

CONTACT

January 1970

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INTO THE 70's

Santa's in there somewhere with most of the children who attended the North Wirral District Christmas Party.



Party Time for the Children



Left: Happy smiles and lots of noise from the youngsters at the Head Office/Area 2/3 Christmas party, with a very tired Father Christmas right in the middle patiently waiting for his sleigh. *Below:* A beaming Debbie Parry as she receives her present from Santa.



Members of our Area 4 staff may be able to recognise their offsprings in this picture taken at the Christmas party.



THE STAFF
AND NORT

CON

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Editorial Staff

Keith Baldwin
John F. Perry
Sam Doughty

EDITORIAL

Pulling Together

THE START of a new year is traditionally a time for taking stock. Businesses do it. People do it - and often individuals try to improve their lives by making formal resolutions to do this, or to give up doing that.

For most people who work for MANWEB, the current period of reorganisation and upheaval is, in one way or another, a testing time. Some are having to tackle different responsibilities, in different locations. Some do not know exactly what the future will hold for them. But everyone, no matter what their sphere of work, is feeling the effects of the wind of change in some way.

Carrying through a major reorganisation in an enterprise as large and far-flung as ours is no easy task, and it is not possible to work out in advance cut-and-dried plans for every kind of situation which develops. The general line to be followed can be laid down, but each succeeding wave of change depends, to some extent, on the effects of those which have preceded it.

If it were possible to close MANWEB down for a time, the job of reorganisation would be greatly simplified. The lives of the millions of people we serve would, however, be complicated beyond belief. This is the penalty, and the privilege, of working for modern society's most vital industry.

The kernel of the problem, as the Chairman has more than once pointed out in answer to questions at staff conferences, is that of "keeping the shop open" while carrying through the reorganisation. If this is to be done, then demands over and above the norm will be placed on all of us at some stage or other.

Electricity supply has a deep-rooted tradition that the shop stays open whatever the circumstances. We have countless examples of electricity workers placing the maintenance and restoration of supplies above everything else, regardless of the worst that circumstances and Nature could do.

If this spirit continues to prevail during the current wave of change, another bright chapter in our story will have been written.

Remembering that everyone is being disturbed, and that we all have problems, let us resolve to make 1970 another year of solid advance and achievement for MANWEB. By the end of the year problems which now loom large will have faded to insignificance... Mind you - we'll probably have a new lot!

"In nearly every field of activity in which the electricity supply industry is engaged, MANWEB achieves results which are better than the average attained by all Britain's Area Electricity Boards," said the Deputy Chairman (Mr. D. G. Gwyn), speaking at the Annual Employees' Conference for Anglesey District staff, held at Llangefni recently.

In two particular fields, MANWEB is outstanding, said Mr. Gwyn. Our average price per unit for electricity sold to industry, as a group, was the lowest in the country, and our costs in the field of meter reading, billing and collecting were also Britain's lowest.

The general picture was very satisfactory, he said, but there was still ample room for further improvement and increased efficiency in every direction.

More than 100 people crowded the conference room for an enjoyable supper, to hear reports of the working of the LAC during the year, and to listen to the speakers.

Mr. K. Helliwell (Area Manager), gave a comprehensive report on the achievements of Area 4 during 1968-69, and quoted some striking

figures to illustrate the success of the Area staff in many directions, notably in the expansion of off-peak heating load.

Mr. Gwyn, who is Chairman of the industry's Central Computer Committee, went on to explain some of the complex problems, and the benefits which are expected to accrue, from the computerisation of various MANWEB activities. It became apparent that "going computer" was not the simple affair that some people, perhaps, had believed it to be.

Referring to the future reorganisation of MANWEB Districts, the Deputy Chairman said that Head Office did not pretend to know all the answers to every situation which would arise, and the recommendations and advice of the new principal District Officers would play a big part in shaping decisions on District matters.

During the Open Forum session, considerable interest was shown in the future application of Work Study and incentive payments in Anglesey.

Replying, Mr. Gwyn said that the carrying out of work study projects was a complicated and time-consuming affair, and it was not possible to introduce the same arrangements simultaneously in all parts of the Board's Area, as different work localities produced different problems and had to be considered individually.

