



B. M. C.
LEYLAND AUSTRALIA
HERITAGE GROUP Inc.

NEWSLETTER

July 2007



A non-profit association of some hundreds of former employees and interested persons whose mission is to preserve the heritage of BMC - Leyland Australia and its associated companies as a significant part of Australia's automotive manufacturing history.

The Roy South Story Part II BMC-L Service Training and Tech. Development Dept.
 - 6 Year Mid Career Transition - Board Director in International Business - 17 years
2007 Reunion & Luncheon - Sept 30, 2007 Details enclosed



Roy - 1960s - 1990s

UPPER LEFT: LO WING CHONG FROM THE BMC DEALER IN RABAUL , PNG WAS A LONG TERM TRAINEE WITH BMC AND ATTENDED MANY SERVICE TRAINING COURSES - HERE HE IS RECEIVING A DEALERS CERTIFICATE WITH STARS TO INDICATE EACH COURSE ATTENDANCE

UPPER RIGHT: MID CAREER TRANSITION: HUGE ORGANIZATIONAL REDEVELOPMENT WITH TOOHEYS LTD.

LOWER LEFT: READER'S DIGEST BUILDING - ROY PURCHASED IT FOR \$ 6.9 MILLION IN 1987

LOWER RIGHT: ROY LEADING A SESSION OF A RD INTERNATIONAL TASK FORCE IN THE CARIBBEAN IN 1993

Rob Harrison's Motor Sport Update

Some thoughts on D0110t cars

AGM - Oct 8, 2007

First Morris Major found

2007 All British Display Day

Demand for DVDs - "The Carmakers" and "Horses to Horsepower"

Service Training and Technical Development - Challenges of the 1950s & 1960s

In the early 1950s, we had Morris Minor MMs and Oxford MOs. These were acceptable from a styling viewpoint at the time - they were reliable, comfortable - but slow. The only serious Service problems were rattly steering racks and a cumbersome rear axle setting procedure involving expensive service tools. These tools were made in Australia by AWA and I was responsible for their engineering inspection.

The BMC merger in the early 1950s produced engines with improved performance - but still insufficient to compete in the marketplace. Styling remained way behind the competition. Build quality was poor with terrible water and dust leaks.

In the 1960s, the seemingly unending introduction of technical innovation caused limitless problems and reliability defaults - while styling and market demand factors were ignored. The Morris Major Elite and the Austin Freeway were valiant attempts to relieve the situation but again fell short of what the market wanted in terms of styling and performance.

One day in late 1962, Norm Prescott and I met with MD Bill Abbott to discuss my forthcoming travels to automotive manufacturers around the world. Bill said to me "Roy, don't be afraid to tell them (the Poms) that we, in Australia can never hope to compete with GMH, Ford, Chrysler and the advancing Japanese carmakers - we just have to hope that technical innovation may help us to survive." - or words to that effect.

My instructors and I faced some 15-20 dealer staff every week who were attending Service Training Courses. These were good service technicians who were confronted every day in their businesses by owners seeking fixes to problems they were facing with their cars. - like noisy diffs. Dealer staff needed answers but many were not forthcoming from the Factory.

One of our members (an ex-apprentice) who called me, to comment on The Roy South Story - Part I told me had left BMC - L "because he could not stand working for his boss at the time" and went to work with Ford. He said that while BMC - L took months to deal with problems with its products - and many problems were never satisfactorily resolved. Ford regarded these issues as

emergencies and had problems resolved in only a few weeks.

Our Dealer Training Programs

As mentioned in the Roy South Story Part I we had about 2200 attendances a year at our peak in the late 1960s - ranging from 1 day - to typically 2-3 or 4 days plus numerous long term trainees for up to a year.

To list all the courses we ran could cover many pages, so let me summarize.



INSPIRATIONAL LEADER, WHO INFLUENCED MY WHOLE CAREER - NORMAN LAWRENCE - COMMERCIAL DIRECTOR - SEE PAGE 3

Product & Dealer Courses

New Model Courses

- Every new car and commercial model - 1950s - 1960s
- Extensive training in new technology especially the Mini and 1100 - FWD, CV joints, rubber suspension etc.
- Current Problems Courses
- Rules for Diagnosis
- SU Carburetors and Fuel Pumps

Automatic Transmission Courses

- Manumatic - not really an auto - A55
- Borg Warner DG (Detroit Gear) A95/105
- Borg Warner 8 - Princess R
- Borg Warner 35 - 100s of courses

Administration Courses

- Warranty Procedures
- Service Advisor Courses
- Foremanship Courses
- Service Procedures & Management

