

*Rough  
Minute Book  
Baths Superintendents  
Association*

RM  
1/4

Minute Book  
of the  
Association of Bath's Superintendents  
and Assistant " "

6/12/20  
M.J.

ATTENDANCES YEAR ENDING  
MARCH 31st, 1920

Ladies' ...  
Gentlemen's  
Childrens'...

SLIPPER BATHS

Ladies' ...  
Gentlemen's..

TURKISH OR OTHER BATHS

INCOME:

<u>STAFF (Summer Season)</u>	<u>Number</u>	<u>Wages</u>	<u>Bonus</u>
Engineer ...			
Stokers ....			
Attendants... (Male)			
Attendants... (Female)			
Cashiers			
Cycle Attendants			
Laundresses			
Swimming Mistress			
Swimming Master			

LAUNDRY

Have you a Public Laundry... ..

Is the appointment of Superintendent and  
Matron a Joint one or separate appointments?

Is the salary and Bonus of -	<u>Salary</u>	<u>Bonus</u>
Superintendent ... ..		
Matron ... ..		
or if joint appointment ... ..		

Do your Staff work under the 47 hour Scheme?

Are you in favour of a Meeting being called  
of Superintendents for Conference? ...

If such a meeting could be arranged  
(suggest where) ... ..

Signed \_\_\_\_\_

Superintendent.

Central Baths,

Longfield Avenue,

Ealing. W. 5.

4th August, 1920.

*Copy  
letter*  
Dear Sir,

I have thought for some time now that a Conference of Baths' Superintendents would be very desirable.

With a view to bringing about such a meeting, I am sending round to all the Baths' Superintendents of London a copy of this letter and enclosed schedule.

I feel that the position of Baths Superintendents ought to be strengthened, and be better recognised generally according to the size and responsibility of the Establishment, and we ought to strengthen ourselves and our successors in these positions.

I am desirous of obtaining the particulars set out on the enclosed schedule for my own fight with the Council through the N. A. L. G. O.

If you will kindly let me have your reply as early as possible, I shall be very grateful.

Yours faithfully,

J. H. T. JOWETT.

Superintendent.

To The Superintendent,

\_\_\_\_\_ Public Baths.

*Copy*

Central Baths  
EALING W. 5  
18th November, 1920.

Re Proposed Baths Superintendents' Association

Dear Sir,

I should be glad to know by return, which evening would be most convenient for you to attend a meeting as above. The 6th or 13th December are the alternate dates at 7 o'clock. I must close definitely with the Clerk on Monday morning the 22nd inst to secure the room at *Coventry Hall Westminster*

Yours faithfully,

*J. A. Jones*

*Copy*

Central Baths

*Calny nr 5  
Nov 30/20*

Dear Sir

Re B. S. Assn

A General meeting of the above will be held in Room No. 1, *Coventry Hall Westminster* on Monday Decr 6<sup>th</sup>. Please do your best to be present *Yours Truly  
J. A. Jones*

December 6<sup>th</sup> 1920

A Meeting being called for this date

The same was held at Exton Hall Westminster

and was fairly represented The Gentlemen

Present were :-

G. W. Simmons	Holborn
W. Carter	Kimbleton
A. G. Hattersley	Whitechapel
J. F. Cleary	Barking
✓ A. R. Austin	Beck <sup>enham</sup> ingham
J. J. Lewis	Tottenham
E. Burrell	Acton
H. J. Foster	Kensington
E. Hewitt	Bermundsey
L. Jefferson Hope	Poplar
Geo Johns.	Essex Rd. Islington
A. C. Smith	Haggerston Batho Shoreditch
W. J. J. Day for }	Paddington
A. Jagger }	
O. B. Richardson	Shoreditch
A. D. Stapleton	Hackney
J. Gough	Chelsea
✓ J. C. Burch	Islington

Dec 6/20

Cart

and

J.H. Jewett.

Caling

Chairman. Mr Burch was elected chairman of the meeting.

Mr. Jewett briefly reviewed the idea of calling the meeting and pointed out some of the reasons of and benefits to be obtained from the formation of an Association of Baths Superintendents.

After much discussion Mr Richardson

Prop I

proposed that an "Association of Baths Superintendents and Assistant Superintendents"

Formation

be formed, which was seconded by Mr Hope.

The resolution being put to the meeting, it was carried unanimously.

II

Mr Stapleton moved and Mr Simmons

seconded a proposition that the Association

Objects

be of a Social and Fraternal Nature which was carried.

III

Mr Burrell proposed and Mr Richardson

Secretary

seconded that Mr Jewett be elected

Secretary and Treasurer. Pres. Tem.

Decr 6<sup>th</sup>/20

Contd.

Prop<sup>IV</sup> On the proposition of Mr Jowett seconded  
Sub by Mr Burrell a sub committee be elected  
Committee. to draw up rules and submit same to  
the next General Meeting, the following  
gentlemen were elected unanimously.

Mr. Hope, Poplar

Mr. Foster Kensington

" Johns Essex Rd

" Stapleton Hackney

" Hewett. Bermondsey

" Austin Beckenham

" Simmons Holborn

" Smith Shoreditch

" Lewis Tottenham.

V It was unanimously agreed that the next meeting  
Next be held on Thursday the 20<sup>th</sup> day of  
Meeting January 1921 at 3.0'clock in the afternoon  
Mr Simmons kindly offered to endeavour to  
obtain a room at Holborn Baths, failing  
success, Mr Richardson was requested to try  
and obtain a room at Shoreditch Baths.

