

# WRIGHT AHEAD

THE HEAD WRIGHTSON NEWS LETTER

Vol. 4

JUNE 1953

SPECIAL ISSUE

God Save the Queen



**Coronation Year 1953**



*Inauguration of*

**WORKS PENSION SCHEME**

## CHAIRMAN & MANAGING DIRECTORS LETTER

Your Directors have decided to offer you a Works Pension and Life Insurance Scheme. This has been regarded as such an important step forward, that a special edition of our Works magazine is being devoted to it. I have been invited to write my customary foreword, and it obviously gives me more than the normal pleasure to do so on this occasion. As we have had a pension scheme for the staff for some years, the following observations are chiefly addressed to the men and women in the shops, though some of the principles may be of general interest.

When any major decision is being contemplated, it is necessary, as in games, "to keep your eye on the ball." The ball, in the case of a manufacturing industry, is to provide goods and services to improve the standard of living of the community, and, very important, **to put ourselves in a position to continue to do so.** It would be no good to adopt elaborate schemes of production and welfare, if the next thing that happened was that we were unemployed because our costs were too high. This would defeat the main object of improving the standard of living. There must be a sense of balance and proportion. As we are among a very small number of engineering companies, dependent on world's markets, who are offering a works pension scheme, you can see that your Directors have not made their decision lightly.

As you all know, there is to-day a wide difference of opinion as to whether the individual or the State should come first. Free people plump for the individual, with the State helping in the background. Totalitarians believe that the State should come first, and the individuals subordinated. Improving technique, larger units of equipment, development of rapid communications, have tended to increase the size of works and communities. I assure you it is not an easy task to run a works our size, and we are not a big organisation compared with some. Whatever the future may hold, we cannot go far wrong if in addition to receiving help from the Government, we also assist ourselves.

This new Pension Scheme is an example. It is part of the policy I set out at the beginning of this letter.

I hope, therefore, that there will be an understanding of what is involved, that the scheme will be welcomed, and that in due course, its benefits will make just that difference, whereby a happier life will be enjoyed, not only when we are old and superannuated; but meanwhile, due to the feeling of security that should be engendered.

*Richard Miles*



## A MESSAGE FROM MR. PETER WRIGHTSON

This is a very special issue of "Wright Ahead" in which is explained the new Head Wrightson Pension and Life Assurance Scheme.

Your Board of Directors has been investigating the possibilities of starting a scheme of this sort for some time past but up to now we have not felt able to bear the very considerable cost involved.

After prolonged discussion of various alternative proposals we have now decided to proceed with the scheme as outlined here and as described in detail in the booklet.

There are three points I would like to stress.

First— Why are we launching this scheme? Because we feel that the excellent team spirit of Head Wrightson will be further improved through each individual knowing that he will be better off when he retires.

Second— How are we enabled to carry out this scheme? The sole reason why we are enabled to carry out this scheme is because we are trading successfully. If we did not trade successfully we would be unable to buy new machinery and finance our work. There would then be no possibility of providing funds for a pension scheme.

Finally— The future. There has been a lot of talk recently about our country entering upon a new Elizabethan age, and I have no doubt that every one of us was deeply moved by the events of June 2nd leading up to the Coronation of our Queen. Let us not forget, however, that we shall not achieve the glories of a new Elizabethan age by just talking. Only by our labours shall we deserve to maintain and improve our standard of living. Only by every member of our team pulling his weight shall we keep "Head Wrightson on top of the World."

*Peter Wrightson*

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THE CHAIRMAN AND DIRECTORS LISTEN WITH INTEREST TO MR. MILLER, THE EXPERT FROM THE METROPOLITAN PENSION ASSOCIATION, WHEN HE EXPLAINED THE SCHEME TO THE WORK'S REPRESENTATIVES.





## Proposed Pension Scheme

### QUESTIONS AND ANSWERS

#### 1. WHEN DOES THE SCHEME START?

The scheme starts in full on the 1st July, 1953. The Life Assurance part of the Scheme has, however, been in force since 1st June, 1953, for all employees eligible to join on 1st July, 1953, provided they were actively at work on the 29th May, or 3rd June, 1953.