It was expected that Work Study operations would begin in Anglesey after mid-summer of next year (1970), said Mr. Gwyn, adding that the training of Work Study personnel was itself a lengthy process.

Other matters raised during the Open Forum led to the involvement of all the principal Area Officers, before the meeting was brought to a close by Mr. A. R. Shaw (Anglesey District Manager), who was Chairman for the evening.

Members of the No. 16 Local Advisory Committee with the guest speaker at their 1969 Conference. *From left to right, back row:* Messrs. A. Bunton, A. M. Thomas, A. Rowlands, B. Smith, A. Williams, H. M. Williams and L. C. Jones. *Front row:* Miss Dilys Hughes, Mr. A. R. Shaw (*District Manager*), Mr. D. G. Gwyn (*Deputy Chairman*) and Mrs. Mabel Winterburn.



"Electricity moves into the 70's"

by Denis Dodds
(Chairman)

THE ELECTRICITY Supply Industry enters the 1970s continuing its attack on internal costs. During the last 21 years the Electricity Boards have achieved considerable success in this field. On the production side the Generating Board, despite temporary setbacks, have taken full advantage of advancing technology to reduce the costs of generation. MANWEB, for example, in the distribution sector, have improved techniques to such an extent that their costs in this field have been reduced by 20 per cent since 1948.

Security of the mains network in Merseyside and North Wales has never been better; the annual load factor on the system (*a measure of the effective use of capital*) has increased from 50 to 60 per cent; the number of employees per consumer (*a rough measure of productivity*) has been reduced by 25 per cent. These reductions are calculated in cash terms which ignore the fall in the value of money. In real terms the reduction is much greater.

These factors, coupled with the major technical innovations of the Generating Board have undoubtedly cushioned the impact of price increases arising from continuous inflation.

The Retail Price Index measures this inflation since 1948 at 120 per cent. In the same period the average price per unit in the MANWEB area has risen by only 57 per cent. Taking into account the fall in money values, a unit of electricity costs less now than it did in 1948. Customers' bills have of course got bigger but it is often forgotten that the average household now consumes almost four times as many units as in 1948. The price of electricity has risen, nevertheless, far less than the price of other commodities and services.

Risks and savings

This relative stability has been achieved in the face of heavy increases in external costs, particularly in the cost of fuel. There have been setbacks

along the way but these should not be interpreted as reversals of the tide of change. The Generating Board has sought to minimise the cost of the huge plant investment programmes of the last decade by concentrating investment on major conventional generating sets of 500-megawatts capacity and on an increasing number of nuclear powered generators. These decisions involved temporary risks which had to be weighed against great potential savings in the use of fuel and in capital investment.

Difficulties experienced at present with certain new generators and with some bolts in nuclear reactors, while disappointing, should not be allowed to obscure the benefits already secured and those which will be secured when these transitional problems have been overcome.

Such difficulties could of course have been avoided by installing smaller and less advanced generating units (in effect, by reverting to pre-war and immediate post-war technology) but, the cost of doing this would have been prohibitive in money and in the greater number of power stations required. Such a policy would also have deprived British electrical plant manufacturers of the ability to compete in world markets.

Should there be a consequent shortage of power capacity this winter, the Electricity Supply Industry may be criticised for taking these calculated risks. If so, it should be remembered that Britain is not alone in the design and construction of these new units and is not alone in experiencing transitional problems. The United States has, for example, had a similar experience but, there and in Britain the problems are gradually being overcome.

External costs

The greater part of the Electricity Supply Industry's costs arise externally and cannot be controlled from within. For example, out of the Generating Board's 1968-69 expenditure of £912-million, fuel costs (mainly coal) swallowed up £384-million (42 per cent). Depreciation, interest and rates payments absorbed a further £360-million leaving only some 18 per cent to cover controllable administrative and operating costs. In the distribution Boards the proportion of external costs is even higher.

Given stable fuel prices and a solution to the troubles affecting the latest generating plant, the recent downward trend announced in bulk supply costs would no doubt continue and the token price decreases announced by some Electricity Boards last Autumn might portend more general reductions. Recent events have, however, served to

emphasise the dangers of short-term over-optimism in our inflationary economy.

