

The Bulletin consists of nineteen papers prepared for a two week international seminar on work study in forestry. The seminar was organised by the British Forestry Commission for the joint FAO/ECE/ILO Committee in Forest Working Techniques, and training of forest workers, held in July 1971.

During the first week while the course was resident at Wymondham College, Norfolk, instruction concentrated on the theory and practice of work study and participants were given an insight into the entire process from method study via work measurement, culminating in the establishment of time standards and piece rate payments.

The course transferred to Newtown Rigg College, Cumberland, for the second week, and here the instruction encompassed the problems associated with the development and testing of forest machinery, and a glimpse at the future of mechanical harvesting.

The Editor's claim that the Bulletin is intended to be a Forestry Work Study bible is valid in that it contains much basic work study theory, and propounds the concepts and practices which are common to Work Study in most situations. Generally this is a very matter-of-fact, down-to-earth bulletin. The examples which amplify some of the text enhance the readability of the lectures, and help to make them more interesting.

Not alone is the Bulletin of value to work study practitioners, but it has also quite a lot to offer to forest managers in the fields of planning, organisation, machinery and harvesting, and helps both management and work study to appreciate each other's problems.

Work study will only be of real value to the enterprise when harmonious relations exist between Work Study and Managers, Workers and Union Officials. Respect and understanding for the rights and feelings of others will help to create the right atmosphere for success. It is most important that the work study man knows his job thoroughly and earns the respect of both managers and workers for fair dealing. This respect has to be earned and

doesn't normally come overnight. The above points were mentioned in a few of the lectures, but I would like to see a paper on Human Relations in Work Study as it is the rock on which so many good work study ideas founder.

Mr. Troup in his introduction set the theme for the seminar by outlining how work study has developed and is used in the British Forestry Commission. Their choice of techniques may not be the best, but nevertheless they have worked reasonably well in practice. The results achieved by Work Study, Management, Research, Training and Workers has raised total productivity in the Commission by 6% compound annually in the period 1960-70, and this rate is likely to be maintained for some years. Over the same period costs have been held constant in real terms despite the fact that 60% of the workers are over 40 years (recent comparable figures for Irish Forestry is 73% over 40 years). The Commission has the same problem regarding run-down of staff as we have. The principle of "last in—first out" does not allow the retention of the most efficient workers. From 1954 to 1971 the worker staff fell from 13,620 to 6,900 which is in line with the drop in this country.

Some of the papers are of particular interest to our forest managers as we are becoming involved in harvesting. Items such as developments in harvesting, machinery costing and testing, and safe working methods are well covered. The booklet contains a vast amount of useful information in its 99 pages and I feel that its purchase at £1 would be money well spent by any forest manager.

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