Trucks and Tractors

- J2 vans - gearshift problems
- BMC Diesels - 5.1 and 5.7 liter
- ENV Gearboxes and Eaton Axles
- Hydrosteer Power Steering
- Tractors - conducted by Leo Wilson

Committees and Memberships

Roy was involved in many Industry bodies,

- Technical College Advisory Committees
- Automotive Trade Committee on Course content - including the Auto Mechanical Engineering Certificate
- Life Member of IAME - joined 1953 - Examiner in the 1960s
- Full Member of SAE 1964 - until resigned in 1973 after leaving the Automotive industry.
- Conducted many presentations to Automotive and related bodies including the Institute of Metals, IAME, SAE, and many Technical Colleges in Sydney and around Australia..

Weekend Activities

Because of poor Salary Administration at BMC - L and low pay, I had to use my time to improve my income. I did this as a Part Time evening teacher and examiner. But I still had the week ends.

I bought insurance write off car wrecks and repaired them laboriously over months - lots of hard work but I had to make money.

Preparing a Service Training and Tech. Development Program

Sounds easy - but let's look at what was involved. Let's take the case of the Kimberley/Tasman model

The first problem was to get our hands on a representative car - or at least some specifications - maybe a power unit so our Training / Tech Development Team could start work on repair studies and Repair Time Schedules (for payment of warranty claims)

There was no support from England - we had to rely totally on our own BMC - L local resources - already stretched. Typically we had only 6-8 weeks to train all the dealers across Australia, produce the Workshop Manual, Driver's Handbook, Repair Time Schedules to support warranty payments.

To prepare the Australia-wide Training Program, we started with 2-3 experienced trainers who worked with me to produce a Draft Training Program for the Project. This was sent to all trainers for comment. We then nominated our trainers to write sections of the program - some trainers were brilliant - others not so. But the Training Manual had to be written and it had to be good.

Somehow the training manual came together - errors and all.

The next step was to set up a Trainers Workshop at Zetland - where instructors presented their contributions to the manual to their fellow trainers. Time for critique, correction and editing. These Workshops were vigorous but we got the story straight. On one such occasion, one instructor had not

Rob Harrison's Motor Sport Update

The big news this month is that Charles Jardine, who runs the Festival of Sports Cars racing events, has secured the Bathurst Mt Panorama racing circuit for the Easter weekend to run an event catering for historic cars. The Bathurst circuit has only a licence to run historic Group N (Touring cars) and Group S (Sports cars) as it is deemed too dangerous to allow racing cars on this very demanding track.

This is wonderful news for BMC/Leyland products as we know that BMC was victorious with the Cooper Minis at the Mountain in the mid sixties and MG is a legend at this track. Jaguar was also victorious with 'C' and 'D' types, the XK range, MK1 and MK11's in the fifties and Bob Janes lightweight 'E' type was spectacular in the sixties. The XJS's of John Goss and Tom Walkinshaw were successful in the eighties. Ken Bennett, David Schmith, Bob Cutler and Sam Miller made the Austin Healey famous in Australia and Bathursts BMC Leyland dealer Barry Gurdon was fabulous in his blown Austin Westminster A90. There are too many BMC/Leyland successes at Bathurst to

mention, however, there are a few members of the BMC/Leyland

Heritage Group who were either behind the wheel or working wonders with their engineering skills at this world famous track.

Also of interest is the fact that the Confederation of Australian Motor Sport in their

wisdom are considering a new category the Group 'S' to include sports cars with racing history which is great news for our group. Going back more than 30 years ago the rules for sports car racing in Australia allowed modifications to the production based cars in the 1960's and 1970's, but in recent times CAMS did not have a category to cater for these cars in historic racing, so many of them were put away to deteriorate. For instance the Young Lions cars were allowed such modifications as flared wheel arches to allow the fitment of up to 10" wheels and in the case of Ross Bonds' Austin Healey 3000, the engine capacity rose to 3.3 litres and an alloy head (made for the BMC works teams by Derrington - the old HRG factory - in Surrey England) was fitted but as this head was never listed as a BMC part, Group S Healeys can not use it. But now that the new category has been formed, these cars can run. The interesting fact is that most of

these cars still exist and can be easily race prepared again.

On another subject, regarding my reference to modern engine oils being detrimental to old engines, in the last newsletter, it has been confirmed by Castrol Australia that although they claim that their GTX and mineral oil based Edge is approved by the American Petroleum Industry Authority (API) which has lowered the content of essential anti wear additives in their formula recommendations, Castrol has realized the negative affects of this in old engines, so has retained the necessary percentages of additives. I'm sure other oil manufacturers in Australia have done the same, however, as yet none of them have gone on record to reassure the owners of old cars other than Castrol, [that I know], but it would be best to contact the technical department of the company which produces your favourite engine oil to satisfy your mind.