The increase in the pithead price of East Midlands coal, effective from October last, will add £7.5-million in a full year to the Generating Board's fuel bill. On top of this the Coal Board has now received Government approval to advance coal prices by a further 10 per cent from January 19th which will add £30-million per annum to the Generating Board's coal bill—an amount equivalent to the Generating Board's entire self-financing revenue balance for 1968-69

The corollary in terms of electricity prices is inescapable and most disappointing in view of the Electricity Industry's strong representations against the proposal and the efforts which Electricity is making to absorb its internal cost increases by greater technical efficiency, new and advanced management techniques and greater manpower productivity.

More Freedom Required

Nevertheless, Electricity Boards believe that they can be fully competitive in the 1970's,

when plant problems have been overcome, if they could be free to select for themselves the most economic fuel for generation and freed from external impositions such as the fuel oil tax (£12-million per annum) paid by electricity but not by gas. Conversely, if more coal (*and more expensive coal at that*) is to be used in power stations then it would seem essential for the whole and not only part, of the additional uneconomic burden to be met by the nation in general rather than by the user of electricity in particular. If it is not so met, substantial industrial consumers of electricity might well be induced to move to private generation with a cheaper fuel. A reaction of this kind, while understandable, would represent a serious mis-allocation and duplication of national power resources.

The purpose of the Electricity Boards is to provide power at the cheapest price consistent with their general obligations. Their 21-year record in this respect stands up well to critical examination. The Boards are prepared to meet competition on an equal basis and request only that they should be freed from artificial restraints upon their ability to do so.

THE MIDLAND BANK

have a new branch office situated on the ground floor in the Board's Head Office at Sealand Road, Chester.

All the normal banking facilities are offered to members of the MANWEB staff, the bank being open for business from 9.30 a.m. to 3.30 p.m. Monday to Friday.

The man in charge is **Mr. John D. Bennett** and he is assisted by the attractive **Miss Lynda J. Bamber.**

A Christmas Story

A couple of days before Christmas we received an urgent request from our friends in the North West Board to arrange to reconnect supply to a house in Knutsford. This was the home of a family who had been split up since last May and an effort at reconciliation was to be made on Christmas Day at their home.

The Men from MANWEB jumped to it and everything was "on" by the 24th.

We hope that the family concerned did get together and have now stayed together, and we say our 'Thank You' to the teams from NORWEB and MANWEB who made this possible by their active and immediate co-operation.

Dear Sir,

From the Secretary of the Royal Birkdale Golf Club (Southport) comes the following letter to **Mr. W. H. Isaacs** (*Acting D.C.E.*), referring to the provision of temporary supply for the staging of the Ryder Cup:

"I would like to take this opportunity to tell you how much we appreciate the magnificent help and co-operation we received from your Department . . . without the additional supply it would not have been possible to meet the needs of the Press, the Tented Village, the Banks and Prestige Pavilion and the many other requirements for electricity inseparable from an international event of this nature.



Mr. Dodds addresses the assembly.



Caernarvon District Annual Conference

Manweb Chairman as Guest Speaker

Well over a hundred people attended a very successful conference held a few weeks ago at a Caernarvon hotel. The meeting opened with a report of the work carried out by the No. 18 Local Advisory Committee, prepared and given by Mr. E. Griffiths, the Secretary. He was followed by Mr. K. Helliwell (*Manager, Area 4*) who summarised the information given in the Board's Annual Report. Then the main speaker for the evening, Mr. D. G. Dodds (*Chairman*) gave an interesting outline of the Board's reorganisation plans.

An "Open Forum" session followed with most questions answered by Mr. Dodds and Mr. Helliwell and by Mr. N. Maden (*Manager*), who was Chairman of the Conference, Mr. A. P. Whyte (*Chief Accountant*) and Mr. R. Stewart (*Commercial Officer, Area 4*).

◀ L.A.C. Secretary, Mr. E. Griffiths presents his Report.

SAFE DRIVERS

During the evening, Safe Driving Awards were presented to the District Staff. The full list of awards is as follows:

15-Year Brooch: Mr. E. Morris and Mr. A. M. Tyler, both from Caernarvon and Mr. J. E. Butterworth from Blaenau Ffestiniog.

