**In the Gardens of Pleasant Hill - 3 Dec, 2016**

What a wonderful gathering we are having here today, a day spent trying to remember the great work our founder Sir Fletcher Jones carried out on this site since 1948 until he passed away in 1977.

Many of us have already read about the “FJ Stories” on the website which has been produced by Julie Eagles and her team, a website contributed to by staff members and others, well illustrated with over 300 photos, through to the factory’s main closing in 2005.

Many of us remember back in 1965 how Sir Fetcher wanted to boost and thank the staff for extra Christmas trouser production. How he collected hundreds of Adelaide delicious Balfour buns, brought them in the FJ plane to Warrnambool and gave them to the staff at their November morning tea, “presented in appreciation of their efforts.”

May be it was this story that prompted Julie Eagles to document many of FJ’s thoughtful deeds, many of which have come from members, archives, Facebook and the public. The result has been amazing and partly summarized in two large murals.

In hindsight, we have realized that Sir Fletcher was ahead of his time in industrial relations, in manufacturing garments, in building a well-knit workforce, in being a founder of staff share ownership and being a great unknown benefactor to the local community.

Sir Fletcher was always full of ideas and ready to experiment. I thought his most important attribute was his love and concern for people, their need for job satisfaction and recognition. He was my mentor.

His six point policy statement covering Customer benefits, Quality without compromise, Fractional fittings, Garment distribution, Management by consultation, Staff ownership ad After sales service showed fantastic foresight.

Our grateful thanks go to Dean Montgomery and Troy Kelly for spending so much time and money restoring these gardens and factory.

In closing, may I say how wonderful to have Mr. Ralph Jones, the designer of the Silver Ball and many of the Jones family here today. You all had an outstanding father, grandfather and great grandfather.

**– Tim Carlton, Methods Engineer Fletcher Jones**