We, in the BMC Leyland Heritage Group need our members to be "watch dogs" and if you should find out anything that may jeopardize us from using our treasured BMC Leyland products on the road, we need to know, so, please drop us a line. Some of the new regulations in the E.U. are frightening



to say the least. For instance in the UK if you have an unregistered car in your driveway (or within the boundaries of your home) the council has the right to take it away and crush it. A recently restored Bristol succumbed to this fate the other month. By the time the owner returned home from work, the car had been taken away by the council and crushed.

Finally, the weekly Australian motoring news paper 'Auto Action' recently published a TOP 100 Australian motor racing drivers of all time and I was pleased to see John Crouch at number 85. He took up motor racing at 18 in 1936 in an MGTA and he finished 5th in the Australian GP in 1938. He then won the Australian GP in 1949, after which he started importing rear engine Coopers. Along with Larke Hoskins he became a distributor for Austin Healey in Sydney from his showroom in Parramatta Road, Stanmore. Sadly he died only 4 years ago. As would be expected, Sir Jack Brabham was

number 1, however, I think his contribution to Australian motor sport puts him in a totally different class than any other local driver. He is a wonderful ambassador for Australia and the sport and he remains the only driver to have won a World Championship in a car manufactured by his own company. (Rob Harrison)

2007 ALL BRITISH DISPLAY DAY

This popular event for cars of British origin was due to be held at The Kings School, Pennant Hills Road, North Parramatta on Sunday 19th August. Unfortunately it had to be cancelled due to inclement weather. It will be rescheduled shortly. A feature this year will be a display of D.O.1101 vehicles to commemorate the 50 Year Anniversary of the introduction of the model. For those who have forgotten, the D.O.1101 range of vehicles consisted of the Wolseley 1500, Morris Major, Austin Lancer, and Riley 1.5 cars. The first three were built in Australia, but only the Wolseley and Riley versions were built in the UK. The display will be open to these vehicles and their derivatives, so that Major and Lancer II as well as Major Elite are eligible to attend. The Heritage Group intends to donate a small trophy to mark the occasion. The Wolseley Car Club is organizing the display. Proceeds from the day go to The Arthritis Foundation.

(Roger Foy)

THE CARMAKERS

Sales of "The Carmakers" and "Horses to Horsepower" DVDs has been particularly good, so that more copies have had to be ordered. If you have not yet ordered your copy, then now is the time to do so.

Both DVDs are available from Roger Foy, (02) 9449 1524 for \$20 each, plus \$3 postage, cheques to BMC-Leyland Australia Heritage Group. In Queensland, they may be ordered from Nairn Hindhaugh, Mountain Motor Books (07)3397 6845

Purchasers are reminded that in accordance with the terms of the Copyright, this DVD is sold for private viewing only, and must not be copied, broadcast, or used for any commercial purpose. (Roger Foy)

FIRST MAJOR FOUND

Our NSW North Coast correspondent, Tony Dingle of Bonville reports contact with a local enthusiast who has unearthed a Series I Morris Major bearing Body No. FL001, thus making it the very first body to be produced from the then new Fisher & Ludlow plant. It carries Car No. MA-45-503, and still appears to have the original Engine No. BP15 LMA 1043, all of which tallies with information we have on other early cars. We wish the owner every success with his restoration.

(Roger Foy)

SOME THOUGHTS ON DO1101 CARS

Originally conceived in the Engineering Dept. of Morris Motors at Cowley as a replacement for the Morris Minor, this car went through many changes before first appearing as the Wolseley 1500 in 1957. The car shows its obvious Morris Minor origins with Torsion Bar Front Suspension, Scuttle-mounted Front Dampers, Rack-and-pinion Steering, and 14 inch Wheels. Indeed many parts are identical with those of the Minor.

Assuming work started after the creation of the Minor 1000, it would be reasonable to think that the intention was to use the 948 cc. A Series engine, but the weight of the new car probably got out of hand, and performance criteria could not be met. It would be reasonable to assume that the next step was to go to the next engine size up, available at the time, which was the 1200 cc. B Series engine, used in a version of the Austin A50 car (and called an A40). (Indeed, shortly after production commenced of the Major at Zetland, the author recalls seeing a batch of at least three UK assembled Morris Majors with 1200 cc engines and 1200 on their bonnet emblems one day in Nuffield Square. Their fate is unknown.) This would have added extra weight again, both from the heavier engine and parasitic from the extra weight needed to accommodate it, so that the designers probably found that they needed to go to the full 1500 cc anyway. By now, it was probably realized that they no longer had a Morris Minor replacement, but potentially a pleasant new model with good power to weight ratio, which could be added to the existing range. Presumably, at this time a decision was made to engineer four versions of the car. In 1957, the car was first introduced to the UK market as the Wolseley 1500.

