

CONTACT

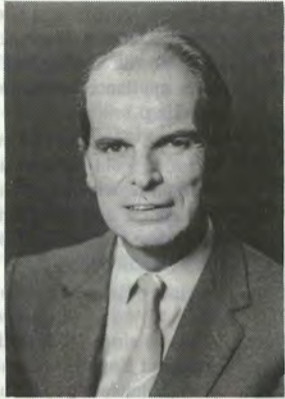
Manweb's monthly newspaper for staff, family and retired staff

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FEBRUARY 1991

Manweb

Manweb MD's summer retirement



Richard Gales

MANWEB Managing Director Richard Gales has announced he is to retire in the summer, after 41 years in the electricity industry. Mr Gales was appointed Manweb's Deputy Chairman in 1978 and took on the role of Managing Director in the privatised company. He spent most of his career with Manweb and served five years with Norweb from 1973 as, first, Deputy Chief then Chief Engineer.

Married with two children, 62-year-old Mr Gales will be succeeded by Manweb's Finance Director John Roberts, who will take over as Managing Director on June 1. Mr Roberts, 44, joined Manweb in 1967 as a graduate trainee and, following various financial and commercial positions in the company, was appointed Finance Director in 1984.

Commenting on the announcement, Manweb Chairman Bryan Weston said: "The Board has been indebted to Richard for his unstinting efforts to run the business through the most radical changes this industry has seen. He leaves the company in excellent shape to cope with the demands of our new, competitive environment."



John Roberts



Weathering the storm

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To smoke or not to smoke

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Success on a plate

IT was success on a plate for Trevor Jones when his culinary skills earned him first place in the Manweb-sponsored Welsh Chef of the Year competition. Trevor, who represented the Celtic Manor Hotel, Newport, is pictured (centre), with runner-up Dai Davies (left), of the Bryn Howel Hotel, Llangollen, and Bill Ashton, of the Water's Edge Restaurant, Bangor, who took third place. Turn to page 6 for the full story ...

SOUS TURNS ON THE HEAT

A PROCESS food manufacturer from Manweb's region has won a prestigious national energy award and has been chosen to represent Britain in an international competition.

Sous Chef Limited, based on the Deside Industrial Estate in Clwyd, was placed first in the UK National PEP (Power for Efficiency and Productivity) Awards after winning the Manweb-sponsored regional final last year.

The company leads the world in packaged quality food using the 'Ohmic Heating' system developed by the Electricity Research and Development Centre at Capenhurst on the Wirral.

Food is processed, sterilised and sealed in packages which can be stored for between six months and two years without refrigeration. But it is the remarkable quality and the retention of the taste and freshness of the products that is taking the catering industry by storm.

The prizes were presented at a ceremony held in London by Sir John Harvey Jones, former ICI Chairman and currently BBC TV's industrial 'Troubleshooter'. He handed over a trophy and £2,000 cheque to Richard Sperring, Sous Chef's Managing Director.

This adds to the £1,000 already won in the Manweb area final and Manweb's Director, Power Marketing, Colin Leonard was on hand to congratulate Mr Sperring on his company's success.

Continued on page 4

CHANGING FACES



End of an era for Tom

ADMINISTRATIVE Services Manager Tom Hamilton has retired from his Head Office post after more than 30 years with Manweb.

Tom (60) joined the ESI in his native Scotland following National Service and studying at Glasgow University, where he received an MA in Classics.

Prior to National Service, in 1948, Tom had spent a period of vocational employment with the South of Scotland Electricity Board, and after studying accountancy joined their Audit Department in 1952.

He came to Manweb as Principal Assistant in Financial Administration

in 1960, becoming Assistant Chief Accountant responsible for electronic accounting equipment in 1964.

In 1970 he went to Liverpool as District Administrative Officer, and returned to Head Office as Assistant Board Secretary in 1976.

Tom became Administrative Services Manager in 1986, holding this post during the reorganisation of Manweb in readiness for privatisation.

During 1989/90 he worked on special projects related to privatisation,

reporting to the Deputy Chairman (now Managing Director), and most recently Tom established Manweb's staff communications programme, which included the share information helpline and employee roadshows throughout the districts and Head Office.

Wishing him well for the future, Finance Director John Roberts said: "I'd like to thank Tom for his dedicated work for Manweb over the years, and on behalf of his many friends and colleagues wish him a long and happy retirement."

Tom is a Fellow of the Chartered Association of Certified Accountants, and is an Elder and Treasurer of Trinity with Palm Grove United Reformed and Methodist Church in Claughton, Birkenhead. He has also served as Chairman of the Wirral District Council of the United Reformed Church.

Tom lives in Birkenhead and he and wife Marion have one grown up son.

Colleagues bought Tom retirement gifts of a computer and printer, and from managers he received a slide projector. He is pictured (above centre) with Marion being wished well for the future by Finance Director John Roberts and other friends and colleagues.

A joint dinner was also held for Tom and retired Liverpool District Manager Gerry Haughan. Tom is also pictured (second from left) being congratulated by the Chairman with Gerry Haughan (centre), Director Network Services Denis Farquhar (right), and Company Secretary Nick Williams.



CONTACT

The newspaper for staff and retired employees of Manweb plc, Sealand Road, Chester, CH1 4LR, telephone 0244 377111.

If you've an idea for a story or photograph, write, phone or come and talk to Editor Jackie Unsworth in Public Relations, Room 5E1, Head Office, ext. 2090, or Graeme Cooper on ext. 2099.

At the following locations you can talk directly to one of Contact's District correspondents:

- North Mersey: Edna Courtney, ext. 2167
- Liverpool: Teresa Kelly, ext. 2117
- Mid-Mersey: Ena Harding, ext. 2231
- Dee Valley: Kath Sadowski, ext. 2183
- North Wirral: Mike Townson, ext. 2202
- Mid-Cheshire: Pat O'Neill, ext. 2111
- Clwyd: Rod Taylor, ext. 2118
- Gwynedd: Hefyn Thomas, ext. 2250
- Oswestry: Ian Mould, ext. 2230
- Aberystwyth: Keith Jones, ext. 2202
- Hoylake Training Centre: Pauline Lewis, ext. 251.

Meter men clock off

MID-Cheshire District Manager Ken Crabtree wishes two of his meter reading staff goodbye and good luck on their recent retirements.

In the picture (right) he congratulates Derek Senior (far right) who took early retirement at the end of November. Married with two sons and two daughters, Derek joined Manweb in 1955 as a Meter Reader, progressing to Foreman Meter Reading/Collection.

Derek, who was presented with B&Q shopping vouchers, enjoys walking and D-I-Y in his spare time.



Mr Crabtree (second left) is pictured below congratulating Frank Gibb on his retirement on December 23.

Frank, who also received B&Q vouchers, joined Manweb in 1966 as a Meter Reader and progressed to Chargehand Meter Reading/Collection at Northwich Depot.

Married with two daughters and a son, Frank was for many years a shop steward, looking after his colleagues' interests. He enjoys gardening and

D-I-Y in his spare time.

Two more Mid-Cheshire staff have recently retired. Beryl Hughes, who is married with one daughter, joined Manweb in 1973 as a Clerk in Consumer Accounts. She took up a clerical post with Trading in 1986, looking after appliance deliveries and credit checking.

Beryl, who received various gifts including gold earrings and a Royal Doulton figurine, enjoys knitting and badminton, and holds numerous trophies. She is also a keen helper at her local Baptist church.

Harry Hargrove, who joined the industry in 1946, has worked for Manweb since 1959, initially as 4th Assistant Engineer. He held various posts, culminating in his appointment as 1st Engineer (Projects Section) in 1975.

Married with four daughters and a son, Harry, who enjoys yachting and D-I-Y in his spare time, organised a retirement party at the local Rolls Royce Club for his friends and colleagues. A collection was held, and the proceeds were donated to the Save the Children charity.



CONTRACTING and Servicing Projects Manager John Cheers has retired after more than 30 years in the electricity supply industry. John (57), who lives in Farndon, joined Manweb in 1957, and went on to hold engineering posts in the company at first and senior level. In the early sixties he spent two years with the South of Scotland Electricity Board, returning to Manweb as Assistant Industrial Development Engineer.

John went on to work in districts and Head Office, his most recent post covering quality assurance. His hobbies include cars and golf, and colleagues bought him golfing accessories as a retirement gift. John is pictured (centre right) being wished well by Contracting and Servicing Manager Allan Littler, with colleagues including Director, Trading Peter Hopkins (right).

New manager

CAROL Westley (pictured) has been promoted to the post of Financial Projects Manager at Head Office.

She joined Manweb in 1977 as a Clerical Assistant at Manweb's Mid-Mersey District Office in Warrington,



and moved to Head Office in 1982, holding posts in Finance, Management Services and Power Marketing before becoming Systems Development Accountant.

In addition to the ongoing development of the company's new 'OLAS' accounting system, Carol, 30, will be involved in the redesign of the creditors accounting system and other projects to improve accounting procedures and controls.

She said: "I will be continuing the excellent work already undertaken and am looking forward to the challenge of being Financial Projects Manager."

A member of the Chartered Institute of Management Accounting, Carol qualified as an accountant while working for Manweb. She is married and lives in Warrington.

Early retirement for pair

TAKING early retirement next month are Chargehand Electrician John Morris and Drawing Office Supervisor Pat Jennings. The Dee Valley pair have between them clocked up 80 years' service with the electricity supply industry.

John, 61, joined Manweb in 1944 as an Apprentice Electrician at Corwen, becoming a fully-fledged Electrician five years later, and eventually a Chargehand Electrician.

Based at Corwen Depot throughout his service, John is a popular character well-

known for his jokes and ability to make everyone smile.

Pat, who is based at the District Office, Rhostyllen, will also retire on March 31, aged 59. He will have completed 34 years' service.

*Dee Valley Clerical Assistant Thelma Jones retired at the end of December after completing 16 years' service. Thelma, 63, worked in the Accounts Department at Rhostyllen.

Putting theory into practice

by Graeme Cooper

MANWEB staff learnt how to put added quality into their work at the company's first Internal Quality Auditing workshop.

