

Annual report with balance sheet : 1944

Contributors

Industrial Welfare Society

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INDUSTRIAL WELFARE
SOCIETY

*Annual Reports
To be sealed in*

ANNUAL REPORT

WITH

BALANCE SHEET

For the Year ended June 30th, 1944

Founded 1918

Incorporated 1928

NATIONAL INSTITUTE
INDUSTRIAL PSYCHOLOGY
LIBRARY
MP
ALDWYCH HOUSE, W.C.2

Ann Rep

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1944

ANNUAL REPORT

1943-1944

The Council feel that it will meet the wishes of members, and certainly of the Paper Controller, if once again the year's work is described in brief outline only, and a full report of the Society's war-time activities is postponed until the end of hostilities.

Membership. This continues to increase, and a pleasing feature is the large number of firms of less than 500 employees who have joined during the year. Total membership is now 2,300.

Conferences and Meetings. The fourth year of war has seen an unprecedented desire for advice and information on welfare and personnel management, and the Society has endeavoured to meet this with an increased programme of meetings and conferences. Fourteen conferences (attended by 2,616 representatives of firms) have been held in London and the Provinces. These included two conferences for directors only, which proved to be a most interesting development of the Society's work. Several informal meetings have been arranged at Hobart Place, when members have been invited to meet various senior Civil Servants for the purpose of discussing the implications of new legislation affecting personnel in industry, and the ensuing exchange of ideas has proved of benefit to all concerned. In addition, talks and lectures have been given on the meaning of welfare and personnel work to local industrial groups and organisations, schools, and university courses. One of the most significant meetings was that arranged in Belfast, under the aegis of the Prime Minister and Government of Northern Ireland, for it has exercised widespread influence there upon recent developments in industrial relations.

Service and Information. During the year 841 visits were paid by members of the staff to firms. Requests for information and advice from members and organisations at home and abroad have increased considerably in the period under review, and legal, medical, industrial catering, and general enquiries have averaged 190 a month. Literature has been constantly out on loan from the information files and from the small but specialised library. Several important special enquiries have been undertaken covering such matters as industrial training and education, joint consultative machinery, the nutrition of young workers and costs of industrial catering services. The Society has continued to receive



applications both from individuals and firms, and a satisfactory number of appointments have been made from the Society's panel. The Council wish to record their appreciation of the way in which members respond to requests for information and their readiness to give this in full measure. Without this co-operation the work of the Society could not proceed.

Publications. Members continue to show their appreciation of the Journal and the Confidential Bulletin as sources of up-to-date information and means of contact with recent developments in the personnel field, and the Council are only sorry that it is not possible, under the present paper restrictions, to meet all the demands from members and would-be subscribers. Two important new booklets have been published during the year to meet a long-felt need for advice on the keeping of canteen accounts and on personnel records. The booklets on canteen menus, works councils and elements of industrial welfare have been revised and reprinted.

Contacts. Close and friendly association between the Society and almost every Government Department continues—a matter of great satisfaction to the members of the Society. The Council feel that this liaison between the voluntary organisation and the official bodies is a vitally important aspect of the work of the Society.

Acknowledgements. The thanks of the Council are due to all those members who, by addressing meetings, writing articles, and allowing visitors to study their activities, are doing so much to guide the movement along sound and acceptable paths.

The Council also record their gratitude to Lord Plender, Honorary Auditor, whose work does not diminish as the years move on, and wish to acknowledge their debt during the year under review to Mr. Harold Hargrove, Honorary Solicitor, whose recent death has robbed the Society of an old and trusted friend.

It is with deep regret also that the deaths are recorded of Dr. D. A. Coles and Mr Fred. H. Young, from whom great services had been received. But for the timely financial assistance given by Mr. Young at a critical period in the Society's history, it is doubtful if its work could have continued to expand.

Finally, the Council wish to place on record their very deep appreciation of the loyal and effective work done by every member of the staff. Changes due to the war have been heavy but inevitable, but in spite of many difficulties and increased pressure of work the demands made upon them have been ungrudgingly met.