WHAT CAR FOR AUSTRALIA?

About this time, the question of what cars to build in the new Australian Factory scheduled to be completed in 1957 must have been exercising the minds of Company Management both in UK and Australia. With much of the engineering already done, it

seems likely that the decision was made to start Australian Production with the DO1101 range of cars. Minor styling changes and a minimum of press tool changes being deemed necessary to give unique appearances to the models. It was probably decided at this time not to build the Riley version in Australia. Who made these decisions and how much consultation occurred is not known. Nevertheless, a number of pre-production cars were completed late in 1957, mostly Morris Majors, although there was at least one Wolseley 1500 which was operated by Experimental Department along with four Morris Majors used on Durability type operation. Full scale production started in January 1958 with public release in March.

THE BMC AUSTRALIAN CAR

Meanwhile, back in the UK at Morris Motors, probably in 1956 after DO1101 engineering had been completed, a new project known as DO1115, the BMC Australian Car was put in hand. This was a development of the DO1101 Morris Major (DO1058) with re-styled and enlarged boot incorporating tail fins and re-styled front-end sheet metal. The interior was re-styled to include improved instrumentation, and the production cars would have a bench type front seat. Generally the car was stiffened up in the areas found to be deficient in DO1101, the inevitable weight penalty resulting in a decrease in performance. Thus one the endearing features of DO1101, effortless top gear cruising, was lost because of the need to use a higher (numerical) final drive ratio. UK carried out much testing of the prototypes, presumably because of previous criticisms that their cars were not robust enough for Australian conditions. A considerable amount of the testing was done on a military proving ground used to test tanks near Aldershot. This certainly paid off because the car proved to be very free of structural problems. Main criticisms leveled at the car were a lack of ground clearance, a lack of headroom in the rear seat, and mediocre performance. With regards to the headroom problem, this was a carryover from DO1101 as the same Roof Turret pressing was used, along with the doors and glass.

(Roger Foy)

TO BE CONTINUED.

Notice of Annual General Meeting

BMC-Leyland Australia Heritage Group

Invitation to attend our informal AGM to be held at
Northbridge Golf Club
Sailors Bay Rd., Northbridge
7.00 pm - Monday 8 October 2007
RSVP: Barry Anderson on 9882 3300
by 1 October.

Agenda:

1. Minutes of last meeting. Motion: That these be accepted.
2. Presidents report.
3. Financial Statement for FY 2006. Motion: That this be accepted.
4. Election of Members of Executive
5. Allocation of Functions
6. General Business
7. Close.

Nominations for Positions on Executive.

Offers of assistance from Group members would be welcome. Those willing should contact Peter Mohacsi by 27 September.

The current functions are listed below.

- President
- Secretary & Membership Records
- Treasurer
- Annual Re-Union
- Car Clubs Liaison
- Newsletter
- Motorsport Historian
- Other

Your Team

President:	Barry Anderson, 58 Malvern Ave., Roseville, NSW, 2069 - 9882 3300 - aanencop@bigpond.net.au
Secretary and Membership Records:	Peter Mohacsi, 31 Bourke St., Bondi Junction, NSW, 2022, PO Box 443, Waverley, NSW, 2024 - 9389 3570 - mohacsi@bigpond.com.au
Treasurer:	Ross Bell, Eden Ridge, 6 Stratton Place, North Turramurra, NSW, 2074 - 9144 4678
Car Club Liaison:	Roger Foy, 14 Maxwell St., Turramurra, NSW, 2074 - 9449 1524, - fax 9449 1524
Newsletter:	Roy S. South, 44 Ruthven Street, Bondi Junction, NSW, 2022 - 9387 5331 - rsouth@optusnet.com.au
Annual Reunion:	Kay De Luca (Chris Rogers assistant) - Kay De Luca, 7 Savoy Court, West Pennant Hills, NSW, 2125 - 8812 2479, Chris Rogers - 11 Kelso St., Burwood Heights, NSW, 2136 - 9747 4421
Motor Sport Historian	Rob Harrison, 73 Bungaloe Ave., Balgowlah, NSW, 2093 - 9948 4108
Historical Publication Coordinators:	Barry Anderson and Roy South

The opinions expressed in this Newsletter are not necessarily those of the Heritage Group.

