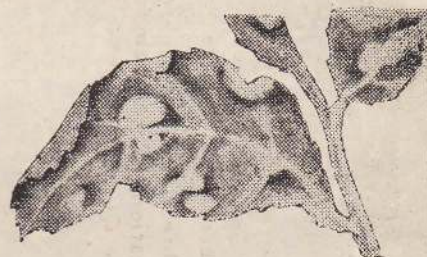
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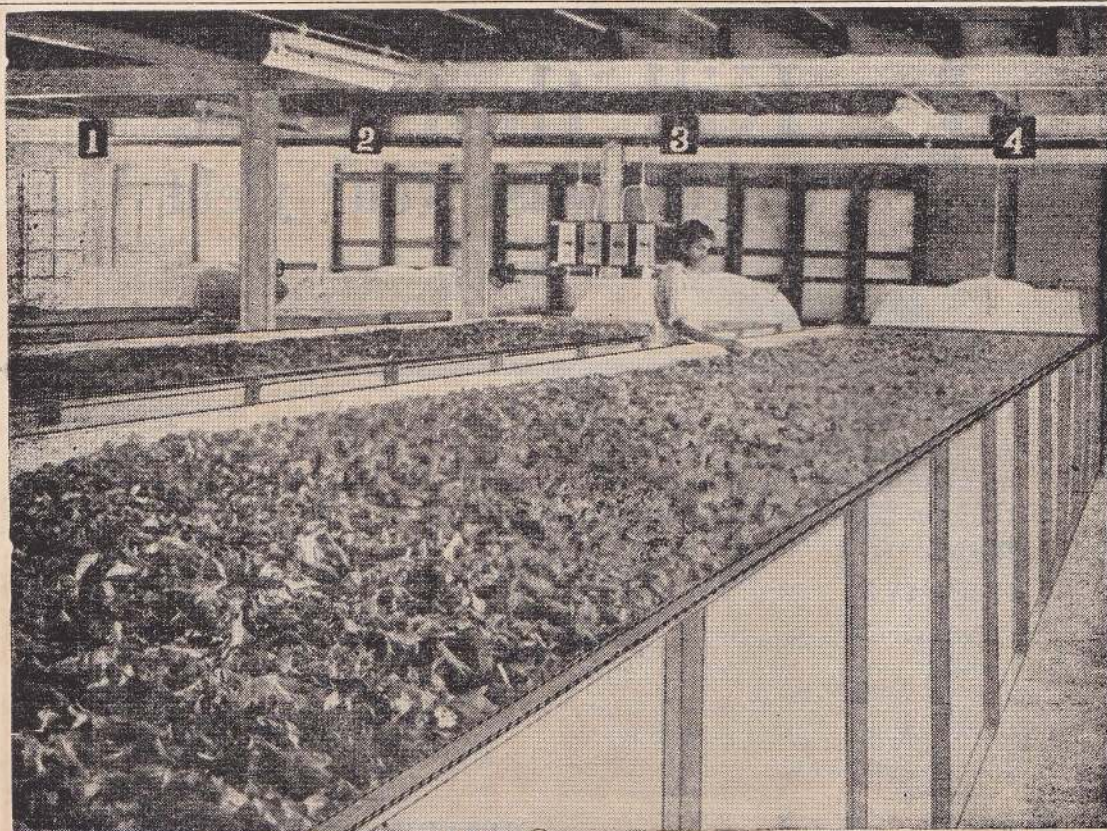
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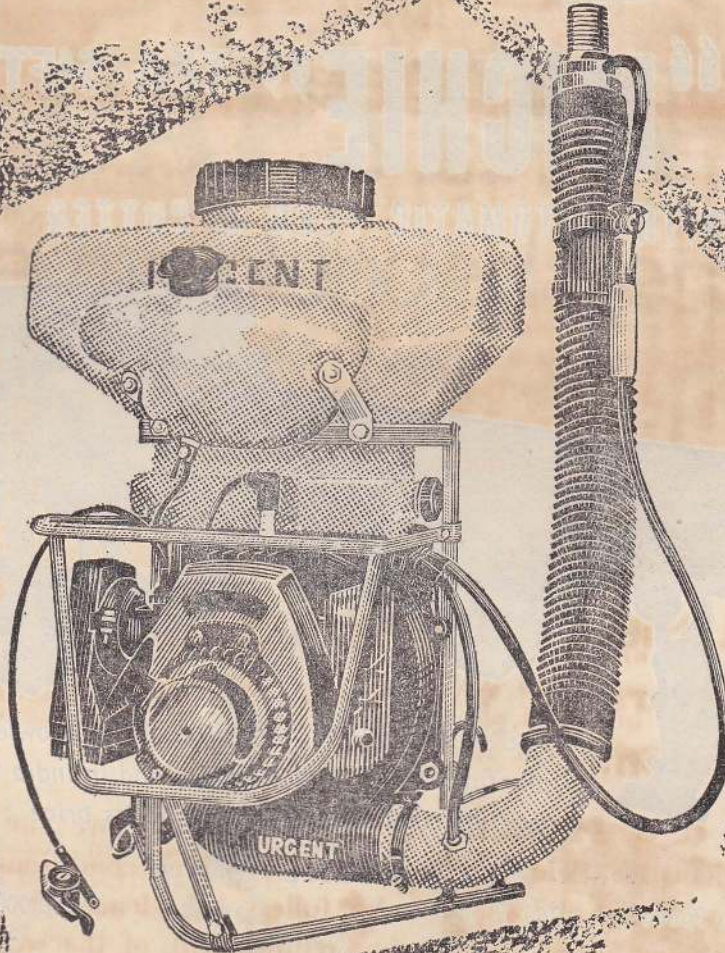