VI Mr. Jowett being asked by the Chairman  
Expenses what <sup>this</sup> the expenses were to date in connection



Decr 6<sup>th</sup>/90  
Continued

VI  
Expenses

with calling the meeting hire of room etc  
replied that the hire of room was 25/- and  
postal expenses were about 11/- total 36/-

The chairman suggested that the expenses  
should be shared by the members, and Mr  
Proposed and carried out a whip round  
which resulted in 32/- being collected  
and handed to Mr Smith,

As no further business could be transacted.

The meeting was declared closed.

Wm A Birch

Decr 6<sup>th</sup> 1990

Sub Committee

At the close of the above meeting the  
members of the sub-committee met  
and decided to meet at Bow Baths  
on Friday next the 10<sup>th</sup> at 3 P.M. on the  
invitation of Mr. Hope.

December 10<sup>th</sup> 1920

Sub-Committee Meeting.

A Sub-Committee meeting was held at Roman Road Bath, Bow, by the courtesy of Mr. Hope. There were nine members present viz. Mr. Hope (in the chair) Messrs Foster, Rimmon, Austin, Smith, Lewis, Johns, Stapleton, and Jovett.

After very careful consideration from all points out, discussion upon each the Subcommittee submit the following recommendations to the General Meeting.

1. That the Association shall be known as the "Association of Baths Superintendents."

### OBJECTS

2. To improve the Status by mutual assistance and to promote social intercourse amongst its Members.

### MEMBERSHIP

3. Membership shall be open to all Baths Superintendents and Assistant Superintendents.

### SUBSCRIPTION

4. That the Annual subscription shall be £1. 1s. Od. payable half yearly, namely June 30th and December 31st.

### MANAGEMENT

5. That the management of the Association be vested in an Executive Committee ; consisting of the President, Vice President, Secretary and Treasurer, and nine Members. That the Executive Committee shall have power to ;-
  - (a) make necessary bye-laws
  - (b) fill Committee vacancies
  - (c) make necessary arrangements to further the best interests of the Association.
  - (d) make arrangements for meetings, Annual dinner, Social evenings etc.
  - (e) generally conduct the affairs of the Association.

### ELECTION OF OFFICERS

6. That the Annual general meeting be held in the month of January when the Officers and Executive Committee shall be elected and two members - not on the Committee - be appointed Honorary Auditors.

### MEETINGS

7. That a special general meeting shall be summoned by the Honorary Secretary on receipt of a written requisition, giving full particulars of the business to be transacted thereat, signed by seven members ; such particulars to be inserted in the notice convening the meeting. Seven days notice shall be given of an Annual or special general meeting and three days for a Committee meeting, provided always that in a case of special urgency an emergency meeting may be called within the above specified time, upon the consent of the President, Vice President, or Executive Committee of the Association. Fifteen Members shall form a quorum at an Annual or general meeting and seven at a Committee meeting. The general meetings of the Association shall be held quarterly.

### NOMINATIONS

8. Nominations for Officers and Executive Committee shall be in the hands of the Secretary three days before the Annual General meeting.

### ACCOUNTS

9. That the Accounts of the Association shall be audited and submitted for approval at the Annual General meeting.

### ALTERATION OF RULES

10. That no alteration of these rules shall be made except by two thirds of the members present and voting at an Annual or special general meeting. Notice of proposed alterations to be sent to the Honorary Secretary fourteen days before the date of the meeting and be inserted in the notice convening the same.

Intimation being given <sup>at the committee meeting.</sup> from Mr. Simmons  
that the room at Holborn Baths could not  
be procured, the Hon Secy (PRO. TEM) conveyed  
the information to Mr. Richardson and asked  
if Mr. Richardson could secure a room at the  
Shoreditch Baths. Mr. Richardson being successful  
in his application to his Committee he wrote to the  
Hon Secy, who immediately put in hand  
the letter calling the meeting, <sup>for 20 Jan'y 21</sup> which letter  
was circulated in December to ~~our~~ members.

J. Jefferson Hope.

# The First Annual General Meeting

Held at Pitfield St Baths Shoreditch

on January 20<sup>th</sup> 1921

Mr. Burch of Islington was elected chairman  
of the meeting, the Members present were:-

Mr. Hewitt. Bermondsey.

" Looke Rotherhithe

" Chadwick. Bowthorpe

" Poulson "

" Dean Ladywell

" King Forest Hill

" Cleary Barking

" Halstead Croydon. Central

" Austin Beckenham

" Johns Essex Rd. Islington

" Lewis Tottenham. Central.

" Foster Kensington

" Robinson Camberwell

" Crawford East India Dock Poplar

" Smith Laggerston

" Bimms Holborn

" Derbyshire Hammersmith.

" Burton West Ham

## II

Mr. Jeffersm-Hope	Poplar
" Richardson	Shoreditch
" Nash	Hornsey Rd Islington
" Shea	Caledonian Rd "
" Stapleton	Hackney
" Jowett	Baling
" Lancet	St Pancras

The Hon Secy pro tem read the letter concerning the meeting.

The minutes of the first meeting and of the sub-committee meeting were read and confirmed.  
Mr. Richardson proposed and Mr. Jeffersm-Hope seconded a motion:-

I That the Bath's Rispermontendents Association be now formed, which was carried unanimously.

2 The suggested rules were taken in rotation as per agenda sent out and were accepted unanimously with the exception of Rule 7. which was altered to read 14 members instead of 7 in line 4 par 1 and that 5 members instead of 7 form a quorum at a committee meeting.

and an addition be made to rule 8

III

- 3 proposed by Mr. Austin that  
Officers (holding office) and members of the  
executive, not intimating their wish to withdraw  
shall stand as nominated.