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done his homework and had his section of the Trainers Manual totally wrong. He tried to BS his way out of the situation. The team of instructors was ruthless in its condemnation. I could have stepped in and said Dick - you have screwed up but, because he had so badly let us down, I decided to leave the room and let the Instructors deal with him.

Writing a 100 page Workshop Manual and distributing and marketing it was no mean feat even for my wonderful team - but we achieved the result

I am not sure how we ever met our short deadlines - but we always did - but no rewards for excellence from BMC -L

Mid Career Catalyst

One afternoon in 1968, I received a call from Commercial Director Norman Lawrence's Secretary - Could I come over to Mr Lawrence's office?

Mr. Lawrence welcomed me and said words to the effect as I recall them "Roy, you are doing a wonderful job where you are but what about your career from here"

I told him I had just started a one semester course at Macquarie University as a trial. It had to be the newly opened Macquarie because the other Universities did not offer part time evening courses.

My Mid Career Transition started in 1971 when I resigned from BMC - L but work towards that dated from 1967. I thought many times as the years progressed the I should contact Norman Lawrence to thank him for that inspirational day in 1968 - sadly I left my thanks too late.

In the 1960s, Norm Prescott and I had a good working and harmonious relationship - recently he and I agreed that, over those years we had no significant disagreements.

While recognizing the good times at BMC - L my story has been critical in several areas particularly as viewed from my later career in the world of international business. It raises some very significant questions that remain unanswered today.

I still have no idea of who owned BMC - L. What was its Mission? Where were its business plans? - The employees were never told - there was never, in my time, an Annual Report to Employees - no indication what the Company was doing.

Mid Career Change

By 1971 I was about half way through my University degree with dual majors in accounting and psychology. I also clocked up additional credit points by reading all the great French Masters of literature, science and philosophy - like Molière, Pascal, Voltaire, Descartes and many others. People were leaving BMC - L every week. Morale was low despite our hopes for the P76 which was still a way off.

I concluded there was no way I could achieve my career aspirations at BMC - L and started my search for my Mid Career Transition. I had consultations with Career Management P/L who assessed my prospects in the marketplace - most promising in view of my intention to complete a Master's Degree in Business Administration (MBA) immediately after completing my present degree.

Next, I spoke to major Executive Search Consultants like WD Scott, PA Management Consultants, Chandler & Macleod and others. I was universally encouraged.

Shortly after, PA called my called to see if I wanted to be considered for what was then one of the largest and most challenging organization redevelopments in NSW - with a sizeable Training Component. I met with PA and went through the scope of the task - it was indeed exciting and taking my career in the right direction. The Company was Tooheys Ltd. (listed as one Australia's top 50 public Companies in terms of market capitalization) going through a very major transformation in the next few years

The salary first suggested was exactly DOUBLE my BMC - salary.

I could have haggled and got more but decided to earn that on results achieved.

I resigned from BMC - L as soon as I had signed the very professional contract of employment from Tooheys. Sad farewells at BMC - L but the start of a new career that would go places.

Entering a New Career

Tooheys was a very complex Company going back to the mid 1800s. It had fairly modern brewing, bottling and canning plants in Grafton, Newcastle with distribution facilities for wines and spirits - it also had a distribution center in Canberra. Corporate Headquarters were in Macquarie Street.

Its main operational facility was Standard Brewery built in the 1870s in Mary and Foveaux Streets near Central Railway.

There was a modern bottling and canning plant on a very large block of land at Lidcombe

Corporate plans included closing Standard Brewery and its adjacent 6 storey office block and moving the whole operation to a state of the art, capital intensive development at Lidcombe - this would involve major changes to people numbers with lots of retraining. The people problems were enormous - particularly in the political and union environment during the Whitlam years.

I reported to General Management. In the early 1970s, Tooheys acquired Wynn Winegrowers in Victoria and Seaview and Glenloth Wines in South Australia. This brought the total headcount to about 4000.

My major tasks included

- setting up and implementing a very comprehensive training, retraining and development policy on an overall scale never seen at BMC -L. It included the Tom Jessop Apprentice and Cadet Scheme at a smaller scale (there were about 30 apprentices and cadets) but with a much wider coverage - maybe another 200 - including science, economics, oenology (wine making), viticulture (vineyard management), food technology, fermentation technology, Food and Catering management, economics, accounting, computers, sales and many others. There were also senior students (like me) who were pursuing Masters' Degrees and Doctorates.

We ran Supervisors and Foremen's seminars aimed at introducing them to the imminent environment of change. We assessed the attenders - many of whom were in their 50s and 60s and who had left school at 14 and had always worked for Tooheys - few would be able to handle the new environment. We were very generous with redundancy and early retirement packages but we spent many days in the Arbitration Commission following strikes.