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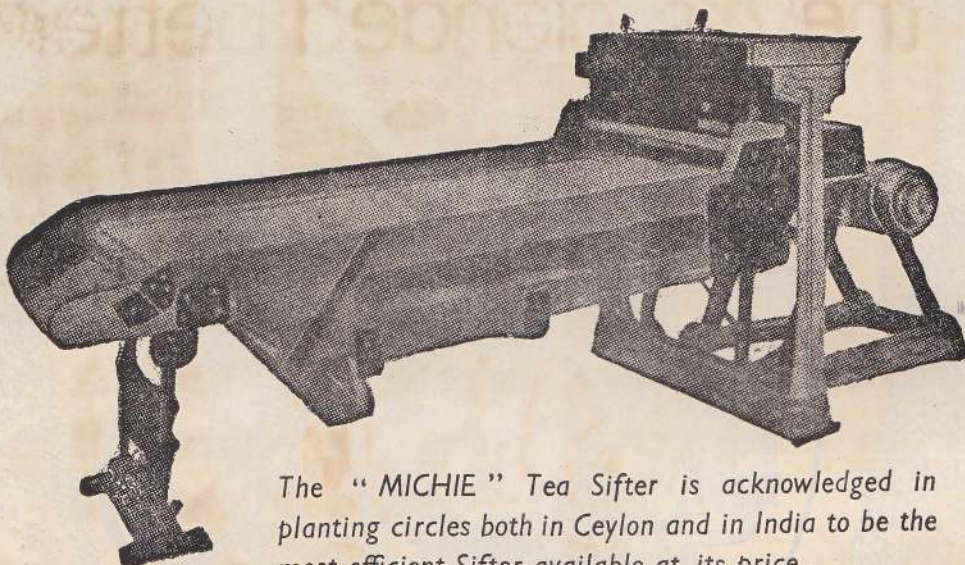
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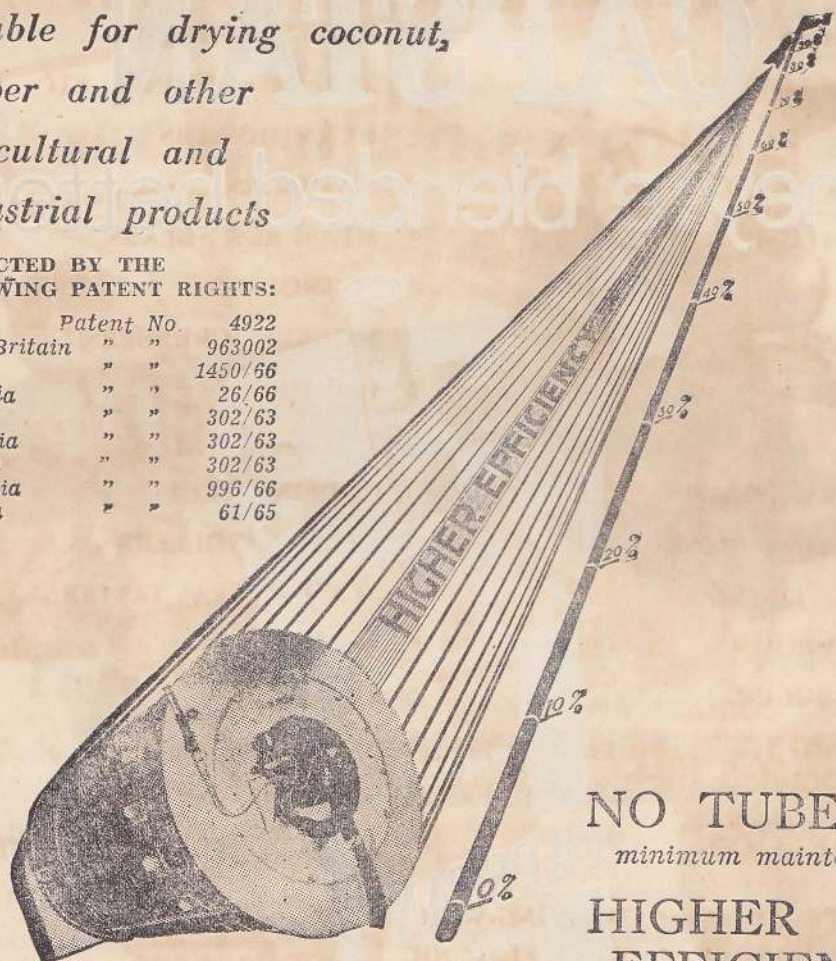
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