



This magnificent shot of a Macbraynes Bedford WTL with Duple body was taken by Charles F Klapper, a founder member of the Omnibus Society and its first secretary. The coach included 20 seats and had an enlarged space at the rear for mail. The vehicle absolutely gleams which suggests the photograph was taken shortly after it was new in 1935. The Bus Archive is delighted to have this and all of Klapper's road passenger transport images as part of our collection (ref CFK 43-30).

## HIGHLIGHTS IN THIS ISSUE

An Executive Career with BET  
Some Coaching Ephemera  
City of Oxford Mobile Caravans  
NBC Coach Seat Improvements

*incorporating*

THE  
**KITHEAD**  
TRANSPORT ARCHIVE

## An Executive Career with BET

This booklet from more than 50 years ago – when BET was still one of the two major groups in the bus industry – is a real timepiece. It is promoting a two-year training course for men, normally aged 21 to 25, who were put forward by BET operating companies, University Appointments Boards and the Officers' Association, although the Scheme did not restrict its intake to these bodies.

The scheme was administered by a committee of five – two BET directors and three General Managers of operating companies; the committee made the selection of trainees, following application and 'after a personal interview in London'.

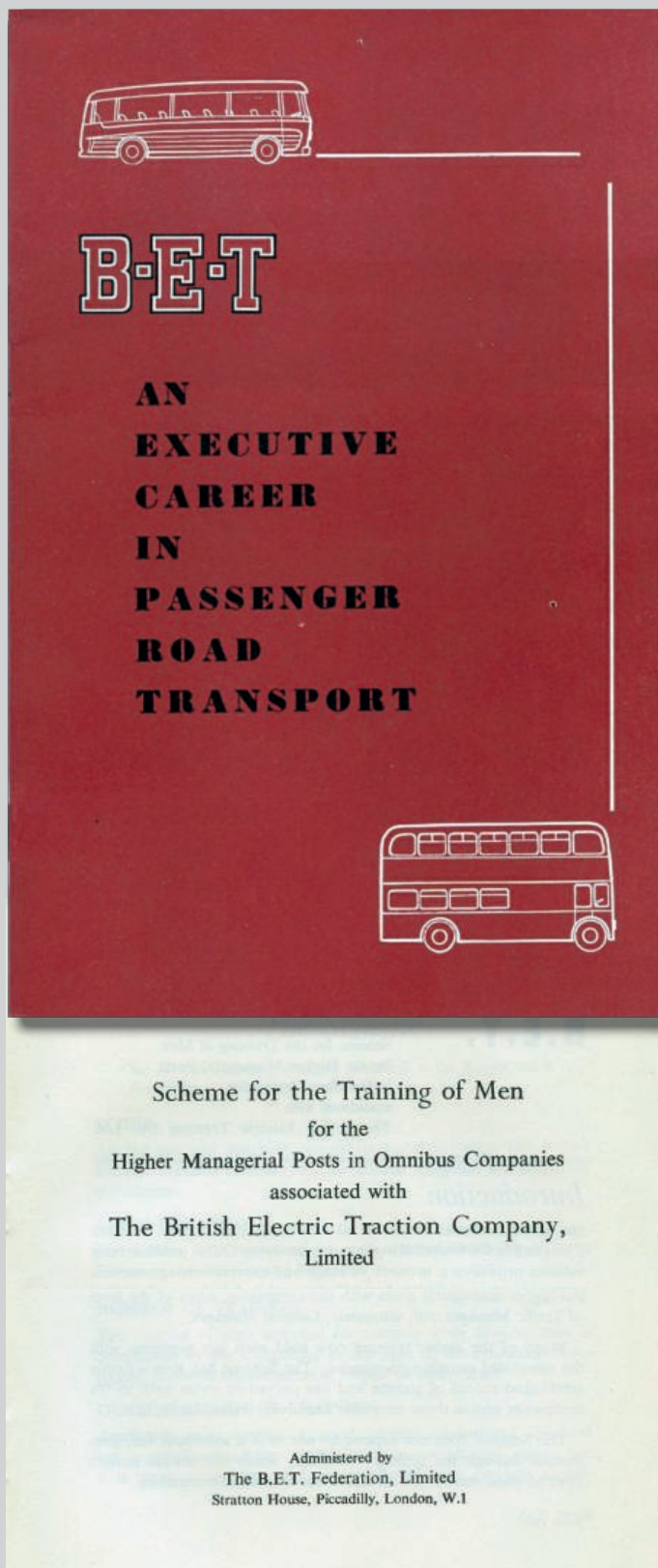
Successful candidates were stationed first at an operating depot and later at a company head office. The three main departments – traffic, engineering and accountancy – were covered and finally there was an attachment to the General Manager's office. At the same time, the trainee would study for Institute of Transport examinations. The company General Manager would supervise the trainee, submitting regular reports to the Committee, which would also interview the trainee at six-monthly intervals. The latter was described as 'the human touch'.