We also ran seminars aimed at providing solutions or actions to improve Tooheys hotel operations and profit returns.

I also implemented one of the very first Industry Superannuation Funds despite all the difficulties the union presented - We had to get ballots taken by the Electoral Commission. The staff fund was continually updated.

I implemented the Hay Staff Salary Administration program - cumbersome and laborious - but provided fairness and equity in very difficult times. Payroll was outsourced to the much more efficient Computer Pay

MBA days were hard - 4 nights a week 6 - 9pm for 3 years plus 2 X 2 weeks full time a year on consulting assignments plus weekends doing case study assignments - all after some of the most demanding work a person could do during the day. The Macquarie MBA program was modeled on the Harvard MBA course. Our professors were all Australians who held Harvard Doctorates.

The Big Leap

By 1976 I had graduated as a Master of Business Administration and had learned so much from my experiences at Tooheys. But it was time to move on. I confided with a few business colleagues and consulted a few respected Executive Search Consultants with whom I had done business.

Before long I had 4 interviews that resulted in 3 firm employment offers. One was Director of Staff Selection and Training for what is Australia's most prestigious grand retailer. The second was as Training and

Development Director of Garden Island Dockyard and the third was Reader's Digest. They all paid big salary packages. I chose the Reader's Digest job because I saw it as having the greatest potential for advancement into the international business world - it seemed to me to be the hardest of the three options - hard it was, but the work environment in Australia, the US and elsewhere was so wonderful there is no doubt I had made the right choice. RD runs 50 editions worldwide in 21 languages.

I reported to the MD and had a nice office across the corridor from his suite and a personal secretary. The MD's brief to me was to "keep the unions out and ensure we had top quality staff at all levels who were paid top level salaries". The Personnel Services Manager had recently been fired for incompetence and so my first task was to bring the Human Resources function up to the state of the art. I found my staff were very competent but lacked proper communication with senior management. I fixed that immediately. The next issue was Salary Management. I outsourced the payroll function from the main frame Company computer to Computa Pay and revised the system to a market based Salary review process with very limited access to ad hoc decisions.

Next was dealing with the Company's growing pains for office space. I prepared the proposal to purchase the 2 storey building next door. This was approved and I negotiated a deal with its owners, Prudential Insurance to purchase it for \$1.15 million. Next I leased a portion of the now vacant Tooheys admin block in nearby Mary Street and 2 floors of the Commonwealth Bank in Elizabeth Street along with a floor of nearby Katies building.

But the biggest deal was the purchase of RD's Head Office Building which was owned by AMP and on a 40 year lease. I prepared the proposal which was approved by RD World Headquarters and I was authorized to negotiate up to \$7.5 million. I settled with AMP for \$6.9 million in 1987.

Superannuation became an issue because our NZ Plan had not taken into account the recently introduced NZ Govt. Superannuation Scheme. The Australian Fund which, generously covered all employees from the MD down was in need of upgrading. Wider amendments were needed following Bob Hawke's tax grabs in the early 1980s.

I was elected to the Board of Reader's Digest Aust. also RD NZ and a number of subsidiary Companies in 1982.

I had already been on extensive travels to the US and other RD Companies but, now as a Director, it was First Class air travel, a chauffeur driven Cadillac at the airport, the

NY Intercontinental or the Park Lane overnight, then Cadillac to Corporate Headquarters at Pleasantville - 50km to the north.

In the early 1980s, RD held a series of World Management Conferences at Corporate Headquarters. One of the outcomes was the establishment of an international task force to deal independently with problem areas. The President said he could not release the Managing Directors from international companies because they had to run those companies - what he asked for was nominations from international companies for one Director each who had to be an MBA. I was one selected. We had some very demanding tasks around the RD world. We met in the US, the Caribbean and Europe and made very real contributions to RD global performance in terms of millions and millions of dollars.

I should mention that, apart from the personal achievement of goals and the opportunity to work with some of the best business people in the world, my remuneration package the year before I retired was about 45 times what BMC - L was paying me in 1971. These were days of achievement and reward.

Light years away from Mrs Redknap's lousy joint in Oxford in 1963 and BMC's 5 pounds a week

I retired in 1994 after 17 wonderful years with RD.

Comments on The Roy S. story - Part I

I have received several phone calls and one letter from Members. Mostly people were interested to read about my experiences. Many said these experiences were typical of the times. One caller (an ex apprentice) said he had to leave the Company because he could not stand working for his boss - in Service Dept. Another (ex Cadet Engineer) left the Company because it refused to support post graduate studies in business - what a waste. The Co. needed business post graduates urgently - he was snapped up by a competitor. Two were former Dealer Service Managers who applauded my description of my experiences and quoted their difficulties in dealing with Service Dept. in the early years.