Held at Queensferry, the workshop was part of Manweb's progressive introduction of British Standard 5750 Quality recognition. BS 5750 is increasingly demanded by Manweb customers and is helping achieve greater efficiency within the organisation.

Participants in the course came from Appliance Repair and Metering, and the workshop was organised by Network Services' Quality Manager Dennis Fricker. He said: "Formal training in Quality Auditing

is aimed at giving a better understanding of the British Standard and how to achieve cost effective quality improvement and customer satisfaction."

Putting theory into practice, the workshop examined how to make sure jobs are done efficiently, with the paperwork and the parts to get it right first time. Greater efficiency through correct calibration and auditing was also covered.

Commenting on the workshop, Appliance Servicing Manager Harry



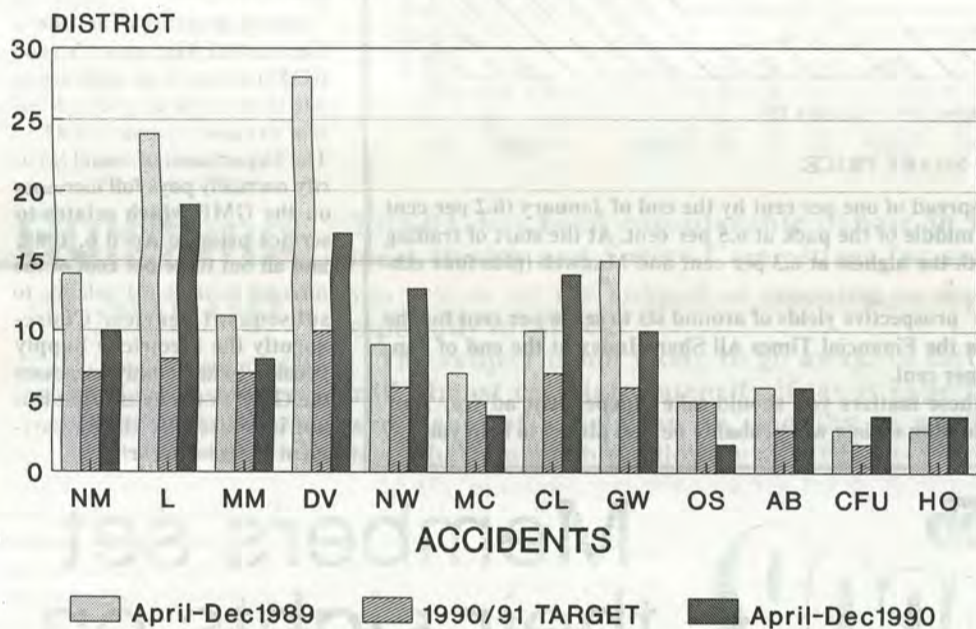
Jones said: "The syndicate and project work at the workshop was hard graft and certainly gave us a clear understanding of the requirements of quality auditing."

Dennis Fricker is pictured presenting certificates to some of the successful workshop participants. They are (L-R) Harry Jones; Janet Panton, Appliance Servicing

Administrator; Mark Hutchinson, 2nd Engineer Telecommunications and Metering; Dennis Fricker; Pat Quinn, Queensferry Service Centre Manager; Cheryl Stevenson, Deliver-

ies Controller; Graham Thomas, Service Foreman; Val Morgan, Spares Controller; Brian Baker, Centre Controller; George Roberts, Business Support Manager.

3-DAY ACCIDENTS TO 1st JANUARY 1991 SHOWING ANNUAL TARGET



Staff feel the force

MANWEB volunteers felt the force when they took part in a National Grid survey of exposure to power frequency magnetic fields.

The fields are produced wherever electricity flows, including the home and office as well as underneath power lines, and concern has been expressed that these fields may affect health. Though there is no evidence to bear this out National Grid is keen to understand more about them and the



survey is part of its ongoing research programme.

Nationally about 200 ESI employees from National Grid, London Electricity, Eastern and Yorkshire as well as Manweb took part in the survey. Manweb's Project Coordinator was Technical Power Systems 1st Engineer Dave Ferguson.

He said: "Everyone who took part had to carry a special monitor with them

for a week and keep a diary. They also had to leave another monitor in their bedrooms to check any residual field. The survey was successfully completed and participants received copies of their individual readouts. The results are now being fed into Gridco's national study."

The Manweb survey team is pictured with one of National Grid's environ-

Districts fail to meet their safety targets

by Jackie Unsworth

ALL but two of Manweb's districts and Head Office have so far failed to meet the safety targets set at the beginning of the financial year.

Up to the end of December, and with the final quarter's statistics yet to be added, all districts - with the exception of Mid-Cheshire and Oswestry - had accident rates in excess of their individual targets.

Concern over the high level of accidents resulting in three or more days' absence from work has led Manweb to intensify its safety campaign, and last April the company set its sights on

matching Yorkshire Electricity's 1989/90 accident level of 1.23 per 100 employees.

Corporate Health and Safety Manager Colin Herbert said: "Yorkshire had the lowest accident incident rate of any distribution company and it was our aim to match this in 1990/91."

"Unfortunately only two districts plus Head Office are now capable of achieving the targets that were set on a pro rata basis."

However, Manweb's overall safety picture for this financial year isn't looking quite so black.

Compared with the previous year, the company's three-day accident rate so far stands at 113, a reduction of 22 compared with the same period last year.

Colin said: "Although it's disappointing only two dis-

tricts and Head Office have managed to keep within their individual targets, there is an overall improvement so far in the accident levels. However, we hope to see even greater reductions next year."

Once again the 'handling goods' and 'persons falling' causation groups accounted for a great proportion of the reportable accidents during the period. Of these accidents, 44 per cent resulted in sprain and strain injuries.

Colin said: "By far the greatest number of these accidents occurred as a result of the failure to exercise due care on behalf of the injured person. Again, many were as a result of the non-compliance with safe procedures and safe methods of work. Only two of the accidents occurred as a result of the failure of plant, equipment or tools."

Safety Scene - page 5.

Lucky numbers

THE lucky number 2390 earned K. Herniman, of Dee Valley District, the top prize of £300 in the EEIBA's November draw. The other winners were as follows:

£200 - M. Hewitt, Mid-Mersey (653); £150 - A. Kidd, retired (167); £100 - I.M. Cliffe, retired (2156); £75 - D. Hoare, retired (1393) and G.J. Grady, retired (784); £50 - M. Myers, retired (1462); £30 - A. Spencer, retired (803) and W.M. Evans, retired (1819); £25 - E.G. Allsup, retired (1964), K. Strefford, retired (171), F. Mealing, retired (799), J.A. Povey, Head Office (2604), A. Birch, Gwynedd (2528), J. Lloyd, retired (1811), L. Blackburn, retired (1377), G.A. Pleavin, Head Office (599), P.A. Elphee, Dee Valley (1284), D.R. Metcalfe, retired (130) and R. Ellis, retired (2259).

Taking stock

by Graham Morris



War to stand at 1695 at the end of January.

In the second of a series of articles, Manweb's Accounting Manager Graham Morris looks at some of the aspects of stocks and shares that may be new to many of us. This month Graham looks in a little more detail at the Insider Dealing Act.

INSIDER DEALING

Under the Insider Dealing Act, it is an offence for an employee to buy or sell shares in the company while he holds confidential "unpublished price-sensitive information".

The rules also contain certain provisions for the husbands, wives and children of employees who own shares. If you are in any doubt, please consult the Assistant Company Secretary.

the RECs have ranged from 134p to over £2. At the time of writing, prices of the water and electricity shares are holding well compared to the rest of the stock market during the Gulf War, as investors move towards what

they believe to be "safer" utility stocks.

Overall, the package of shares in each REC has moved from a high of 1600 at the start to a low of 1425 on January 8, and then gaining again during the Gulf

"UNPUBLISHED PRICE-SENSITIVE INFORMATION"

This means information which is not generally known but which would be likely to materially affect the share price (for example, the company's performance or financial results for the year, latest forecasts of sales, etc).

The Act also prohibits buying and selling shares in another Regional Electricity Company (REC) where an employee has seen "unpublished price-sensitive information" from that REC. Where someone is prohibited from buying or selling shares, it is also an offence for them to pass on the information to anyone else likely to make use of it.

DOES THIS APPLY TO ALL EMPLOYEES?

Yes. The insider Dealing Act affects anyone who is (or who has been in the previous six months) connected with the company. This includes staff.

"CLOSED PERIODS"

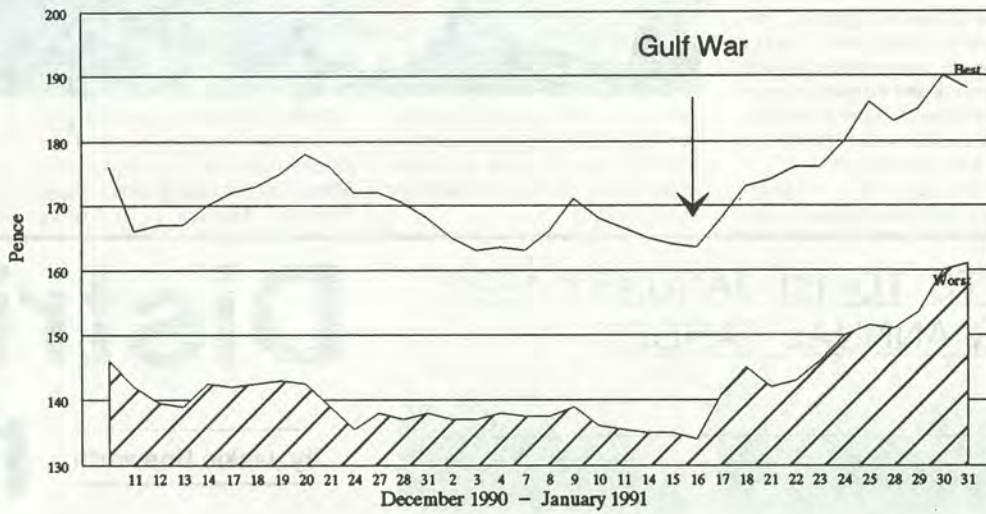
As a general rule, staff must not buy or sell shares in the company during the two months before the announcement of the year's final (or interim) results. Details of the prohibited periods, known as "closed periods", will be advised to all employees but should fall somewhere around May/June and then again around November/December (assuming a final announcement at the start of July and next year's interim announcement at the start of January 1992).

