

CONTACT

Manweb's monthly newspaper
for staff and their families.

MID MERSEY LIVERPOOL
DEE VALLEY HEAD OFFICE
NORTH MERSEY OSWESTRY
GWYNEDD ABERYSTWYTH
NORTH WIRRAL CLWYD
MID CHESHIRE

No. 6

DECEMBER 1988

Electricity Bill "paves the way" for Manweb

PROSPECTS OF PRIVATISATION



Children in Need's Christmas cracker

THE Children in Need Appeal was given a massive boost thanks to Manweb staff. Employees at Head Office and the Districts staged a series of fund-raising events for the charity.

Pictured with their cheque for £1,100,

which was later increased to £2,000, are some of the Head Office fund-raisers (front row, l to r) Don Roxburgh, Cora Roberts, Fred Owen, Carol Sankey, Linda Lewis and Jane Griffiths, surrounded by colleagues.

• More about Children in Need—Page 12

THE Electricity Bill, published on December 1, paves the way for Manweb to become the largest company in the region serving the region. Chairman Bryan Weston welcomed the freedom provided by the Bill and said: "Our customers will be well cared for by local people whose interests lie in the well-being of Merseyside and North Wales."

Under the Bill, Manweb will be able to buy electricity from anyone generating power and will be free to build its own power station if it wishes. Mr Weston is confident this will eventually lead to a real decrease in electricity prices.

"Eighty per cent of our costs go towards buying electricity. New technology means that smaller, cheaper, more efficient power stations can be built, producing electricity more economically," he said.

"The launch of our Customer Charter in June, providing money-back guarantees for failure to provide certain services, showed our commitment to excellent customer service. I am pleased to see the provisions of the Bill protect standards of service. Our future success will depend on our continuing to provide new and improved services."

The programme for privatisation includes Vesting Day on January 1, 1990, with flotation some time in the early summer of 1990. The National Grid Company will be jointly owned by Manweb and the other 11 area electricity boards.

Unveiling the Government's privatisation plans, Cecil Parkinson, Secretary of State for

Energy, described the proposals as "radical but evolutionary".

He said: "They preserve all that is best in the present system, maintaining security of supply. And they offer the prospect of real competition — the best guarantee of customers' interests—in an industry where there has been no competition for 30 years."

"A market in electricity will be created. The new companies born out of today's area boards will be able to shop around for the electricity they need to supply their customers."

"The proposals open up to public examination the costs and the performance of the industry. The regulatory regime and the package of customer rights will make the whole industry more answerable to those it serves."

"And the Bill will make it possible for customers and employees to buy shares. A key objective is to give employees the opportunity to take a stake in the industry to which many of them have devoted their careers."

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- More about privatisation—page 4



High noon

PAGE 12



Bear-faced
cheek

PAGE 6



Skydiver

PAGE 7



Clean bill
of health

PAGE 5

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Merry Christmas and Happy New Year to all our readers

Junk mail? Rubbish...

Dear Editor,

I was surprised, during the Chairman's Roadshow, to hear *Contact* being included in the generic term "Junk Mail".

When I discovered this question had been raised by a well-qualified middle-manager I thought to ask a small sample of my immediate colleagues what they thought of *Contact*.

The general thoughts were that it is a happy, quite informative in most articles, "put forward the good side" type house newspaper. The editorial style is now orientated towards the staff, but, I wonder, couldn't the staff be encouraged to contribute a lot more themselves in some way?

Vital

There are many contentious issues now arising within the Board, such as Engineering reorganisation, new technology and, of course, privatisation. Staff have questions they would like to see addressed, given a suitable forum.

Managers are very, very busy. There is a lot of change to handle. But it is vital that staff are not ignored when they seek information.

This brings me to the point of recollecting how impressed I was with the question and answer section, all of two pages, in the house magazine of Detroit Edison. They had problems also—change, severe environmental pressure and race relations—all affecting their operations.

Unbiased

The "mailbox" section was of great interest to staff who actively sought out the magazine, if for no other reason, to read this section. It was done in, I thought, a very mature style, with unbiased inclusion of contentious questions and managers trying fairly to answer them.

Any answer, even "I don't know", it's "subject to commercial confidentiality", or it's "Subjudice", is better than none and the subject is at least aired with an exchange of intelligence on both sides.

I hope you find my comments constructive and helpful. *Contact* will be very important to Manweb staff relations as we enter a difficult period of change, into and beyond privatisation.

Dave Ferguson
1st Engineer
Technical
Head Office

Editor's note: A sample of the questions raised by staff are included in the Chairman's Roadshow round-up on page 3. If you have a question to ask about privatisation or any other subject, or if you have a view you'd like to air, write to: The Editor, Contact, Room GE26, Manweb, Sealand Road, Chester CH1 4LR.

Post Bag



Points about privatisation

Dear Editor,

The majority of Manweb's employees will have listened to the Chairman, Bryan Weston, giving his talk on privatisation and how he believes Manweb and its employees must act to ensure a happy and prosperous future.

Comments made following his presentations indicate that most employees were impressed by his ability as a speaker and his knowledge of the subject. However, there were a number of different opinions and interpretations of what he said.

I would therefore, as a Trade Union Representative with substantial involvement in privatisation at national level, endeavour to give my interpretation of the main points of his presentation.

My comments are inside the brackets.

1. The Chairman was confident that the draft legislation would be presented to Parliament in early December, 1988, and that privatisation of our industry was now inevitable. (Unless the public put sufficient pressure on the Conservative MPs to make them vote against the "Whip" or there is insuffi-

cient confidence in the stock-market which will make flotation too high a risk.)

2. He welcomed privatisation because it would be good for the North West, the customers and the employees. (More than 70 per cent of the customers

and employees are against privatisation.)

3. He stated that if he was appointed Chairman of Manweb plc he would not change the district boundaries so long as they remained viable as individual cost centres.

Changes

4. There would be changes to the responsibilities of the Directors because of the need to set up independent accountable departments for (a) Finance—including the new role of raising money in the open market; (b) Shops, Contracting and Service—competition exists, therefore

no regulation; (c) Energy Contracts and Tariffs—including future generation; (d) Distribution—all statutory work where there is no competition. Separate accounts will be set up by April 1, 1989, but the impact on staff will be minimal. (A further re-organisation of the work in districts, mainly affecting Commercial staff, on top of the transfer of work from Head Office and the setting up of new departments in Head Office may not be considered by everybody as minimal.)

5. Preparation for privatisation was creating a heavy workload for all staff involved and there was a need to set up new departments and to recruit specialist staff to deal with new activities. Manweb is in the forefront of the drive to set up Customer Service Standards and to improve its image. (Laudable objectives that we all must support but does anyone get the impression that the "bread and butter" work is being neglected?)

6. Manweb could have a great future if we can retain a good income from our large industrial customers, if we can reduce the theft of electricity and other metering losses and if we can make Manweb an attractive investment. If Manweb is undervalued on flotation this could mean a shortage of funds to carry out essential work and to pay the staff. (This is a debatable concept. The Government gets the money from the sale and it is their problem if they cannot sell the shares. Raising funds is a question of future profitability. The problem with being undervalued is that Manweb would then become attractive for a takeover

bid by asset strippers which may explain the Government's intention to hold a "Golden Share".)

7. He hoped that customers and employees would buy shares to ensure there was a majority of shareholders with an interest in maintaining the quality of life in the North West. The employee savings scheme had been set up to assist employees to purchase shares. (Most employees will accept free shares and some will purchase if there are adequate discounts. The Trade Unions are pressing for the maximum allowable number of shares to be made available to staff and retired employees and exploring the ways in which shares and voting rights can be used in the future to influence the management of the business. The support of top management for these proposals has been requested but only a cautious response has been received.)

Message

It has not been possible to cover all the points made in a 60 minute presentation and I am sure that other employees will have their own particular points of interest. Why not write to the *Contact* Editor and let us know what message you received?

Still on the subject of privatisation, the guest speaker at the Head Office open meeting on November 24, 1988, was Jeremy Seddon of Barclays de Zoete Wedd, who is a financial expert on privatisation and is retained by Manweb to advise on various aspects of "flotation".

We were entertained, if that is the right word, by a wealth of statistics which endeavoured to justify privatisation on the basis

of the benefits it produced for the national economy and he certainly impressed the audience with his enthusiasm for privatisation. Not surprising when he hinted at the large bonus he would receive when the supply industry was privatised.

The information he gave on the billions of pounds of taxpayers' money that had been poured into state-owned industries to make them profitable was convincing, for example British Steel. The fact that they were then sold at half price so that the "rich" could become "richer" was only incidental to the belief that private companies would be more efficient and better for the customers, for example British Telecom.

There was certainly no mention of the cost of unemployment and human misery caused by this Government's obsession with the pursuit of free competition.

There will be no real competition in the electricity supply industry or the water industry and even Cecil Parkinson admits that the prices will go up. One is then forced to the conclusion there must be another reason for privatising state owned industries. I wonder if it is because state owned industries are strongly "unionised" and that privatisation is another way of attacking Trade Unions.

All the unions in this industry act responsibly and are united in the effort to ensure protection for their members and the customers whilst recognising the need to ensure the continuation of an efficient and profitable industry.

I hope management will act equally responsibly.

Jack Acklam
Plant Maintenance Engineer

Dear Editor,

Since the controversial issue of ESI privatisation was conceived, the individual has been assailed on all sides—the Press, the unions, TV and management—with a non-stop flow of propaganda.

But no one is seeking the viewpoint and the anxieties of the "poor b . . . infantry" (not unusual, I hear you saying to yourself!).

Surely we, the staff, must have a communication media somewhere, and what better than space in your columns?

We on the shop floor, trying to make sense of the information with which we are being regaled, are now naturally becoming most concerned with how it will affect us all.

Job security, pensions, the national agreements, possible closures or larger districts, exhortations, ever-increasing targets with accompanying stress—debatable issues ad-infinitum and rumours abound.

Our Chairman Mr Weston, in his Roadshow, excellently presented to staff all the information in his possession and authority to give, and for which we are extremely grateful.

He amply illustrated to us the challenge and difficulties that lie ahead, but yet I have not heard anyone in the industry saying: "Come on people, this is what we have been waiting for!"

Rather the opposite has happened, in fact.

We are all aware of the opposition of the Trade Unions to privatisation, and of the fight presented by Lord Marshall in defence of the National Grid.

One of the main anxieties of staff is the future of the national agreements. The EPEA are most keen to preserve the agreement they have enjoyed since 1919, and whilst NALGO and the EETPU do not seem to have been so motivated as the Engineers, it is vital that staff resolve NOW to defend the retention of the national agreements to the bitter end.

We have already seen that the Water Authorities—their staff agreements are not so well protected under the Act as are ours in Electricity—have plans to scrap their national agreements, as indeed have British Rail.

This does not augur well for our own agreement in the ESI, despite the vague promises from the Energy Secretary.

The existence of the national agreements in the ESI have, over the years, contributed an enormous amount to the stabil-

The 'shop floor' view

ity of industrial relations within the industry and the various Committees and Sub-Committees at national and local levels set up to monitor the correctness of the application of the national bodies' decisions in these areas, have served well in keeping "nuts and bolts" and "tea-making" issues from becoming confrontation situations with consequent industrial unrest, as we have indeed seen in other industries.

Future Board plcs would perhaps do well to take this achievement to heart in their future deliberations on the national agreement.

As to privatisation, in 1940 when this nation was threatened by a ruthless enemy whose intention was to subdue our way of life and create in its stead a slave-labour resource, I well remember Mr Winston Churchill's speech indicating our willingness to take up arms to "defend our island" and this resulted in our preparedness even to make the supreme sacrifice if called on.