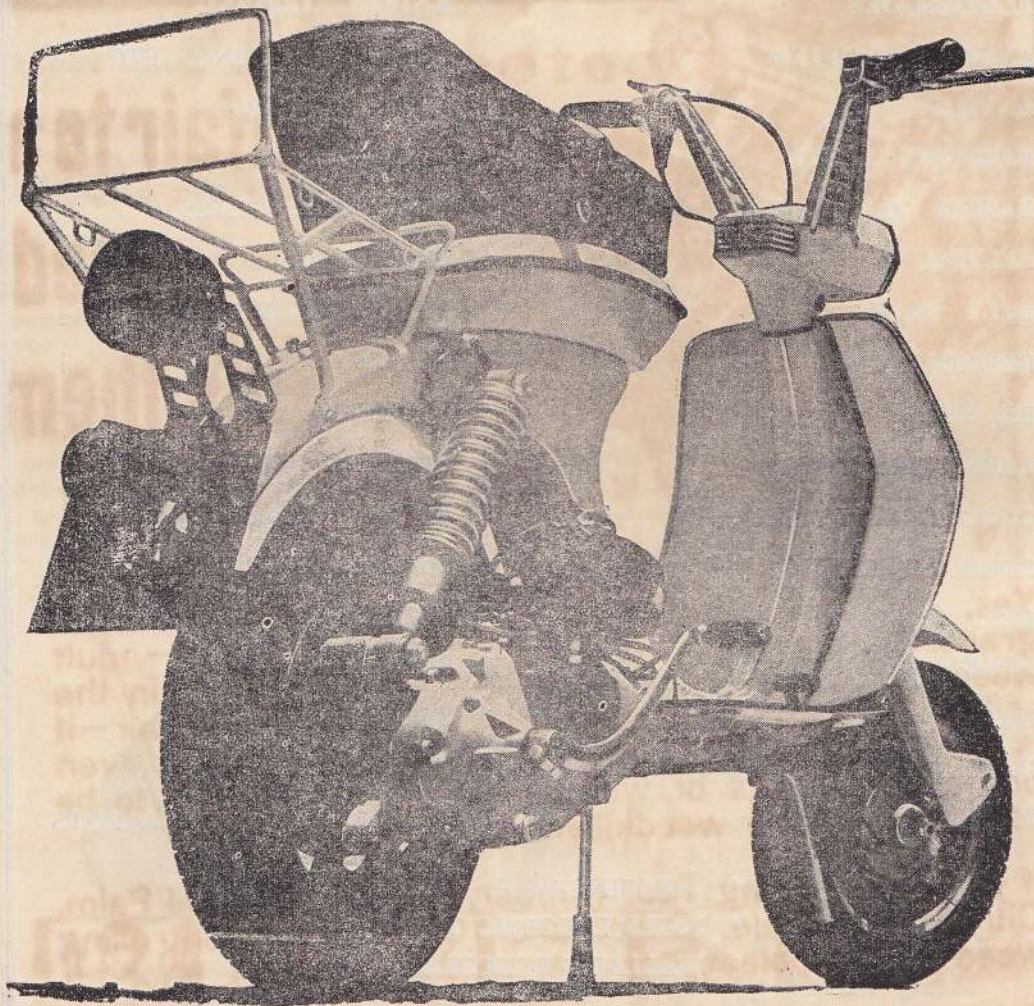
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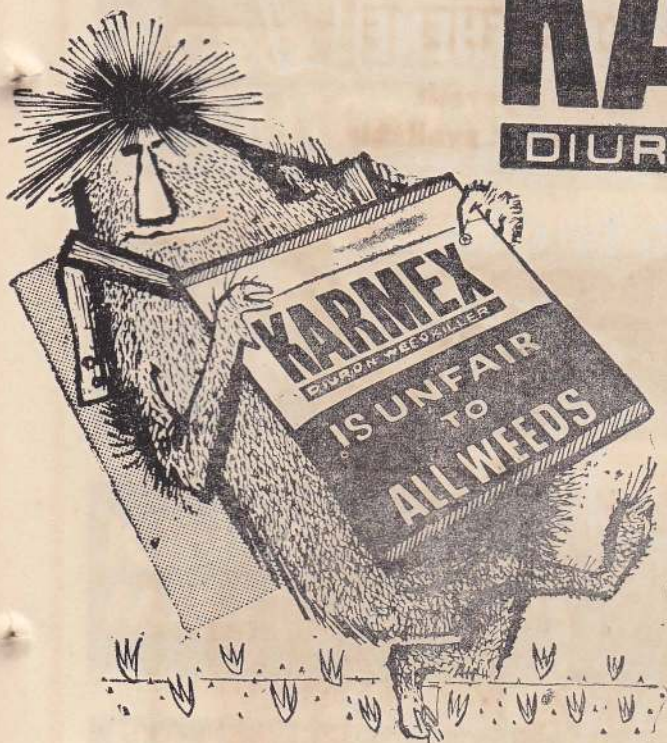
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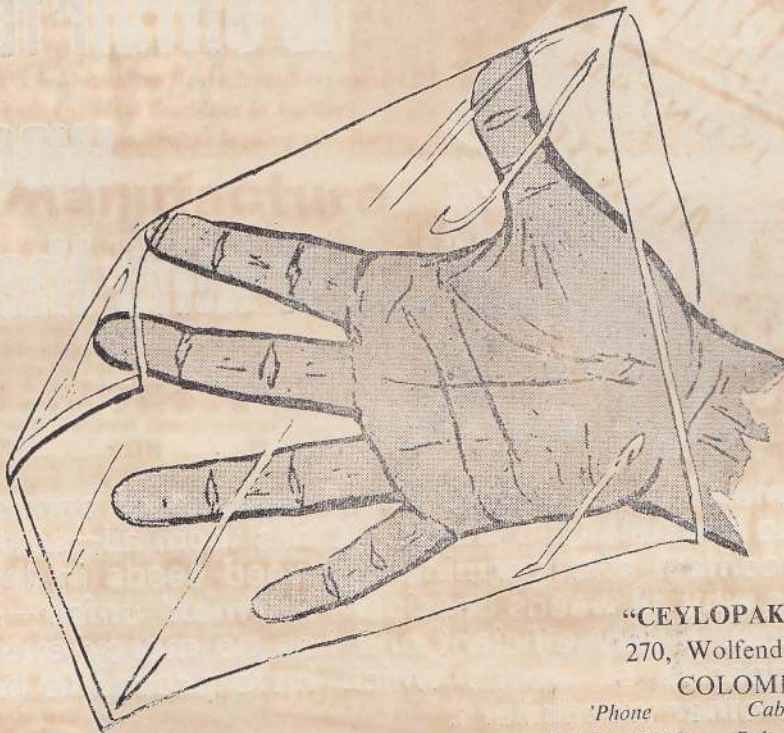