The Life Assurance will continue after 30th June only for those employees who apply for membership of the Pension and Life Assurance Scheme.

#### 2. WHO MAY JOIN THE SCHEME ON THE STARTING DATE?

Men who have passed their 21st birthday but have not reached their 64th birthday, and who have completed 2 years' continuous service with the Company by 1st July, 1953.

Women who have passed their 25th birthday but have not reached their 59th birthday, and who have completed 2 years' continuous service with the Company by 1st July, 1953.

#### 3. IF I CANNOT JOIN AT THE STARTING DATE, WHEN CAN I JOIN?

You may join on the 1st July following the date on which you complete 2 years' service and reach the age of 21, if a man, or 25, if a woman, provided of course that you have not then reached age 64, if a man, or 59, if a woman.

#### 4. HOW MUCH WILL IT COST ME?

The scheme will cost you 2/6d. a week throughout your membership, regardless of your age.

#### 5. HOW MUCH IS THE COMPANY PAYING?

The Company is paying the cost of providing:—

- The £200 death benefit.
- The cost of past service pension.
- A sum in excess of the employees total contributions for future service pensions.
- Cost of administration.

To give you some idea of the sum involved, the cost to the company over the first year will be roughly 4/6 per week for each eligible employee.

#### 6. HOW WILL MY CONTRIBUTIONS BE MADE?

They will be deducted weekly from your wages.

#### 7. DO I GET ANY TAX RELIEF ON MY CONTRIBUTIONS?

Your contributions will be treated as Life Assurance premiums. You do not need to tell your Local Inspector of Taxes as this will be done for you by the Company. Naturally, it will take a little time before the Inspector of Taxes can alter your P.A.Y.E. coding.

#### 8. WHEN IS THE PENSION PAYABLE?

The pension becomes payable at the normal retirement date of the 65th birthday for a man and the 60th birthday for a woman.

The pension will be payable monthly, starting on your retiring birthday.

#### 9. HOW MUCH WILL MY PENSION BE?

For each complete year in which you contribute to the Scheme after 1st July, 1953, your retirement pension from age 65 (or age 60 for women) will be 1/- weekly, £2 - 12 - 0d. per annum.

For each complete year of service up to 1st July, 1953, after the 21st birthday of a man or the 25th birthday of a woman (but ignoring in any case the first 2 years of service), the pension is 3d. weekly, 13/- per annum.

For example, a man who is not quite aged 45 on the starting date and who has completed 18 years of service with the Company (of which 16 will count), will receive a pension of 20/- for his 20 years of service in which he will contribute, and 4/- for his 16 years of pensionable past service, making a total of 24/- weekly.

A man 30 years of age with 9 years past service, will receive a pension of 35/- weekly for his 35 years of future service and 2/3d. weekly for the 9 years pensionable past service, making a total of 37/3d. weekly.

#### 10. DOES MY NATIONAL SERVICE COUNT FOR PENSION?

If you were regularly employed by the Company when your National Service started, and you returned to the Company as soon as you were demobilized, your National Service, including the 1914-1918 and 1939-1945 Wars, will count for pension purposes.

#### 11. WILL THIS PENSION AFFECT THE NATIONAL RETIREMENT PENSION?

The pension under the Company's Scheme is additional to the National Pension (at present 32/6d. weekly for a single person and 54/- weekly for a married couple).

#### 12. WHAT HAPPENS IF I DIE SOON AFTER RETIRING?

The pension will **definitely** be paid for 5 years altogether from the date on which you retire (with one exception). If you die three months after retiring at or after normal retiring age, it will be paid for 57 more months to your legal personal representatives.

If you have retired early, though, the pension stops when you die. There is a guarantee, however, that if you have not received as much in pension as you paid in contributions, the balance will be paid over to your representatives.

You may like to know that a man who retires at age 65 can, on the average, expect to receive his pension for 13 - 14 years according to recent statistics.

#### 13. SUPPOSE I STAY ON AT WORK AFTER RETIREMENT AGE?

The purpose of the Scheme is to ease your mind for the future and to help you in your retirement. If, however, both you and the Company wish to continue your employment beyond retirement age, you do not draw your pension, but wait until you retire from work when a bigger pension is payable depending on the amount of pension you have not drawn.