As requested I reproduce a letter Norm Prescott verbatim.

Dear Roy,

Since reading the Roy South Story with its unflattering references to Tom Poole in the April 07 Newsletter I have been contacted by several old Service colleagues of the 1950 - 60's era. Their comments convey a very different experience of their working relationships with Tom Poole and, incidentally, Rusty Curtis who was also

mentioned in the story. I briefly summarize our collective recollections as follows.

Tom Poole never displayed any noticeable degree of acrimony or dispute in his management style. He was an easy-going boss, always friendly and approachable. There was no recollection of him "angering" many of his staff. He created a happy atmosphere and team spirit in a time of rapid growth and, in particular, the merging of the sometimes differing Austin and Nuffield cultures. He was well remembered as a convivial participant in off-duty occasions, bush-trips etc. None of us could describe his manner as in any way arrogant. He was, at all times, a gentleman and considerate of his staff, many of whom developed their careers from those early days at Zetland.

Rusty Curtis was remembered as a vibrant and friendly character. A popular and cooperative member of the Service team.

In order to record and preserve these happier and valued memories of Tom Poole and Rusty Curtis we request that this response in full should be included in the next issue of the Newsletter. (Norm Prescott)

Norm's letter raises a number of issues.

The Newsletter story was about my experiences and me - I had produced every Newsletter since inception of the Group - Why should Norm's colleagues not talk to me directly?

Norm's comments about Russell Curtis are out of order since he and presumably, his colleagues never worked for Russell - I did and I know what it was like.

There appears to be a divide between the old school and the subordinates - like me..

All Newsletters carry the disclaimer that views expressed are not necessarily those of the Group.

Newsletter reporting on life after BMC - L are almost non existent - we should encourage more career stories rather than dwelling on the past.

Reporting of experiences should never be sanitized. My story portrayed things as they were. I make no apologies for that.

(Roy South)



AND GLADLY TECHÉ



PAYMENT FOR BMC LEYLAND HERITAGE GROUP 2007 REUNION

Please send this section with your payment of \$30.00 per person to:
 KAY DE LUCA, 7 SAVOY COURT, WEST PENNANT HILLS 2125
 (Telephone (02) 8812.2479 or 0410 688 886) RSVP : 18/09/07

(Cheques should be made payable to: BMC-Leyland Heritage Group)
 Please give your preferred first name for name tags.

NAME:.....

PARTNER/FRIEND's NAME:.....

YOUR ADDRESS:.....

PHONE:.....EMAIL:.....

Please advise if you have a Special Dietary Requirement:.....

Celebrating

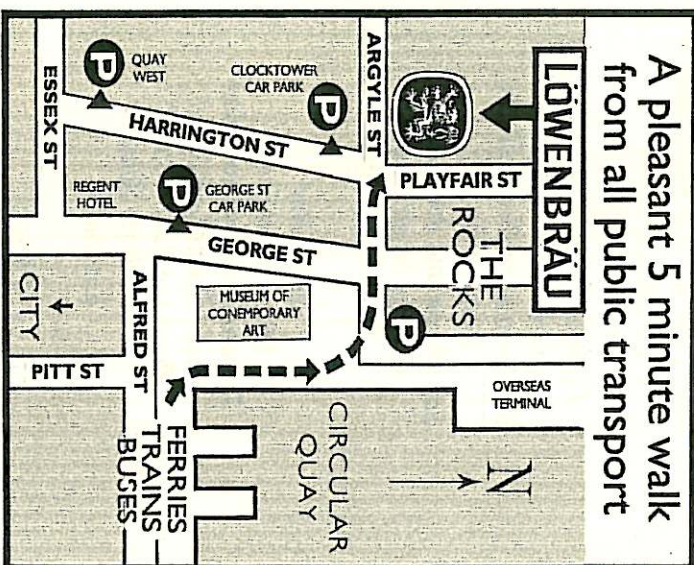
Oktoberfest at the

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Argyle and Playfair Streets, The