This was assuredly our finest hour, because today I fear that ideologies, materialism, pro-

motional prospects, possible job retention, greed and personal ambitions are silencing the majority of people who should now be voicing their apprehensions of the impending fragmentation of a superb, viable, thriving industry into an assortment of Big and Little Gs, Tranco and Board plcs, which, I fear, will never again portray a national pride in an organisation second to none in the world such as we have today.

I wonder what criteria will be quoted when competing plcs are asked to assist in the next hurricane or other tragic circumstance? I wonder whether the employees will show the same pride in service to the stock exchange as they have in their service to their country and countrymen and women?

I am sure they will, in the main, continue to do their jobs to the best of their abilities, but will possible staffing reductions of unacceptable levels, corner-cutting on safety aspects, economic measures and additional pressures serve to reduce their morale and job satisfaction and thus lead to a regrettable erosion of their efficiency?

I certainly hope not, but

perhaps the carrot of a few shares being distributed might prove to be succulent enough for employees to accept the situation—that is, of course, until another "Black Monday" on the money markets of the world serves to amplify that "all that glitters is not gold."

Despite my fears I shall continue to contribute my small amount to the industry of which I am so proud, but I shall regret its passing away as a national entity and asset—followed by its rebirth as an inter-Board plc competitive race in which the main objective will be to provide profit to those with plenty, and who in the main most probably know or would indeed wish to know little or nothing about the operation of a magnificent industry, its customers and its staff.

W. Silvey
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Editor's note: The question of the National Agreement is dealt with in the Chairman's Roadshow round-up—see page 3.

Government 'propaganda'

Dear Editor,

I write to publicly express my concern regarding the content of the presentation given by Jeremy Seddon at the Head Office Employees' Open Meeting on November 24.

As per the usual practice the arrangements for the Open Meeting were discussed by the General Purposes Committee of the Head Office JCC and the Board's suggested topic for the main item was agreed by the full Committee. However, I was of the impression, as I think were my staff side colleagues, that Mr Seddon's talk would be a factual presentation of the mechanics of privatisation and the workings of the stock market.

What transpired on the evening concerned that Mr Seddon treated his audience to 25 minutes of unadulterated Government propaganda supported by the use of selective statistics to such a degree that it was impossible to keep track of each occurrence.

Indicative of this pattern was the statement that the number of shareholders in the UK had risen from two million in 1979 to seven million today. What wasn't said was that the percentage of UK equity in small shareholders' hands had reduced from 34 per cent in 1979 to 18 per cent in 1986 thereby concentrating power and influence in institutional and corporate hands which is not always in the interest of the general public, witness the Herald of Free Enterprise disaster.

Annoying

More annoying was Mr Seddon's attempt to prove the success of privatisation by the use of a table of pre and post privatisation profit figures for denationalised organisations without reference to any influencing factors whatsoever. It clearly suited Mr Seddon's purpose to ignore the restructuring and changes of gearing which went hand in hand with the preparation for privatisation. For example British Airways took into its penultimate accounts as a nationalised industry an enormous amount to cover reorganisation and redundancy costs to be incurred in the future thereby allowing its final and subsequent accounts to show enhanced profits. Most of the other companies depicted had considerable debt write-offs pre-privatisation thus reducing the cost of servicing the debt.

To give a fair picture it would also have been necessary to have compared the figures for denationalised companies with those which had been Public Limited Companies throughout the period concerned. By coincidence a study by the London School of Economics was published on November 24 which showed that corporate profits in general had improved significantly since the early 1980s and that there was no evidence to suggest that denationalised companies had performed any better post privatisation.

Perhaps it was too much to expect an objective assessment from someone who volunteered that he "hoped British Steel privatisation would be a success, my next year's bonus relies upon it."

I wish to apologise to all NJC staff at Head Office for allowing myself, unwittingly, to become party to such a biased presentation being given without the opportunity of hearing the counter arguments.

R. K. Prowse
NJC Representative
Head Office LJCC



In the hot seat — Manweb Chairman Bryan Weston talks to staff during his marathon roadshow tour of the Districts.

by Sam Doughty

Questions and answers

A LARGE number of questions were asked at the Chairman's roadshow, some of which he answered in his talk, but obviously required clarification. We promised we would print them, but there were so many that we have had to leave some until next month.

Q. What would be the Chairman's position after privatisation?

A. Just after the roadshow Mr Weston was appointed chairman-designate of the new company.

Q. Will Manweb be in danger of takeover or disbandment?

A. The Government will retain a golden share to prevent takeover in the first two years after privatisation. After that it will be up to the company to make the best use of its assets to ensure the share price represents the value of the company.

Q. What is the Chairman's view of nationalisation and privatisation?

A. The Chairman replied at the roadshow that he had been proud of his association with the electricity industry for the whole of his working life. He was not a politician, his job was to run Manweb. A democratically elected Government with a large majority had a programme of privatisation. He considered it was going to happen, and he saw his job as making sure Manweb was as successful in the private sector as it had been in the public sector. Should Government policy change in future he would be happy to serve the industry in the best interests of staff and customers.

Q. Will privatisation affect employees' contracts of employment?

A. Contracts of employment would remain the same as now, except that there would be a change of name for the company. The possible exception would be the Chairman and Directors, who may be on short-term contracts.

Q. Could the Chairman guarantee no redundancies in the private company?

A. He did not see any reason for redundancies as a direct result of privatisation. However nothing stands still, and no one can guarantee anyone a job for life. Privatisation will give us the opportunity to expand our trading activities and create more jobs.

Q. How would privatisation affect the negotiating machinery and would Board Chairmen want it to continue at national level?

A. Lengthy discussions have taken place between the Secretary of State and the Trade Unions. The existing machinery will remain after privatisation and anyone wishing to withdraw must give 12 months' notice. Mr Weston said he was very happy for negotiations to continue at national level.

More questions next month on the working of the new Manweb and shares in the new company.

Reassurances at Roadshow

CHAIRMAN Bryan Weston embarked on the mammoth task of talking to most of Manweb's 5,400 employees in just 5½ days. He visited 18 locations and spoke at 26 different sessions—nearly 30 hours of solid talking.

Mr Weston was determined that all staff had an opportunity to hear from him what was about to happen with privatisation of the electricity supply industry. He explained how it would affect Manweb, the staff and the electricity customer, before the Bill went before Parliament.

He completed his "roadshow" at Gwynedd District on the morning the Bill was presented to the House of Commons.

Although he was unable to divulge what was actually in the Bill, he was able to tell staff how he expected Manweb to look after privatisation.

He gave reassurances that there would be no redundancies, pensions would continue under a new central organisation, and the only change in the contract of employment would be a new name for the company—probably Manweb plc.

Mr Weston saw no reason to change the number of Districts. He commented: "I see the District Manager as being the local Mr Electricity. Since I first came to Manweb three years ago I have thought that ten Districts were the right number and I can see no reason to change that with privatisation, as long as they remain viable."

There would be changes in the organisation, particularly at the top, he said. The directors' functions would change, each having different duties. However, most of the changes would be at Head Office.

Better service

The main reason for change was the way in which the Government had planned the industry. The intended competition should ensure lower prices and better service for the customer. Where there was a monopoly of service this would be subject to the scrutiny of the Director General of Electricity, or the Regulator.

Appliance sales and servicing, plus contracting, were already competing as successful businesses in the High Street, so the "DG" would have no interest in them. Mr Weston saw these trading activities as a separate business, within the overall business, and the responsibility of one director.

The buying and selling of electricity will be a specialised business and the Chairman said a director would be responsible for that. The prices we charge our customers would be a subject in which the "DG" would take an interest.

The most stringent regulation would be on the distribution of electricity through the Manweb network, which will be the responsibility of one director. Security of supply and safety will interest the Regulator, but so too will the financial management of the network.

Mr Weston said that Manweb will have to let any licensed generator of electricity supply their customers through the Board's network. We would charge for the use of the lines but only what we charge ourselves, and tariffs would have to be published. Likewise, we could use other distribution company lines to supply customers.

The Regulator will be looking for a high standard of service, in addition to keeping a check on the prices charged by the new companies, said Mr Weston. The Government intends to impose a set of standards for which cash penalties of £10 will be levied for failing to meet the standards, and these proposals are similar to the Manweb Customer Charter which has been running since June.

Lost cause

On the subject of the acceptance of privatisation by staff, Mr Weston made it quite clear where he stood. He said: "The Government has a large majority in the House and in my opinion privatisation is going to happen. There is no point in fighting a lost cause. I believe we have to co-operate to ensure the interests of Manweb customers and staff are safeguarded."

Mr Weston said he and other members of the industry had impressed on the Minister the need for provisions for a safe and secure supply network and fairness in the structure of electricity tariffs. These were encompassed in the duties of the Director General.

Talking about the timetable of events the Chairman explained that Manweb would operate under its new name next year. This was just a technical legal requirement and would not mean any organisational change. Vesting Day would be January 1, 1990, when Manweb would become a private company but still wholly owned by the Government. Later in 1990, probably in the summer, the shares would be floated.

He anticipated employees would be given some shares free, with an option to buy further shares at a favourable price.

The exact numbers of how many each employee would receive was a matter for the Government but he did expect Manweb staff to do at least as well as the Gas Board, which worked out as a package to the value of around £600 per employee.

Mr Weston said he hoped Manweb staff and customers would buy shares. A strong local shareholding was good for the area, meaning any profits would be recycled locally, and would also help stop take-over bids.

Millionth card sold



CHRISTMAS came early for pensioner Mrs Dora Woodhouse when she bought the millionth Manweb meter card sold through the Post Office. To mark the occasion, 73-year-old Mrs Woodhouse, of Suffolk House, Chester, received a 14 inch portable colour television.

Under a unique agreement, meter cards are on sale at 1,200 Crown and sub-post offices throughout Manweb's region.

On behalf of Manweb and the Post Office, Mr Huw Williams, District Manager of Post Office Counters (North Wales and the Marches), is pictured presenting the television set to Mrs Woodhouse. Also pictured is Manweb's Deputy Chairman Richard Gales and Santa (Postman Tom Jones).

News in brief

Changes brewing at Wem

MANWEB helped toast the success of The Brewery Workshops, New Street, Wem, when they officially opened to the public last month.

Oswestry District helped Shrewsbury developers Onions and Rowley transform the former Wem Ales Brewery into 31 separate units after winning the electrical installation contract in May.

"We have totally renewed the electricity supply network around the buildings and all the units are now serviced off that network.

"We are very pleased with the quality of work not only from the contracts side of our operation but also the supply side," said Oswestry Installation Manager Phil Jones.

Stockbroker appointed

A LOCAL stockbroker has been appointed by Manweb to try to ensure the region has a strong shareholder base when the electricity supply industry is privatised.

Charterhouse Tilney of Exchange Buildings, Liverpool, will work closely with Financial Director John Roberts to inform local industry, commerce and public of the Board's proposed flotation on the stockmarket.

The appointment is the sixth to be made by Manweb with the other advisers being Price Waterhouse—finance, Barclays de Zoete Wedd — merchant bankers, Putnam, Hayes & Bartlett Inc — contracts and generation, Clifford Chance — legal, and Valin Pollen — corporate communications and investor relations.

Just what the doctor ordered

A GET well card signed by Liverpool FC's fantastic first team was a real tonic for Energy Marketing Clerk Marjorie Bell.

Marjorie, who is recovering after an operation in hospital, has recently been involved in organising a number of seminars for the Board in the impressive Trophy Room at Anfield.

On-the-ball Marjorie, who is based at Head Office, has obviously struck up a firm friendship with the Anfield staff, who teamed up to collect the players' signatures.