From time to time staff may also be notified of other closed periods when they may not buy or sell.

To avoid problems, perhaps staff should consider restricting their transactions for themselves and their families to the two months following publication of the annual results and interim announcements.

HOW ARE THE SHARES DOING?

Looking at the first few weeks' trading, share prices of



SHARE PRICE

Dividend yields have stayed within a spread of one per cent by the end of January (6.2 per cent up to 7.1 per cent) with Manweb in the middle of the pack at 6.5 per cent. At the start of trading the spread of yields was 0.9 per cent, with the highest at 6.3 per cent and Manweb (plus four others) on 5.4 per cent.

This is similar to the water companies' prospective yields of around six to seven per cent for the various companies. The historic yield on the Financial Times All Share Index at the end of January for comparison was just under 5.5 per cent.

If you have any further queries on these matters you should take independent advice. Your solicitor, professional adviser, bank or building society will probably be best placed to help you.

Pensions increase

THE company has decided that pensions in respect of members of the Electricity Supply Pension Scheme who were employed by Manweb will be increased by 10.9 per cent on April 1, 1991. This applies to pensions which came into payment before April 2, 1990. For pensions which came into payment between April 2, 1990 and March 1, 1991, a proportionate increase is payable.

The increase of 10.9 per cent represents the increase in the Retail Price Index over the 12 months to September 1990 and is the rate by which State pensions will be increased in April 1991.

Children's allowances will be increased from £774 to £858.36 a year or, where payable at the higher rate, from £1,161 to £1,287.60 a year.

Many pensions include a Guaranteed Minimum Pension (GMP) arising from contracting out of the State Earnings Relation Pension Scheme (SERPS). The Department of Social Security normally pays full increases on the GMP which relates to service prior to April 6, 1988, and all but three per cent of the increase on the GMP relating to subsequent service. Consequently the Electricity Supply Pension Scheme only increases the GMP to the extent that it is not increased by the Department of Social Security.



Sous turns on the heat

Mr Leonard said: "It has been a tremendous pioneering effort by Richard Sperring and his company. It shows great courage and enterprise to take a British innovation from the prototype devised at Capenhurst to the finished factory system.

"Manweb is delighted to have played a part in helping Sous Chef and we congratulate them on their well deserved success."

Winning the PEP awards means Sous Chef is one of two British companies to be chosen to represent the United Kingdom at the international UNIPED 'eta'

(continued from page 1)

awards which will take place in June in Copenhagen. The other entrant is Stuart Crystal Limited, of Stourbridge, winners of the 1988 PEP award.

Stuart Crystal make crystal glass stem and giftware, and the ERDC at Capenhurst assisted them with the installation of the new energy efficient furnace which won the company its award.

Manweb AMBASSADOR CLUB

Points make prizes

Members set their sights on a new record

NEW Manweb business worth £1.75 million in ten months — that's the magnificent Ambassador Club to date.

During the past three months there have been awards for Ambassador Club members inputting valid leads - auction items to be bid for, vouchers to be won in the inter-district competitions and last but not least a weekend for two in Paris.

Remember, everyone still earns points for valid leads so nobody loses.

With only two months to go hopes are high that 1990/91 will beat the previous Ambassador Club record of £1,974,970 and that the new financial year will offer all Ambassador Club members more chances to be winners.

So if you haven't yet become a Manweb Ambassador or input a lead think what opportunities you are missing. Earn points, win prizes and at the same time ensure Manweb plc continues to be profitable - for the benefit of everyone in the company.

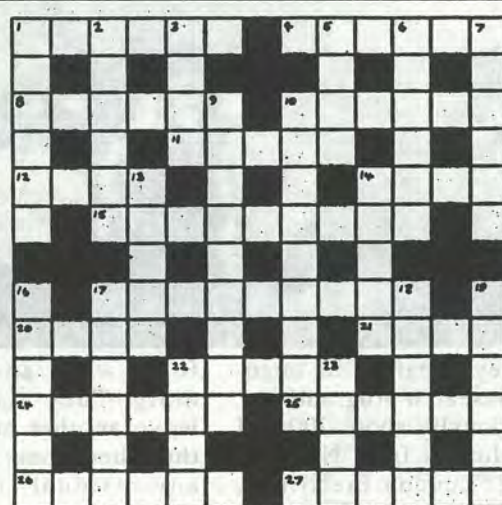
Crossword no. 30

Across

1. So much money is common in Australia (6), 4. Have a late meal with a Scot back at the university (6), 8. Said to be worried to see the Marines throw away guns (6), 10. Speak at length on what makes the Princess keep us waiting (6), 11. Man protecting a King without cover (5), 12. Where the mail went astray in South America (4), 14. Old Queen of the pre-Christian Netherlands (4), 15. Plant seed Lewis scattered (9), 17. Naval craft of little weight caught in tangled reeds (9), 20. Sound frightening to get a big laugh (4), 21. Ill-advised eruption (4), 22. Does one acknowledge applause in the harbour? (5), 24. Run away to the centre of all that's crummy - what rot! (6), 25. Wave from an expensive car? (6), 26. Chesty coughing - one for the Reaper to handle (6), 27. It's meant to be a spirited occasion (6).

Down

1. Use the duck-walk to get along (6), 2. Take it as money to get the economy started (6), 3. Act of revolution (4), 5. Brief account with some idea of being sharp (4), 6. Schemes to capture one in open country (6), 7. One might go into a joint when a fix is needed (6), 9. Meal ruined with a bad storm causing turbulence (9), 10. Property man in the process of getting the picture (9), 13. Creeper not starting to find a means of climbing (5), 14. Tears



around in the plant (5), 16. Investigates the provision of soft gowns (6), 17. Elegant tin disposed of within twenty-four hours (6), 18. Something worn over a Cardigan in the Crimea (6), 19. Rush to make an accusation (6), 22. Surprise attack with a morning lose finding cover (4), 23. Rough time? To make ends meet you need capital (4).

Solution on page 12

A heart of gold

MANWEB shop assistant Joyce Kearney dived in at the deep end to make a splash for charity! Joyce, a Cashier at Old Swan Shop, raised £63 when she took part in a sponsored swim in aid of the British Heart Foundation.

Held at Liverpool University's Olympic Pool, the charity event involved non-stop swimming for up to 15 minutes. Joyce, a 57-year-old grandmother who has worked for Manweb for 18 years, proved she has a heart of gold by volunteering to take part despite a leg injury.

She said: "I've had my leg in plaster twice in the last three years — once after breaking my ankle when I fell downstairs and then again after an operation. But swimming is really good exercise for my leg, and it is something I do regularly."

"I was very pleased with the amount I managed to raise and I'd like to thank staff at Prescott, Huyton, Garston, Allerton and Old Swan shops who agreed to sponsor me."

Gulf fund is set up

THE Red Cross has launched a £56 million appeal to help service people and civilians affected by the Gulf War.

The conflict is causing great suffering, and the responsibility for protecting those affected falls on the International Committee of the Red Cross. Both service people and civilians are suffering and refugees fleeing from the war also need help.

Funds are needed for work in Britain as well as in the Gulf.

Contact readers can help by sending a cheque payable to Red Cross Gulf Appeal to The British Red Cross, 9 Grosvenor Crescent, London SW1X 7EJ, or by making a donation at any bank or post office.



Life-saver Eric gets an award

THE dedication of a long-serving blood and plasma donor was recognised when Manweb Service Electrician Eric Unsworth attended a 'thank you' ceremony organised by the Mersey Regional Blood Transfusion Service.

Eric, 38, who works in Appliance Repair, Prenton, was among a large group of donors from across the Mersey region who gathered at the training college, Royal Liverpool Hospital, to receive special awards.

He was presented with a Wedgewood plate in recognition of his having made 100 donations of life-saving blood and plasma.

Father-of-two Eric, whose wife Sheila is Assistant Manager at Wrexham Shop, has been giving blood for many years, and seven years ago volunteered to become a plasma donor.

Plasma - the white cells in blood - is used to treat burns and in the treatment of haemophiliacs. It can be given more often than whole blood - approximately every two weeks - although the process takes longer, as the red cells are returned to the donor.

Eric, who has worked for Manweb for 12 years, said: "I was very pleased to receive the award. It was a milestone for me, and I intend to continue as a donor. I'm only too happy to be helping others."

"I'm often called in to give plasma during an emergency, and I'm grateful to Manweb for allowing me to do this. After all, if I didn't attend, someone could die."

Eric is pictured (left) receiving his award from Professor Richard Cooke, Professor of Neonatal Medicine at Liverpool Maternity Hospital.

To smoke or

SAFETY SCENE

not to smoke

That's the question in our Contact poll

by Colin Herbert

THERE has been considerable debate in the local Health and Safety Committees for some years now on the subject of smoking at work, especially in offices.

The subject is not likely to go away. In fact, it will almost certainly intensify if, as is expected, some sort of legislation on smoking at work is brought in, probably following an EEC directive.

At the moment, practice varies from location to location. At Head Office there is a voluntary 'no smoking' request in offices, parts of the restaurant and other areas, with designated rooms made available where staff can light up if they feel the need.

In districts and other locations, the practice differs considerably, depending on the strength of feeling between the smokers and non-smokers.

I must confess to having been a pipe smoker for many

years but gave it up about 12 years ago. I now enjoy a cigar at Christmas and other festive occasions, but normally smoke them outdoors or in my garage/workshop where I'm not affecting anyone else.

As far as smoking at work is concerned, my own view is that I feel it should be banned except in designated smoking areas and outdoors.

Illegal

I'm sure that statement will have upset many of the smokers in the company who feel they should have the right to smoke if they want to. However, I make no apologies since my job and the job of my two colleagues in Corporate Health and Safety is to prevent accidents and ill health at work.