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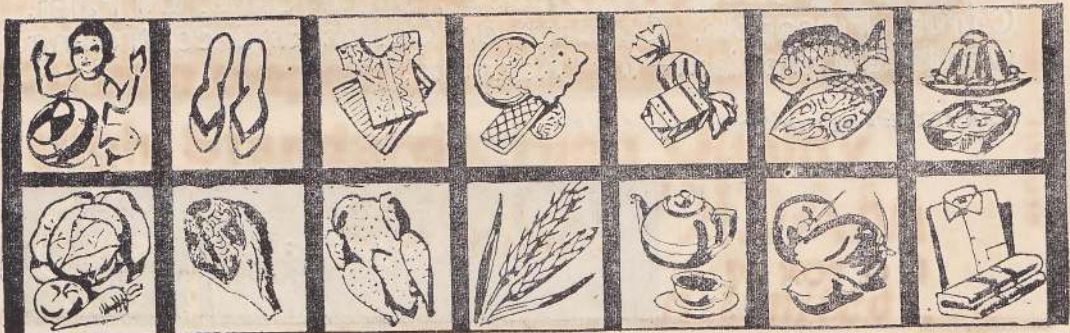
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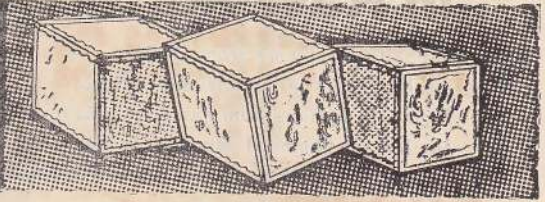