Duff gen!

DUE to incorrect information, in our recent report about Engineering Director Denis Farquhar's charity barbecue we stated that the money raised went to the EEIBA when, in fact, the proceeds were donated to the IEE Benevolent Fund.

"Customers, the industry and employees will benefit"

The principles of the proposals

UNVEILING the details of the Electricity Bill, Secretary of State for Energy Cecil Parkinson spoke of the six principles enshrined in the proposals which will win new benefits for customers, the industry and employees. The Bill, he said, would enable these principles to become reality.

The first principle is that decisions about the supply of electricity should be driven by the needs of customers.

Mr Parkinson said: "The Bill will give the 12 area electricity boards a duty as public electricity suppliers to provide a supply of electricity on reasonable terms to all customers who request one.

"Public electricity suppliers will be able to contract for sufficient capacity from the two new generating companies, from new private suppliers, from Scotland, from France and by generating electricity themselves.

Obliged

"This will give that part of the industry closest to the final customer greater influence over the number, size and type of power stations that should be built.

"We are also giving customers the right to contract directly with generators of their own choice. The area boards and the National Grid Company will be obliged to offer fair terms for carrying the electricity generated. This will give the customer some genuine choice in who supplies his electricity."

The second principle is that competition is the best guarantee of customers' interests.

Mr Parkinson said: "To promote competition, the Bill will enable the Electricity Supply Industry to be restructured so that the generating capacity of the Central Electricity Generating Board can be split into two competing companies; and the 12 public electricity suppliers will have a direct incentive to seek the cheapest source of supply and thus promote competition among generators.

"We know already of some 15 proposed independent power generation projects which would total over five Gigawatts of new capacity. Public electricity suppliers will also face competition from generators striking contracts direct with customers."

The third principle is that regulation should be designed to promote competition, oversee prices and protect customers' interests where natural monopolies will remain.

"The Bill will give the Director General of Electricity Supply statutory duties to promote competition in the generation and supply of electricity and to protect consumers' interests," said Mr Parkinson.

"And the licensing arrangements which will lie at the heart of the regulatory regime will control the prices which public

electricity suppliers can charge; and enable suppliers other than public electricity suppliers to supply direct to specified premises."

The fourth principle is that security of supply must be maintained.

"We intend to preserve the integrity of the national grid, with its merit order of operation, in the new transmission company which will be jointly owned by the 12 public electricity suppliers.

Diversity

"As foreshadowed by the White Paper, to encourage diversity of supply the Bill will place a statutory obligation on each public electricity supplier to purchase a specified minimum amount of non-fossil fuelled generating capacity.

"The Bill will also ensure that any costs associated with this requirement are shared, as at present, by all electricity users. The introduction of the obligation will not therefore affect prices. But it will enable customers to identify the cost of diversity."

The fifth principle is that customers should be given new rights, not just safeguards.

Mr Parkinson said: "The Bill will modernise and codify legislation on electricity supply which is presently spread across more than 20 different Acts dating back to 1847.

"Customers will be given new rights as regards standards of performance to be achieved by public electricity suppliers when supplying electricity to domestic premises—with the right of compensation if such standards are not met. And it will establish overall standards of performance for suppliers to achieve."

The sixth principle is that all who work in the industry should be offered a direct stake in their future, new career opportunities and the freedom to manage their commercial affairs without Government interference.

"The Electricity Bill will enable the industry's employees to be transferred to successor companies and for their rights and terms and conditions of employment to be safeguarded," said Mr Parkinson.

"And the Bill will provide for the existing Electricity Supply Pension Scheme to be transferred to the privatised industry."

Privatisation at a glance

Same terms apply

ON Vesting Day, staff transferring to one of the successor companies will do so with their terms and conditions of employment unchanged.

All the successor companies will automatically become parties to the existing negotiating agreements, so that the NJIC, NJB, NJC etc will continue to be responsible for the negotiation of salaries.

Any changes the successor might want to make will be negotiated with the trade unions, as now, but if any company wishes to withdraw completely, the Bill provides that it must give 12 months' notice. Provision for notice already exists in the agreements.

Chairmen-designate appointed

ENERGY Secretary Cecil Parkinson has announced that 11 of the 12 area electricity board chairmen—including Manweb Chairman Bryan Weston—are to be the chairmen-designate of the proposed supply companies.

The 12th is Tom Rutherford, Chairman of the North Eastern Electricity Board, who is to retire in June. His successor is now being sought.

The appointments are subject to the passage of the electricity privatisation legislation.

US advisers

CECIL Parkinson, Secretary of State for Energy, and the chairmen of the 12 electricity boards have jointly appointed Goldman Sachs as US financial advisers for the flotation of the supply companies as part of the electricity privatisation programme.

Goldman Sachs will advise on the prospects of an offer in the United States to help decide whether the proposed flotation should include overseas offers.

Students are "top of the form"

EIGHT Manweb apprentices have got their careers off to a "sterling" start after winning cash prizes for their achievements at Wirral Metropolitan College.

The eight have been attending courses in the College's Department of Electronic Engineering as part of their training to become linesmen, electricians and jointers. Each received £20 during a recent prize-giving ceremony. The students and their awards are:

Mid-Cheshire — Andrew Oliver, who has now qualified as an electrician (Best Student, City and Guilds 236 Part 2); Kenneth Brassington, apprentice jointer (Most Improved Student, 201 course); Dee Valley — Michael Barnard, apprentice electrician (Most Improved Student, 236 Part 2).

Oswestry—James Logsdale, apprentice overhead linesman (Best Student, 201 course), and Gareth John Jones, apprentice electrician (Best Student, 236 Part 1); Liverpool — Peter Stanley, apprentice overhead linesman (Best Student, 232 Part 2); North Mersey —

Michael Kinsella, apprentice electrician (Most Improved Student, 236 Part 1).

● Pictured during the prize-giving ceremony are (left to right) Peter Stanley; Andrew

Oliver; Kenneth Brassington; Julian Slack; Hoylake Training Centre Manager Alex Smitton; James Pinnington, Chairman of the College's Department of

Electronic Engineering; James Logsdale; College Principal Jenny Shackleton; John Jones; Michael Kinsella; and Michael Barnard.



Your chance to strike gold

A GOLDEN opportunity to win a prize worth £2,500 plus a continental weekend and other prizes is on offer to all Manweb staff. It is part of a scheme to reward excellence of service to our customers.

"The Gold Award" will be given to the man or woman who performs a service over and above that normally expected as part of the job.

Any member of staff or management can nominate a colleague for the award in the scheme, due to start in the New Year. All nominations will be examined by a panel representing the LJCC, the District, Head Office and management, who will select ten nominees to go forward to the quarterly final.

The quarterly final will be judged by an external award committee, composed of the Public Relations Manager and a representative from the Trade

Unions, the Electricity Consultative Council and one of the caring agencies such as the Citizens' Advice Bureau or Age Concern.

They will select two winners who will each receive a prize valued at about £100 and will go forward to the annual final. All eight annual finalists with a guest will be invited on a continental weekend for two nights, probably in Paris or Rome. During the weekend the winner will be announced and the "Gold Award" will be presented. The prize will be a £2,500 holiday.

A commemorative pen and pencil set will be given to the nominators of all finalists.

The objective of the scheme is to promote a caring approach to the people who keep us employed—the customers.

The scheme was announced by Chairman Bryan Weston in his recent roadshow. He commented: "With privatisation we will have to ensure we meet the needs of the customer. We must build a reputation for excellence if Manweb plc is to survive and prosper. I hope this scheme will be an incentive for all staff to give our customers the best possible service."

Full details of how to enter a colleague for an award will be announced shortly.

Award for Manweb

MANWEB is to receive a "Fit for Work" Award for "exemplary" efforts to employ disabled people. The Duke of Westminster will present the Award on behalf of the Department of Employment at a regional ceremony on March 1, 1989.

The Award, which is made annually, was introduced in 1979 to encourage employers to look at fresh ways to provide equal opportunities for people with disabilities.

Manweb's Personnel Manager Jim Barraclough attended a reception for Award winners in London, at which the Princess Royal was Guest of Honour. He said: "We didn't go into this with any thought of winning an award."

"It came as a great surprise when we discovered we had been nominated, as we feel we are doing just what any employer ought to be doing for disabled people. To be quite honest, we would like to do more."

Mr Barraclough paid tribute to staff in the Personnel Department. It was their efforts, he said, that were being recognised. He also con-

gratulated Manweb's Managers for all they had done to employ more disabled people.

Manweb has incorporated a Code of Practice statement on the employment of disabled people into its Equal Opportunities Policy, and seminars on recruitment, promotion and training have been held for senior staff.

Other positive steps include:

- Close liaison with local jobcentres.
- Provision of aids and adaptations, such as special chairs.
- Participation in sheltered placement schemes in conjunction with the Spastics Society.
- Recruitment of disabled YTS trainees.

In addition, existing employees who become disabled and are unable to continue in their jobs are considered for alternative work.



Success on a plate

THE staff restaurant at Head Office has won a prestigious award for its healthy standards. The Chester Health Award was presented by Chester City Council, whose environmental health experts judged the restaurant on its:

- Standards of hygiene
- Provision of no-smoking facilities
- Provision of healthy food choices.

Head Office Catering Manager Mike Coombs said: "This is a great boost to staff morale. It's marvellous to receive this sort of recognition."

"The City Council is trying to encourage more restaurants to improve their standards and I'm

glad to say we are among those leading the way. We didn't have to make any special efforts to win the award as we were already doing all the things they are trying to promote.

● Well done! Welfare Services Manager Jim Wilcock is pictured (above left) shaking hands with Mike Coombs, surrounded by catering staff.

Winning entries

THE winner of *Contact's* October safety competition for adults is Mrs Karen MacLean, of the Head Office Drawing Office, who correctly solved the word teaser and totted up the number of letters used to 37.

The children's painting competition, also on a safety theme, was won by Jamie Ansell, aged 12¾, of 2 Picton Street, Llandiloes, Powys. Each will receive a Barbour waxed cotton jacket.

☆☆☆

IT was a day to remember when staff at Mid-Cheshire celebrated wheelchair-bound Nicola Bailey's first "working" birthday. Nicola, who suffers from Spina Bifida, joined the District in May as a YTS trainee and has made many friends.

Congratulations

Long serving staff

CONGRATULATIONS to the following Manweb employees who have completed 20, 30 or 40 years' service in the electricity supply industry during November.

40 YEARS: Head Office — John Jones (Engineer) and Edward Leonard Williams (Foreman, New Crane Street); Dee Valley — Keith Griffiths (Office Manager); Mid-Cheshire — Bernard Kimpton (2nd Engineer, Supplies) and Arthur Dickens (Craftsman Joiner); Clwyd—Stewart Leslie Jackson (Overhead Linesman) and John Lunt (Senior Salesman).
30 YEARS: Liverpool — Norman Everett (Craftsman

Electrician); Charlie Hambley (Sub-Station Attendant) and Alec Eden (Craftsman Electrician); Mid-Mersey — Alan Horrocks (Admin Assistant, Energy Marketing); Mid-Cheshire — Peter Edwardson (Commercial Foreman, Service).

20 YEARS: Liverpool — Margaret Davies (Admin Assistant, Drawing Office) and Norman Siebert (Draughtsman).

ANOTHER successful year has drawn to a close for the EEIBA Prize Draw Club. Membership now stands at nearly 2,800 and prize money totalling almost £1,400 is awarded each month. The statement of accounts for the year ended September 30, 1988, is as follows. Last year's figures are in brackets.