The next business was the election of  
Officers and Executive Committee.

- 4 On the proposal of Mr. Dearlyshire and  
Seconded by Mr. Hancock.

Mr. Burch was elected the First President.

Mr. Richardson was elected Vice President

- 5 on the proposal of Mr. Jefferson-Hope  
and seconded by " Foster.

- 6 Two names were submitted for the  
office of Secretary Mr. Jefferson-Hope  
and Mr. Jewett. It being the feeling  
of the meeting the names were put in  
the ballot and Mr. Jefferson-Hope  
was elected to be Secretary and Treasurer  
by 14 votes to Mr. Jewett 10 votes.

Mr. Jefferson-Hope proposed that Mr. Jewett be  
elected assistant Secretary which was  
agreed to by the meeting and Mr. Jewett accepted

#### IV

The nine members elected as the Executive Committee were:-

7 Derbyshire, Austin, Hancock, Foster,  
Lewis, Bulton, Stapleton, Johns, Poulson.

8 The Hon Auditors elected were  
Messrs Crawford and Chadwick.

Correspondence was read from the  
Chief Secretary of the N.A.L.G.O. dealing  
with Affiliation of the Association to the N.A.L.G.O.  
explaining advantages, and fees.

9-10 Mr Robinson proposed and Mr Austin seconded  
That the Association become Affiliated to the  
N.A.L.G.O. which was carried unanimously.

9 It was agreed that the Quarterly meetings of  
the Association be held on the 3<sup>rd</sup> Thursday  
in the month of January. April, the 1<sup>st</sup>  
Thursday of July and 3<sup>rd</sup> Thursday in  
October.

A hearty vote of thanks was given to Mr Jewett.  
for the great interest and amount of work in  
bringing the Association so far on the road to  
success and Mr Jewett suitably replied.



## V

A Vote of Thanks was accorded to Mr  
<sup>Richardson</sup>~~Belmont~~ for being able to obtain the  
room for holding the meeting and for  
his Hospitality to the members present  
A Vote of Thanks was also given to Mr  
Burch as Chairman of the meeting.

February 25<sup>th</sup> 1921.

Shovarsich Baths.

A meeting of the Executive Committee was held at the Shoreditch Baths, Patfield ~~on~~ Friday, February 25 to consider the following Agenda.

1. Minutes
2. Correspondence
3. Election of 2 reps for halgo consultative committee
4. To consider the advisability of electing a representative to the Annual Conference of the halgo.
5. Social points.
6. General business

The Secy read the letter convening the meeting  
the members present being most a bunch - pres. no chairman  
etc etc

It was proposed, seconded and unanimously decided that the President be elected chairman of the Executive Committee and that in the event of his absence from any of our meetings, the vice Pres. take the chair.

The minutes of the last general meeting were read confirmed & signed by the President

Letters of apology for <sup>unavoidable</sup> absence were read from Messrs Hancock, Jowett, Austin and Foster.

Several letters from Supts intimating their desire to become members of the Assn were read and on the part of Mr T. K. Fitchard it was decided that the Secy make further inquiries into his bona fides.

A letter from the General Secy of the N. H. L. G. was read asking the Assn to appoint two representatives to sit on the joint Consultative Committee and it was proposed, seconded and unanimously adopted that the Pres & Secy be appointed our representatives. It was also suggested that owing to the great importance of representation on this Committee it be arranged that special precautions be taken to always ensure two of our members being present at these meetings.

After long discussion and very careful consideration of the expense it was proposed

seconded and duly carried that our President act as our representative at the annual conference of the N.A.L.G.P. to be held at Edinburgh at Whitehead's provided that the cost of such trip ~~was~~ <sup>is</sup> possible for a sum of not more than ten pounds.

Arising on this matter it was suggested that any ideas for lobbying should be brought to the notice of the Pres or Secy as soon as possible.

It was proposed by Mr Lewis Wherham and seconded by the Secy that suitable arrangements be made to hold an inauguration dinner on the 2<sup>nd</sup> or 3<sup>rd</sup> Saturday in April the price of individual tickets not to exceed 12/6. Arrangements for which were left in the hands of the Pres & Secy.

A suggestion was made by in a letter by Mr Jowett that the Area extend its activities beyond Greater London

and after discussion it was proposed  
seconded & unanimously decided to extend  
the scope of the Assn to the whole  
of the United Kingdom, and it was agreed  
that the matter be left in the hands  
of the Secy.

The question of the advisability of  
allowing swimming clubs the exclusive  
use of the swimming baths was raised  
by Mr Lewis and discussion on the  
merits and demerits of such custom  
followed.

The President raised the question  
of the advisability of members of the  
Assn conferring with the Secy before  
commitment on any of the general  
principles relating to our business  
and it was agreed that this was  
a wise course to adopt.

There being no more business  
the meeting closed with votes of thanks  
to the Pres for taking the chair and to

the vice Pres for his continued kindness  
& hospitality:

Mr Stapleton, Hackney, gave a cordial  
invitation ~~message~~ to the Assn to visit Hackney  
~~for~~ any future meeting of the Assn and  
was thanked for his kindly interest.



April 7<sup>th</sup> 1921.

A meeting of the Executive Committee was held at Bow Baths on Thursday April 7<sup>th</sup> at 3 pm to consider the following agenda.