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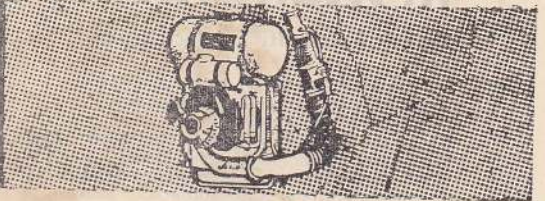
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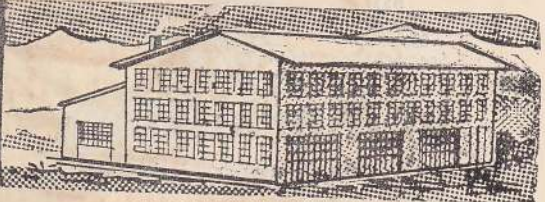
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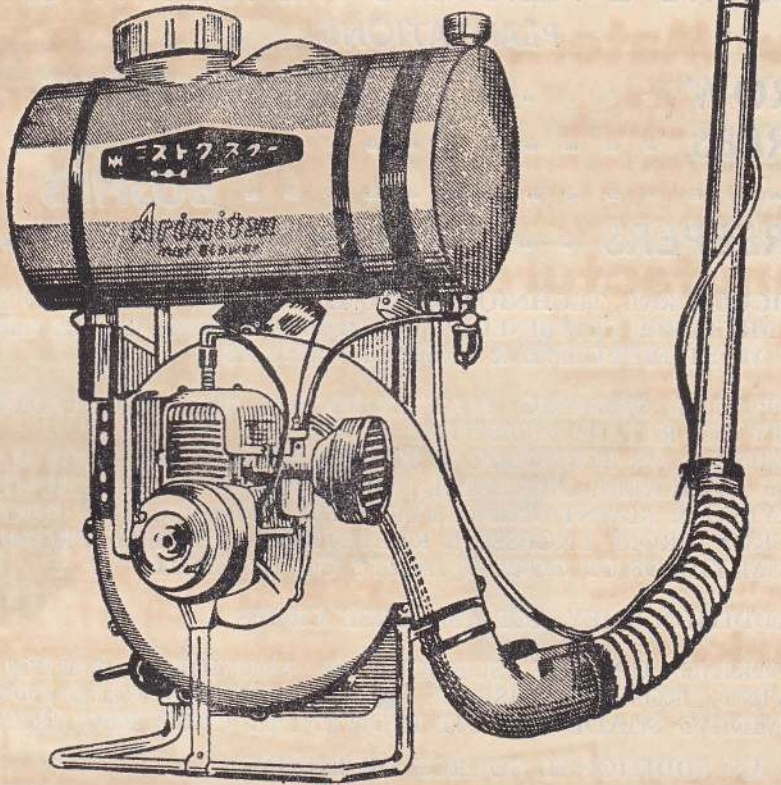
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Who says **Knapsack Mistblowers**  
can be Engine - Driven and light?