Trainees would receive a salary of £900 in their first year and £1,000 in the second [the equivalent of £16,495 and £18,300 today]. At successful completion of the training, a suitable post would be found for the candidate, on a salary of not less than £100 more than the second year training salary. Their first post-scheme position would be at the level of Assistant Area Manager or Assistant Divisional Superintendent. Wider prospects – 'to which men in the service of the Group can ultimately aspire' – included becoming General Managers of larger bus companies which could earn well in excess of £5,000 [£95,000 today]. The booklet ends with a list and map of BET bus and coach companies in the UK.

Some of the terminology is highly indicative of the period: when 'Executive' meant a high flying chap in industry rather than indicating the presence of a toilet on a coach as it would 15 years later. And of course it was aimed at chaps: the official title was "Scheme for the Training of Men for the Higher Managerial Posts in the Omnibus Companies associated with The British Electric Traction Company, Limited." The language at times sounds very old fashioned, referring to "Omnibus companies" and that "The training scheme... was introduced in the year 1945...", and presumably the wording hadn't changed in those twenty years.

Coincidentally, we also have the records of the training scheme itself, to which we cannot give access for a further 45 years as it contains personal information. Suffice to say, the scheme was successful in that it provided a number of notable leaders for the National Bus Company and through into the post-privatisation era.

The booklet itself gives a fascinating glimpse into the higher echelons of bus management, the formality of approach in the same period that *Time* magazine was coining the phrase 'Swinging London'!



## Introduction

THE OMNIBUS COMPANIES associated with The British Electric Traction Company in the United Kingdom operate some 12,000 public service vehicles providing a network of stage and express carriage services over wide areas of England and Wales, and undertake coach cruises throughout Britain and on the Continent. The B.E.T. Company also has extensive interests in road transport in overseas territories, having allied companies in East, Central and South Africa and in Canada and Jamaica. In all, some forty companies are involved and the total number of persons employed by them exceeds 50,000. Their names and main areas of operation are given on pages 8 and 9.

The Training Scheme described in this booklet was introduced in the year 1945, since when it has attracted a steady flow of applicants. Under the Scheme, a course of training may be taken by suitable members of the associated omnibus companies' staffs and by men recruited from outside the organisation, in order to equip them with a general knowledge of the industry and to fit them later on for the higher managerial posts with the companies, posts of the level of Traffic Manager and, ultimately, General Manager.

Many of the earlier trainees now hold such key positions with the associated omnibus companies. The Scheme has thus a firmly established record of success and has proved its value both to the companies and to those men who have been trained under it.

The Scheme does not supersede, nor is it a substitute for, promotion through the ordinary channels, which will always remain open to good men in the service of the associated companies.

PAGE TWO

## The Scheme

Set out below are the terms and conditions of the Scheme and a description of the way in which it works.

### SCOPE

All the bus and coaching companies associated with The British Electric Traction Company in the United Kingdom are parties to the scheme.

### ADMINISTRATION

The Scheme is administered by a Committee consisting of three Directors and two General Managers.

For convenience of administration, trainees are placed on the staff of The B.E.T. Federation, Limited, the central organisation providing technical and other services to the Group companies. During their training, the trainees are under the control, and subject to the general rules and regulations, of the company by which they are being trained.

Certain companies have been appointed as training companies and a candidate accepted by the Committee for training is posted for the duration of his course to the particular training company which happens, at the time of admission, to be in a position to accommodate another trainee. The present training companies are denoted by an asterisk in the list of associated companies at the back of this booklet.

### NUMBER OF TRAINEES

The number of men accepted for training from time to time is determined by the Committee in the light of the associated companies' probable requirements in respect of senior staff.