Minutes

Correspondence

Arrangements for Annual dinner

Proposed amendment of Bath & Washhouses Act  
General Business

~~It was agreed~~ The Secy read the letter concerning the meeting the members present being Mr & Mrs Burch, President, Messrs Archer, Kirby, Shine, Foster, Johns, Baker, Jowett, Fowleson, & Jefferys Hope.

The minutes of the last executive meeting were read, confirmed & signed by the Chairman.

Amongst one of the minutes, it was agreed that Mr T.K. Pritchard Secy be elected a member of the Assn.

Letters of apology for non-attendance were read from Messrs Richardson & Stapleton.

The Secy reported that he had received subscriptions for 38 tickets for the inaugural

dinner and replies from 6 ~~to~~ members  
who requested their inability to be present

It was agreed that the reception be  
held from 6 to 6.30 and that morning dress  
be worn. The menu as submitted by  
Fraschetti was approved and arrangements  
for printing and articles were left in  
the hands of the Pres & Secy.

It was agreed that the cost of the  
articles should not exceed 7 guineas, and  
that the toasts of the King, the President,  
the Assn, and the Ladies should be thrown

The President informed the meeting that  
a proposal had been made to amend  
the Baths & Washhouses Acts with special  
regard to prices of admission and the closing  
of swimming baths for a longer period than  
5 months in the year.

It was also pointed out by the President  
that the Amateurs Swimming Assn and the London  
Schools Swimming Assn were opposing the  
suggested amendment.



After discussion it was agreed to await further developments and if necessary to call a meeting of this committee if the occasion warrants.

It was ~~also~~ <sup>thereupon</sup> agreed to have an Executive Committee meeting one hour before our next General meeting which should be arranged for a Thursday afternoon at 3.30 pm at the discretion of the Secy.

\* On the general business it was pointed out by a member that a London Board had proposed a reduction of bonus on officials' salaries.

There being no further business the meeting closed with a vote of thanks to the President for taking the chair.

April 22 1921.

A meeting of the Executive Committee was held at 34 Bedford St. on Friday April 22<sup>nd</sup> at 3pm to consider the following business

### Minutes

Vote of Thanks

Resolutions for Annual Conference  
to coincide with scale of salaries

### General Business

The Secretary read the letter convening the meeting the members being W. F. A. Birch (Pres) Mr. Richardson vice Pres Messrs. Towson, Stapleton, John Sutton, Foster, Jowers & Jefferson Stope.

Apologies for <sup>unavoidable</sup> non-attendance were submitted from Messrs. Austin & Leiby.

The minutes of the last executive meeting were read, confirmed & signed by the Chairman.

The President pointed out that owing to the strike it was thought advisable to postpone the dinner to a later date and it was agreed that assuming a settlement of the strike by Wed. next April 29<sup>th</sup>, the postponed dinner be held on Sat. May 17<sup>th</sup>.

The date of the quarterly meeting was also  
Mr Poulson, Southwark, remarked that notice  
of the postponement of the dinner had not  
reached him and the Secretary expressed his  
regret that inconvenience to Mr Poulson  
had been occasioned.

#### Quarterly meeting.

It was suggested by the President that  
owing to similar reasons it would be  
advisable to postpone for the present the  
date of our Quarterly meeting & this  
motion was unanimously adopted.

#### Annual Conference.

The Sec read the resolutions to be  
moved at the Annual Conference & it  
was agreed that voting be left to  
the discretion of our delegate (Mr F A Birch).

The Pres explained the different  
meetings to be held at the Conference  
and it was agreed that the Sec write  
to the Chief Supt of the Edinburgh Barks  
and endeavour to arrange a meeting  
with our Pres to further the work.

of the Assn

A paragraph in the Municipal Officer was read having reference to the extreme importance of municipal officers towards attaining an As nation it was noted with regret that Bath's Lupts were left out.

The Sec was instructed to write the Editor pointing out this important omission  
Circular Letter.

The Sec reported that arrangements were almost completed for the sending out of Circular letters to all Bath's Lupts in the Country, and read draft copy of proposed letter which was approved.  
~~It was thereupon agreed that the letter~~  
Sec

### Scale of Salaries.

The Sec reported that the joint Consultative Committee of the NALGO held a meeting at Gaxton Hall on Wed 13<sup>th</sup> April to receive a report from the Coordination sub-committee.

It was explained that this Committee

had been formed ~~to~~ with a view to formulating  
as far as practicable, a common basis for  
fixing salaries beyond Grade .B. of the  
National Whitley scheme.

Our ~~new~~ was now asked, along with  
the sectional societies to submit a  
scale of salaries by June 1<sup>st</sup> next, as also  
recommendations for other service conditions  
including the questions of hours, overtime, holidays  
and leave & Superannuation not later than  
1<sup>st</sup> Sept. 1921.

It was agreed to appoint a small  
committee to deal with this very important  
matter & the following were unanimously  
elected Messrs Austin, Kirbyshire, Jowett  
Hutton Stapleton together with the President  
Jacy.

Mr Fowlson extended a hearty invitation  
to the sub-committee to meet at Southwark Baths  
and it was agreed that this course be  
adopted.

The meeting closed with thanks to  
Mr Richardson for his continued kindness  
to the Pres for taking the chair.



May 9<sup>th</sup> 1921.

A meeting of the Executive Committee was held at the Hammer Smith Baths on Monday May 9<sup>th</sup> at 3 pm to consider the following business

1 minutes

2 To receive report of sub-committee

3 General business

The members present were Mr A Burch Messrs O B Richardson Messrs Messrs Foster Kirbyshire Baker Poulson John Austin Sutton Stapleton Jowett & the Hon Sec.