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—and they've done it!



That's why Arimitsu are so excited about it! They've come up with the ideal knapsack efficiency — expert in pest control for tea, rubber and all crops.

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PLANTATIONS

— **GROW** - - - - - **LEGUMINOUS**  
**TREES** - - - - -  
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◀ **AGRICULTURAL TECHNIQUES HAVE PROVED THAT FERTILISER MIXTURES COMBINED WITH GREEN MANURE CROPS GIVE THE MOST EFFECTIVE & LASTING RESULTS**

- BY SUPPLYING ORGANIC MATTER TO THE SOIL—INCREASING ITS CAPACITY TO RETAIN MOISTURE
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◀ **IN ADDITION THEY ACT AS NURSE CROPS**

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- PROVIDING SHADE TO SUIT INDIVIDUAL CROP REQUIREMENTS

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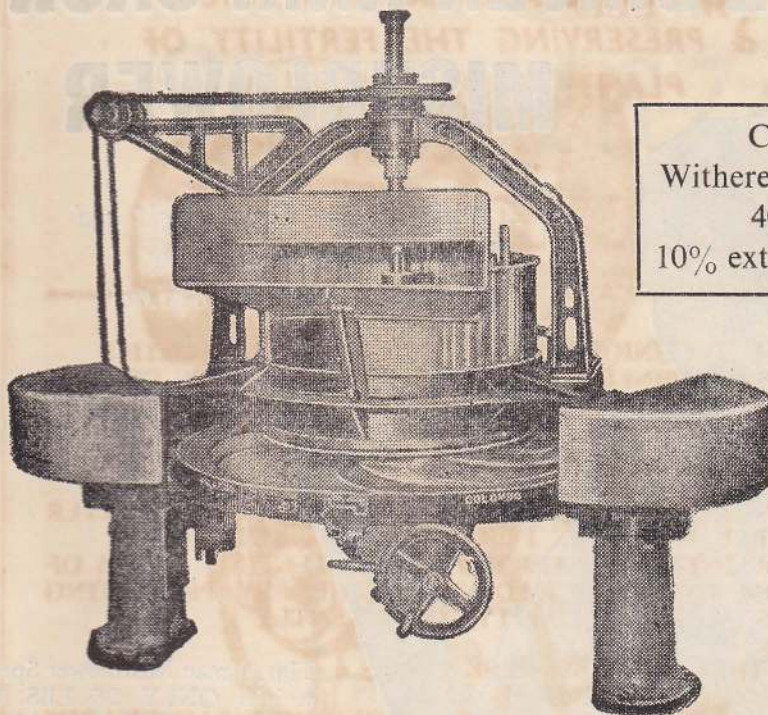
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Re-designed for EXTRA HEAVY DUTY



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- NEW HEAVY DUTY Driving Gears
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**WALKERS Single Action TEA ROLLERS for HIGH DHOOL PERCENTAGE LOW RUNNING TEMPERATURE MINIMUM POWER & MAXIMUM EFFICIENCY**

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## ENGINE DRIVEN KNAPSACK

### MISTBLOWER



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The Allman Mistblower Sprayer weighs ONLY 26 LBS. UN-LADEN, and 50 lbs. with fuel and spray tanks full. The spray tank capacity is 2.3 gallons, the micron size of droplets ranges from 70-100, and the spray is thrown 33 feet horizontally, or 20 feet vertically, in still air. Output is adjustable.

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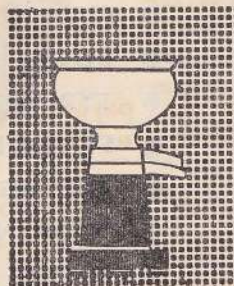


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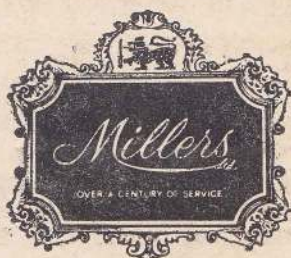
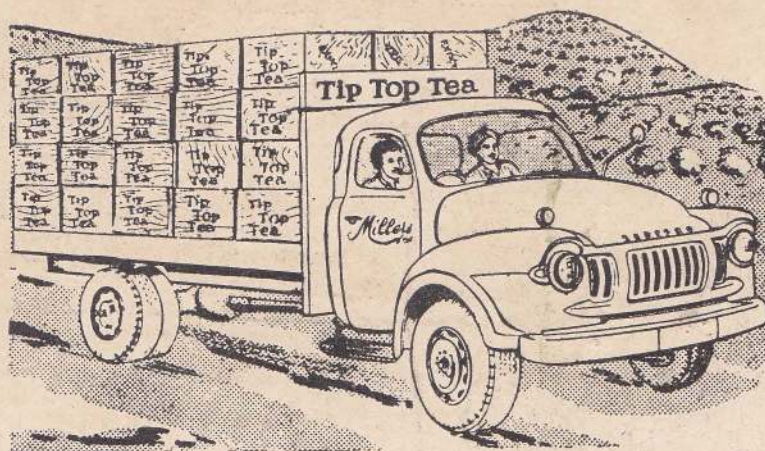
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