



AVRO AIRCRAFT LIMITED

INTER-DEPARTMENTAL MEMORANDUM

DATE  
TO Mr. Z.J. Pekarek  
FROM N.W. Hayman, Engineering Personnel Administrator.  
SUBJECT WEEKLY ENGINEERING SALARY STRUCTURE.

Effective immediately, certain changes in the weekly Engineering classifications and salary structure are being instituted. The purposes of the change, the changes, and the new structure, are described on the attached pages.

Attached also are two status slips:

- (1) a slip confirming the adjustment of your salary by 3% on September 22nd, 1956.
- (2) a slip indicating your status as of October 20th, 1956, as a result of the changes described on the attached pages.

Any questions regarding these changes may be referred to your Supervisor.

  
N.W. Hayman.

/js.  
Encls.

WILLIAM CALVER  
49 Robert St. E.  
Newcastle, Ont. L1B 1C3

# AVRO AIRCRAFT LIMITED

## Directors and Officers

*of the Board*  
 Crawford Gordon, Jr. — Chairman ~~and President~~  
 F. T. Smye — ~~Vice~~ President and General Manager *w. e. f. July 24/56*  
 J. C. Floyd — Vice-President Engineering  
 H. R. Smith — Vice-President Manufacturing  
 J. A. Morley — Vice-President Sales and Service

A. A. Bailie — Director  
 J. Turner — Secretary and Treasurer  
 N. E. Kindell — Assistant Secretary

## Officials

J. Fairbairn — Quality Control and Inspection Manager  
 D. H. Rogers — Chief Test Pilot  
 E. F. Alderton — Industrial Relations Manager



F. T. Smye, Vice President and General Manager

## Public Relations

A. H. Stewart, Asst.  
 to Vice-President and  
 General Manager

## Management Committee



F. T. Smye, Vice President and General Manager



H. R. Smith, Vice Pres., Manufacturing



J. C. Floyd, Vice-President Engineering



J. A. Morley, Vice-President Sales and Service



E. F. Alderton, Industrial Relations Manager



D. H. Rogers, Chief Test Pilot



J. Turner, Secretary and Treasurer



J. Fairbairn, Quality Control and Inspection Manager

## Company Now Operating Under Seven Divisions

Formation of an Industrial Relations Division at Avro Aircraft with E. F. Alderton, former Personnel Manager, as Manager of the new Division, is shown in an organization announcement by Vice-President and General Manager F. T. Smyc.

Operations of the company, Mr. Smyc said, have been divided into seven operating divisions effective the first of this month. They are as follows:

Name of Division	Manager
1. ENGINEERING DIVISION	Vice-President, Engineering (J. C. Floyd)
2. INDUSTRIAL RELATIONS DIVISION	Industrial Relations Manager (E. F. Alderton)
3. MANUFACTURING DIVISION	Vice-President, Manufacturing (H. R. Smith)
4. QUALITY CONTROL AND INSPECTION DIVISION	Quality Control & Inspection Manager (Walter Parish)
5. SALES AND SERVICE DIVISION	Vice-President, Sales & Service (J. A. Morley)
6. SECRETARY AND TREASURER'S DIVISION	Secretary & Treasurer (Joseph Turner)
7. TEST PILOTS' DIVISION	Chief Test Pilot (D. H. Rogers)

The above Divisions represent the principal functions of the Company, with the exception of the Special Projects Group, which is outside the Divisional Organization above, because of the specialized nature of its work.

*Feb 1956*  
 Division formerly known as Engineering Sub-Division  
 Personnel Department  
 Manufacturing Sub-Division  
 Quality Control and Inspection Dept.  
 Sales and Service Department  
 Comptroller's Department  
 Test Pilots' Department  
 Mr. T. D. M. Jopson, C.B.E., Group Chairman of the Avro Aircraft Ltd. (formerly 5 divisions, 6000 workers)

WILLIAM CALVER

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