The minutes of the last executive meeting were read, confirmed & signed by the Chairman

Arising out of the minutes, the Secy reported that as instructed he had sent a letter to the Editor of the Municipal Office.

Apologies for <sup>unavoidable</sup> non-attendance were received from Messrs Hancock & Lewis.

The report of the sub-committee <sup>scale of salaries</sup> was read and, after careful consideration and long discussion the following report was unanimously adopted for submission

to the general meeting.

### Grade (C)

Commencing Basic Salary \$180

increasing by \$15 per annum to \$240

This grade to apply to -

Supt responsible for the running of an establishment, Asst Supt responsible to the General Supt.

An establishment means ~~at least~~ one swimming bath and a number of slipper baths.

### Grade (D)

Commencing Basic salary \$260

increasing by \$25 per annum to \$325

to apply to :- Supt or Asst Supt responsible for the management of an Establishment of the following description

Swimming baths, a number of slipper baths, wash houses or other accommodation.

### Outside Grade.

(a) Commencing Basic salary £350  
rising by £30 per annum to £500.

To apply to Super carrying larger responsibilities  
than those before mentioned

(b) Minimum <sup>Basic</sup> Salary £500.

To apply to: - General Super and Super performing  
duties outside the usual scope of Bath's Warehouse  
management.

General Business  
There being no further business the  
meeting closed with votes of thanks to  
the Chairman & Messrs Kirby & Co for  
their hospitality.

### Quarterly meeting

It was decided, that in view of the fact  
~~urgency~~ of submitting our salaries scale  
to the hahgo on the 1st June next, we  
hold our Quarterly meeting at Shoreditch  
Baths on Tues May 24 at 3pm sharp.



May 24 1921.

A general meeting of the Asst<sup>n</sup> was held  
at the Shore-ditch Baths, Pittfield St. on  
May 24, 1921 to consider the following business  
minutes

Business arising therefrom

To receive Executive Committee's report

Paper read by Secy.

Discussion on Paper

General Business

Secy read the letter concerning the  
meeting, the members present being

Mr. Smith (Pres) Messrs Richardson Austin

Johnson John Shea Mark Carter Hampton

Wentley Crawford Baker Smith Clegg

Anderson Russell Derbyshire Sutton Jovett

Secy.

Apologies for non attendance were

received from Mr St Paulson & Mr Foster

The minutes of the last general

meeting were read, confirmed & signed

by the Chairman.

The President pointed out that owing

to the industrial crisis coupled with the urgent business of a salaries scale the date of this meeting had been unavoidably postponed.

It was also pointed out that for similar reasons the arranged dinner had to be postponed & it was moved & seconded <sup>agreed</sup> ~~carried~~ that the dinner be held on the 3<sup>rd</sup> or 4<sup>th</sup> Saturday on of October next.

The executive committee reported that they had held 4 meetings <sup>report</sup> ~~and~~ now submitted the following ~~scale of salaries~~ for the year moved & Mr Sutton seconded that the scale affecting Chief Clerk be increased to £600.

It was then moved <sup>by the Pres</sup> & seconded <sup>by Mr Barnett</sup> that the scale now submitted be adopted and this was carried unanimously.

A question regarding joint appointments was raised by Mr J E Henderson and it was explained that consideration of these appointments had not been

then into consideration respecting the  
rule now submitted

The Secy then read the following paper  
dealing with the law governing Baths & Warehouse  
management

Insert.

after which a hearty vote of thanks  
was accorded, and the Secy briefly responded

The President gave a very interesting account  
of his work for the Assn as a delegate  
to the annual conference of the N.A.H.A.  
at Edinburgh, as also a detailed account of the business  
done by the Assn at the conference  
A hearty vote of thanks was accorded  
to the President for his untiring efforts  
on behalf of the Assn to which the  
thanks of the members present associated  
themselves.

On general business a question was  
raised by Mr. Bleany on the water used  
in swimming baths and after general  
discussion it was arranged that the  
President kindly offered to read a

papers on this important matter as  
our meeting in October.

There being no further business  
the meeting closed with the now  
usual note of thanks to Mr Richardson  
for his kind hospitality & to the  
pres. for so ably taking the chair.

June 1<sup>st</sup> 1921.

A meeting of the Executive Committee was held at Hackney Baths on the 1<sup>st</sup> June to consider the following business

Minutes

Correspondence

General Service Conditions

General Business

The Committee was called for 3 pm but owing to extenuating circumstances the meeting was delayed until 3.30

The President pointed out that in his opinion the inspection of buildings & plans

should not interfere with the times of our

The Sec read the letter concerning the meeting the members present being Messrs Richardson, Parker, Halsey, Shadlow, Johns, Hudson & Lee.

The minutes of the last meeting were read, approved & signed by the Chairman.

An apology for non attendance was received from Messrs Jowett, Foster & Bygrave.

The President informed the meeting that he had been able to secure a room



at Frascati for our dinner on  
Saturday Oct 22<sup>nd</sup>, and that he had  
also made provisional arrangements with  
the Artists.

The President then vacated the chair  
and the Vice President took charge of the  
meeting.

The question of service conditions  
then engaged the attention of the  
Committee, and after long & careful  
discussion on Superannuation, Holidays  
overtime, sick leave & hours of employment  
it was decided that if information  
as to Civil service conditions should  
be sought & presented to our next  
meeting.

Words of thanks were offered to  
Mr Stapleton for his hospitality as also  
for his kindness in affording the  
members facilities for viewing his oil  
fuel system. ~~The meeting was instructed~~  
to The Vice President was heartily  
thanked for so ably taking the  
duties of Chairman.

