

Foremen in the Making

Training in Industry is now universally recognised as a matter of primary importance, its industrial application being most evident in the U.S.A. and Great Britain.

Cockle Creek Works has recently embarked on a comprehensive training scheme for potential foremen, the object being to ensure a reserve of trained personnel for both new and existing plants.

The training programme is divided into three distinct sections, viz:—

- (a) Lectures at the Technical College.
- (b) Lectures at the Cockle Creek Works.
- (c) "On the Job" training.

The Lectures at the Technical College deal with:

- (1) Introduction to Foremanship.
- (2) Foremanship.
- (3) Departmental Supervision.

The trainee foremen attend the Technical College each Monday evening for lectures, followed by discussion, and they are expected to prepare assignments as indicated by the lecturer.

Lectures are given at the Cockle Creek Works on the chemical processes, the series being divided into units, e.g., Roasting Plant, Chamber Units, Contact Units, etc.

These lectures have been prepared by various members of the staff, each lecture being presented to the trainee foremen by the staff member responsible for the preparation of the lecture.

Lectures on industrial matters other than actual processes, are also included in the curriculum, e.g., Costs, Safety, Incentives, Planned Maintenance, etc., with particular reference to local practice.

"On the Job" Training is carried out in the initial stages by all the selected candidates.

Following completion of the Works lectures, and acting on combined reports on the candidates, with particular reference to the individual candidate's ability to handle the men, processes, equipment, etc., the finally selected candidates are placed on nominated plants in readiness for taking over the foremen's jobs, as and when vacancies occur.

The Trainer maintains contact with the trainees during "On the Job" training, being the medium for dealing with any difficulties that may arise, and to assist generally in ensuring that all

possible avenues of learning the job are opened up for the trainees.

This new venture has created a great deal of interest and comment; a pleasing feature being the complete co-operation of all concerned.

—J. A. T.

BOOMERANG!

A warm welcome is extended to Mr. W. H. Wadsworth ("Waddy") who is now back with us at Cockle Creek. Mr. Wadsworth has been appointed Chief Suptd., Production.

Letter to the Editor

University Vacation Training.

Dear Sir,

I wish to thank all my mates who helped me during my recent stay at the Sulphide.

As I read in an old edition of the "News," the "Sulphiders" are a class of men not to be found anywhere else. They should be proud of the fact. In such a friendly and helpful atmosphere, it is no wonder that some of them stay at the works for such a long period of time.

I don't suppose you enjoyed my stay as much as I did, but I hope I wasn't too inquisitive or too much of a nuisance

Thanking you all,

Yours,
ALEX J. McALPINE,
(Chemical Engineering IV,
Sydney University.)

D'Ya Reckon?

"We can do it," said our Ken Wansbrough, Ian Moon gasped and recoiled in horror; "I'll file and fit it," said our Mel Jones. Andy Thomson agreed, "with the use of grindstones"; "We'll wire it with sparks," remarked George Brailey. "The Welfare Club will help," said Arthur Dennett gaily. Lance Weir moaned, "We'll only bend her;" "Us Supermen are the boys," skited young Bob Pender; Darrel Garfoot claimed, "they're not right in the head, Jack Williams tried, with a hammer of lead;" "Give it a try," said happy Bert Fogo. Les McLenahan cried, "but she just won't go;" Harry Baker suggested, "to drive like a rivet," and Charlie Lawrie said, "we know we will do it;" But Bill Rinker's opinion, in the expert's role, was that, "You can't fit a square peg into a round hole."

—"SHOCK-EM."