Bar to 10-Year Medal: *Caernarvon*—Messrs. W. J. Hunt, W. T. Jones and R. I. Morris. *Bangor*—Messrs. G. Davies and I. Williams. *Blaenau Ffestiniog*—Messrs. D. G. Jones and J. T. Jones. *Pwllheli*—Messrs. J. S. Jones, R. E. Owen and J. C. Williams.

10-Year Medal: Mr. J. G. Roberts of Caernarvon.

Bar to 5-Year Medal: *Caernarvon*—Messrs. E. Phillips, A. K. Richardson and C. Williams. *Bangor*—Messrs. C. Hughes, E. Jones and J. D. Williams. *Blaenau Ffestiniog*—Messrs. O. Griffiths and T. L. Jones. *Pwllheli*—Messrs. A. Ll. Hughes, E. Jones and R. Williams.

5-Year Medal: *Caernarvon*—Messrs. O. Edwards and G. Evans. *Bangor*—Mr. H. I. Williams.

Diploma: *Caernarvon*—Messrs. R. Davies, J. C. Jones, R. D. Jones, T. W. Jones, W. B. Lloyd, E. H. Williams, F. Williams, O. C. Williams and R. J. Williams. *Bangor*—Mr. A. E.

Hewitt. *Blaenau Ffestiniog*—Messrs. A. C. Humphreys, G. Jones and G. Jones. *Pwllheli*—Messrs. A. Jones and L. Jones.

Exemption Certificates: *Bangor*—Mr. H. S. Roberts. *Blaenau Ffestiniog*—Mr. G. O. Evans. *Pwllheli*—Messrs. T. E. Jones and W. Williams.

Mr. Alex Tyler (*foreman*) left, receives his award from Mr. Dodds.



"THE GIRL FROM MANWEB 1970"

Keen competition in the final round

FROM SOUTHPORT to Dolgellau and from Crewe to Holyhead, young ladies employed by the Board entered for this year's "Girl from MANWEB" competition.

Of the original 42 entries, seven were selected to appear in the final round which was held at the new Administrative Centre in Chester just before Christmas. The judges awarded points for deportment, beauty, personality, dress sense and speech and when all the points were totted up—and rechecked—for it was a very close contest, the winner was declared as **MISS PEGGY FRANCIS**, a 24-year-old clerk from our Anglesey District Office at Llangefni.

Peggy, who lives at Fronheulos, Penrallt, Llangefni, is five foot eight inches tall, has blonde hair and green eyes. She has been engaged for about a year and lists dressmaking, swimming and dancing among her hobbies and pastimes. She has only been with the Board for the past twelve months. Prior to this she worked as an assistant students officer with the British Council in Bristol. Five years ago

OUR COVER PICTURE shows our new "Girl from MANWEB", Miss Peggy Francis crashing into the 1970 scene. As we go to press, she has already fulfilled her first official engagement and has got off to a flying start. We hope that all the members of the Board's staff will have the opportunity of meeting Peggy during her year of office.

A trio of lovelies. Our "Girls from MANWEB", from left to right, Miss Ann Semple (1969), Miss Peggy Francis (1970) and Mrs. Anne Harding, formerly Miss Anne Hall (1968).



Lovely smiles, even though they did not win. On the left is Miss Hilary Panting, the runner-up and on the right, Miss Gwenda Jones, who came third.

Peggy was employed by the South Western Electricity Board in Bristol.

Last year's "Girl from MANWEB" Miss Ann Semple from Liverpool handed over the "sash" and the duties to Peggy. **Runner-up**

Placed second in the contest, for the second year running, was **Miss Hilary Panting**, a 20-year-old clerical assistant with the Board's Work Study section based at Birkenhead.

Third place went to the petite **Miss Gwenda Jones**, a 21-year-old trainee sales demonstrator from our Whitechapel shop in Liverpool.

The four other finalists were **Miss Jean Brooks**, aged 18, who works as an accounts clerk in our District Offices at Southport, **Miss Linda Crofts**, aged 20, who until recently was the secretary to the Projects Engineer, **Miss Susan Moss**, aged 19, a trainee sales demonstrator with our Crewe District, and the youngest contestant, **Miss Jennifer Williams**, aged 18, who works as a clerk in the Revenue Section at Sealand Road.