	£	£
Subscriptions:	20,980	(9,034)
Prizes:	10,490	(4,517)
Expenses:	50	(0)
EEIBA donations:	10,440	(4,517)
	20,890	(9,034)

The full list of Prize Draw winners over the last 12 months is as follows:

Airey, S. (1910) £150 (Aug). Allen, P. (1088) £25 (Mar). Barker, V. K. (2130) £25 (May). Beard, M. G. (665) £200 (Mar). Beevers, W. (1675) £25 (Jly). Bellis, M. (525) £25 (Feb). Benyon, E. (529) £25 (Jly). Bird, C. M. (885) £125 (Mar). Birtwistle, A. (26) £50 (Jan). Bogle, S. E. (933) £25 (Nov). Brady, I. M. (1403) £50 (May). Casey, R. L. V. (984) £25 (Dec). Clarke, N. (100) £300 (Aug). Coates, T. S. (30) £30 (Mar). Collard, H. V. (405) £75 (Jly).

A bumper year

Collins, A. K. (1809) £25 (May). Corfield, P. A. (672) £200 (Aug). Cornah, A. L. (1001) £50 (May). Crangle, D. (827) £50 (Jly). Craven, H. M. (598) £30 (Sep). Crossley, N. (218) £50 (Sep).

Dalby, L. (2195) £150 (Jne). Davies, C. (1123) £100 (Nov). Davies, K. V. (1197) £50 (Aug). Davies, N. T. (376) £200 (Nov). De La Roche, I. (2381) £50 (Sep). Doran, S. H. (472) £25 (May). Draycott, D. W. (1320) £30 (Feb). Dreyfus, D. B. (899) £125 (Apr). Dunne, T. B. (267) £150 (May).

Edwards, P. (679) £25 (Oct). Edwards, P. M. J. (387) £25 (Jne). Edwardson, P. J. (1095) £25 (Jly). Ellis, E. G. (1313) £200 (Jne). Ellis, G. K. (749) £300 (May). Ellis, R. (2259) £50 (Jly). Evans, M. (1314) £100 (Jne). Evans, M. B. A. (1843) £100 (Sep). Eynon, C. (2047) £25 (Jne). Eyton, G. (394) £25 (Mar). Falcon, P. (260) £100 (Dec). Ferguson, P. (1171) £200 (Feb). Foreman, H. C. (58) £25 (Apr). Foster, J. E. (96) £50 (Dec). Fountain, M. L. (2581) £150 (Sep). Gee, E. (1498) £25 (Aug). Goodband, G. H. (1542) £50 (Jne). Griffiths, G. P. (1556) £300 (Sep). Griffiths, K. (59) £50 (Mar).

Hackett, G. (1201) £125 (Jan). Hall, M. (213) £100 (Jan). Hall, S. E. (1161) £125 (Dec). Hamilton, T. D. (275) £200 (May). Hamilton, T. D. (275) £25 (Jne). Hark, A. J. (1349) £75 (Sep). Hemington, R. H. (563) £50 (Feb). Henderson, M. (74) £125 (Feb). Hewitt, R. (553) £50 (Sep). Hodson, F. (789) £50 (Jne). Holroyd, E. G. (786) £100 (Oct). Howell, P. (1018) £25 (May). Hughes, P. F. (1298) £200 (Jan). Hughes, P. F. (1298) £25 (Sep).

Isaacs, F. J. (159) £25 (Nov). Jackson, D. P. (1027) £25 (Mar). James, A. C. (865) £25 (Jan). Johnson, R. (1395) £25 (May). Jones, A. E. (206) £25 (Feb). Jones, C. A. (342) £100 (Mar). Jones, D. P. (2393) £50 (Jly). Jones, G. E. (636) £50 (Mar). Jones, I. C. (1073) £25 (Jly). Jones, J. A. (964) £25 (Nov). Jones, L. E. (487) £75 (Nov). Jones, M. (884) £75 (Sep). Jones, M. M. (945) £50 (Oct). Jones, R. G. (1870) £25 (Jly). Jones, S. E. (878) £50 (Jne).

Keam, C. H. (652) £25 (Nov). Keddie, D. P. (765) £100 (Apr). Keddie, D. P. (765) £50 (Aug). Kennedy, J. A. (339) £25 (Nov). Kennerley, E. (204) £25 (Apr). Lamonby, G. F. (1687) £150 (Jly).

Law, C. (1078) £25 (Dec). Lewis, D. E. (477) £50 (Apr). Lock, D. J. (678) £50 (Sep). Logan, A. (2298) £300 (Jly). Lunt, E. (19) £25 (Aug).

Macauley, M. L. (262) £50 (Sep). Marshall, P. (1008) £25 (Mar). Martin, M. (2063) £50 (May). Martland, L. P. (331) £200 (Oct). Matthewson, I. G. (396) £100 (Aug). Matthews-Bellis, H. M. (292) £200 (Dec). McInerney, J. (1097) £25 (Jan). McLennan, G. J. (970) £200 (Jan). McWhan, M. C. (1211) £25 (Jne). Morris, W. A. (1006) £25 (Feb). Moylan, M. G. (699) £25 (Dec). Olney, E. M. E. (426) £50 (Sep). O'Donnell, Y. T. (476) £30 (Sep). O'Rourke, J. O. (817) £50 (Aug).

Parkinson, M. (1944) £50 (Aug). Parr, M. (1285) £25 (Dec). Parry, D. J. (347) £25 (Aug). Perry, J. F. (255) £200 (Apr). Powell, M. A. (618) £25 (Oct). Price, L. (1277) £50 (Aug). Price, L. (1047) £25 (Oct). Ralphy, J. W. (1257) £30 (Apr). Reed, J. P. (951) £30 (Mar). Roberts, B. E. (742) £25 (Oct). Roberts, G. (2048) £100 (May). Roberts, R. G. (2337) £25 (May). Roberts, W. E. B. (2171) £50 (Jly). Robinson, S. H. (2027) £50 (Jne). Robinson, S. H. (2027) £25 (Jne). Rutter, J. M. (20) £25 (Jan). Ryan, J. (337) £25 (Oct).

Shanahan, J. B. (750) £50 (Jly). Shead, J. G. (1114) £100 (Jly). Silverston, O. (2264) £75 (Aug). Smith, M. L. (710) £25 (Oct).

Swann, P. W. (412) £25 (Jan). Timmins, S. M. (102) £50 (Jan). Tomlinson, D. (655) £30 (Apr). Townend, J. M. (637) £25 (Apr). Trimble, J. W. (161) £300 (Jne). Vose, G. A. (986) £100 (Feb). Walker, K. A. (879) £25 (Dec). Walker, W. (2233) £50 (Jne). Webb, J. (1988) £200 (Jly). Weston, B. (1267) £50 (Sep). Wilcock, A. E. (1637) £25 (May). Wilding, F. (18)

£25 (Aug). Wilkinson, C. (810) £50 (Oct). Williams, G. S. (988) £75 (Jne). Williams, J. (2018) £50 (May). Williams, J. A. (486) £50 (Nov). Williams, J. L. (214) £50 (Feb). Williams, R. A. P. (762) £50 (Nov). Woodhouse, J. H. (797) £50 (Dec). Wooster, B. V. (454) £25 (Aug). Worker, C. R. (1069) £30 (Feb). Young, W. E. (519) £50 (Apr).

Motor Insurance for Manweb employees

20% Staff Discount

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On the Wire



Bear-faced cheek!

HEAD Office was at the centre of a kidnap drama when a ruthless gang held hostage one of the Telex Room's most well-known characters for a ransom of . . . a packet of chocolate buttons!

Teddy, a four inch tall toy bear, has perched on the edge of Telex Operator Gill Eyton's in-tray for the last three years, and shock waves reverberated through the building when he disappeared.

His distraught owner Gill searched high and low, and her worst fears were confirmed when she received a ransom note—"Pay up or the bear gets it!" A further note from the dastardly gang then demanded that chocolate buttons should be left at the back of the door of the BT room. "The bear will be returned if you follow instructions. You have until Friday. No police or he will suffer," said the note.

By Friday there was still no sign of Teddy and Gill felt she had no choice but to give in to their demands. But by a twist of fate the kidnap gang was foiled at the 11th hour.

Gill said: "I sellotaped the bag of buttons onto the door as they requested, but by the end of the day they were still there . . . well, half the bag was! I think someone in the BT Room must have been feeling peckish.

"I was at my wits' end and wondered if I would ever see Teddy in one piece again. Then I dropped my pen on the floor and when I bent down to pick it up I noticed Teddy had been sellotaped underneath my desk. He was looking quite well, considering his five-day ordeal."

It's not the first time Teddy has suffered at the hands of bullies . . . and Gill points the finger at some of the terrors in Telecommunications!

She said: "Some of my so-called colleagues really pick on Teddy. I once came back from lunch to find him bound hand and foot, with a plastic bag over his head and four drawing pins stuck in his back, hanging from a rope from the ceiling. There was a suicide note on my desk, but I was just in time. He was saved by a whisker!"

That's the beauty of . . . electricity

MY thanks to sharp-eyed Queensferry Stores Manager Bobby Wright who spotted this wonder-fuel plug for electricity in the British Gas North Western 1989 calendar.

The calendar features photographs taken by Gas Board employees, and the illuminating picture of "Blackpool Lights" is featured for the month of September, together with the electrifying British Gas slogan "Energy is our Business".

The tower by gas-light? More likely a case of Blackpool hallucinations.

Watt a gas . . .



September 1989

SUN	MON	TUE	WED	THUR	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30



Above: The winning colour print scene "Whitesands" by 2nd Engineer P. Bridgwater, from Dee Valley District. Top right: Best Picture "Moto Cross" was submitted by Gordon Hood, of Head Office. Below: "Conwy Harbour and Castle" by Geoff Jones, of Rhyl Stores, was the runner-up in the Colour Print Scene section.



Above: Malc Swords, of Northwich Shop, took first place in the Colour Print Any Other Subject section with his "Epcot Extravaganza".



Photo contes

THIS year's Contact Photographic Competition really clicked with happy Manweb staff, retired employees and their families. There was a bumper number of entries, particularly in the colour print sections, and a panel of judges—Manweb photographers Mike Hall, Max Cooksey and Adrian Chesworth—had a tough time choosing the winners. The awards are as follows:

BEST PICTURE—"Moto Cross", an action-packed colour study of a bike racing, was submitted by Gordon Hood, of Head Office, who wins £15.

COLOUR PRINTS (SCENES)—Best picture was "Whitesands", an picture postcard view of the seaside, by Dee Valley District 2nd Eng Special Projects, P. Bridgwater, who collects £25. Runner-up in the section was "Conwy Harbour and Castle", with its colourful fishing bobbing in the water, by Geoff Jones, of Rhyl Stores. Geoff wins £15.