Expanding on the legality of smoking at work, in certain circumstances it is already illegal to smoke at work. Under the Lead at Work Regulations 1980, employees have a statutory

duty not to smoke. The reason for this, however, is due to the ingestion of lead rather than the harm which may arise from smoking.

Again, under the Highly Flammable Liquids and Liquefied Petroleum Gases Regulations 1972, it is an offence to smoke because of the risk of fire or explosion from a smoker's match or cigarette.

Undoubtedly the general law which covers the eventuality that it will be illegal to smoke at work is Section 7 of the Health and Safety at Work Act 1974. This Section of the Act requires every employee to take reasonable care for the health and safety of himself and of other persons who may be affected by his acts or omissions.

In the employee's case, this means the harm he does to himself by smoking and the harm he does to his workmates through passive smoking.

Two significant court cases are currently under-

way, both involving asthmatic former office workers. The first is suing her employer for injury to her health, allegedly as a consequence of the employer's unsafe system of work.

In the second case, the asthma sufferer has claimed that passive smoking at work made her ill and should be classified as an industrial accident. The claimant alleges her colleagues' tobacco smoke injured her lungs six times between 1982 and 1986.

Bearing in mind the general tenor of scientific and

medical opinion, any smoking, including passive smoking, is harmful to health.

Poll

In order to gauge the opinion of Manweb staff on smoking at work, employees are invited to take part in the following poll. Tick one of the boxes in the coupon below and send it to Contact, Room 5E1, Head Office. The result of the poll will be announced in the March issue of Contact.

Yes — I agree that smoking should be allowed at work, but only in designated smoking areas and outdoors.

No — I do not agree that smoking should be restricted at work to designated smoking areas and outdoors.

No. 6 Local Joint Co-ordinating Council Employees' Annual Conference

Thursday, 7th March, 1991

The Memorial Hall, Northwich

Transport will be provided from Macon Way, Crewe.

A Disco

provided by

The Northwich Sports and Social Club from the end of business.

Retired staff welcome.

Please notify General Services, Crewe
Tel. 257500 if attending and if transport is required

Help for hard of hearing



MANWEB staff are being trained to understand the problems faced by the hard of hearing and learn what they can do to assist them.

Organised under the British Association for the Hard of Hearing's Sympathetic Hearing scheme, the training was given by the Association's Richard Gray. Manweb managers learnt how to train their staff to communicate effectively with deaf or hard of hearing people.

Oswestry was the first District Office to complete the training, earning the right to display the 'ear' symbol which shows the scheme is in operation.

The programme has also been implemented in Shop Regions one and four, Queensferry Appliance Servicing and Delivery Centre, Debt Recovery and Office Services at Head Office, and in

the following District Offices; Aberystwyth, Mid Cheshire, Clwyd and North Mersey. Others should shortly be completing their training.

Card

Anyone with hearing difficulties can produce a card showing the ear symbol to let staff know they have hearing problems.

The Sympathetic Hearing guidelines for staff are straightforward, but are of great help to people with hearing difficulties.

*** Do not shout. It's a common reaction, but it does not help and only causes embarrassment.**

*** Speak slowly and clearly, but do not exaggerate your facial movements or distort your face.**

*** Try to face the light as well as the person you are speaking to.**

*** Cut out as much background noise as possible.**

*** Do not smoke, eat, or do anything else that involves putting your hand in front of your face. Lip readers must be able to see your mouth.**

*** Use plain language. Many words look the same to lip readers. The more common the word the better.**

*** If you're not immediately understood, try rephrasing what you're saying.**

*** Write things down if you think it's necessary. Again it's easier for you both if you use common and quite short words.**

*** If the deaf customer is accompanied by a hearing friend, please address what you are saying to your customer. The friend will still be able to follow, and help if needed.**

Caring

Regulation Business Manager Tim Elliott introduced the scheme to Manweb. He said: "At Manweb we are concerned about caring for all our customers. In particular we try to pay special attention to the needs of the elderly and people with disabilities.

"Condition 20 of our Licence deals with services for customers who are disabled or of pensionable age, and the local Consumer's Committee are anxious to encourage us to participate in the Sympathetic Hearing Scheme."

A taste of success for 1991 Welsh C

by Heleir

THE latest kitchen technology brought a tasty conclusion to the Welsh Chef of the Year competition.

A Newport chef cooked up his winning entry using an all-electric kitchen in Llandudno to become the Welsh Chef of 1991.

Trevor Jones, of the Celtic Manor Hotel, won £1,000 plus a colour television with his delicious menu of calves sweetbreads followed by steamed scallops with spinach tagliatelli, with a main course of rosette of Welsh lamb and, to finish off in style, shortbreads with mango and strawberries.

Dai Davies, representing

the Bryn Howel Hotel, Llangollen, was the runner-up, winning £500, and Bill Ashton, of the Water's Edge Restaurant, Bangor, was beaten into third place and a £250 prize.

Budget

All contenders in the regional heats and final had to produce a four course meal for four people on a budget of £36, including a specified 'basket' of Welsh produce.

Each chef had the added advantage of the latest electrical induction hobs and convection ovens throughout the contest.

The contest was sponsored jointly by Manweb and South Wales Electricity in conjunction with Taste of Wales Ltd and the Cookery and Food Association.

Organiser Judith McIntyre, Manweb Commercial Sales Development Engineer, said: "The aim of this annual contest is to promote the excellent standards of Welsh cuisine and the importance of maintaining the quality of chefs entering the catering industry."

Earlier the winner of the Young Welsh Chef of the Year was announced.

Justyn Abbott, also of the Celtic Manor Hotel, Newport, impressed the judges with his menu of sauteed chicken livers and oyster mushroom salad, served with fantasie of mango, followed by a main course of noisettes of lamb, topped with a scallop soufflé, and



Runner-up Dai Davies, of the Bryn Howel Hotel, Llangollen, prepares his culinary 'creation'.



Deputy Mayor of Aberconwy Jim Knowles presents Young Welsh Chef Justyn Abbott (centre) with his first prize of £250 and a set of cooks' knives, watched by Nick Davies (left) of the Bryn Howel Hotel, Llangollen, who took third place, and runner-up Nick Owen, of the Kinsale Hall Hotel, Holywell.

Electricity Supply Pension Scheme Forthcoming Election of Group Trustees

AS a consequence of the privatisation of the Industry, the Electricity Supply Pension Scheme was amended to make provision for the appointment and election of local trustees (formally known as Group Trustees) at each of the 17 Electricity Companies.

The Group Trustees were to be responsible for the administration of the Scheme at local level and for exercising discretions under the Scheme in respect of members employed/formerly employed by the respective company.

In each Group three Group Trustees were appointed by the company, three were elected by staff members and three by industrial members. The term of office of the three Group Trustees elected by staff members expires on June 30, 1991, and it is therefore necessary to hold an election for three Group Trustees in each Group (including Manweb) before that date.

In the election in the Manweb Group, one Group Trustee shall be elected from each of the following classes of staff member:

(a) Staff members who are clerical, administrative or managerial employees of Manweb.

(b) Staff members who are engineering or managerial employees of Manweb.

(c) Staff members who are in receipt of an annual pension, having been staff employees of Manweb.

Staff members who are or were employed by Manweb are invited to nominate candidates for election. Nomination forms are available upon request from the Pension Section, Manweb plc, Sealand Road, Chester, CH1 4LR. Each nomination form must be signed by ten staff members and the completed form must be delivered or sent to the Group Administrator, Pension Section, Manweb plc, Sealand Road, Chester, CH1 4LR, to reach him no later than March 22, 1991.



Manweb Electricity Sales | the delicious dish served up t

All our yesterdays

LOOKING back at what Contact was reporting 10, 25 and 40 years ago.

February 1951

Board laboratory for development and research work now in operation at Pumpfields, Vauxhall Road Liverpool. As well as testing contracting materials the lab will develop ideas put forward by Manweb employees. "Prototypes will be made in all cases where the idea appears to be sound, and such work will be carried out under conditions of strict security."

Lister Drive delivery driver Mr Alfred Hickman honoured by having Liverpool British Legion headquarters, Hickman House, named after him in recognition of his work with ex-servicemen's organisations.

February 1966

Pistyll area of Llyn Peninsula gets electricity for the first time. Area includes holiday cottage belonging to Rupert Everett - television's pipe-smoking detective, Maigret.

Following letter received by Manweb: "One reads so much these days of long-haired layabouts and British workers who are workshy. I am very happy to report that the two young men who recently installed all manner of electrical equipment at the above address...were punctual, quick, clean and efficient workmen who did a first class job and never stopped for a moment."

February 1981

Manweb takes on its first female apprentices, Julie Jones and Jane Wightman at Hoyle Training Centre.

Sportsman's Arms pub - between Denbigh and Pentrefoelas, and reputedly the highest inn in Wales - is connected to network. Prior to installation of power line regulars had supped by candle-light due to the pub's generator breaking down.

More next month.

ss nef

Danson

sweet of raspberry soufflé
with raspberry coulis and
cream chantilly.

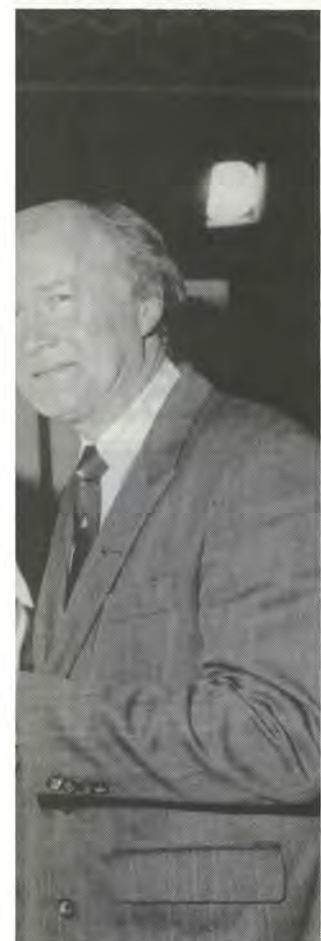
This year's competitors
contended for the title of
Welsh Chef 1991 using an
all-electric kitchen with
induction hobs from
GM/Corsair.