June 22<sup>nd</sup>

A meeting of the Executive Committee  
was held at the Shore-ditch Baths  
on the 22<sup>nd</sup> of June to consider  
the following business  
minutes

Correspondence

Service Conditions

General Business

The Secy read the letter concerning the  
meeting the members present being

Pres. Vice Pres. Messrs Austin Starbuck  
Hancock Foster Stapleton Sutton  
Jowett Lewis & the Secy.

The Pres congratulated the meeting  
for 100% attendance.

The minutes of the last Executive  
meeting were read confirmed & signed  
the Chairman.

Letters were read from several  
mical Lupts one of whom pointed  
out that he was a member of the  
Union & inquiring if he would  
be a member of this Assn.

after discussion it was agreed that  
Supts belonging to other unions were  
quite eligible to join our Asst.

Conditions of Service next engaged  
the attention of the Committee and  
after long & careful consideration it  
was agreed to ~~recommend~~ <sup>submit</sup> the following  
conditions for approval by the next  
General meeting.

#### Annual Holidays

After 12 months service 1 month  
including Public Holidays.

Less than 12 months service :-

Proportionate to length of service

#### Hours of Employment

48 per week.

#### Superannuation

1. A bonus of 1 month pay for each year service  
up to ten years service
2. <sup>after</sup> ~~From~~ <sup>up</sup> ~~to~~ 10 years service a pension equal to  
 $\frac{2}{3}$  of salary based upon last 3 years earnings  
Retiring age 60 years.



That such service with other Public authorities shall  
be for pension

The questions of sick leave and overtime  
were also discussed but it was  
agreed that no action on these  
two subjects, be taken.

On General business Mr. Jewell asked  
retiring members might retain their  
membership of the Assn. to which the  
president replied that in his opinion  
action on this matter was unnecessary  
at the moment.

It was decided to hold the  
next General meeting on the 12<sup>th</sup>  
and upon the <sup>passing</sup> invitation of  
the president it was resolved that  
the time of meeting should be  
fixed at 3 pm.

Mr. Richardson was cordially thanked  
for his continued kindness & hospitality  
with the usual vote of thanks  
from the Chairman the meeting

July 12

A general meeting of the Assn was held at the Pitfield St Bath Shoraditch on Tues July 13<sup>th</sup> & considered the following business minutes

Matters arising therefrom  
Correspondence  
Conditions of service  
General Business

The secy read the letter convening the meeting the members present being The Presidents Messrs Richardson Mack Baker Powlson John Stanley Stapleton J E Anderson Russell & Jefferson Hope

The minutes of the last general meeting were read confirmed & signed by the Chairman  
Correspondence was read from provincial Lepts and it was decided that no further action at the moment was necessary or

desirable

The following conditions of service were moved seconded & agreed to be recommended submitted to the H.A.L.Gs.

#### Holidays

After 12 months service 1 month excluding Public holidays

Less than 12 months service

Holiday proportionate to length of service

#### Hours of Employment

48 hr week

#### Superannuation

A bonus of 1 months pay for each year service up to 10 years service

After 10 years up to 40 years

service a pension equal to  $\frac{2}{3}$  of

salary based upon last 3 years earnings

Retiring age 60 years

③ That back service with other  
Public Authorities shall count  
for pension

On general business a question  
was raised as to the most  
approved costume for mixed bathing  
purposes. and after general discussion  
it was felt that no special action  
with regard to this matter was  
desirable.

There being no further business  
the meeting closed with votes  
of thanks to the Chairman for  
presiding and to Mr Richardson for his  
continued kindness.

Sept 6th 1921

A meeting of the Executive Committee was held at the Hornsey Road Baths, Heston on the 6th Sept to consider the following business

1. Minutes

~~Correspondence~~

2. Business arising therefrom

3. Arrangements for dinner

4. Arrangements for next Quarterly meeting

5. General business

The Secy read the letter convening the meeting. The members present being Mr F A Birch President, Messrs. William Clapton Sutton John Foster and Mack & the Secy.

Letters of apology were read from Messrs Austin Baker & by phone & Jones.

The minutes of the last Executive Meeting were read confirmed & signed by the Chairman.

The principal business being the arrangements for our first dinner

much time was spent thereon and it was decided that this should take place on Sat Sept 22<sup>nd</sup> at the Restaurant Frascati Bedford St.

A menu was submitted which was approved with the addition of coffee.

It was also agreed that Mr Reginald Johnson & party provide a musical programme at a fee of 5 guineas.

The President reported that he had been successful in arranging ~~for~~ with the Hotel people for a better room than the one previously agreed upon, and suggested that at a charge of 12/6 ~~to~~ <sup>be</sup> had 50 attendances were necessary to pay our way.

It was thereupon agreed that the tickets be 12/6 each and that in the event of there being any deficit this should be ~~then~~ provided from the funds of the Assn.

Other details in connection with the

arrangements of the dinner were left in the hands of the Secretary.

It was agreed that our next quarterly meeting be held on Thursday, 24<sup>th</sup>.

There being no other business the meeting closed with a vote of thanks to the President for taking the chair, and to Mrs. Bunch for her hospitality.



Dec 2 1921

A meeting of the Executive Committee was held at Kensington Baths on Friday Dec 2<sup>nd</sup> to consider the following business:

1. Minutes
2. Matters arising therefrom
3. Correspondence
4. To receive report - Annual dinner
5. To receive report from representatives  
that go Standing Joint Committee
6. To arrange Quarterly meeting
7. General business

The Secy read the list concerning the meeting the members present being the President Miss Mrs Messrs James Farbyshire Stapleton Foster & Johns.