Rocks Tel. 9247 7185

A pleasant 5 minute walk
 from all public transport



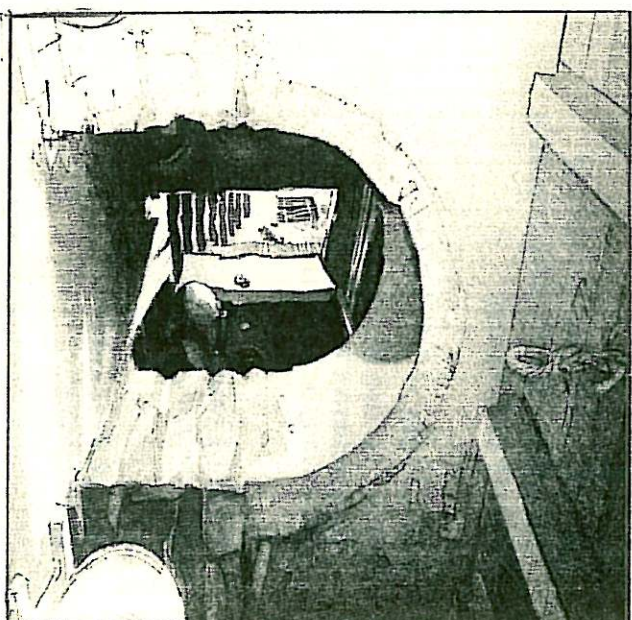
We welcome all our Heritage Group and Car Club Members, Business Associates and Interested Friends. Partners are especially welcome.
 Do join us for an enjoyable luncheon and time to reminisce about the good old days. Mail the coupon the with your payment as soon as possible so we can advise the restaurant of final numbers



B. M. C.

**LEYLAND AUSTRALIA
 HERITAGE GROUP.**

**2007 REUNION AND
 LUNCHEON**



LÖWENBRÄU
 KELLER | BAR | BIERHALL | RESTAURANT

Sunday, September 30, 2007 - 11.30 - 4.00

PROGRAM FOR THE DAY

11.30am - 12.30pm
Meet in the Uberbar

Enter through the main front door & proceed upstairs to the left.

Time to collect your name tags and mingle with other Heritage Group members and guests. Drinks at reduced prices.

Enjoy the Car Display outside the Restaurant's front entrance

11.30am - 12.30pm

Move to the Bierhall (reserved for our exclusive use)
Drinks may be purchased at any time.

Buffet Luncheon

See the scrumptious Menu opposite.

Guest Presenter
(to be advised)

3.00pm - 4.00pm

Draw the Raffle, enjoy a chat with your friends.

Those wishing to stay on after 4.00pm will transfer to the Kellar Bar.

THE LUNCHEON MENU

Soup of the Day
Freshly baked bread rolls

Hot Selection

Roast Pork Belly in Beer Sauce

Chicken Schmitzel

Roast Veal Slices

Char Grilled Nurnberger

(pork/veal) sausages

Rindsrouladen (beef roll ups)

Pasta of the Day

Sauerkraut and Red Cabbage

Creamy Mash Potato

Rice Dumplings

Salad Bar

Mixed Bean Salad

Tomato & Cucumber Salad

Mixed Green Leaf Salad

Bavarian Potato Salad

Mixed Pasta Salad

Rice Salad

Desserts

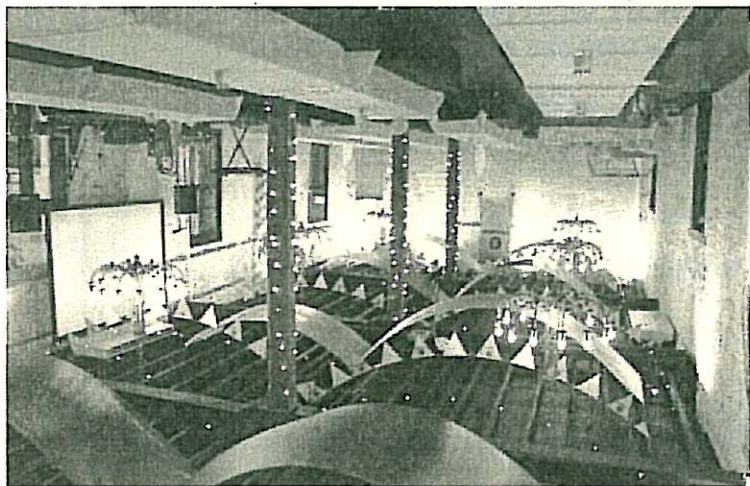
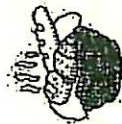
Traditional Apple Strudel

Mini Assorted Cakes

Seasonal Fruit Platter

Cream

Coffee and Tea



THIS VERY SPACIOUS BANQUET ROOM has been specially reserved for BMC-Leyland Heritage Group to celebrate the 2007 Reunion at the LOWENBRAU on

SUNDAY 30 SEPTEMBER 2007

Reserve your place now - fill in the coupon on reverse side and mail your cheque or money order today!

GREAT VALUE - ONLY \$30.00
Drinks extra.