



Top table trio, from left to right: Guest speaker Laurie Twiss, Meeting Chairman Con Nolan and LJCC Joint Secretary Norman Mitchell.

No. 2 LJCC CONFERENCE

MAN FROM ACAS TALKS ON WORKING TOGETHER

COMMUNICATIONS — the secret behind peaceful co-existence, was the theme expounded upon by this year's guest speaker, Laurie Twiss, at the Liverpool District LJCC Annual Open Meeting held at The Centre Hotel.



Mr. Twiss, who is a senior advisor with ACAS on Merseyside, said that communications in British industry had slowly improved over recent years. "Your meeting tonight has developed from this progress", commenting that he did not know

of any other organisation or company who conducted this kind of management and staff discussion.

"The generally accepted idea is that management tell workers what to do. Trade unions do the same," he stated.

"However, communications should be two-way. Management should listen to their staff, trade unions to its members. The more consultation about situations at work, the better will be the channels of communication."

He explained that his own job hinged on the language of communication whereby he had to listen carefully to arguments from management, staff and trade union representatives. "Initially, I try to find a common ground and then concentrate on the disputed points."

"One of the troubles is that far too many people tend to use jargon and gobbledegook, words which have no real or constructive meaning," he commented.

Mr. Twiss urged that whatever the situation, you should always say what you want to say by using plain language. "You should make your point, repeat it and then say it again."

◀ The lads, from left to right: Bobby McDonnell, Les Sale, Austin Kennedy and Charlie Scott.

▼ The ladies, from left to right: Teresa Kelly, Jill Smith, Kathy Joseph and Maureen Senior.



Long Service

WE offer congratulations to the following members of the staff who have completed, during the month of November, 50, 30 and 20 years' service in the electricity supply industry.

50 YEARS—Liverpool District: Percival Rivers (foreman—Commercial). — Pictured below.



30 YEARS—Mid-Mersey District: Gerald Gatley (chargehand general duties assistant). North Wirral District: Pat Doherty (craft attendant). Mid-Cheshire District: Jim Bird (Installation Engineer). Clwyd District: Thomas A. Jones (driver). Gwynedd District: Eric Jones (substation attendant). Transmission: Brian Wearden (Production Engineer).

20 YEARS—North Mersey District: Ken S. Escott (craftsman—Civil Engineering). Liverpool District: E. Brian Hopkins (craftsman—electrician), James Henry Egan (craftsman—jointing), Robert Ainsley Stevens (chargehand painter), Cyril Tolcher (chargehand general duties assistant), and Hilda Turner (clerk—Administration). Transmission: Desmond Corcoran (craft attendant) and Brian W. Davies (2nd engineer). Head Office: David Morris (1st engineer—Management Services).

Progress at Caernarfon

THE first stage of construction in the programme to provide a new Gwynedd District office and depot at Caernarfon — the driving of steel piles to support the new building — was approved by the Board at their November meeting.

The planned two-storey building, which will accommodate office and industrial staff, is to be located on a part of the site which was recovered from the river terrace many years ago by tipping miscellaneous rock fill and building rubble. Pile supports are necessary to guarantee future stability.

The pile-driving work, which will cost £79,000, is expected to be finished by the end of February.

ACAS APPOINTMENT

TOM KING, Secretary of State for Employment, has appointed Roger Farrance, member of the Electricity Council with special responsibility for industrial relations, to the council of the Advisory, Conciliation and Arbitration Service (ACAS).

Mr. Farrance is chairman of the Nationalised Industries' Panel on Personnel matters.



MANWEB Chairman Ben Hastings, centre, with apprentice John Roberts (Gwynedd) and senior instructor Maurice Grisenthwaite.

Richard Gales (Deputy Chairman), talking to apprentice Gareth Wright (Gwynedd).



Board Member David Boulton chats with apprentices Carl Roberts (North Mersey), left, and Steven Waring (Mid-Mersey).



In the 'Advanced Electrical' section, Chief Engineer Jim Fisher is pictured with Board Members Sheila Garston and Dr. Bob Cummings.



Board Member John Griffiths with apprentice Gordon Sutton (Dee Valley). * In the background is senior instructor Doug Jones.

Board Members visit Hoylake Training Centre

Prior to their November Meeting, members of the Board were joined by Management Officers on a visit to the Hoylake Training Centre. Education and Training Officer Denis Kernan explained briefly the many activities carried out there. The visitors then went on a 'walkabout' and talked with apprentices and the instruction staff.

APPRENTICE INTAKE

In addition to the apprentices shown in our pictures, other young men at present 'on course' at the Training Centre are: Christopher Keddie (Dee Valley), Brian Roberts (Clwyd), Colin Roberts (Gwynedd), Alan Simcott (Dee Valley), Gary Stark (Liverpool), Shaun Terry (Mid-Cheshire) and Paul Wynne (Dee Valley).