Efficient

Designed to improve the
kitchen environment, these
hobs are energy efficient,
fast to respond and accu-
rately controllable, and are
therefore ideal for the
 catering trade. The com-
petitors also used a variety
of the latest space saving
convection ovens.

The judges for the final
were all head chefs de cui-
sine from top class restau-
rants and all members of
the Craft Guild of Chefs.

They were Martin
Davies, of Browns Hotel,
London, Phil Corrick, of
the RAC Club, London,
and John Armstrong, from
the Unicorn, Bristol.



Manager David Tinsley samples
catering chef Trevor Jones.



A crane lowers the top section of the new tower into place alongside the busy M6 motorway.

Easy does it!

THE weekend of December 8 and 9, 1990, is likely to be remembered by Manweb staff for the atrocious winter blizzard conditions which swept the country and brought chaos.

Manweb's Central Field Unit staff were also holding their breath. After months of detailed preparation work, this was the weekend when all their planning was due to come to fruition and the M6 motorway near Warrington was to be crossed by a replacement line.

The line on one side of the motorway was on the edge of a quarry wall precipice and any land movement could have affected the tower, possibly causing the conductors to fall across the motorway.

In order for the work to be undertaken, it was decided that the conductors would have to be replaced and a new tower built adjacent to the southbound carriageway.

Initial surveys by Manweb had established the new route and the first tower position beneath the existing line.

Cradles

The CFU Line Section had been involved in the long process of liaising with Cheshire Police and Cheshire County Council to arrange a short motorway closure, and the chance of getting the chosen time was remote since these authorities have their own criteria in granting the required permission.

The early hours of Sunday December 9 had finally been agreed, but little did we know at this planning stage what was in store!

by Peter Hartley System Manager Central Field Unit

The tower was ordered from the steel stock holders and the fittings and conductor reserved. The contractors for the tower erection were appointed and they in turn ordered heavy plant to lift the sections of tower into place.

Sky cradles were ordered from the National Grid Company. There are only 12 units in the country, and two were required for this job.

Our two units had to travel to the site from the other side of the Pennines, one from Leeds and the other from Monk Fryston.

They set off early on the Saturday morning as planned, but the weather got worse and the units struggled in appalling conditions on the M62 to reach their destination at the southern side of Junction 22 on the M6 northbound carriageway hard shoulder.

The police had coned off the slow north lane together with the hard shoulders on both sides of the motorway. During the day the units were prepared for the final operation of swinging the booms across the motorway in the early hours of Sunday morning.

Cheshire Police confirmed

'Any land
movement
could have
caused the
conductors
to fall
across the
motorway'

on the Saturday evening that the motorway closure could still go ahead despite all the chaos further north, east and south of the site.

At the appointed time, 6am, whilst most Manweb staff were still sleeping, CFU Line Engineer Dave Clement was at the side of the motorway checking that everything was ready for the final operation to ensure the booms were correctly positioned across the M6.

National Grid Company staff from Connah's Quay and Pentir were also there to supervise their side of the work.

POST BAG

Drop us a line

DO you have a view you'd like to share or an opinion you'd like to air? Then why not drop us a line?

Write to: The Editor, Contact, Room 5E1, Manweb plc, Sealand Road, Chester CH1 4LR, and make sure you include your name and address, or work location. All letters are dealt with in strict confidence and your name can, upon request, be withheld.

Thanks for your kind thoughts

Dear Editor,

Ken Wright, deceased, January 18, 1991

Kevin and I would like to thank all members and retired members of Manweb Head Office Drawing Office, Liverpool District Drawing Office, Dee Valley Drawing Office and Clwyd District Drawing Office and all others who sent messages of sympathy and beautiful flowers during this very sad time. It was very much appreciated.

We should also like to thank all of his past colleagues and friends, and retired friends who

were able to attend the cremation service at St. Helens. The Manweb attendance was quite overwhelming and I should like to offer my thanks to each and every one of you for attending, having travelled considerable distances to do so. God bless you all.

Audrey and Kevin Wright
9 Windy Arbor Close
Whiston
Merseyside
L35 3SL

What do you really expect?

Dear Editor,

I was interested in Mike Hall's criticism of the standard of entries in the photograph competition and must ask the question: "What does he expect for such poor prizes?"

I would think that when such a competition was first mooted, it was expected that for such a low return prize-wise, 'snapshots' would constitute the order of the day. Therefore, may I suggest that if he wants better photos he should arrange for better prizes. Come to think of it, if the photo of the Queen Mum is his idea of a good prize-winning photo, perhaps we need a change of judge too!

W. E. Boylin (retired)
552 Liverpool Road
Great Sankey
Warrington
WA5 3LU

P.S. I was not an entrant this year!

The police confirmed that a rolling gap had been created on both sides of the motorway after closing off the slip roads and the booms swung effortlessly across in a few minutes. The motorway was then reopened.

Tower

On the Monday morning work started to erect the new tower and this was completed by mid-afternoon, the task made easier by the use of a modern 35 ton crane.

The conductors and fittings were replaced at this time so there will not need to

be a further outage on this crossing for many years to come.

We are very conscious that any hindrance on the motorway network is an aggravation and if you were delayed by this particular operation, at least you know the reason!

The following Sunday a similar operation had to be carried out in order to recover the units and allow the sky cradles to be released.

Damage to the transmission network caused by the severe weather conditions meant that National Grid Company had further work for the sky cradles.

Saved by a whisker

by Jackie Unsworth

A BABY seal caused a real flap when he was found wandering in SEALand Road, Chester.

The terrified pup, thought to have lost his way after swimming up the River Dee, was spotted near the roadside by two Manweb employees — Head of Strategic Studies Tony Smith and Public Relations Clerical Assistant Mark Dale — who immediately raised the alarm.

Police and an RSPCA inspector quickly arrived on the scene, and managed to corner the young seal on the Sealand Road recreation ground. Fully recovered after his ordeal, the pup has now been returned to the colony at Hilbre Island, Wirral.

"I couldn't believe my eyes when I saw the seal on the pavement as I walked to work," said Mark. "Several motorists stopped and between us we managed to stop the seal from wandering onto the road."

Hoax

"At first the police thought it was a hoax. This sort of thing isn't normally in their line of duty!"

One of the policemen joked that the pup was probably trying to join Chester's other seals at the nearby football stadium, or could smell the fish at the chip shop across the road.

Mark said: "He was heading straight for the pelican crossing, so I think he must have set his sights on the chip shop!"

RSPCA Chief Inspector Sue Stafford managed to catch the seal in a bag specially designed for carrying swans. She then took the pup for a check-up at the vet's, and it was given a clean bill of health.



RSPCA Chief Inspector Sue Stafford captures the seal in a special bag.

Pictures by Max Cooksey



Manweb's Mark Dale (3rd from the left) and police officers keep watch over the seal until the RSPCA arrives.

Rob in the running

APPLIANCE Repair Electrician Rob Hilton from Lister Drive is running for St John Ambulance's 'John-a-thon' appeal in this year's London Marathon.

St John Ambulance has sponsored 75 ESI places in the marathon as part of its 'Over to you John' fundraising campaign, supported by famous Johns like Sir John Harvey Jones, Sir John Mills and John Barnes.

The electricity supply industry has its own St John Ambulance Centre, allowing each of the distribution and generation companies to train staff in vital life saving skills and Rob is a qualified lay first aid trainer.

Manweb's Sister Irene Jones said: "Because we are a special registered St John Ambulance Centre we can train our staff to meet the industry's specific first aid and resuscitation needs."

"We are legally required to have one first aider per 50 staff, so the training we are able to give is vital, helping us meet this need in all the districts as well as Head Office."

"The training saves lives, and by running the marathon Rob is supporting a very important cause. In turn we're looking for all the support we can get for Rob, and hope everyone throughout Manweb will back him."

Staff can support Rob's London Marathon run by sponsoring him. Forms are available from Welfare and Public Relations, both at Head Office, room 5E1. The London Marathon takes place on April 21.

Obituary

IT is with sadness that we report the deaths of the following retired Manweb employees.

John Joseph Kenney, 72, died on January 2. He was a 2nd Engineer at North Mersey District before retiring in 1983.

Robert George Russell, who died on January 12 aged 83, retired in 1971 at Liverpool, where he worked as a Driver.

Owen John Hughes, 82, a Substation Attendant at Caergeiliog until retiring in 1967, died on January 14.

Kenneth Frank Wright, who died on January 18 aged 67, was an Executive Officer in the Head Office Drawing Office until retiring in 1967.

Evelyn Constance Brown, 66, died on January 24. She was a Clerical Assistant in the Income Section at Head Office before retiring in 1984.

David Arthur Roberts, 70, a Craftsman in Electrical Inspection, Dee Valley District, until retiring in 1983, died on January 29.

Denis St Clair Barrie, who died on February 2 aged 76, was an Energy Sales Engineer at North Mersey before retiring in 1977.

Mary Ann Shuker, 64, a Clerical Assistant at Clwyd until retirement in 1982, died on February 10.

Arnold Houghton, who died on February 11 aged 68, was a 1st Engineer in Plant and Construction, Head Office, until retiring in 1983.

Henry Eustace Holman, who retired in 1969 at Crewe, where he worked as a Clerical Assistant, died on February 14 aged 86.

John Arthur Matthews, who was known to his friends as Jack, died on February 16 aged 68. He joined Manweb as a Labourer in 1950 but from 1952 he worked as a Linesman until his early retirement at Oswestry in 1985.

Henry Whitfield, a Driver in Area 2 before retiring in 1964, died earlier this month aged 92.

MANWEB (CHESTER) SPORTS AND SOCIAL CLUB
GOLF SOCIETY

WE NEED GOLFERS

The Society would like more support. Whatever your handicap — enjoy a great day out on such courses as:—

* OSWESTRY * WREXHAM * HILL VALLEY
* RHUDDLAN * LLANGOLLEN, ETC.

Send your details to:
H. WATSON Golf Secretary
Computers, 4S1 Head Office Chester

Full Name:
Address/Location:
.....
Phone:
Chester Sports & Social Club Number

SPORT

THE 14 clubs of the Manweb Cymru Alliance were given a cash boost by their sponsor Manweb when they each received cheques towards their travelling expenses.