### QUALIFICATIONS OF TRAINEES

Applicants must possess a good general educational standard but a specific academic qualification is not insisted upon, nor is it made a condition that a man should have previous experi-

PAGE THREE

ence, or have made a study, of transport. Selection of candidates depends largely on their character, past record and general suitability.

A high standard of physical fitness is called for and each candidate accepted is required to pass an examination by a Medical Officer appointed by the Committee.

### AGE OF ENTRY

Normally, only men between the ages of 21 and 25 are accepted as trainees, but the Committee may, at their discretion, select for training men outside these age limits.

### SOURCES AND METHOD OF RECRUITMENT

All trainees are selected by the Committee administering the Scheme after personal interview in London.

General Managers of associated companies are invited to put forward men whom they regard as suitable for training, and the Universities Appointments Boards, the Careers bureaux for Public Schools and Grammar Schools, the Officers' Association and similar organisations are also asked to recommend candidates. The Committee are not, however, restricted to these sources, and it is open to them to recruit men from any other source.

### TRAINING

Men who are accepted into the Scheme are required to undertake a comprehensive and varied programme of training, normally lasting two years.

Upon joining the company selected as his training company, the trainee is normally stationed first at an operating depot and later at its head office. In both cases his programme covers the work of the three main departments—traffic, engineering and accountancy—and opportunities are provided for him to gain first-hand experience wherever possible. Shorter spells are also spent with ancillary departments. Towards the end of his course the trainee is attached to the General Manager's Office, usually in close touch with the General Manager himself.

PAGE FOUR

At the outset of his course, the trainee is given a detailed syllabus showing the work he will be required to undertake in the various departments during his training, and the time allotted to each section of the work.

In addition to his practical training, a trainee is required to sit for the examinations of the Institute of Transport; these are necessary preliminaries to Associate Membership of the Institute.

### PAY

The present salary rates for trainees are:—

First Year	.. .. .	£950 per annum
Second Year	.. .. .	£1,000 per annum

### PENSION SCHEME

There is a contributory pension scheme, incorporating life assurance, for salaried employees of associated companies. Trainees become eligible for this scheme on 1st April next following the completion of twelve month's training.

### SUPERVISION

The General Manager of the training company submits to the Committee regular reports on the trainee's work and progress, and the Committee keep in personal touch with each man in order to judge his progress, aptitude and general suitability. This personal touch takes the form of six-monthly interviews with the trainee at which he is examined by the Committee on the work he has undertaken and the knowledge he has acquired.

### DISCONTINUANCE OF TRAINING

In accordance with general custom, the Committee reserve the right at any time to discontinue the training of any man who, in their view, ceases for any reason to be suitable for retention as a trainee. In the case of a trainee recruited from within the organisation, he (except in the case of misconduct) returns to his

PAGE FIVE

former employer-company in his original position or in an occupation in which, as far as practicable, he is no worse off than in that position. In the case of an entrant from outside the organisation, not less than one month's notice to terminate the employment is given.

### POSITION ON COMPLETION OF COURSE

Steps are taken, prior to the completion of the course, to provide a trainee with a suitable position with one of the associated companies when he has completed his training.

Whilst the type of position to which a trainee is normally appointed on completion of the course is a responsible post, it is at the same time essentially one in which he will be able to gain further experience in practical operating matters and so fit himself for subsequent appointment to a position carrying a greater measure of responsibility. Examples of such initial positions are Assistant Area Manager and Assistant Divisional Superintendent.

In present circumstances, the commencing salary attaching to a trainee's first post-Scheme appointment will be not less than £100 per annum more than the salary in the last year of training.

The future progress of a trainee is almost entirely dependent upon his own ability and efforts. Every man who successfully completes the course should, by application and endeavour, be able in later years to qualify for appointment to the top managerial posts in the associated omnibus companies.

### NOTE :

There is reserved to the Committee the right at any time and from time to time to vary the provisions of the Scheme.

PAGE SIX

## Wider Prospects

In addition to passenger road transport, The British Electric Traction Group embraces other branches of industry. Two particular ones are electronics and laundering, and the associated undertakings concerned with these industries have their own separate training schemes of which particulars can be obtained on application.

