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Prof. E. Grandjean,
Secretary-General, I.E.A.,
Institut für Hyg. & Arbeitsphysiologie,
Clausiusstrasse 25,
Zurich 6,
Switzerland.

Our reference 43532/BS/CMN

Your reference

16 November 1964

Dear Etienne,

Thank you for the copy of the Minutes of the General Assembly, etc., which you sent recently. I have a couple of suggestions to make for additional points which might perhaps be included.

It is customary in many Societies that a report on membership is made, and I suggest it might be relevant and of interest to the membership at large, to receive the information which was given at the Assembly.

As a full record of the recent history, and of the Assembly, I feel that quite a lot has been omitted, but apart from the question of procedure, I would not wish to take issue over that. However, it might be considered a material omission by any member of the Association, all of whom I presume received a copy of the proposal I sent you, that no mention at all is made in the Minutes of what happened to that proposal. Those who did not attend the Assembly might wish to know.

I therefore enclose some suggested wording to cover the above items, in the hopes that this will assist you and save you some trouble.

Kind regards,

Yours very sincerely,

Brian

B. Shackel
Research Psychologist

c.c. for information

Dr. S. Forssman
Dr. A.H. Jones
Dr. F.F. Leopold
Dr. A.Y. Wisner

5 January 1965
This letter has been delayed while I asked the views of some colleagues, but I should of course emphasize that it gives my personal opinions as a member of the IEA and does not necessarily represent the views of any other person or group. BS.

Head Office Hayes, Middlesex, England

I.E.A. Minutes of General Assembly, 25 September 1964

Suggestion for additions to give a correct record

Item 2. Treasurer's Report

After line 8 add a new paragraph:

Professor GRANDJEAN also reported the membership of the Association as follows:

Individual Members	165
Ergonomics Societies	4
Institutes	2

Upon request from the Assembly, it was reported that the individual members included the following from various countries:

Sweden	26	France	13	
Germany	7	Holland	17	and 32 members
Austria	2	Italy	4	from a further
Denmark	6	U.K.	24	11 countries.
Norway	6	U.S.A.	28	

and it was also reported that the Ergonomics Societies associated to the I.E.A. contained the following members:

S.E.L.F. (French Speaking Society)	125
Holland	140
Italy	10
Japan	about 700

Item 3. New Articles

Line 16, sentence ending ".....members of the Association." Insert additional words to end that sentence, and an additional sentence, as follows:

on 28 July 1964, requiring suggestions for modification by 31 August. A proposal in the form of an amendment containing a set of statutes for an International Union of Societies was received from Mr. Shackel, and distributed to all members.

Line 31, subsection C. To the end of the subsection add the following sentence:

The amendment in the form of statutes for a Union of Societies was not put to the Assembly.

On the question of procedure, I personally feel that the point I note below is material and important. In England, as you know, we have the saying that "justice must not only be done, but must appear to be done". We consider it important that when rules or a procedure have been given or implied, then everyone should follow them including those who made them.

Whereas I think you should include the suggestions given above, simply as a matter of information to members, the question below is a matter of correct society organisation and procedure. I personally believe that an international body, if it is to be at all proper and respected and if other groups are to join it, must be even more correct and meticulous in its methods than any national organisation.

The fact that the statutes as presented had been substantially revised at the last minute by much work (as several Committee members made a point of telling me), and so were presented without prior distribution, resulted in my question in the Assembly, of which I believe a correct minute would be the text below.

Item 3. New Articles

After line 20, before paragraph beginning "In a detailed discussion...." insert new paragraph, as follows:

Before discussion began, Mr. Shackel asked the President whether the new draft statutes, substantially different from those circulated, could be considered in order, in view of the Secretary-General's letter of 28 July implying that proposals presented at Dortmund without prior notice would not be taken into consideration. The Committee itself was now presenting new proposals without prior distribution to all members for consideration. No clear answer was given to this question.

I think it unlikely that you would wish to include this minute, nor would I particularly wish to press it to the limit, but I think you may agree that it is substantially a correct description of what actually happened. The fact that this happened, even though it was not written in the minutes, must surely cause some doubts in the minds of some members?

I would have thought that some form of explanation to all members for the hurried change to new proposals, followed by a correct procedure throughout next time, would be very necessary if the reputation of the Association is to be restored and if it is to expect new members to join it.