The new league is in its first season and is part of a master plan for Welsh soccer by the Football Association of Wales. The Manweb Cymru Alliance covers the Northern half of the Principality with the Abacus League covering the south.

These two leagues will feed into a new all-Wales league which will have another key to the door of European football for Welsh clubs.

Pictured receiving one of the cheques from Oswestry District Manager Lyn Price (left) is Alan Rowlands, of Caersws FC, watched by League Secretary Terry Hewitt (centre). Caersws is currently top of the Manweb Cymru Alliance.

Alliance clubs get a Manweb cash boost



Mum's the word

CONGRATULATIONS to Manweb Public Relations Officer Gaynor Kenyon and her husband Neale on the birth of their first baby — a son, Joseph James — who weighed in at just under 6lbs 7oz on January 12 at the Countess of Chester Hospital.

Diary date

THE next committee meeting of the Nalگو Manweb branch will be held on March 28 at Dee Valley District Office.

Pan-tastic!

THERE was pan-demonium on the streets of Crewe when Mid-Cheshire staff won a pancake race to help raise over £300 for troops in the Gulf.

Organised by BHS and other local traders the relay event drew entries from 15 teams and included some tricky pancake tossing en route!

The winning Manweb team received a bottle of champagne as well as a trophy, and is pictured going through its paces.

They are: (L-R) Junior Sales Trainee Miles Phillips, Cleaner Charmaine Moore, Customer Accounts Clerks Mandy Bloor and Alison Prince and Crewe Shop Manager Andy Austin. Team Manager, Sales Assistant Pat Benoy is not pictured.



Manweb hosts the IEE

THE Parallel Operation of Generating Plant within a Regional Electricity Company's Network was the subject of a successful Institution of Electrical Engineers colloquium held at Manweb's Head Office on February 13.

The programme of six speakers resulted in a very interesting and informative series of presentations on the technical issues involved with "embedded generation".

Bill Rogers, Manweb's Power System Technical Manager, presented the opening paper concentrating on a number of technical matters involving "embedded generation" on the operation and performance of a distribution network. He discussed such issues as legislation, voltage regulation, fault conditions, 'islanding' and system stability.

This was followed by a paper from David Stephens, of GEC Power Projects, who spoke of the problems which limit co-generation and, in particular, CHP development.

The four speakers who followed gave practical accounts of their experiences with a number of power schemes connected with the regional electricity companies. There were papers from CERESTAR Ltd., British Sugar, ULEC (Liverpool University CHP) and PETBOW, the latter being suppliers and installers of diesel generating equipment.

Some 65 people attended the colloquium, taking part in lively discussion sessions. Among those present were engineers from Norweb, Southern Electricity, South Wales Electricity, ESB - Northern Ireland, HS&E and OFFER.

The morning session was chaired by Manweb's Mains Development Manager Stan Roberts, the present Power Section Chairman, with Energy Consultant John Bindon in the chair for the afternoon session.

Long service



LONG serving staff at Bridle Road are pictured receiving their awards from District Manager David Price. They are (L-R) Barbara Heaton with husband Cliff, 2nd Engineer District Supplies (40 years); Roy Roughley, 2nd Engineer Energy Marketing (40 years); Margaret Jones, Clerical Assistant, Engineering Clerical (20 years); David Price; Margaret's husband Tom.



PICTURED receiving their long service certificates are North Mersey employees (L-R): Joseph Roberts, Craft Attendant, Engineering (30 years); District Manager Dave Price making the awards; Brian Kaye, Shop Manager, Kirkby (30 years); Henry Shiels, Engineering Foreman (30 years); Lilly Neill, Supervisor, Customer Accounts (20 years).

CLWYD staff were joined by husbands and wives as they received their long service awards from District Manager Doug Willacy. Left to right they are: Bill Foster, Joiner (30 years) and Mrs Foster; Tommy Hughes, Substation Attendant (30 years); Mrs Thomas; Mr Buckley with Pru Buckley, Clerical Supervisor (20 years); Frank Thomas, Shift Electrician (30 years); Doug Willacy; Bill Price, Linesman (30 years); Doreen



Jones, Clerk (20 years) and Mr Jones; Iain Baxter, Shift Electrician (20 years) and Mrs Baxter; John Davies, Joiner (30 years). Service received a 40 years award but is not pictured.

Staff reach a special milestone in their careers

CONGRATULATIONS to the following Manweb employees who have clocked up 20, 30 or 40 years' service during December and January.

40 years: Head Office - Richard Storer, Training and Development Administrator; Dee Valley - John Haynes, Craftsman Overhead Lines; Clwyd - Dick Evans 2nd Engineer, Network Services; Oswestry - Neville

Tincello, General Duties Assistant.

30 years: Head Office - Dennis Perrin, 1st Engineer, Civil Drawing; North Mersey - John McAvo, Driver, Transport; Mid Mersey - Alan Brown, Chargehand Meter Reader/Collector; Dee Valley - Michael Williams, Chargehand, Overhead Lines; Mid Cheshire - Geoff Taylor, Craftsman Overhead Lines,

Northwich: Clwyd - Vic Hoo-son, Mains Foreman, Mold; Brian Parry, Mains Foreman, Mold; Oswestry - Brian Thomas, Driver.

20 years: Head Office - Patrick Williams, Administrative Assistant; David West, Principal Assistant; Alan Taylor, Driver; Eifion Jenkins, Accountancy Manager; Margaret Jones, Clerk, Income; David Whitworth, Cler-

ical Assistant; Dee Valley - Keith Jones, Mechanical Fitter, Legacy; North Wirral - Joan Cooley, Sales Assistant (P/T) Wallasey Shop; Gwynedd - Richard Morris, Courier; Oswestry - Ron Anderson, Meter Operative; Ken Dyke, Craft Attendant, Jointing.

*In December's Contact we carried a report about long-serving Manweb staff, in which we

careers

congratulated Senior Engineer Jack Acklam, from Head Office, for having clocked up 30 years' service during November. Jack has asked us to point out that he took early retirement in April 1990 and therefore had not quite achieved 30 years' service.

Oswestry outing

THREE coaches were used to transport 120 retired Oswestry staff and their guests on an outing to the Albert Dock complex in Liverpool.

Because of the huge response, lunch had to be divided between North Mersey and Liverpool canteens, where excellent meals were provided.

Following the success of the Liverpool trip, a retired staff association is being formed. Notices have been sent to all retired employees in the District but anyone who has inadvertently been overlooked should contact the Oswestry Office Manager.

£1,000 boost

MANWEB is helping budding businesses in Runcorn and Widnes get off the ground with a £1,000 cash boost. For the fourth year running the company is sponsoring the local Business Link enterprise agency, which helps existing small firms and new businesses starting up in the area. The agency offers a free information and advice service and has helped thousands of clients since its launch over 10 years ago.

In store for a super prize

A £1,500 prize was in store for customer Mrs Clara Hunt when she came first in a competition to launch Manweb's new Chester Greyhound Park Superstore.

The top prize was in the form of £1,500 worth of kitchen appliances, with other winners receiving a Toshiba microwave, an Electra tumble dryer and a Sharp colour television.

Mrs Hunt and her husband are pictured (centre) toasting their success with Manweb Advertising Officer Christine Pighills and Superstore Manager Ian Johnson.



When action speaks louder than words

ABERYSTWYTH District Manager Terry Keenan decided that 'action would speak louder than words' when he was asked to sponsor a working party on Welsh language development.

He responded to the appeal by arranging for tutors from the nearby University College, Aberystwyth, to provide lessons for Manweb staff keen to either learn the language or improve their Welsh.

And Merseysider Terry was the first to enrol for the beginners' class!

He said: "Rather than donate money we decided to do something positive in this District to foster the use of the Welsh language, by encouraging our own staff to learn it."

"If people speak or write to us in Welsh, then that's how we should respond."

The evening classes are for complete beginners, for those who would like to improve their use of the spoken language and for those who would like to improve their written Welsh.

Terry added: "The lessons aren't compulsory and before deciding to go ahead with them we did carry out a survey among staff to find out how many were Welsh speakers and if they would be interested in attending classes. The response has been very good."



Caring for the elderly

THE growing need for care for the elderly brought great interest in a joint UTT and Commercial Energy Marketing seminar on Electricity in Nursing Homes.

The presentation, at Runcorn's Crest Hotel, was attended by over 100 delegates. These included builders, developers, architects and representatives from both local and health authorities as well as nursing home proprietors and housing association representatives.

In his introduction UTT's Technical Sales Development Manager Dr David Walker outlined the versatility of electricity in nursing homes, and, drawing on the Government's 'Caring for People' White Paper, indicated that care for the elderly and handicapped would account for a projected expenditure of over £3 thousand million each year.

He then handed over to Paul Janvier, Director of M&E Building Services Ltd, who spoke on ceiling heating.

UTT Environmental Engineer John Edwards next dealt with hot water services, covering important energy saving areas including trace heating.

Kevin Dorren from Delcomm Ltd addressed energy management, highlighting the versatile Smartstat system, followed by a case study of Hynd Construction's St Martins nursing home in Liverpool from District Sales Engineer Norman Studdart.

Commercial Sales Development Manager Chris Liddicoat then rounded off the formal proceedings with a summary and questions.

David Walker said: "The seminar was extremely well received, and we presented a range of electric options available in the nursing home field. There was tremendous interest, with many notes being taken, and questions asked!"

Pictured following the seminar are (L-R) Kevin Dorren, Chris Liddicoat, Norman Studdart, Paul Janvier, John Edwards and David Walker.

Electric seminar

ELECTRICITY in plastics and composites manufacture was the theme of a recent seminar organised by Manweb's Utilisation and Technology Transfer Unit. Held at Chester's Mollington Banastre Hotel, the half-day presentation featured prominent speakers in the field.

UTT's Technical Sales Development Manager Dr David Walker introduced the seminar.

The wide range of electrical technologies offer scope for improving existing processes and solutions to problems posed by new developments in plastics and composites.