First-year apprentices, from left to right, back row: Chris Powell (Gwynedd), John Davies (Mid-Mersey), John Rigby (North Wirral), Alan Crutchley (Mid-Cheshire), and Richard Price (Aberystwyth). Front row: David Hughes (North Mersey), Ian Forshaw (Liverpool), Gary Barnes (Mid-Cheshire), Shaun Gallagher (Liverpool) and Ian Evans (Clwyd).



ALTHOUGH we had the same number of individual entrants in this year's competition as we had in 1982, this time some appeared to submit only their very best efforts bringing about a ten-per-cent reduction in overall entries.

Most of the work was of a very high standard and, despite a low entry in one or two classes, our judge was able to select worthy winners.

The number of colour transparencies were well down on the previous years — only half of the 1982 total — but colour prints seem to be taking over with a slight increase on last year's total entry.

We again thank our expert adjudicator, John Lightfoot, Director of North West Photographers, Watergate Street, Chester, for the professional and excellent job he has done.

PHOTOGRAPHIC COMPETITION PRIZEWINNERS



Print
"HOW DO YOU LIKE YOUR STEAK?"
by Meirion W. Jones, Machynlleth.

Humour



Transparency
"ABERYSTWYTH BY NIGHT"
by Geoff Thompson, Aberystwyth.

Best Picture

Transparency
"FORGOTTEN ANYTHING MUMMY?"
by Ken Smyth, Mid-Mersey.



Transparency
"IONA"
by Andy Stubbs,
Aberystwyth.

Portrait



Print
"NICOLA"
by Ray Stobbart,
Clwyd.





Print
"GOLD HILL"
by David Roberts,
nephew of Mary Burdis, Mold shop.



Transparency
"SPRING THAW"
by Vivienne Pitcher,
Head Office.

Scenes

**Consolation
award**



Print
"LOCH ETIVE MIRRORED"
by Peter Molloy,
son of Gillian Molloy, Dee Valley.



Transparency
"LAPWING"
by Vivienne Pitcher,
Head Office.

Nature



Print
"NICE ONE SQUIRREL"
by Carol Dean, Dee Valley.

Transparency
"HAPPY LANDING"
by Geoff Thompson, Aberystwyth.



Action

Print
"SIDEWAYS"
by Doug Houlbrook, Mid-Mersey.





HEAD OFFICE LJCC

Staff and Training

THE HEAD OFFICE LJCC chose training as the subject for discussion at its open meeting. Six management speakers were invited to outline the training plans in their departments.

Presiding over the meeting was the Council's chairman Keith Prowse. He welcomed the 250 delegates, retired staff, and trade union officials.

The electricity industry's national training framework was defined by a training committee reporting back to the National Joint Co-ordinating Council, MANWEB Education and Training Officer, Denis Kernan, told delegates. Their recommendations were passed on to the Area Boards, more in the form of directives. At national level there was the industry college at Horsley Towers designed for courses for senior staff. Boards ran their own courses and two or more combined to meet limited

demands for specialist subjects. University degree courses were sponsored, as were day release, block release and night school courses.

For the first time the Board had the facilities to train engineers in substation procedure other than 'on the job' training. John Powell the Assistant Chief Engineer, System Management, said this was due to the new Operation Training Centre at Hoylake. There were five separate substations incorporated in the Centre, each

complete with equipment and switchgear, to give trainee engineers and non-technical staff an opportunity to experience the simulated workings of a substation.

New and sophisticated equipment brought the need for new skills, and Dennis Farquhar, Assistant Chief Engineer, Technical, told the meeting there was a need to develop and update the engineers' knowledge. British Telecom were established as the experts in the new communications equipment, and already MANWEB personnel were being trained by them.

Principal Engineer George Grady from the Head Office Installations and Service Section stressed the need for efficiency

NORTH MERSEY LJCC

Automation and the computer

THERE is 'enormous scope' for future developments within MANWEB in the fields of office automation and personal computing, coupled with the need to educate an increasingly wider section of the staff to enable them to make the best possible use of the Board's computer capacity.

This was the forecast of Joe Norris (*executive officer, Computer Services*), guest speaker at North Mersey District's staff conference, held at a Bootle hotel and organised by the District Local Joint Co-ordinating Council.

Joe's talk, on the theme of *New Technology in the Industry*, was delivered in true Scouse style by a genuine native, and further lightened by the inclusion of slides which helped depict the intricacies of a com-

plex topic in a humorous way.

Like all the computer specialists, Joe was at pains to emphasize the incredible strides the computer business has made during the past two decades. Using the human brain as a measuring jug ('capable of storing a billion pieces of information') he pointed out that in 1963 a computer with the same capacity would have occupied the entire Liverpool city centre and demanded the electrical output of Clarence Dock power station to run it.

The comparable computer today would fit in a six-inch square box, and would run on a torch battery!

Many equally startling comparisons could be made, said Joe. Today all relevant information relating to North Mersey's 190,000 customers could be recorded on one disc the size of a long-playing record.

He added that in the early days of MANWEB's computer was 'isolated' from the rest of the Board. Today, through the VDU's, many staff had access to the power of the computer. More and more, the emphasis was moving towards Districts.