~~Letter~~ Apologies for non attendance were received from Mr Ashkin & Mr Lister.

A telegram from Mr Bowdon stating that he found it impossible to attend owing to indisposition was

received <sup>on</sup> the motion of the Pres seconded  
by the vice President & carried  
unanimously it was resolved that  
the Secy write Mr Poulson expressing  
the regrets of the Committee  
~~the non-attendance of the Committee~~ at his  
non-attendance & expressing the hope  
that he would soon be restored  
to his usual health.

The minutes of the last Executive  
Committee were read & confirmed & signed  
by the President

Mr O. L. Marchant Capt of St Marylebone  
Baths was introduced to the Committee by  
the President on the proposal of  
Mr Byrshire seconded by the vice president  
was unanimously agreed that Mr Marchant  
be a member of the Assn.

The President also reported his  
interview with Mr Bailey Westmister  
Mr Biers Hampstead both of which  
gentlemen are now expected to join  
the Assn.

The Secy reported the result of the

dinner which resulted in  
a deficit of £2-19-9.

It was thereupon moved seconded  
resolved that the adverse balance be  
met out of the funds of the Assn.

Arising ~~and~~ from this subject  
the President alluded in eulogistic terms  
to the Secy's work in connection with  
the dinner.

The Secy reported that in the company  
of the President he had attended a  
meeting of the Standing Joint Consultative  
Committee of the N.A.H.Q. giving details  
of a basis for a scheme to ensure  
full co-operation between the sectional  
Professional Societies and the N.A.H.Q.

After explanation of details by the  
President <sup>it was decided that</sup> the Secy the scheme ~~should~~  
should be placed before the next  
general meeting.

It was decided to hold our  
next general meeting on Thursday  
December the 15<sup>th</sup> @ 3pm ~~on~~ the preceding

invitation of the vice president  
it was decided that the venue be  
Thornditch Baths.

A letter was read from Mrs Austin  
Secy of the Education Committee of the  
Australian S.S.S. Southern district  
after a long discussion it was  
proposed seconded & resolved that the  
letter be received.

~~There~~ There being no further  
business the meeting concluded  
with votes of thanks to Mrs Mrs  
Parker for their hospitality & to the  
President for so ably taking the  
Chair.

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Dec 15<sup>th</sup> 1927.

A general meeting of the Ass<sup>n</sup> was held on Thursday Dec 15<sup>th</sup> at the Shore-ditch Baths Putfield St at 3pm to consider the following business

1. Minutes
2. Business arising therefrom
3. Correspondence
4. To receive reports of Executive Comm.
5. General Business

The secretary read the letter concerning the meeting the members present being the Pass West & Busch vice pres Mr O B Richardson Messrs Luthon Chapman Adams Swarbrick Smith Foster John Crawford Austin Poulson Chadwick Read Walters Baker Marsh Hia J E Anderson Bailey Burnett Jones Halsted Stanley

Apologies for non attendance were read from Messrs Robinson March Carter & Kirbyshire

The President on behalf of the Ass<sup>n</sup> welcomed ~~the members~~ of the members

from Blackpool to Swabrick who was  
present after which Mr Swabrick  
probably replied.

The minutes of the last general  
meeting were read confirmed & signed  
by the Chairman

A letter was read from the Education  
Committee of the Amateur Swimming Assoc<sup>n</sup>  
regarding the necessity for providing  
changing facilities for bathers prior to  
entering the swimming bath and  
in discussion it was suggested that  
lockers were provided in most instances  
and were ~~more~~ decidedly most necessary.

It was thought however that the  
General Supt should give this matter  
consideration.

The President reported that since our  
last General meeting we had held two  
extraordinary meetings the business being  
dealt with being the arrangements for  
the Annual dinner and the N.A.S.G.O's  
for co-operation between the



sectional & professional societies and the N.A.H.G.O.

The President said that the dinner was in his opinion a great success and altho' regretting the absence of a number of our members he felt that good would result from the holding of the function and that the small loss incurred would be amply repaid from ~~the matter~~ a propaganda point of view seeing that two papers had published reports of the affair.

The Presidents then reported thoroughly the scheme of cooperation as approved by the Standing Joint Consultative Committee of the N.A.H.G.O. each item being explained.

The following gives the scheme in its entirety:

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At the conclusion of the Presidents  
remarks Mr Austin Beckenham rose to  
propose a hearty vote of thanks to  
the Pres & Secy for the time & trouble  
spent in attending the several meetings  
for the night.

This was seconded, put to the  
meeting & carried unanimously.

On General business the President  
gave details of Birmingham Superannuation  
Scheme is being an item of General  
interest to the members.

Mr J. E. Anderson Local Home spoke of  
the difficulties attaching to his office  
& after discussion it was proposed  
& seconded & agreed that the Secy get  
return from our members as to the  
difficulties attaching to their several  
commitments.

It was also suggested that the wise  
course to take in the event of outsiders  
seeking information, was to get  
in touch with the Pres & Secy.

The question of subscriptions was brought forward and it was resolved that the executive committee take into consideration the suggestion of a smaller subscription for members living at a distance.

The President took the opportunity of wishing <sup>on behalf of Mrs. Ruth & himself</sup> all the members the happy possible time for the coming season.

The usual vote of thanks to the President for taking the chair and to the vice president for his continued kindness & hospitality concluded the meeting.