Dr Graham Le Poidevin from the Electricity Research and Development Centre, Capenhurst, spoke on electrical technologies and their applications, and surface heating techniques were discussed by Clive Greswolde of Bray Lectroheat.

The final speaker was Howard Greenwood from Courtaulds Grafil Ltd., who dealt with carbon fibre manufacture.

The seminar marked a further success for UTT with over 50 people attending from various companies, including YKK at Runcorn, Cheshire-based Pilkington Reinforcement Ltd., and the CML Group Composites Division, Birkenhead.

District energy sales staff were also keen to learn about electrical technologies for the plastics industry and a lively question and answer session followed the seminar.

UTT Technology Transfer Engineer Robert James said: "We had a very positive response from all the guests with radio frequency heating drawing particular interest."

"We were successful in highlighting the applications of electrical technologies and showing their superiority to existing processes."

Reports by Graeme Cooper

PACKED with protein and calcium, cheese is one of the most nourishing foods available. It has as much protein and more calcium per ounce than many other main body-building foods.

MACARONI AND LEEK CHEESE BAKE

(serves six)

1½oz (40g) margarine; 2 tbs (130ml) oil; 4 leeks, trimmed, washed and sliced; 6oz (175g) short cut macaroni; 1½oz (40g) flour; 1 pint (600ml) milk; 2tsp (10ml) mustard powder; 8oz (225g) mature Cheddar cheese; salt and pepper; 2oz (50g) fresh white breadcrumbs.

Preheat the oven to 200f 400c mark 6. Heat the oil in a frying pan and cook the leeks for five minutes until soft but not brown. Set aside.

Boil a large pan of salted water and cook the macaroni according to the packet

Say cheese . . .

by Marj Scregg

instructions. Drain and keep warm.

Place the margarine, flour and milk in a saucepan and whisk continuously until the sauce thickens. Stir in the mustard powder, leeks, macaroni and 6oz (175g) of the cheese. Season to taste.

Spoon into a 2½ pint (1.7 litre) ovenproof dish. Top with breadcrumbs and bake for 15 minutes. Sprinkle with the remaining cheese and bake for five minutes. Serve immediately with salad.

TUNA AND COURGETTE LASAGNE

(serves four)

14oz (397g) can tomatoes; salt and freshly ground pep-

per; 2 cloves garlic, crushed; 1 onion, chopped; 8oz (225g) courgettes, sliced; 2tbsp cornflour; 7oz (200g) can tuna, drained; 4oz (100g) pre-cooked lasagne; 4oz (100g) English Cheddar cheese, grated; 1 pint (568ml) white sauce, coating consistency; tomato wedges and watercress to garnish.

Place tomatoes in a pan with seasoning, garlic, onion and courgettes. Bring to the boil and simmer for 10 minutes. Add blended cornflour and flaked tuna. Place half the mixture in the base of an ovenproof dish. Cover with half of the lasagne. Repeat layers.

Add 3oz (75g) cheese to the white sauce and season to

COOKING



taste. Pour the sauce over the lasagne, sprinkle with the remaining cheese and bake at 400f 200c mark 6 for 30 minutes. Serve garnished with tomato wedges and watercress.

LANCASHIRE FISH BAKE

(serves 4)

4 cod cutlets; salt and freshly ground pepper; 4 rashers bacon, chopped; 4oz (100g) Lancashire cheese, crumbled; 2oz (50g) fresh breadcrumbs.

Place cutlets in an ovenproof dish and season to taste. Mix together bacon, cheese and breadcrumbs. Sprinkle over the fish. Bake at 400f 200c mark 6 for 25

to 30 minutes. Serve with seasonal vegetables.

CRUNCHY CHEESE SALAD

(serves four)

6 sticks celery, washed and sliced; 2 red dessert apples, cored and chopped; 1tsp lemon juice; 2oz (50g) peanuts; 2oz (50g) sultanas; 1tsp parsley, chopped; 4oz (100g) English Cheddar cheese, cubed; 2tbsp natural yoghurt; 2tbsp mayonnaise.

Combine the celery, apples, lemon juice, peanuts, sultanas, parsley and cheese. Mix the yoghurt and mayonnaise until blended and spoon over the celery mixture. Mix well and chill.

FREE ADS

HOLIDAYS

Caravan - Towyn, near Rhyl, six-berth, two bedrooms, shower, fridge, fully fitted. From £75 per week. Tel: 0978 362615/352653.

Costa Del Sol - Benalmadena studio apartment, suitable for two or three people. Excellent pool and facilities. Shops and bars with entertainment nearby, 10 minute walk to beach. As advertised in Global and Sol holiday brochures. Tel: Joe Flanagan on 0244 41097.

Criccieth - North Wales, house overlooking village green. Sleeps six, CTV. Beach and shops two mins. Tel: 0766 522 614 (Ann Tudor).

France - B&B, H/B, caravans and camping. Tarnet Garrone region. Close to junction 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).

Pony Trekking - and farm holidays. Accompanied one hour to full-day treks for novices or experienced riders. Holiday cottages available. Self-catering, bed and breakfast or half board. Licensed 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 berth caravans with electricity, hot and cold 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. Contact C. Jones, 2 Meadow Drive, Porthmadog, tel. 0766 2519.

Algarve - Privately-owned villa set in large gardens in the Monchique Hills. Split level dining room, good kitchen facilities, utility room, two good-sized bedrooms, terraces with garden furniture. Panoramic views of the west coast 24 kms away. Swimming pool, maid service, food hamper provided. Flights arranged, tel: 0352 55090 or 074570 474.

Anglesey - Self catering and coarse fishing holidays. Two lakes on 15-acre site overlooking Snowdonia. Touring caravans and tents welcome. Brochure available, tel: 0248 713410.

Weston-super-Mare - Static caravan on farm. Six berth, separate double bedroom, shower, toilet, tv etc. All season price £70 per week. Tel: 0934 750 292.

Newquay - Cornwall, luxury caravans with shower, and economy vans. Colour tv, flush toilet etc. Pleasant site near town and beaches. Cleaned and main-

tained by owners. From £50 per week. Tel: 0637 876589 (Gill).

Spain - Luxury villa, three double bedrooms and two bathrooms. Private swimming pool. Quiet area "Calpe" Costa Blanca. Walled gardens, terraces etc. Five minutes from uncrowded beaches. Available from £150 per week. Tel: 0736 664177.

Dolgellau - Traditional farmhouse cottage set in a seven acre smallholding in Snowdonia National Park. Sleeps seven plus cot. Tastefully modernised, fully fitted kitchen inc. dishwasher and microwave. Storage heaters and large inglenook fireplace. Ample parking and grounds. Kennel for pet by arrangement. Easy access to mountains and sea. Beautiful scenery and walks. Prices from £100 to £220 per week/ Tel: 0341 423912.

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

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

Anglesey - Tal-y-Bont Cottages, Dwyran. Luxury cottages set in a 17-acre smallholding, 1 1/2 miles from shingle beach of Menai Straits and four miles from sandy beaches of Llandudwyn. Nature reserve, bird sanctuary, sea zoo, shops and restaurant nearby. Weekly prices - July/August £220, September 1 to 15 £180, September 16 to 30 £160, October £130. Tel: Deeside 819768.

Llandudno - Rosaire Private Hotel, family-run and situated in lovely garden area of town, yet close to all entertainment and shops with no hills to climb. Free car park. Tea/coffee facilities, some en-suite rooms available, excellent home cooking, served at separate tables. Tel: 0492 77677 or write for brochure to Mr and Mrs G. Evans, 2 St Seiriols Road, Llandudno, Gwynedd LI30 2YY.

Anglesey - B&B/Self-catering summer let. Secluded farmhouse with panoramic views of the Snowdonia range. Within 10 minutes of the main town Llangefni and sandy beaches. Idyllic for bird watchers. Tel: Bodogan (0407) 840038.

Snowdon - Quiet valley, modern flat with all facilities. Sleeps four. Beautiful views, free fishing. Contact Mrs A. Bohannon on 0286 85537.

South of France - Six-berth caravan to let on site with all amenities. Easy reach of Monaco, Monte Carlo, St Tropez etc. Some dates July and August. Tel: 0544 267579 after 6pm. ESI staff only.

Snowdonia - National Park, comfortable modern flat, all facilities. Sleeps four. Beautiful quiet valley six miles from Caernarfon. Close to shop and pub. Free fishing. Tel: 0286 85537.

Caravan - New 31', 6/7-berth, all mains services. Gas, electricity and colour tv included. Sited on Haven's Ty Mawr Holiday Park near Abergele (Dragon Award). Free entertainments, heated indoor swimming pool, family club, disco, children's Tiger Club etc. Near all major resorts. Tel: Chester 372860 for details. Families only, sorry no pets. Discount for Manweb employees and families.

Toomargoed, Rhyl - Take that break you've been promising yourself. Relax in a family hotel and enjoy good home cooking and fully licensed bar. Weekly rates for B&B and evening meal from £50, weekend or mid-week breaks from £30 per person. Ring Len or Sandy on 0745 334103 or 677 3003.

Sailing Holidays - Artemis. Comet's 850 (28ft) bareboat charter. Moody 37, bareboat or skippered charter. Corfu-based. Tuition available. Full inventory. Contact H.J. Hargrove on 0270 67556.

South West France - Country-side guest house D'Astros le Pin, Avullar, English hosts. Family, double or single rooms, B&B, half or full board. Water sports, swimming, golf, tennis and wine tasting nearby, open all year including Christmas. Special rates for ESI staff: 1. B&B prices for low season £11 per person (until March 31, 1991). 2. All confirmed bookings received before January 31, 1991 will benefit by the accommodation costs in peak season remaining at the 1989/90 price. Telephone David or Jenny Boniface on 010 33 63 95 95 20 or, for brochure only, 0428 723207.

Lanzarote - Playa Blanca, 1 Bed villa on small development with pool, bar, tennis court, luxury kitchen, lounge, private garden with BBQ. Available May and November. Tel: 051 336 8678.

North Wales - six berth caravan to let, fully equipped, £10 per day. Beautiful scenery. Tel: 049084 208 (Mrs R Evans).