As an indication of the positions to which men in the service of the Group can ultimately aspire, it may be mentioned that General Managers of the larger bus companies can earn well in excess of £5,000 a year, and to those taking still wider responsibilities (embracing other sections of the B.E.T.'s business), salaries in the five-figure range are paid.

For men of ability and ambition the opportunities for progress are undoubtedly excellent.

PAGE SEVEN

## List of Associated Companies, showing their main areas of operation.



- |   |  |
|---|--|
| 1 Aldershot and District Traction Co. Ltd.      | 23 Scout Motor Services Ltd.                     |
| 2 Birmingham and Midland Motor Omnibus Co. Ltd. | 24 Sheffield United Tours Ltd.                   |
| 3 Black and White Motorways Ltd.                | 25 South Wales Transport Co. Ltd.                |
| 4 Blue Cars Ltd.                                | 26 Southdown Motor Services Ltd.                 |
| 5 City of Oxford Motor Services Ltd.            | 27 Standerwick (W.C.) Ltd.                       |
| 6 County Motors (Lepton) Ltd.                   | 28 Stratford-upon-Avon Blue Motors Ltd.          |
| 7 Devon General Omnibus and Touring Co. Ltd.    | 29 Sunderland District Omnibus Co. Ltd.          |
| 8 East Kent Road Car Co. Ltd.                   | 30 Thomas Bros. (Port Talbot) Ltd.               |
| 9 East Midland Motor Services Ltd.              | 31 Timpson (A.) & Sons Ltd.                      |
| 10 East Yorkshire Motor Services Ltd.           | 32 Trent Motor Traction Co. Ltd.                 |
| 11 Gateshead and District Omnibus Co. Ltd.      | 33 Tynemouth & District Transport Co. Ltd.       |
| 12 Greenslades Tours Ltd.                       | 34 Tyneside Omnibus Co. Ltd.                     |
| 13 Hebble Motor Services Ltd.                   | 35 Wakefield's Motors Ltd.                       |
| 14 Maidstone and District Motor Services Ltd.   | 36 Western Welsh Omnibus Co. Ltd.                |
| 15 Mexborough and Swinton Traction Co. Ltd.     | 37 Yorkshire Traction Co. Ltd.                   |
| 16 Neath and Cardiff Luxury Coaches Ltd.        | 38 Yorkshire Woollen District Transport Co. Ltd. |
| 17 North Western Road Car Co. Ltd.              |  |
| 18 Northern General Transport Co. Ltd.          |  |
| 19 Potteries Motor Traction Co. Ltd.            |  |
| 20 Red Line Continental Motorways Ltd.          |  |
| 21 Rhondda Transport Co. Ltd.                   |  |
| 22 Ribble Motor Services Ltd.                   |  |

### *Other Associated and Allied Companies*

Canadian Motorways Ltd. and subsidiary companies.  
 Jamaica Omnibus Services Ltd.  
 United Transport Overseas Ltd. (controlling companies operating principally in Central East and South Africa).

K.H.K.



SPECIAL QUOTATIONS FOR PRIVATE HIRE.

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Forest Hill 3411  
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## Whitsun and Summer Programme, 1936

FRIDAY, 29th MAY to WEDNESDAY, 30th SEPTEMBER.

DESTINATION	June 4th to June, 18th and from Sept. 14th to Sept. 30th			May 29th, June 2nd & 3rd and Mondays to Fridays June 19th to Sept. 11th			WHITSUN & AUGUST Sat., Sun. and Mon., Saturdays & Sundays June 20th to Sept. 15th		
	Single	Day Return	Period Return	Single	Day Return	Period Return	Single	Day Return	Period Return
BRIGHTON ...	4/6	5/-	8/6	5/-	5/6	8/9	5/-	6/-	8/9
WORTHING ...	5/6	6/6	9/6	5/6	6/6	10/-	5/6	6/6	10/-
HASTINGS ...	5/6	6/6	10/-	5/6	6/6	10/-	6/6	7/6	11/6
EASTBOURNE ...	5/6	6/6	9/6	6/-	6/6	10/9	6/-	7/-	10/9
BEXHILL ..	5/6	6/6	10/-	5/6	6/6	10/-	6/6	7/6	11/6
PEVENSEY BAY ...	5/6	6/6	9/6	6/-	6/6	10/9	6/-	7/-	10/9
MARGATE ...	5/6	6/6	10/-	6/-	7/6	10/6	7/6	8/6	12/6
RAMSGATE ...	5/6	6/6	10/-	6/-	7/6	10/6	7/6	8/6	12/6
SOUTHEND ...	3/-	3/6	5/6	3/-	3/6	5/6	3/6	5/-	7/-

Passengers picked up at PENGE or BROMLEY are charged 6d. less on Day and Period Returns to HASTINGS, BEXHILL, MARGATE and RAMSGATE.