February 24<sup>th</sup>

A meeting of the Executive Committee was held at the Rutfield St Baths, Horditch on the 24<sup>th</sup> February to consider the following business.

Minutes

Correspondence

Report of NALGO special sub committee  
General Business.

The Secy read the letter concerning the meeting. The members present being Messrs O B Richardson, Arthur Baker, Stapleton Powlson Foster Johns & the Secy.

~~Minutes of the~~  
~~last meeting~~

The President being absent through illness Mr O B Richardson was pres took the Chair.

The minutes of the last executive meeting were read confirmed & signed by the Chairman.

A letter was read from

Mr. J. Anderson explaining that his status was now under consideration by his council.

The Secy explained the result of the replies to his previous letters on the status of ~~the~~ Supts. Supts. pointed out that outside the metropolis it appeared that officials other than Batho Supts had control of Public Baths.

After discussion it was ~~decided~~ <sup>decided</sup> that the matter be left in the hands of the Secy.

The report of the Standing Joint Consultative Committee was read by the Secy. & after long discussion it was agreed to support the Bill as now coordinated.

(over)

On general business a member  
raised the question of his salary  
it was decided that the society  
render all possible assistance.

It was agreed to hold our  
annual meeting on March 15th  
at Shore Church Barking.

\* With the usual vote of  
thanks to Mr Richardson  
the meeting closed.

\* It was suggested that a reference  
should go to the general meeting  
~~suggesting~~ that members outside  
greater London should pay  
an annual subscription of  
1/6.

March 10th

A General meeting was  
held at the Putfield & Bath  
~~Shed~~ on March 10th to  
consider the following business  
minutes

Secy report

Correspondence

Election of Officers

Ref from Ex Committee

re subscriptions

General Business

The Secy read the letter  
convening the meeting the  
members present being Mr F O B  
Parr Mr B Richardson Mr J  
Messrs Messrs Foster Jones Anderson  
Read Walker Russell Austin  
Cleary Poulson Smith Derbyshire  
Halshead Bailey Stapleton Baker  
Lupton & the Secy.

The minutes of the last general meeting were read and confirmed signed by the chairman.

The four business of the meeting the election of the President

The Vice President Mr B. Richardson  
Capt Engineer Thorndike Public Works

The only nomination Mr Richardson  
unanimously elected, as pres.

Mr F. A. Burch, the acting pres  
vacated the chair in favour  
of Mr Richardson.

Words of thanks were duly accorded  
all officers for each assistance  
rendered with acclamation.

For the position of vice president  
Baker Capt Engineer Fulham was  
nominated and was unanimously elected  
to this position.

Mr Crawford ~~as~~ Capt Poplar & Mr Chandler  
were elected auditors for  
following year.

Mr Jefferson Hope Poplar was elected



Levy, Treas & Jameson & Co. being  
Assessors.

The executive committee ~~met~~  
elected on Dec 1st with the addition  
of Mr Bailey ~~treasurer~~ & ~~Jameson~~  
Action.

The Secy then read his report  
which was received adopted & given  
to books on the minutes  
Secy's report.

Insert.

The Balance sheet of the Assoc.  
for 1891-92 was presented  
it was moved, seconded & unanimously  
agreed that the same be received  
adopted & entered on the minutes

Balance Sheet

Insert

## Subscriptions

A reference from the Executive Committee that members outside Greater London Area pay an annual subscription of 10/6 was proposed, seconded, & carried, which necessitated ~~the~~ for an alteration to the st.

## General Business

In general business the important matter of "Local Government & other services Superannuation" was reported. After discussion it was decided that the matter be left in the hands of a special committee consisting of Messrs Lush, Jones, & Bury, Sirine, Foster, Stapleton, Walters, & Anderson.

The past president reported the work of the Loughlin River Council in respect to officials' honor.

The election of a representative to Standing Joint Consultative Committee

of the N A L G O resulted in the election of the President.

The President was also elected representative to ~~the~~ attend the annual conference of the N A L G O to be held at Whitby and Bardonia.

Mr Anderson East Ham reported to the meeting the result of his application to his Council and as an outcome of this the Executive Committee was instructed to draw up a ~~list~~ list of questions ~~to~~ to obtain particulars of ~~types~~ respective appointments.

A vote of thanks to the Pres for his continued kindness and hospitality concluded the meeting.

## Special Committee

A Special Committee of the  
Society was held at the  
Credited Bath on Friday  
the 24<sup>th</sup> at 3pm the members  
present being the President,  
F A Burch, Mr Baker Miss Price  
Messrs Bailey Walters Sutton & Toulson  
The Secy  
Apologies for non attendance  
received from Messrs Jowett  
Burch.

The Secy read the letter  
concerning the meeting which  
was held to give consideration  
to the draft of the Local  
Act & other Officers Superannuation  
Bill. following letter

The Bill was read by the  
Secy, Purs comments being raised  
explanations rendered where  
necessary, & after careful  
thought & consideration it was

agreed that the Secy write  
the Gen Secy of the Hqs.  
pointing out ① Our disappointment at  
the pecuniary character of the  
Bill strongly urging the Excc.  
Council however their best  
endeavours to make the Bill  
a compulsory one.

② To strongly urge the Excc  
Council to use every endeavour  
to make such alterations to  
Para's 15 & 16 with a view to  
obtaining an allowance of Rs 10  
officers with previous service.

3 We desire that the Excc Council  
keep in mind those metropolitan  
officers who come under the  
metropolis 1866 act, & take steps  
that they will not be adversely  
affected under this act.

This concluded the business of the  
Special Committee.