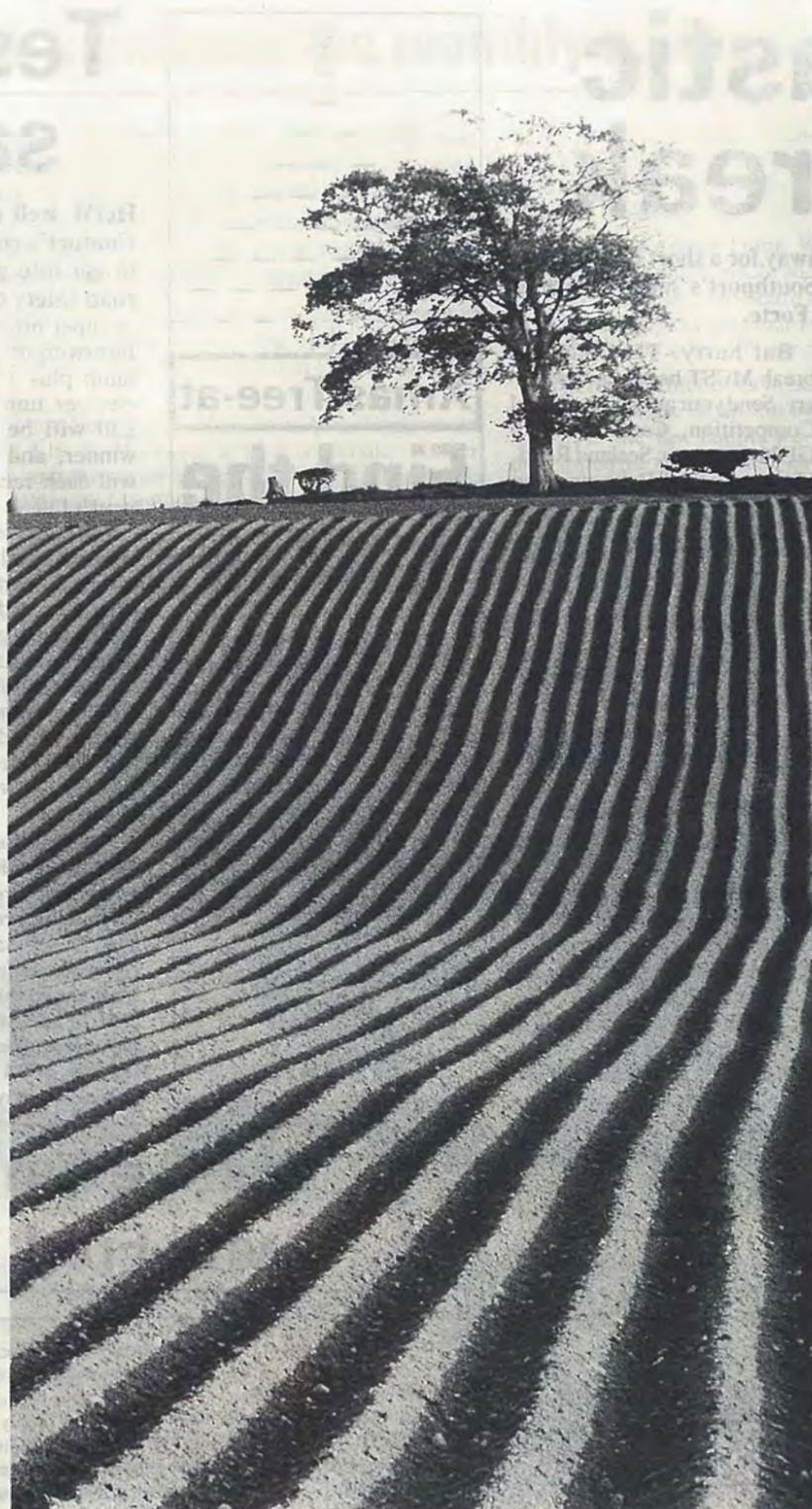
COLOUR PRINTS (ANY OTHER SUBJECT)—A dazzling fire display, called "Epcot Extravaganza", took first place and a £25 prize for Malc Swords, of Northwich Shop. Runner-up was Peter Minshull, a retired employee John Minshull, of 2 Annes Way, Queens Park, Cheshire, with his beautiful "Butterfly" picture. He wins £15.

TRANSPARENCIES—A double win for E. Clayton, of the Insp Department at Warrington, whose colour study of "Fleece and Feet" took first place and a £25 prize, and his woodland scene "Autumn At" was also runner-up, winning £15.

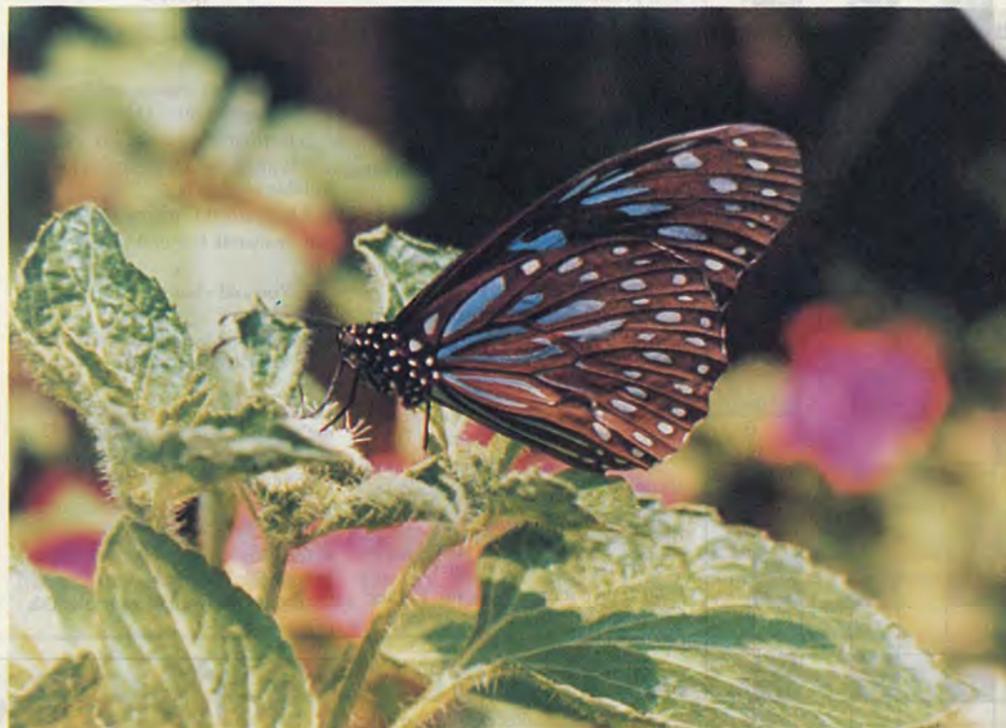
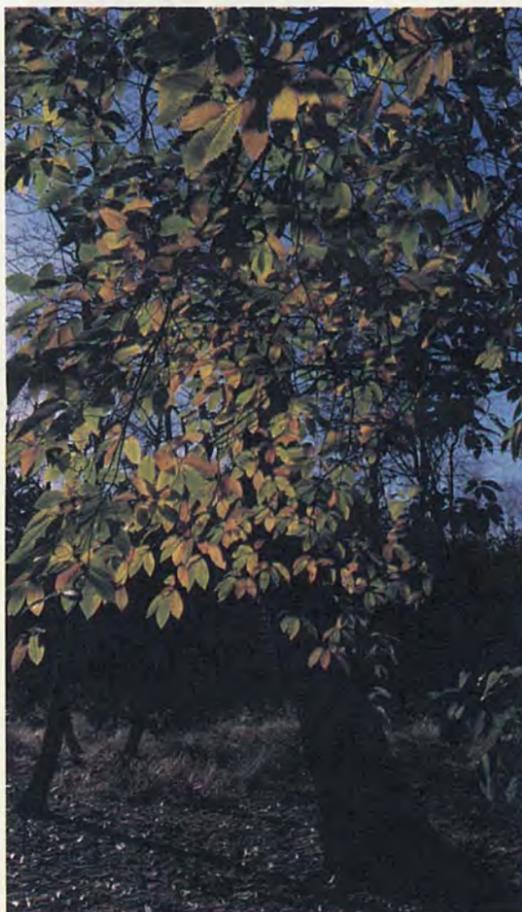
BLACK AND WHITE—Stuart Carr, of the Head Office Internal Section proved he isn't stuck in a photographic rut. His eye-catching study of a ploughed field, "Furrows", was judged Best Picture.

Chairman of the judging panel, Mike Hall, said: "I was particularly pleased with the number of colour prints submitted this year, and the number of black and white entries was much more encouraging than last year. But I was very disappointed that there weren't more transparencies submitted to choose from."





Above: Stuart Carr, of the Head Office Internal Audit Section, won the Black and White Section with his eye-catching study of "Furrows". Below: "Butterfly" by Peter Minshull, son of retired employee John Minshull, took second place in the Colour Print Any Other Subject Section. A double win for E. Clayton, of the Inspection Department at Warrington, who took first place in the Transparency Section with "Fleece and Feather" (below left) and second place with "Autumn Aspect" (left).



Action man Dave Taylor (right) with fellow parachutists Andy Barnes and Dave Roughsedge.

Daredevil Dave's charity plunge

LIFE is full of ups and downs for Liverpool District's Dave Taylor. A keen scuba diver, Electrician Dave has recently gone from one extreme to the other . . . by taking up parachute jumping!

Dave, a member of the Liverpool-based XDC Diving Club, raised £70 for Radio City's Alder Hey Children's Hospital Appeal by leaping from an aeroplane at 2,500 feet. Then he went back up and did it all over again!

"I loved every minute of it. It was a fantastic experience and I just had to have another go. I'd love to take up parachute jumping as a hobby," he said.

Action man Dave, 25, who is also a keen motor bike rider, joined the Black Knights Parachute Team for the skydiving session at Cockerham, near Blackpool. He spent a day in training, learning how to use a

parachute, before the big event. Several fellow-members of the XDC Diving Club also took part, raising money through sponsorship for various local charities.

Newly-wed Dave, who has worked for Manweb for nine years, said: "I'm a bit of a daredevil, but my wife Sally doesn't mind. She wanted to have a go at parachute jumping herself."

"During the training session it was very windy and I started to wonder if we would be able to do the jump, but fortunately the weather calmed down. I could see Blackpool Tower on my way down!"

Aberystwyth's peak demand

ONE of the highest restaurants in the country has recently been connected to the 11,000 volt network by Aberystwyth District. Eisteddfor Gurig restaurant and cafe, which stands 1,750 feet above sea level in the Plynlimon range of mountains, is one of three remote properties to be put on supply. The others are Cwm Egr Farm and Cwm Egr Bungalow.

To connect the three properties, Manweb had to erect more than two miles of overhead line, with a total of 40 poles and two sub-stations.

Aberystwyth Mains Manager Tom Jones said: "It is now over 40 years since the electricity supply companies and utilities were nationalised, and during that time the rural electrification of North and Mid-Wales has been on-going."

Snowfall

"Eisteddfor Gurig and the two other properties may well be among the last major schemes in a rural area to be connected to the 11,000 volt network before privatisation."

Being on supply will make life easier at the restaurant, which is frequently affected by heavy snowfall during the winter months.

● Eisteddfor Gurig, translated into English, means a place where Saint Curig rested on his journey in Wales. A church, seven miles away, has been named after him, and is called Llan Gurig.

Win a fantastic weekend break

AFTER all the rigours of Christmas, wouldn't it be nice to get away for a short break in the New Year? Here's your chance to win a weekend for two at Southport's super Prince of Wales Hotel before the end of January, courtesy of Trusthouse Forte.

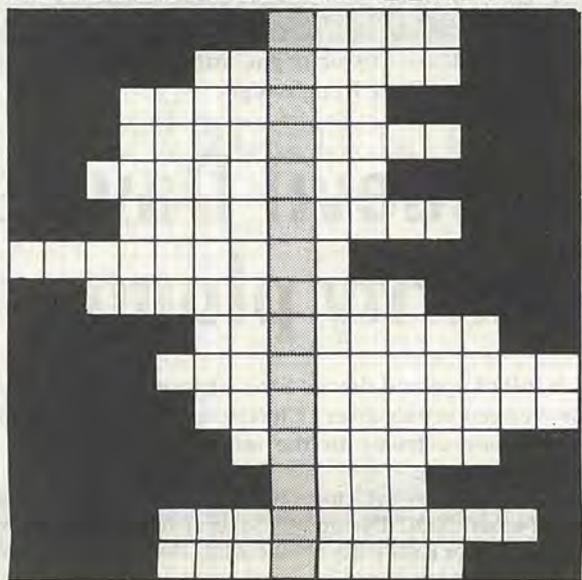
You will stay for two nights in the luxurious Sandringham Suite, which has its own jacuzzi, and the prize also includes champagne, dinner in the hotel's fantastic International Restaurant, and a meal the following night in the Chimes Restaurant, which includes lobster on the

mouthwatering menu.