CHILDREN'S FARES.—Children under 3 years of age carried free. Fares for children above three and under fourteen years are half of the fares shown to the nearest 3d. above

### FEEDER SERVICES AND PICKING-UP POINTS—

	a.m.		a.m.
LIVERPOOL STREET, Waiworth	9.0	HALF-MOON HOTEL, Horne Hill	9.5
VICARAGE ROAD, Camberwell	9.5	51 LORDSHIP LANE, E. Dulwich	9.15
FENWICK ROAD, Peckham Eye	9.10	BEECHTREE HOTEL, Bromley	9.0
ROLLS ROAD, Bermondsey	9.0	CLARINA ROAD, Penge	9.15
NEW CROSS Coach Station	9.10	STANSTEAD ROAD, Forest Hill	9.30

Passengers may be picked up en route for the following Services as follow:—  
BRIGHTON and WORTHING ... Clarina Road, Penge, 9.40 a.m.  
HASTINGS, BEXHILL, PEVENSEY & EASTBOURNE ... Beech Tree, Bromley, 9.40 a.m.

### COACHES RETURN FROM THE COAST—

BRIGHTON ... Madras Drive	6.30 p.m.	BEXHILL ... Town Hall Square	6 p.m.
WORTHING ... Wade's Garage	5.30 p.m.	PEVENSEY BAY ... Bay Hotel	5.45 p.m.
HASTINGS ... Station Road	6.15 p.m.	MARGATE ... Dreamland Car Park	5.30 p.m.
EASTBOURNE ... Coach Station	5.30 p.m.	RAMSGATE ... Granville Garage	5 p.m.
SOUTHEND—Kursaal Garage		6.30 p.m.	

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Messrs. S. Ansell,  
207, Camberwell Road,  
S. E. 5.

PB/9  
30th June, 1936.

Dear Sirs,

THE JAPANESE CLUB.

Confirming our telephone conversation of today's date in which we booked one 32-seater coach for the above party will you please note the following instructions. The 32-seater coach to report to the Secretary the Japanese Club, 3 Cavendish Square at 9.15 a.m. on Thursday, July 2nd, to proceed to Henley-on-Thames returning by 9.00 p.m.

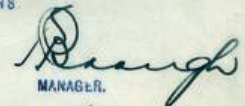
We agree that the price for this coach will be 10 guineas and we will forward through our official order in the course of a day or so.

The enclosed label should be affixed to the coach.

Kindly give this matter your particular attention.

Yours faithfully,

BRITISH TOURS.

  
MANAGER.

Finally, back to Ansell's, here is a letter of confirmation from 1936, sent by the Japanese Club of the Polytechnic Association for a day trip to Henley-on-Thames. The Association must have been quite a substantial organisation, as the signatory is described as 'Manager, British Tours'.

ALL ORDERS TAKEN SUBJECT TO THE CONDITIONS PRINTED ON THE BACK OF THE ORDER FORM

## Accommodation and Food in the City of Oxford (Motor Services)

The City of Oxford collection is one of our largest, totalling almost 2,000 items and so it is probably inevitable that it features in these pages quite often. Part of its rich history is that it has always been challenging to recruit and retain staff in a city with a large car plant and constantly full employment – this was particularly pronounced when wage rates were determined nationally without the ability to pay according to local conditions. The availability of affordable housing was also a factor, particularly before Macmillan's council house building programme of the mid-1950s.

One solution which was used at different times of shortage was to ship in staff from distant parts where there was unemployment and to use hostels to house them. Eventually, a purpose-built accommodation block was built in its Cowley Road depot site but in 1952 a number of buses were acquired to convert to caravans!

These publicity shots are of Oxford's own Weymann-bodied AEC Regent HFC 423, which had been converted at quite a cost.



CTP/MD.37

14th December, 1962.

F.T. Pritchard, Esq.,  
Messrs. West & Pritchard,  
9, Bridge Street,  
ABINGDON  
Berks.