INDUSTRIAL WELFARE

(Incorporated on the 25th October, 1928, under the Companies Act, 1928)

BALANCE SHEET

1943			£	£
	£	£		£
583		CREDITORS AND ACCRUED CHARGES (including provision for Deferred Repairs)		1,043
1,397		CONFERENCE FEES AND JOURNAL SUBSCRIPTIONS RECEIVED IN ADVANCE ...		678
		STAFF BENEVOLENT FUND ACCOUNT—		
	471	Balance as at 30th June, 1943 ...	456	
		Less : Excess of Grants over Income for the year	7	
456	15		—	449
		GENERAL FUND ACCOUNT—		
20,673		Balance as at 30th June, 1943 ...	26,019	
		Less : Loss on Realisation of Investments	89	
			25,930	
		Add : Excess of Income over Expenditure for the year ended 30th June, 1944, per attached Account...	8,670	
26,019	5,346		—	34,600
				£28,455
				£36,770

REPORT OF THE AUDITOR TO THE MEMBERS OF

I have examined the above Balance Sheet, dated 30th June, 1944, with the vouchers thereon, and I have required. In my opinion such Balance Sheet is properly drawn up and is true and correct to the best of my information and the explanations given to me and as shown by the books of account.

5, London Wall Buildings, London, E.C.2.

19th September, 1944.

SOCIETY (Incorporated)

Acts 1908 to 1917 as a Company limited by Guarantee)

30TH JUNE, 1944.

1943									
	£					£		£	
	FURNITURE AND FITTINGS at Cost, <i>less</i> Depreciation and Proceeds of Sales :—								
		Balance as at 30th June, 1943	...	...		263			
		<i>Add</i> : Expenditure during year	...	...		89			
						352			
		<i>Less</i> : Amount written off...	...	...		351			
						—		1	
263									
472		DEBTORS	...	...	...			368	
116		PAYMENTS IN ADVANCE	...	...	...			106	
		INVESTMENTS, at Cost :—							
		<i>Staff Benevolent Fund—</i>							
456		British Government Securities	...	...				449	
		(Value based on Market Quotations £458)							
		<i>General Fund—</i>							
		British Government and Municipal Securities	...	...	...	31,437			
		Dominion Government Securities	...			2,020			
25,047		(Value based on Market Quotations £33,809)				—		33,457	
2,101		CASH AT BANK AND IN HAND	...	...	...			2,389	
		(Signed) CHARLES CRAVEN			} <i>Members of the Council.</i>				
		(Signed) G. A. ISAACS							
		(Signed) ERNEST LEETE, <i>Honorary Treasurer and Chairman of the Finance and Organisation Committee.</i>							
								£36,770	
		£28,455							

THE INDUSTRIAL WELFARE SOCIETY (INCORPORATED)

the books of the Society and have obtained all the information and explanations to exhibit a true and correct view of the state of the Society's affairs according to the books of the Society.

(Signed) PLENDER, *Chartered Accountant,*
Honorary Auditor.

INDUSTRIAL WELFARE

INCOME AND EXPENDITURE ACCOUNT

1943

£		£
	To Salaries :	
	Welfare Organisation and Information Service	
5,409		6,181
	Department for the Development and Extension of the Objects of the Society ...	
1,800		2,062
2,188	Administration	3,080
9,397		11,323
1,056	„ Staff Pension Scheme Contributions ...	881
1,323	„ Travelling and other Expenses of Director and Organisers	1,452
287	„ Hire of Halls, Conference Accommodation, etc.	1,380
1,087	„ Copies of <i>Industrial Welfare and Personnel Management</i> Journal supplied to Members and others	1,274
922	„ Printing, Stationery and Pamphlets ...	917
747	„ Postages, Telegrams and Telephone	849
611	„ Rent and Rates	598
255	„ Cleaning, Lighting and Heating	310
335	„ Sundry Office Expenses	335
50	„ Provision for Maintenance and Redecoration of Premises	500
88	„ Amount written off Furniture and Fittings...	351
5,346	„ Balance, being Excess of Income over Expenditure carried to Balance Sheet ...	8,670
£21,504		£28,840

SOCIETY (Incorporated)

FOR THE YEAR ENDED 30th JUNE, 1944

1943

£		£
11,666	By Subscriptions received from Members	14,272
	(No credit has been taken for subscriptions due but not collected.)	
5,688	„ Donations received from Members and Others ...	9,266
<hr/>		<hr/>
17,354	„ <i>Industrial Welfare and Personnel Management</i> Journal :	23,538
876	Excess of Income over Expenditure	1,155
1,889	„ Contributions to Conferences and Lectures	2,852
793	„ Proceeds from Sale of Pamphlets	556
592	„ Interest on Investments (Gross)	739

£21,504

£28,840

COUNCIL

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Secretary : MR. G. L. PERRY.

Registered Offices : 14, HOBART PLACE, WESTMINSTER, S.W.1.

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