To win, all you have to do is solve the cryptic clues and fit them into the right spaces on the puzzle grid. The answers are all seaside places in the British Isles, and the shaded area in the grid will reveal the name of a well-known hotel group.

But hurry. The weekend break **MUST** be taken in January. Send your answers to: Hotel Competition, *Contact*, Room GE26, Manweb, Sealand Road, Chester CH1 4LR, to arrive no later than Monday, January 9, 1989.

1. NB—Yet is different.
2. Spoil the barrier.
3. Decay, turn it round and attach to the landing stage.
4. Way, set to move.
5. Correct—the bone is cut off at the end and covers it.
6. Oh! Put sort in the mixer.
7. Seven in snooker and loop back.
8. Dull—and no change.
9. A nettle could cause it and ash is scattered around.
10. Help core set in new surroundings.
11. BR fail? Come round to a fresh arrangement.
12. Hurd the Home Secretary tells you his Christian name.
13. Peter Hyland covers part of this resort.
14. The end of the feast is carried by the sound of it.
15. A colliery manager would be presumably!



Name
Address



Xmas Tree-at

Find the hidden clues

THE Christmas tree above is really a pyramid. Solve the first clue, then add a letter to find the second word. Add another letter and re-arrange if necessary to solve the third, and so on. Continue until you've found all the answers.

1. Roman century.
2. A little firm.
3. A bed.
4. Animal's fur.
5. Thespian.
6. Vegetable.
7. Farm vehicle.
9. Delay.

Test your road safety skills

HOW well do you know your Highway Code? Following *Contact's* road safety drive last month, readers are invited to get into gear and test their knowledge with our simple road safety quiz.

A super prize of a Rapier RPI lightweight motorist's hand lamp plus a 240V battery re-charger unit, together worth £30 will be awarded to the winner, and three runners-up will each receive a road atlas, worth £10.

Entrants are also asked to devise a road safety slogan for Manweb, containing not more than 12 words, which may be used as a tie-breaker.

The questions are as follows:

1. In what circumstances should a motorist not wear sunglasses while driving?
2. Give three examples of how a driver can be seriously affected by alcohol.
3. Regarding level crossings, what is the difference between an "open crossing" and an "automatic crossing"?
4. If you saw single yellow chevrons marked on a kerb, what would this indicate?
5. In law, who is responsible for ensuring that children under the age of 14 are suitably restrained if they are travelling in

the front of a car?

6. There is one meaning for flashing headlights on a vehicle. What is it?

7. What does the road sign comprising a white disc bordered by a red circle mean?

8. In what circumstances would a motorist give a lift to a hitchhiker on a motorway?

9. At what times of the day may vehicles other than buses use a bus lane?

10. If something fell off a vehicle on (a) a motorway, (b) on an ordinary road, what should the driver do about it?

11. Some road direction signs have a green background. What does this indicate?

12. If a vehicle is fitted with hazard warning lights, when may these be used?

13. What is the procedure for driving across a dual carriage-way?

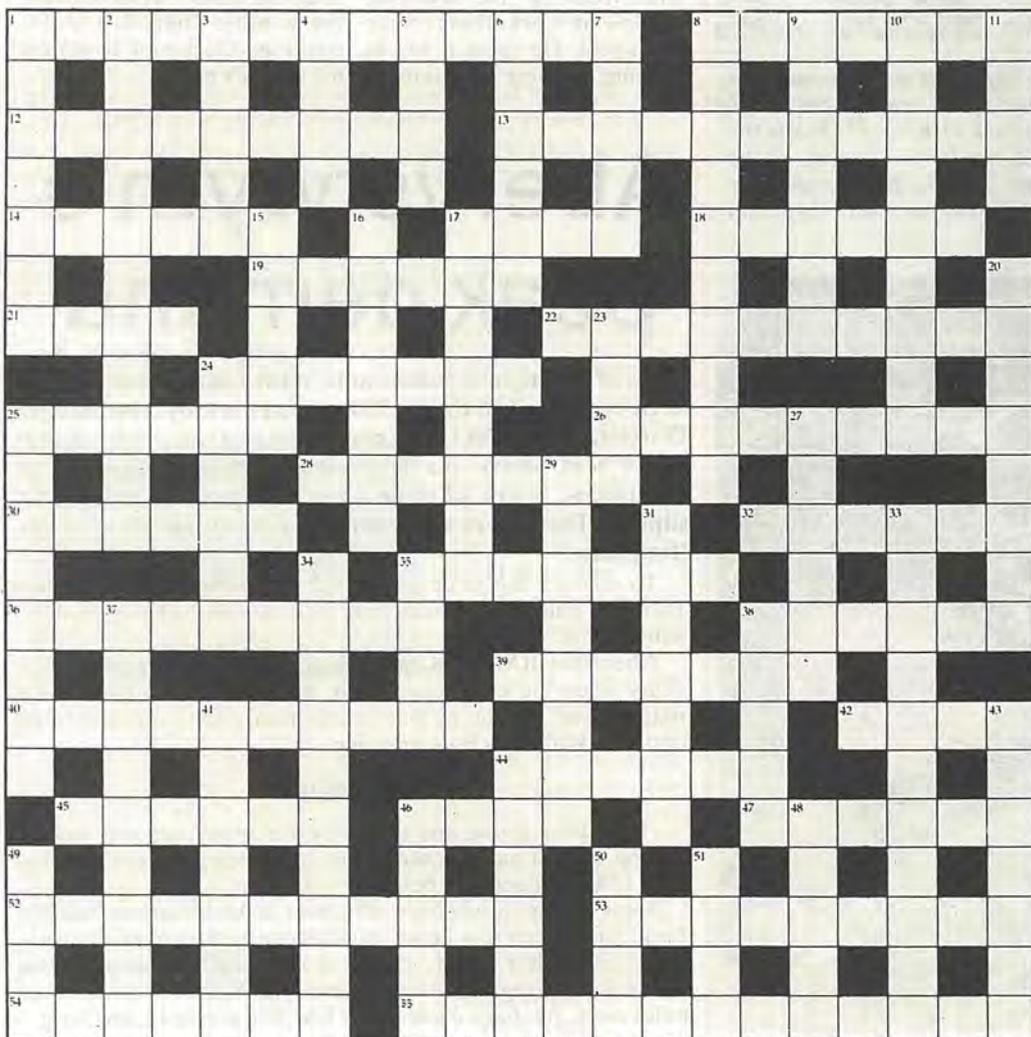
14. What is the overall stopping distance for a vehicle travelling at 70 mph?

15. What precautions should a motorist take when passing animals on a road?

Answers should be sent to: Road Safety Competition, *Contact*, Room GE26, Manweb, Sealand Road, Chester CH1 4LR, to arrive no later than January 12, 1989.

Festive fun with Fred

Christmas crossword



ACROSS

- 1 Carol's tidings (7, 3, 3).
- 8 What a blessing when one's nib is broken! (7).
- 12 Where Christmas day was protest time (9).
- 13 Such praises as might be seasonable (11).
- 14 Gone astray swallowing unknown quantities of something in the air (6).
- 17 Pantomime Jack's way up supports it (4).
- 18 The high price of freedom (6).
- 19 Gold, frankincense or myrrh not produced in Palestine? (6).
- 21 Give a great performance as guide to the Wise Men (4).
- 22 It might be said to reveal the treasure of pantomime (4, 6).
- 24 Put someone in a position to convey the season's greetings (7).
- 25 Not quite bringing up what might be in the mince pie (6).
- 26 Maybe Holly always lacks experience (9).
- 28 Takes leave at Christmas time with current additions (7).
- 30 Glares around for some drinks (6).
- 32 Her cue to shuffle for a game of cards (6).
- 35 Cook a bird even though one doesn't celebrate Christmas (7).
- 36 Peter and the team in mild disorder (9).
- 38 Listener in Socialist comeback taking more money (6).
- 39 Having something on (7).
- 40 Turn it into visa for Father Christmas coming among us, maybe (10).
- 42 Light note not easy to hear (4).
- 44 The usual places for hearing ghost stories? (6).

DOWN

- 45 A hundred and fifty to the man with the dog collar! (6).
- 46 Able to include student in the extended family (4).
- 47 Points to an outstanding feature of the holiday getaway (6).
- 52 Vex at a grant being too lavish (11).
- 53 Prominence accorded to a Chaplin movie (9).
- 54 Police to deal with the Orange contingent? (7).
- 55 Good fellow on the look-out for an extra Christmas guest (4, 9).
- 17 Interval taking a long time because of an accident (8).
- 20 They have a certain pull with the Christmas traveller (8).
- 23 Minces in Cockney eyes (4).
- 24 Go through with an unfamiliar recipe (6).
- 25 Not absolute in a family connection (8).
- 27 Estimated the extent of the pressure maybe (6).
- 29 Boy to criticise heavily a Christmas entertainment (5, 3).
- 31 Yonder fuel gatherer, what is he? (7).
- 33 Listen, it's one of those with a peace messenger! (6, 5).
- 34 Director of present distribution (5, 5).
- 35 What a brave man to give the girl nothing! (4).
- 37 It covers many Christmas contacts (9).
- 38 Not very clever about discovering different needs (5).
- 41 Domestic line-up for the end-of-season contest (7).
- 43 Holly perhaps having been in the wars (7).
- 44 Possesses enough to go ahead quickly (6).
- 46 What one expects a Christmas banger to do? (5).
- 48 Loves to be devious and find an answer (5).
- 49 Like Stephen's snow when you go into it? (4).
- 50 Current means of bringing up a grandmother-substitute (4).
- 51 Sign nothing, chaps! (4).

Solution next month

Jackie Unsworth continues the monthly series focusing on the Districts

District No. 7

COVERING almost 700 square miles, with 119,000 customers, Clwyd District stretches from the North Wales coast to embrace part of the Snowdonia National Park. The District's administrative base—the largest of three depots—is in Cefndy Road, Rhyl, with the other two depots in Mold and Llandudno Junction, and there is a total staff of 420.

Surprisingly, for those who thought North Wales was barren of industry, Clwyd District has 18 industrial sites, containing such big names as Hotpoint, Pilkington, the Aluminium Corporation and Kimberley Clark.

There are also a number of large, Medallion Award retirement complexes in the Llandudno area, a host of smaller starter industries in Flint, and the major coastal resorts, including Rhyl, Colwyn Bay, Prestatyn and Llandudno are solid bases for commercial enterprise.

At the other end of the industrial spectrum, the Greenfield Valley Young Enterprise Centre is one of only two Prince of Wales Young Business Centres in Wales. There, 16 to 25-year-olds are encouraged to develop their business and entrepreneurial skills, and it is to their credit that Clwyd reaches the national finals of the "Livewire" Scheme—a competition for young business people—every year.

Clwyd District has been involved with both the Greenfield Valley Enterprise Centre and the Livewire Scheme recently, recognising the importance of encouraging smaller local industries

to grow. The District is also working closely with the Delyn Business Partnership Ltd., an enterprise agency set up on the old Courtaulds site at Greenfield to stimulate small businesses—this time for the over 25s.

District Manager Doug Willacy said: We are experiencing tremendous growth in Clwyd. Our unit sales growth is more than two per cent above the Board average growth, energy sales growth is six per cent above the Board average, and we've had a remarkable growth in shop sales—37 per cent above the Board average.