Dear Mr. Pritchard, Canteen/Hostel

I was in an industrial kitchen the other day when I noted the Potato peeling arrangements.

The peeler, similar to the one we have, was on a bench discharging into a stainless steel sink which, in turn, was equipped with a 'waste grinder', thus disposing of the potato peelings down the drain without trouble.

I think we should give consideration to something on these lines as it is a serious problem at the moment. Cost, of course, enters into it, but perhaps you could ascertain this for us.

Yours sincerely,

C. T. PURCELL  
CHIEF ENGINEER

The proposal was to assemble a caravan park of 5,000 square yards, and to spend £20,000 in doing the conversions. Nine other vehicles were shipped-in from Southdown and East Kent and converted. Perhaps surprisingly, only six were ever used and the remaining four were retained, unused, at Cowley Road until 1960.

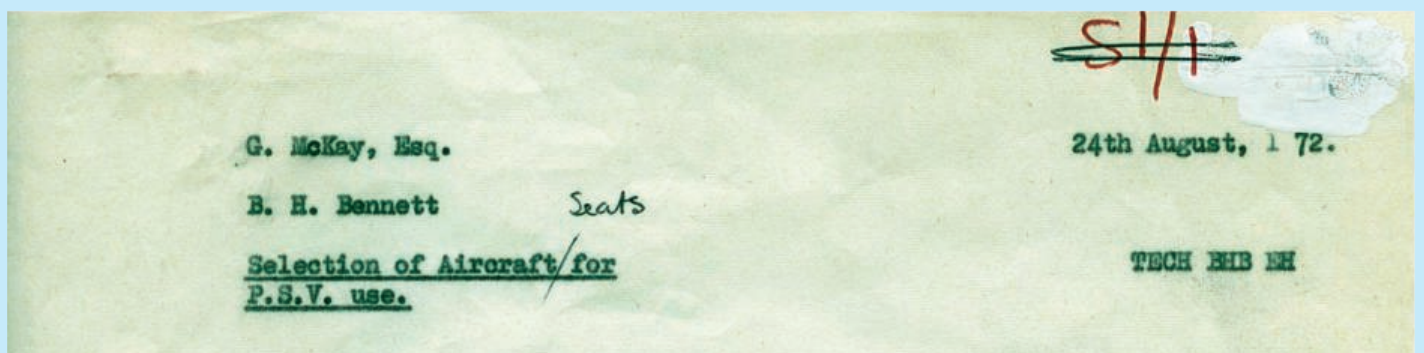
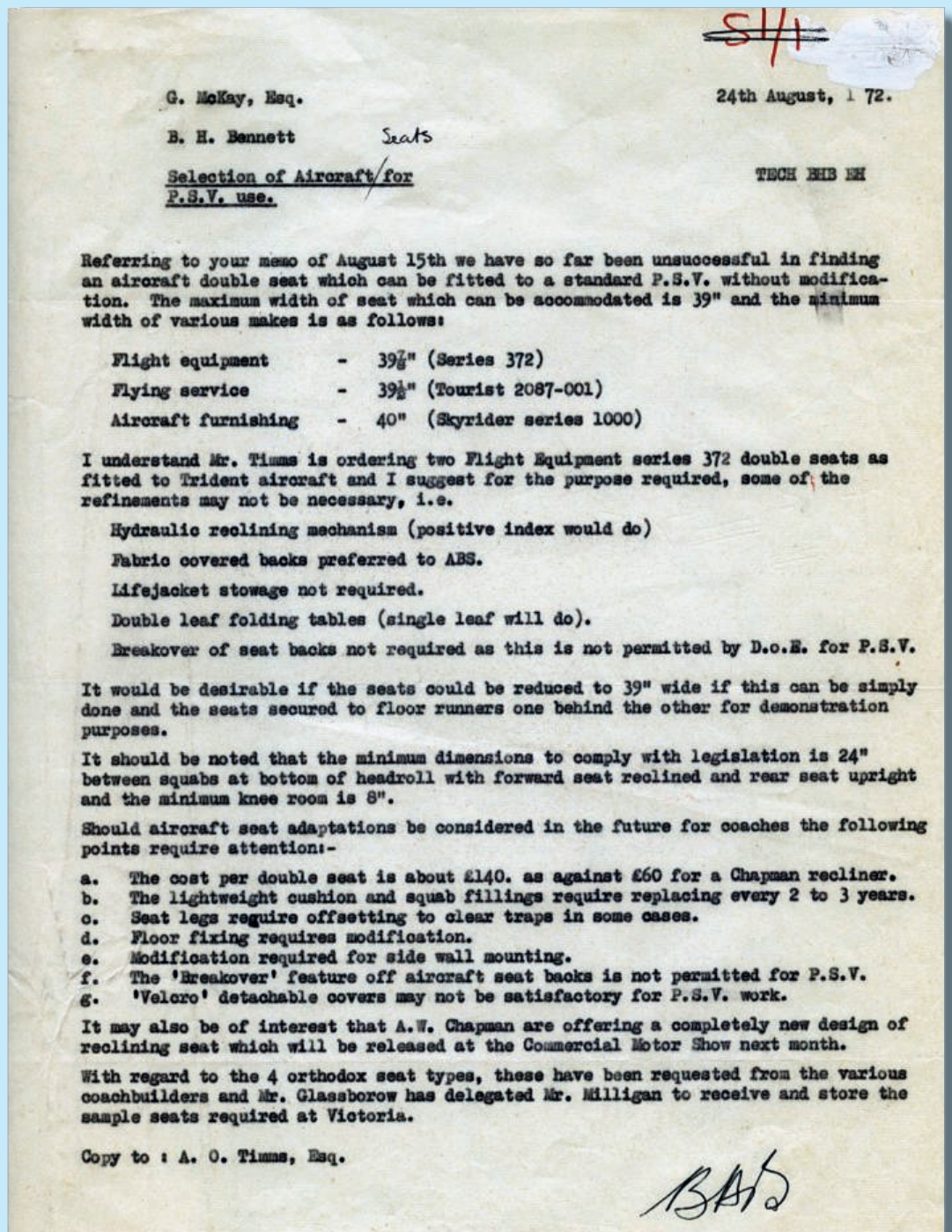
And it wasn't only accommodation at COMS that received management attention. Ten years later, in 1962, Chief Engineer C T Purcell wrote to West & Pritchard of Abingdon enquiring about the availability of a 'waste grinder' to dispose of potato peelings in the canteen kitchen. It is stated to be '...a serious problem at the moment.'