You will have stopped paying contributions on the 1st July before your 65th birthday (or 60th birthday if a woman).

#### 14. SUPPOSE I HAVE TO RETIRE EARLY?

It is possible, with the agreement of the Company, to retire during the ten years before your normal retiring age. The pension is reduced, partly because you will be drawing your pension earlier than was expected, and partly because you will miss paying the last few years of contributions.

#### 15. WHAT HAPPENS IF I DIE BEFORE NORMAL RETIREMENT AGE?

The Life Assurance benefit of £200 becomes payable as soon as possible after death, to your legal personal representatives, if you die while in the service of the Company before normal retiring age, provided that your death is not caused by War. The contributions you have paid will also be returned **in full**.

The term "legal personal representatives," means the executors of your Will, if you have left one, or the person who has been granted Letter of Administration to your Estate (this would normally be your wife or other next of kin).

#### 16. SUPPOSE I LEAVE THE SERVICE OF THE COMPANY BEFORE RETIREMENT AGE?

You will receive, if you wish, a refund in full of **all** the contributions you have made. You cannot lose a penny of your contributions.

If you wish, you may instead leave your money in the Scheme and draw a reduced pension at retirement age, depending on the number of years you have been contributing. In this event you will be credited with the pension which has been provided by the Company during your membership, if you are not leaving service of your own free will or through fraud or misconduct.



**17. CAN I LEAVE THE SCHEME WHILE STILL AN EMPLOYEE?**

Once you have joined the Scheme, you must remain a member while you are still employed by the Company.

**18. WHAT HAPPENS IF I FALL ILL, OR AM LAID-OFF?**

You may suspend your contributions if you cannot afford to pay them, in which case the Company will suspend its contributions and the pension will be adjusted. Alternatively you may keep up your contributions, if the Company agrees to continue its contributions.

If you are away for 2 years through illness, or 1 year for some other reason, you then cease to be a member and you take one of the options available on leaving service.

The Company hopes to keep the Life Assurance cover in force while a member is away, so long as the member does not withdraw from the Scheme by taking a refund of contributions.

**19. ARE THE CONTRIBUTIONS SAFE?**

So as to give you the greatest feeling of security, the Company is effecting contracts with the Friends' Provident & Century Life Office, who will guarantee the benefits of the Scheme in return for the premiums paid. The Life Office has assets of over £30 million and has been established since 1832.

**20. IS THIS ALL I SHOULD KNOW ABOUT THE SCHEME?**

No. Read the booklet describing the Scheme for full details, and ask questions at the Meetings which will soon be held if you have any further questions.

**21. HOW DO I JOIN?**

By completing the application card enclosed with your booklet, and returning it to your Shop Foreman by the 25th June, 1953.



GUY HILLABY — MIDDLESBROUGH WORKS



ALFIE GREEN — TEMPLATE SHOP



CON MAVROGIANES — MAINTENANCE



JACKIE HUNTER — MACHINE SHOP

## MEETING OF WORK'S REPRESENTATIVES

On Wednesday, 10th June, our Chairman, Mr. Miles and other members of the Board, met representatives from all Departments to announce the inauguration of a Pension and Life Assurance Scheme for Works' Employees.

With them was Mr. Miller of the Metropolitan Pension Association and Mr. Bray of the Friends' Provident and Century Life Office.

After the introduction by the Chairman, Mr. Miller went into full details of the scheme and then asked for questions from those who were present. From the many and varied questions which were put, it was obvious that the men were deeply interested in the proposal and were keen to get as much information as possible.

Our photographs show some of them in the act of putting their questions and it should be a source of

satisfaction to all our employees to know of the attention which their representatives give on these occasions.

There is no doubt that the scheme is a most generous one and something for which many of us have been looking for some time.

All those who are eligible should now have received the explanatory booklet but a further opportunity is to be given for even further questions to be asked when Mr. Miller visits the various departments on 18th, 19th, 22nd and 23rd June.

Those who are already satisfied that this is the scheme which will meet their requirements should not wait until the final closing date, i.e. 25th June, but should complete their application forms and hand them, with their birth certificates, to the shop foreman.