"There is tremendous pressure on our engineering staff at the moment because of all the new business and new housing being built. At the last count, we had 55 new housing estates being developed in the District, each with no less than 15 houses on them, and it's creating plenty of work for us."

The District has been very successful with Medallion developments, and more than 25 per cent of sites have achieved this status.

Clwyd has eight Manweb shops, at Flint, Mold, Prestatyn, Rhyl, Ruthin, Colwyn Bay, Llandudno and Llanwrst, all achieving good results. The District is also doing well on the Ambassador Club front, both in terms of the number of successful leads and their value.

An area of particular concern to the District Manager is safety, and Mr Willacy chairs the Board's recently established Safety Initiative Committee, which is currently concentrating in particular on protective equipment and clothing.

Clwyd

"We are experiencing tremendous growth in the District"



District Manager Doug Willacy



Office Manager John Griffiths



Supplies Manager John Hughes



Mains Manager David Needham



Customer Accounts Manager Neil Magill



Energy Sales Manager Graham Ffoulkes



Installation Manager Roy Haley

District No. 8

DISTRICT Manager Dick Owen jokes that there are probably more sheep than people living in Gwynedd District, which covers 850 square miles of the Welsh mainland and the island of Anglesey.

Parts of the District are certainly remote, and extreme weather conditions such as blizzards in the Snowdonia mountain range and the wild winds that whip across flat Anglesey can play havoc with the electricity supply.

"When our linesmen are setting out to carry out repairs in Snowdonia, the climbers are usually heading home because the weather is so bad," said Mr Owen.

It's hardly surprising then that refurbishment work is a major part of the engineering business in Gwynedd.

Gwynedd has 80,000 customers—68,000 of them domestic, 11,000 commercial and the remainder industrial. It's expected that more industry will be attracted to the District with the ongoing improvements to the road network.

"The new A55 will make it much easier



Regional Sales Manager Keith Leonard (Clwyd and Gwynedd)

for businesses to set up here," said Mr Owen.

The District's main customers include Butlins, who have recently refurbished their Pwllheli holiday camp, Ferrod, who are enjoying an upsurge in the automotive industry, and Associated Octel, an offshoot of the Ellesmere Port company. Gwynedd also has close links with the local authorities.

Picturesque Caernarfon is the base of the District Office, which is just a stone's

throw from the historic castle, and there are also four depots.

Eighty per cent of Gwynedd's population speaks Welsh as a first language, so as you would expect, 310 of the District's 340 staff are Welsh speakers. In order to give the best possible service to customers, Welsh lessons are held in the Caernarfon office for staff who speak only English. These are run by one of the District Engineers who has a Degree in Welsh. Mr Owen is also a fluent Welsh speaker.

Because there are so many Welsh speakers in Gwynedd, the District sends out dual language bills to customers.

The District has seven shops—at Holyhead, Llangefni, Bangor, Caernarfon, Pwllheli, Porthmadog and Blaenau Ffestiniog. A programme of refurbishment is currently going on and Llangefni is to have a new shop in the not-too-distant future.

Gwynedd has had its share of PEP and Beta Award winners, including this year's PEP Special Commendation, Wern Farm, and has also had great success with the Ambassador Club, recently achieving a 400 per cent increase in leads.

Gwynedd

"Extreme weather can play havoc with the electricity supply"



District Manager Dick Owen



Office Manager Malcolm Donaldson



Mains Manager Ifor Nottingham



Energy Sales Manager Doug Barnes



Supplies Manager Steve Wood



Customer Accounts Manager Gary Williams



Installation Manager Colin Daniels

Next month . . . Spotlight on Oswestry and Aberystwyth

Manweb sponsors students

MANWEB has announced a scholarship deal for students hoping to become electrical engineers.

Those accepted on to Salford University's four year BEng (Hons) Electronic and Electrical Engineering course can apply for sponsorship, before January 30, 1989, to the Education and Training Manager, Manweb, Sealand Road, Chester CH1 4LR.

During industrial training, based at Head Office, successful applicants will receive a salary, currently £5,400 p.a. during the first year, rising to £8,068 p.a. in the fourth year. While they are at University they will receive an amount equal to the maximum maintenance grant, currently £2,575 p.a.

Preference will be given to those with not less than the equivalent of Grade B passes in "A" level Maths, Physics and a third relevant subject. Candidates, who should be no more than 23 years old and living in Manweb's area, should also have at least a Grade C English Language "O" level or equivalent.

Those seeking a place on the course should write to Mr M. B. Boothroyd, Admissions Tutor, Department of Electronic and Electrical Engineering, Salford University, before applying to Manweb for sponsorship.



Pictured during their familiarisation course are Manweb's engineering graduates (l to r) Mike Bailey, Vanessa Challinor, Kevin McGinley, Education and Training Administrator Richard Storer, Paul Kililea, Operations Manager Colin Ridley and Ian Morris. Also pictured are Engineers Terry Dunne (Head Office), Martin Davies (Liverpool) and Bryan Pryce (Oswestry), who are acting as the graduates' mentors.

Engineering team gets some new faces

A MAJOR recruitment drive has swelled the ranks of Manweb's engineering staff in recent months.

Graduates, engineers from outside industries, and trainees culled from industrial posts within Manweb have now taken their first steps in their new careers.

The graduate engineers recruited straight from university are Mike Bailey, of Commercial, and Vanessa Challinor, Kevin McGinley, Paul Kililea and Ian Morris, from the Engineering Department.



Recruited from outside industries are Mike Cahill and Martin Corson, who have joined Plant and Construction, Lorraine Houghton, Matthew King, Tony McEntee and Mark Hutchinson, who are now working in the Technical and Planning Section, and Clive Wilkinson, who has joined Resource Engineering.

The Manweb industrial staff selected for the 18 month training course which will lead to them becoming NJB engineering staff are John Kendall (Technical Radio Section), Dave O'Meara (North Mersey Commercial), Barry Madden (Liverpool Engineering), James Moorfield (Mid-Mersey Engineering), Ian Humphreys (Plant

and Construction, Head Office), Ian Davies (Liverpool Commercial).

Operations Manager Colin Ridley said: "The industrial staff are all people who were over-qualified for their previous jobs. This is the fourth year we have recruited through this method and the majority given this opportunity—to date around

24—are now in permanent engineering grade posts."

Referring to the engineers brought in from outside industries, he added: "This is a new venture because we want to recruit people of the right calibre who have had some industrial experience. We had 100 applicants, from which we selected seven."



▲ Above: Taking their first steps towards becoming engineers are (l to r) trainees Dave O'Meara and John Kendall with Operations Manager Colin Ridley, Barry Madden, James Moorfield, Ian Davies and Ian Humphreys. Richard Storer, Education and Training Administrator, is also pictured.

◀ Left: Recruited from outside industries are (seated, l to r) Mike Cahill, Lorraine Houghton, Clive Wilkinson, Martin Corson, Matthew King, Tony McEntee and Mark Hutchinson. Also pictured are Instructors Gerry Cain and Brian Middleton.

Employees on course for a fresh career

STAFF who would like to train as electrical engineers may be eligible for financial assistance from Manweb. The Education and Training Department is inviting applications from employees seeking sponsorship to attend Liverpool University's BEng (Hons) Electrical Engineering Degree Course No H500, which will start in October 1989 and run for three years.

Electrical engineering training will also be provided by Manweb during the vacation periods and for a maximum of normally 15 months after graduation.

Education and Training Manager David Mellor said: "Any employee who believes he or she has the academic and personal qualities needed to successfully complete the degree course and Manweb's electrical engineering training

can apply for financial support.

"During their studies and training, the undergraduate trainees would receive their basic salaries and incremental increases as if they were in employment. Whilst at University they would also be eligible for reimbursement of reasonable travelling and/or accommodation expenses as appropriate.

"The academic fees required by the University will be paid

by the Board or from an award claimed by trainees from their local Education Authority."

Manweb already has one employee taking this Degree course. Mark Chamberlain, an Electrical Fitter at North Mersey District, started attending University in September.

In order to be considered by Liverpool University, staff who apply should have, or expect to gain during 1989, GCE "A" levels in Maths, Physics and one other subject. The pass grade required is one Grade B in Maths or Physics and not less than Grade C in the other two subjects. Candidates should also hold not less than a Grade C English Language "O" level.

The University will also consider applications from those with equivalent qualifications, including BTEC Level 3 Certificate with distinctions or near

distinctions in Maths and Electrical or Electronic Principles, and merits in the other subjects taken to obtain the certificate.

In addition, a Grade 1 CSE in English Language or a BTEC Certificate Level 3 pass in General Communications Studies is acceptable in place of an English Language "O" level.

Successful candidates will be based at their existing places of work, and the training, which will focus on the distribution or utilisation of electricity, will take place mainly within the Board's area.

Anyone interested in joining the course should write to Education and Training Manager David Mellor at Head Office. Those accepted will then be required to apply to Liverpool University for admission in October 1989.



"I DON'T DOUBT THAT NOT DOING ANY HOMEWORK FOR SEVEN WEEKS HAS SAVED YOU A CONSIDERABLE AMOUNT OF ENERGY, WATKINS..."



VISITORS from various Third World countries recently spent a day at North Mersey District on a fact-finding mission.

The group of liaison officers, representing government departments and public utilities, have been touring a number of businesses in the North West as part of a three-month managerial course.

North Mersey Office Manager Len Cornah, who is pictured with some of the Third World visitors, said: "The delegates were from developing countries, with various positions of responsibility. The purpose of their visit to Manweb was to study our managerial techniques."

A banker's view

by Sam Doughty

A MERCHANT banker's view of privatisation was presented to the Head Office employees' open meeting in the Sealand Road Restaurant in November. Jeremy Seddon from Barclay de Zoete Wedd, the merchant bankers advising Manweb, addressed nearly 300 Head Office staff.

In a clear voice and straightforward language he explained the background to privatisation and reviewed the public sector. The surge of nationalisation in the late '40s and early '50s was to run the national assets with greater efficiency.

Mr Seddon claimed this had not worked. Efforts were made in later years to make nationalised industries better by introducing financial targets and performance indicators.

He gave as an instance steel. The commercial and other objectives had become entangled, and neither had been achieved.

It was difficult to arrange financing for the nationalised industries. Government capital expenditure was always restricted.

In 1980 the total money invested in nationalised industry was £94 billion, in addition £40 billion had been written off. There was only a net return on those assets of minus one per cent.

State owned industry had represented one tenth of the gross national product and 14 per cent of all capital. It accounted for ten per cent in the increase of the retail price index.

Mr Seddon's conclusion from the monetary viewpoint was that nationalised industry's financial performance left something to be desired.

The sale of nationalised industries to the private sector reduced the Government's commitment to supply funds. It speeded up the decision making process by placing it with local management, it reduced ministerial interference and increased efficiency. It meant management lived or died by their mistakes.

There had been an increase in share ownership, with people owning shares in their own businesses. Money had been raised by the sale of these industries which meant lower taxes.

Mr Seddon then explained how the Government went about privatising an industry. First there was the feasibility study. They found out if the industry was profitable and, if not, what had to be done to make it profitable.

Attractive

The industry had to be formed into a company which would prove attractive to investors and the stockbrokers. Profits must be high enough to ensure an investment programme. Then provided people wrote enough cheques the industry could be floated.

In conclusion Mr Seddon stated that the prospects in privatisation were good. Experience showed that industry became more profitable after privatisation.