## Aircraft Seats

In the National Bus Company Technical Department in 1972 there seems to have been a concerted push to improve the standard of seat available for coaches. This copy memo indicates a very detailed analysis of the issue, and it highlights that two Series 372 aircraft seats had already been ordered but that some features – such as life jacket stowage – would not be required.

In any case, the seats were too wide for PSV use and the cost per double seat was £140 against £60 for a Chapman recliner. Other types of PSV seat had been ordered from manufacturers, doubtless for comparison, and these were being received and stored at Victoria.

Perhaps a little wearily, the memo concludes: "It may also be of interest that A W Chapman are offering a completely new design of reclining seat which will be released at the Commercial Motor Show next month." We wonder what happened to the aircraft seats!



Assumingly, the word "seats" had been omitted from the title of the memo, until manual correction. We did think of dating this page as the first of next month, but as with quite a few features in Bus Archive News, you couldn't make it up....



SEARCH THE ARCHIVE

Our archive includes documents and images created by companies and individuals carrying out their everyday activities, along with a comprehensive library of books, magazines and publications.

Please enter keywords into the search box, and specify a date range if required. The search will return details of the items which fit the search, and which of our **research centres** hold the items. This is the first stage of development of the interactive catalogue. Future phases will include descriptions, giving more detail on the items.

SEARCH

searching for **all records** documents publications

Southdown

in a date range:  to

search

Your search for "Southdown" returned the following results ...

documents (240 results)  
display 5 results on the page

Archive ref	42901
Title	Southdown Motor Services re Rayner & Sons
Creator	London Transport
Date from	1934
Date to	1934
where held	Acton

Archive ref	SMOPW17617
Title	File of material
Creator	Southdown PSV Ltd
where held	Walsall

SEARCH TIPS

The titles and descriptions of our items are often very precise, reflecting the information on the item itself.

Therefore, please remember to approach your search from a number of different points, for example search for "Midland Red" as well as "Birmingham & Midland Motor Omnibus", and "Solent Blue Line" as well as "Musterphantom".