FOR SALE

Trailer Tent - Conway, complete with awning and cooker. Fully waterproof and ready to use. Reluctant sale, £650. Tel. S. Lewis on 051-638 5581.

Speedboat - 14ft Simms Super V, 60hp. Mariner electric start engine, trailer, cover. Excellent condition. Ideal family ski boat, £2,295. Contact Neil on North Mersey int. ext. 2128 or 051-531 9197.

Keyboard - Yamaha PSR 37, 5 octaves, full-size keys, midi compatible, 100 pre-set voices, 24 rhythms. Excellent condition, £200 ono. Contact Sally Kennedy on HO int. ext 3481.

Bridesmaid dress - on-off shoulder, size 12/14, baby pink, £50. Contact E. Jones on 0286 870685.

Exercise bike - with rowing facility. Well-made, sturdy item. Cost £100 new, will accept £40 ono. Contact S. A. Gamble at Nantwich Shop, int. ext. 2350 or evenings 0270 668410.

Walking boots - Trionic Berghaus, size 6, worn only a few occasions. Dachstein boots, size 6, good condition, £25. Both pairs ideal for winter walking. Contact S. A. Gamble at Nantwich Shop, int. ext. 2350 or evenings 0270 668410.

CARS FOR SALE

Fiesta L - B reg, white. Average mileage, 10 months' MOT, very good condition. £2,600 ono. Contact J. H. Owen on 0286 2152.

Renault 5 - C reg, silver. Immaculate condition, 12 months' MOT, £1,995 ono. Contact Chris on HO int. ext. 2586 or Chester 335306 evenings.

Ford Escort XR3i - 1986, new shape. Rosso red, taxed and tested, factory fitted sunroof, digital radio, full alarm system, alloy wheels and anti-lock system fitted as extra. Immaculate throughout, £4,500 ono. Contact M. Harding on New Crane Street int. ext. 410, or home 0244 532159.

Astra - 1.6 GL, 1985. New shape, high spec, burgundy. Excellent condition, lower than average mileage. Lease car forces quick sale, £2,995. Contact Calum Kennedy on HO int. ext. 2801.

PROPERTY

Rossett - 10 mins Chester, large 4 bedroomed detached house, double garage, suite shower room, extended kitchen, £95,000 for quick sale. Contact Dave Quinn on North Wirral int. ext. 2348.

Halkyn - Detached stone cottage with outbuildings. Partly mod-

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ernised. Three bedrooms, double garage, workshop. Quiet rural setting but within easy reach of A55 Expressway. £90,000 ono. Telephone 0352 781362.

PERSONAL

Wedding videos - high class professional videos at low prices. Three copies including graphics and music. For further details contact Claire or Ian on 0978 855709 after 5 p.m.

CVs - written, prepared and produced, also minutes, reports and theses, all professionally undertaken by experienced freelance. Reasonable rates, telephone 0244 342538.

Wedding Photography - Capture the informal pictures of bride, groom, guests, etc. that the official photographer misses. Let me be your 'back-up' photographer on the special day. 80 7.5" x 5" photos chosen from 100, £70. Contact Ken Smyth on HO int. ext. 3207 for details.

LEISURE

Fishing Trips - and pleasure cruises aboard the DTI vessel 'Cerismar' out of Beaumaris, Anglesey. Wreck, reef and general fishing. Pleasure cruises to Puffin Island. Competitive prices from £35. Full time skipper/owner Dave Jones, 2nd Coxswain Beaumaris Lifeboat and member of the National Federation of Charter Skippers. Contact D. A. Jones on 0248 810746.

Sea Fishing - On board Miranda out of Holyhead, Anglesey. Deep sea, reef or wreck fishing. Trips arranged for 4 to 12 hours,

licensed and insured for parties of 12. Boat hire from £50. Rods, tackle and bait available. Contact Kevin Wright, Miranda Sea Angling, Mon Elan, Moelfre, Anglesey, Gwynedd, tel. 0248 88459.

Fly Fishery - Gweryd Lodge, Llanarmon-yn-Ial, Mold. Superb fly fishing on a great 122-acre lake. Boats for hire. Contact John Stowell on 08243 230.

Tennis - Liverpool Electric Supply Tennis Club welcomes new members, established or beginners. Club sessions Sunday am/pm and Wednesday evenings. League matches played midweek evenings. Contact Ken Rigby at Lister Drive, int. ext. 2170 or 051-254 1900.

Mountain Bikes - Top quality, made in USA by the largest American bicycle manufacturer - home of the mountain bike. Gents, two types available, both 18-speed, alloy rims, lifetime frame guarantee. One with Shimano index shifting gears, other type Shimano gears but not index shifting. Great colours, prices £220 and £295, 10% discount off these list prices to all Manweb employees. Contact Gareth Price on 0766 762451.

TUITION

Driving Lessons - Arnold Hughes, D.O.T., A.D.I., School of Motoring. Expert Tuition. Door to door service. Refresher and motorway lessons if requested. Discount for Manweb employees. Telephone Warrington 50178 or 39421.

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HAMBONE by Mike Flanagan



Weathering the storm

Special report by
Graeme Cooper

THE closing weeks of 1990 and the start of 1991 saw some of the worst weather since the winter of 1986/7.

It seemed that when there wasn't a gale blowing there was ice on the lines, and when trees weren't crashing into power lines salt spray, blown miles inland, was causing arcing and fires.

All districts were affected to a greater or lesser extent, but Gwynedd had more than its fair share of problems.

With the exposed Llyn Peninsula, Anglesey and rugged Snowdonia making up its area Gwynedd is no stranger to wild weather, but as Mains Manager Steve Wood recalls, the past months have been exceptionally severe.

"There were two really distinct periods of bad weather," he says. "During the blizzards there was very bad icing, with lines usually

the thickness of a finger icing to the width of an arm.

"The next major problems were caused by gales coating lines and insulators with salt spray. This acted as a conductor making them glow blue. We had numerous calls from the public reporting miles of line glowing.

"Some of the linesmen who've been here 40 years couldn't recall anything like it and there were problems as far inland as Dee Valley."

Line teams in Gwynedd worked through the worst of the weather, and the District Office in Caernarfon was often manned from the early hours, taking fault reports and dealing with enquiries from the public.

Steve Wood says: "The staff all did an excellent job, working long hours in appalling conditions to get our customers back on supply. They reported in on numerous occasions including Christmas Day during



Engineering staff at work in the District Office. Front: Clerk Janice Whitby and Supervisor Diane Powell. Back: Administrative Assistant Pauline Jones and 1st Engineer, Anglesey Section, Len Roberts.

the worst of the weather to help restore supplies."

Response

Criticism of the reliability of supply from Caernarfon MP Dafydd Wigley brought a response from the Chairman, who pointed out Manweb is spending up to six times more on maintaining and improving electricity supplies for customers in West Wales than in urban areas.

He also outlined the problems of supplying rural districts, which depend largely on overhead networks which are open to the elements,

with the weather accounting for about half the faults on the system, and more in times of severe weather.

However, with the costs of undergrounding lines about ten times greater than running them overhead and the difficulties of maintaining an underground network in a rural area the way ahead is through refurbishing and reinforcement in the most at risk areas.

Steve Wood says: "We are targeting our budget at where the work is most needed. The lines are divided into zones and we are calculating what needs to be done in each of these using a Manweb

designed computer package to interrogate the system.

"We're also looking at the type of failure, and from this information are implementing a programme of insulator and jumper replacement."

Upgrading the network inevitably means taking sections of the network out of service while work is done. However, Gwynedd District Manager Dick Owen and his section engineers have been explaining the work to local councillors, concerned about the combination of supply losses through faults and planned outages.

Investment

To keep the public informed about areas where work will be taking place a series of local press advertisements are to be run, featuring a distinctive shot of a linesman at work.

While no amount of work will guarantee the system against the worst of the weather investment to improve system performance is continuing. Refurbishment of Gwynedd's 11kV network is already in its second year, with 420 km of the district's 2,700 km already completed.

At the same time work on the low voltage network and services is being carried out, and this will be stepped up when the 11kV refurbishment is completed.

Pictures by
Max Cooksey



Linesman Mike Randall working at Nant Ffrancon in Snowdonia during the recent freezing weather.

Praise
for the
blizzard
busters

MANWEB staff who came to the rescue of East Midlands Electricity during the December blizzards have been praised for their efforts.

In a letter to Manweb Chairman Bryan Weston, the Chairman of East Midlands Electricity, John Harris, said: "We managed to escape the storms in the eighties but during the week of privatisation it was our turn to suffer and it is with great pleasure that I write to express my appreciation and thanks for the tremendous response from your Company during our recent supply emergency.

"At the height of the emergency we had over 800,000 customers affected, including 20 of our 70 132kV sites. Without your assistance, and that of other companies in the industry, we would have been unable to respond so quickly to the needs of our customers and restore their supplies within a week.

"It was particularly pleasing to see that the whole industry in the UK and Eire can pull together as a team when major problems arise."

Thanks

He added: "I would be pleased if you will pass on to all your staff involved my personal and sincere thanks for their efforts. I was impressed by the speed with which staff, materials and transport were organised and despatched to East Midlands, especially as we faced some of the worst weather conditions seen for 20 years."

And Gwynedd staff have also been sent a thank-you letter from Lord Bagot of Llithfaen, near Pwllheli, for the way they coped with the blizzards.

He said: "I am writing to express my appreciation of the way your engineers and linesmen kept the lights burning during the recent severe gales.

"I realise that to do this your staff had to deal with faults during the night in conditions that must have been very hazardous. A most impressive performance."

Crossword solution

Across: 1. Wealth, 4. Campus, 8. Disarm, 10. Dilate, 11. Naked, 12. Lima, 14. Anne, 15. Edelweiss, 17. Destroyer, 20. Roar, 21. Rash, 22. Bower, 24. Bunkum, 25. Roller, 26. Scythe, 27. Seance.

Down: 1. Waddle, 2. Assume, 3. Turn, 5. Acid, 6. Plains, 7. Skewer, 9. Maelstrom, 10. Developer, 13. Adder, 14. Aster, 16. Probes, 17. Dainty, 18. Raglan, 19. Charge, 22. Bush, 23. Rome.