The conference, attended by staff from all parts of the District including a contingent from Southport, was chaired and opened by Group Manager Jim Barraclough.

A buffet supper and social gathering rounded off an enjoyable evening for those who turned out in spite of wet and windy weather.

if his section was to remain competitive. He explained how micro-computers had been introduced to aid servicing and contracting and how staff were being trained to make best use of the facilities available.

The computer is a very successful teaching aid, claimed Computer Services Manager, John Peaker. It could provide a self-tuition course where the student could learn at his own pace. A single student could be catered for on a particular course, and it was fairly simple to update. The major problem was that the courses took a long time to prepare.

A training package had been developed in the Financial Department. Assistant Chief Accountant, John Roberts explained that it showed how a billing system worked and it allowed the student access to actual accounts, although a safeguard existed to stop them altering the computer record. The student was given experience in operating the computer-based accountancy system using actual data.

Mr. Roberts had recently instituted a trial job rotation system, which allowed staff to exchange jobs for a short period, on a voluntary basis, widening their understanding of the Revenue section. He also explained the training given to shop staff to familiarise them with new receipting equipment gradually being introduced at point of sale locations.

The meeting adjourned to enjoy the culinary expertise of Taylor Plan Ltd, the Head Office caterers. After an excellent meal delegates re-assembled for the open forum. The use of and access to the computer as a training aid in itself or how to use it dominated the discussion. The management view seemed to be that expressed by John Peaker, that staff would be taught to use the computer on a 'need to know' basis. Board Secretary, Colin Leonard, reinforced this view responding to a question on why MANWEB were not encouraging the use by staff of home computers. The cost effective way was teach those who needed to know using the languages in operation in the Board.

LAYING FIBRE-OPTICS

A NEW piece of equipment for installing fibre optic cable was demonstrated to Head Office engineers at Queensferry recently. It winds the fibre optic cable around an overhead power line.

Incorporating fibre optics in electricity lines is nothing new. Conductors have been produced with the fibre optic cable in the centre. Fibre optics have been fastened to conductors by straps or mouldings onto the line. But the new machine demonstrated by Raychem spins the fibre optic around a conductor which is already in place. A linesman places it onto the line and it can then be towed along the conductor from the ground between poles or towers. It is simple and inexpensive.

The fibre optic cable once in place could be used instead of a pilot cable, which is needed to transmit control and protection information. It could also mean dispensing with the separate earthing line.

The capacity of a fibre optic cable is quite staggering. It is simply a hollow glass tube a little thicker than a human hair. Coded light signals are passed along the fibres and these can be used to carry telephone conversations, computer data, and electronic control signals.

One hair's-breadth fibre optic can carry over 7,000 simultaneous telephone conversations! How much of this capacity can be used depends on the transmission and receiving equipment.

If the system, which is under consideration, is installed for control and protection of the Board network, the information carried by the fibre optics would only occupy a minute part of its capacity. This would leave space for transmission of telephone and computer data if required.



Above: The machine in operation. Below, from left to right: Dave Ferguson (1st engineer, Technical), Les Allen, Ray Grimwood and Alan Brackley from Raychem, Tom Garmory (Principal Engineer) and Mike Hughes (Senior Engineer) from Plant & Construction.



At the Aberystwyth seminar, from left to right: Mike Thomas, Ernest Hankin, Dewi Parry (District Manager), Thesca Thomas, Allen Carr (Load Development Engineer) and Simon Leibling.

Providing our "Daily Pinta"

FACING the threatened flood of 'long-life ultra-heat-treated' milk from the Continent, our Commercial colleagues held two very topical seminars recently at Aberystwyth and Oswestry for the Board's dairy farm customers.

"The meetings were geared to help the farmers meet the new hygiene regulations and cooling standards laid down for milk production," commented Malcolm Whalley (senior industrial engineer).

Speakers at both seminars talked on what was involved, the equipment required, the cost, and how to be left with a reasonable profit.

At the Royal Pier Pavilion in Aberystwyth, an evening seminar was chaired by Thesca Thomas from the Agricultural Development and Advisory Service. Talks were given on milk

cooling by Mike Thomas (R. J. Fulwood & Bland Ltd.) and on water heating to the new dairy requirements by Simon Leibling (Lohat Ltd.). Of special interest was the information on electricity tariffs from Ernest Hankin (executive officer, Commercial Economics section).

The get-together for farmers in the Oswestry area was held at the aptly-named Pedigree Hotel. Here, our Chief Commercial Officer, Peter Hopkins, welcomed everyone and introduced a barrage of experts to speak on all aspects of milk production.

District Manager Ron Williams concluded the session by explaining exactly what MANWEB had to offer dairy farmers in order to help them produce our daily pinta efficiently and profitably.

Pictured at the Oswestry conference, from left to right: Peter Hopkins, Cheryl Smith (Load Development assistant), Dr. Dan Mitchell (Farm Electric Centre), Mike Thomas (R. J. Fulwood & Bland Ltd.), David Surfleet (Ministry of Agriculture) and John Byron (British Denkanit Ltd.).

(Pic. Border Counties Advertiser)