Search Update

We have now updated our catalogue to reflect the collections which were donated to us up to the end of 2018, and the enormous amount of work which our volunteers have put in over the last year. There are now over 30,000 entries in the catalogue, on our website at:-

[www.busarchive.org.uk/search.shtml](http://www.busarchive.org.uk/search.shtml)

So have a go at searching for material on your interests; the cataloguing continues and we are nowhere near the end – but we are certainly putting in plenty of effort to get there!



Facebook

Our Facebook page continues its popularity – now with over 1,300 followers. We post two or three times each week, highlighting items and images from our collections. Most popular post so far is this magnificent shot of the Burlingham factory at Blackpool in the 1950s.



# For rail, road haulage, canal and vehicle registration archives

A couple of features this time away from the bus (and coach) world.

## Transport Statistics

One of the files which were donated by the Department of Transport some 20 years was this volume of Transport Statistics.



<u>Roads</u>		
Mileage of roads in 1965	All roads	201,023
	Motorways	353
	Trunk	8,344
	Classified	86,486
	Unclassified	105,840
	(a) Investment	
	by central government	£145 million
	by local authorities	£ 55 million
	Total	£200 million
Expenditure on roads and public lighting in 1964	(b) Other expenditure	
	by central government	£ 61 million
	by local authorities	£132 million
	Total	£193 million
10 years ago, expenditure was:-	(a) Investment	£ 11 million
	(b) Other expenditure	£112 million
By 1970, annual investment expenditure is expected to reach £300 million.		

<u>Railways</u>			
Railway route mileage in 1965	British Railways	14,900 miles	
	London Transport	200 miles	
	Other railways	100 miles	
	Total	15,200 miles	
	of which, electrified	2,100 miles	
Route mileage closed in last ten years	British Railways	4,100 miles	
	Others	unchanged	
		<u>Open to passengers</u>	<u>Open to freight</u>
Number of railway stations in 1965	British Railways	3,161	1,959
	London Transport	228	-
	Other railways	44	-
	Total	3,433	1,959
		<u>Passenger</u>	<u>Freight</u>
Number of British Railways' stations closed in recent years			
Before publishing of Reshaping Report (1/1/54 - 31/3/63)		1,637	1,185
Since publishing of Reshaping Report (1/4/63 - 31/12/65)		838	2,577
Source: "Passenger Transport in Great Britain"			

Whilst undated, it cites statistics for 1965 and expenditure for 1964, so we can fairly accurately gauge its timing. For roads, it quotes total expenditure of £200m (70% of that by central government) and contrasts this to £11m paid a decade earlier. Interestingly, it expected this to rise to £300m by 1970.

The comparative analysis for railways, revealingly, does not mention investment but does highlight the reduction in route mileage and station closures both before and after the publication of the Reshaping Report ["The Beeching Report"].



## Odds and Ends

### Welcome Kim!

Our administrator, Stacey Wilkins, is reducing her hours of work and so to keep up with all the admin for the charity we welcome Kim Cashmore to assist Stacey. Kim is looking forward to working with us at The Bus Archive – which she thinks is “a brilliant idea!” Note that, as a consequence, there are minor changes to the days and times when our phonedlines are open.



We welcome Kim Cashmore (left) to assist Stacey Wilkins (right).

### More on Rexine

John Edser writes:

The article on Rexine says it was highly combustibile - not a really a good idea to put in petrol/diesel buses. However, the LNER Spring/Summer 1939 booklet for the Coronation streamlined train proudly states:

The interior for the train has been laid out and decorated on original lines. Three different colour schemes are employed incorporating decorative Rexine with aluminium ornaments finished by the Alumilite process.

Again, not the best type of decoration in a steam hauled train. Does anyone know what the Alumilite process was?

## How to Explore Our Collections

Our catalogue is available online at [www.busarchive.org.uk](http://www.busarchive.org.uk)

We have three Research Centres, each holding unique material:

- Droitwich, for original records
- Walsall, for publicity items and publications
- Acton, for London Transport records and timetables

Email or call to make your appointment (see contact details below)



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01922 629358  
Phone line open Tuesday and Wednesday, 10.00 to 16.00, answerphone at other times.

[hello@busarchive.org.uk](mailto:hello@busarchive.org.uk)