A vote of thanks was proposed to Mr Seddon by LJCC Vice Chairman Bernie Haslam and endorsed by the meeting. After a short open forum conducted by LJCC Chairman Colin Leonard, the Board Secretary, the meeting ended with an excellent meal

● Letter—see page 3

HOLIDAYS

Aberystwyth—Six-berth caravans to let from £35 a week (less ten per cent discount for electricity supply staff and their families). Mains electricity, cooker, fridge and private toilet. Site facilities inc. clubhouse, shop/restaurant and children's play area. Within easy walking distance of beach and town centre. Tel: 0970 3596 after 5.00 pm (Tomos Davies).

Brittany/SW France—Caravans and mobile homes. Self-drive pack. Tel: Crewe internal 178 or 0270 766675 (Ian Linford).

Caravan—Towyn, Near Rhyl. Six-berth, two bedrooms, shower, fridge, fully fitted. From £75 per week. Tel: 0978-362615/352653 (Mrs Jones).

Cardigan—12 miles. Lux. six-berth static caravan, near beaches. Families only. Tel: 0492 68253 (evenings).

Carmel—Caernarfon. 19th Century stone cottage in own grounds. Excellent views. Three bedrooms, bathroom, lounge and parlour. Large kitchen with cooker, fridge and freezer. Tel: 0286 880 749. Alwyn Pritchard, 16 Maes Hyfryd, Carmel, Caernarfon, Gwynedd.

Criccieth—North Wales. House overlooking village green. Sleeps six. CTV. Beach and shops two mins. Tel: 076671 2614 (Ann Tudor).

France—B & B, H/B, caravans and camping. Tarn et Garrone Region. Close to Junctions 8 and 9 on Autoroute between Bordeaux and Toulouse. Excellent catering, including French, Indian and vegetarian cooking. Much to see and do, or just relax in sunshine. Ex-SEB employee. Tel: David Boniface, 010-33 (63-95-95-20).

French Riviera—Six-berth caravan, all amenities on site, within easy reach of Monaco, St Tropez, etc. Golf, riding close by. SAE to M. Williams, The Lodge, Lingen, Bucknell, Shropshire, or tel. 0544 267579.

Newquay—Cornwall. Luxury caravans with shower, and economy vans. Colour TV, flush toilet, etc. Pleasant site near town and beaches.

Free Ads

Cleaned and maintained by owner. From £50 per week. Tel: 0637 876589 (Gill).

Newquay—Cornwall. Family-run guest house with good home cooking. Family rooms. Friendly atmosphere, Sea views. 200 yards from town centre. Dinner, bed and breakfast from £70 per week. Former Merseyside family will make you welcome. Disc. for Manweb empls. Apply Avondale, 28 Georges Road, Newquay, Cornwall. Tel: 0637 872234.

Newquay—Cornwall. Guest house, sea views, two minutes from beaches. Quiet area close to town, good food, comfort, prkng. BB/EM £65-£80 per week. Discount for ESI staff. Tel: 063787 4291 (Mr Pleasants).

Pony-Trekking—And farm holidays. Accompanied one-hour to full-day treks for novices or experienced riders. Holiday cottages available. Self-ctng. or bed and breakfast, full or half-board. Lic. restaurant open to non-residents. Lunch, afternoon tea, dinner. Private parties catered for. Further details: Hwylfa Ddafydd Country Farm Holidays. Tel: Colwyn Bay 516965.

Port Grimaud—Six miles St Tropez. Four/six-bth. caravans, with electricity, h. and c. water, shower. On three-star hotel site. Luxury coach travel from most areas. Tel: 0670 712399.

Porthmadog—Holiday bungalow, sleeps six. Black Rock Sands five minutes' drive. Convenient Ffestiniog Railway, Snowdonia National Park. For infmtn.: C. Jones, 2 Meadow Drive, Porthmadog. Tel: 0766 2519.

Tenerife—Get away to the sun. From £30 per week. Aprtmnts. in Los Christianos. Access to two large pools, tennis crts., two restaurants, maid service. Only 50 yards from a golden beach. Flights arranged. Tel: 061-483 8314.

Weston-sup'r-Mare—Static caravan on farm. Six-berth, sep. dbl. bedroom, shower, toilet, TV, etc. All-season price £70 per week. Tel: 093472 292 (Mrs Huett).

Llandudno—April Court. Small family-run private hotel (Welsh Tourist Board—two crown). Close to local amenities, beaches, town centre, theatres, golf courses, etc. New Alpine Ski Complex in beautiful natural setting. Ideal base for exploring beauty-spots of Snowdonia. Good home cooking and comfortable, friendly atmosphere. Children welc. Tea-making facilities. Car park. Bed and breakfast, with or without evening meal. Enquiries to April Court, St David's Place, Llandudno, Gwynedd LL30 2UG. Tel: 0492 77898. Disc. for Elec. Board employees and families (both past and present).

FOR SALE

LEC Chest Freezer—3.7 cubic feet capacity. Excellent condition. £70. Contact Joan, Typing Services, HO ext 2095 or 0244 534393.

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HAMBONE by Mike Flanagan



Retirement

LONG-SERVING Liverpool District employee Miss Nancy Draper has retired after 32 years with Manweb. Nancy, who works in Appliance Sales, started at Love Lane in 1956, working for Audit, and later transferred to Chester. After three years she returned to Liverpool District as a Clerk.

Thanks for your help

Dear Editor

As there were so many individual contributions, we'd just like to say a great big "thank you" to everyone who gave to the Children in Need Appeal at Head Office, whether in the form of money or gifts, or by supporting the raffles, tombolas and competition stalls.

We were delighted that the final figure raised was £2,000 and anybody who made a donation or bought a raffle ticket contributed in some way. It was very satisfying that all the effort produced such a marvellous response. Many thanks once again.

Jane Griffith
Cora Roberts
and Fred Owen

Children in Need fund-raising spectacular Loadsamoney!

THOUSANDS of pounds poured into the Children in Need Appeal after a massive fund-raising effort by Manweb staff. At Head Office a series of lunch-time charity events were staged in the Restaurant during the week leading up to Children in Need Day, and a bumper cheque for £2,000 was eventually handed over.

The Head Office Appeal was co-ordinated by Legal Assistants Jane Griffith and Fred Owen, and Cora Roberts, of Wayleave Records, who gathered together an army of volunteers. With cash donations and other gifts, including toys, food and drinks, they organised a huge raffle, tombola, and various stalls and competitions, including "Guess the

weight of the cake", "Name the doll" and "Estimate the number of bricks in the Lego model".

Fred said: "It was a huge success. We had no idea we would raise so much money. Everyone was so generous."

Mid-Mersey District raised £300 from a collection at their LJCC Annual Meeting at the Crest Hotel, Runcorn, and five

staff went along to BBC Manchester to "follow the yellow brick road" and hand over their cheque.

The five were Mark Bradley, of General Services, Glyn Jones, of Personnel, Mains Manager Barry Judd, and Electrical Fitters Jimmy Potter and Kevin Cordwell, and those who watched the Children in Need programme may have seen a picture of the Mid-Mersey bunch carrying a plug-shaped banner with the message "A plug for the Children in Need" at 11.20 p.m. Even later, at around 1.30 a.m., a photo of the Head Office fund-raisers was shown.

Pledges

Dee Valley District also raised £157 at their LJCC meeting and later boosted the sum to £300 through an office collection.

Mid-Cheshire District held a "Guess the weight of the cake" competition, organised by canteen staff, and raised £13.45, and at Aberystwyth, Sian Roberts, Customer Accounts, Dwynwen Morgan, a Secretary, and Maria Williams, a Clerical Assistant in Engineering, helped man the telephones at the Children in Need office, taking cash pledges from callers.

Aberystwyth also loaned the cookery demonstration table to



Ooh là là!

'ELLO, 'ello! Visitors to Manweb's St Helens shop on Saturday, November 19, must have been tickled pink with the saucy service in store for them.

Saleswoman Barbara Gavin (left) and Vax Demonstrator Patsy Shiel dressed up as French maids and, armed with feather dusters, buckets and books of raffle tickets, set out to boost the Children in Need Appeal.

Customers were obviously "maid" up with their fund-raising efforts. The girls had been set a target of £250, but they managed to bring in a bumper £340.

Also pictured with Barbara and Patsy is Toshiba Demonstrator Dorothy Woolley.

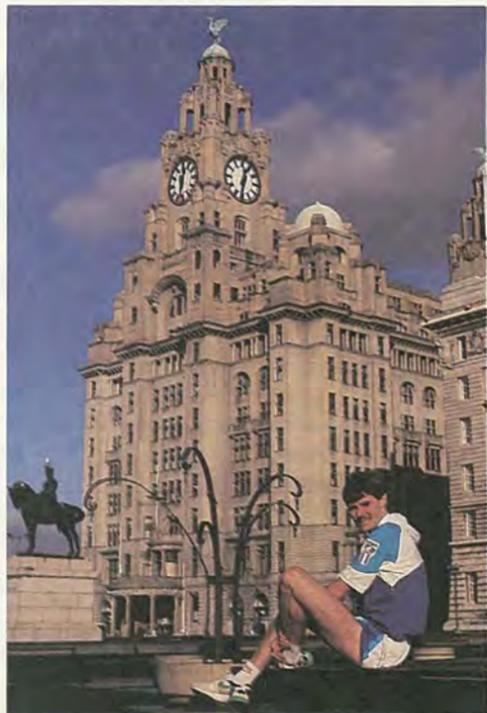
the local Rotoract Club, whose members cooked and sold pancakes all day to raise money for the charity.

Countless other fund-raising ventures were also organised by individual Manweb staff throughout the Districts.



Clwyd District staff joined with Taylorplan Services to raise £250 for the Children in Need Appeal. Pictured with the raffle prizes are (l to r) Gillian Skeffington, Sharon Hughes, Moreen Lee, Office Manager John Griffiths, Alan Hughes, Helen Baxendall and Elaine Williams.

High noon for John



Footsore and having a well-earned rest is Manweb marathon man John Woods in front of the Royal Liver Building.

LIVERPOOL District Draughtsman John Woods was involved in a race against time to raise money for the Children in Need Appeal. Marathon runner John, who represented Ireland in the Seoul Olympics, had to beat the clock by running up the 434 steps to the top of Liverpool's most famous landmark—the Royal Liver Building—before the last stroke of noon.

John was joined by Radio Merseyside Producer Bob Azurdia and two of Bob's colleagues—Charles Lambert and Mike Dooling—plus four employees of Royal Liver Assurance—Mary Gilchrist, Diane Jones, Stan Ellis and Steve McQuillan—and the energetic eight all made it to the top in four minutes and 40 seconds.

Said John: "It takes about 1¼ minutes for the clock to chime and strike 12, so we set off from the basement at four minutes to noon. We were well within the 5¼ minutes we had allowed ourselves for the 250 feet ascent.

"The race was based on a combination of the annual prestigious run to the top of the Empire State Building in New York and the recent Cram-Coe run round the quadrangle at Cambridge before the clock stopped chiming."

Royal Liver Assurance pledged £1,000 to the Appeal, and Manweb staff donated £257, bringing the total raised by the charity run to at least £2,500.



The sky's the limit for men-at-the-top (l to r) Mike Dooling, of Radio Merseyside, John Woods, Charles Lambert, who presents "Morning Merseyside" and Bob Azurdia, who is also a veteran marathon runner.

John, who now hopes to tackle the Royal Liver run single-handed in a bid to beat the record, said: "It wasn't too difficult. I think the hardest part was the start, but once we all got into our stride it was fairly easy going.

I wasn't too keen on the last bit, either. I'm

really scared of heights, and at the top of the building there's a wrought iron spiral staircase. I kept my eyes closed and kept hold of the hand rail! Fortunately, coming down we were able to use the lift!" he added.