Our four other
 lovelies who
 reached the final
 round in "The Girl
 from MANWEB—
 1970" competition.
 From left to right:
 Miss Jennifer
 Williams, an Area
 2/3 finalist,
 Miss Jean Brooks,
 an Area 1 winner,
 Miss Linda Crofts,
 another finalist
 from Area 2/3 and
 Miss Susan Moss, a
 winner from Area 4.



The judges with their final selection, from left to right: Mr. H. Evans (Chairman of the Merseyside and North Wales Electricity Consultative Council), Mrs. Mary Hignett, a model from Chester, Miss Peggy Francis ("The Girl from MANWEB 1970"), Miss Margaret Williams, a free lance journalist from Chester and Mr. M. M. Parker (Secretary and Solicitor, MANWEB).



SOUTHPORT CONFERENCE

Board Chairman talks of progress made in MANWEB'S reorganisation

MEMBERS of the Southport District staff covered by the No. 4 Local Advisory Committee got together recently at their annual Conference held in the Floral Hall on the Promenade.

Chairing the proceedings, Mr. H. Telfer (*Manager, Area 1*), welcomed everyone before going on to praise the work done by the members of the L.A.C., saying that what happened in Southport was the nearest approach to joint consultation that he had ever witnessed. He said that in Committee, everyone made their contribution in a most pleasant atmosphere. The various sub-committees were also very active and productive and the informal group meetings were proving most interesting.

Mr. Telfer then introduced Mr. W. H. Issacs (*Acting District Commercial Engineer*) who gave a resume on the work being carried out by the District Commercial Department. He quoted figures proving that more and more people were coming to MANWEB with their business. He reported on many successful electric central heating installations and closed with some stop-press news of a customer who had just ordered a complete electric kitchen at a cost of some £1,200!

Then Mr. J. Heaton (*District Engineer*) talked for a few minutes on aspects of the District

Engineering activities, illustrating his words with a number of slides dealing with the safety angles and items on fault incidents. He said that safety publicity was extremely effective in getting people safety conscious. He noted that fault incidence on the system and the general supply position had shown a remarkable improvement over the past few years.

Mr. Heaton then introduced the audience to a printed card which was designed for use by all members of the staff whenever they saw anyone working close to an area where there was a possibility of damage to a live cable - underground or overhead. The cards pointed out the dangers and a tear-off portion was returnable to the District Engineering office.

He then spent a few moments talking of the work done by the staff on the Pontin's Holiday Village at Ainsdale, again using colour slides to illustrate the progress made.

Active Co-operation

Thanking the two speakers for their very fine talks, Mr. Telfer commented on the active co-operation shown between the Commercial and Engineering departments in the District.

He then had the pleasant job of introducing Miss Ann Semple, 'The Girl from MANWEB', to the assembly. Ann, in lively mood, brought smiles to the faces of her audience as she re-

This very happy group of people, taken at the Southport District Employees' Meeting, are all members and former members of the MANWEB staff who were working in the Southport District on the nationalisation of the industry some 21 years ago.





Beauty parade at Southport. Some of the ladies of the District who attended the Conference. In the front row, second from the right, is Miss Ann Semple, "The Girl from MANWEB", and next to her, second from the left, is her mother, Mrs. Betty Semple, who once worked for the Board in our Whitechapel shop.

counted some of the interesting things which she had been doing during her year of office. She said that she had got to know the MANWEB area very well during her extensive travels.

By now everyone was ready to listen to the Chairman of the Board, Mr. D. G. Dodds, who began his talk by thanking the District staff for the work they had done during the past year.

He then went on to explain the general pattern of the Board's reorganisation, emphasising that many local aspects of it were in the nature of a "long-range weather forecast". It had been made clear, said Mr. Dodds, from the outset that the process of reorganisation was bound to be gradual. The first phase involved the construction of the new Administrative Centre at Chester with its computer complex. The new building was now nearly ready and the computer was about to become operational. The second phase would consist of the movement of staff from the present Head Office in Liverpool to the new building. This phase would be completed before Christmas.

The third phase would consist of the integration of the work at present carried out in Area offices with that of the new Head Office and the fourth, in the integration of work in the new Districts. These processes would occur at different times according to the nature of the activity concerned.

Take over in New Year

Early in the new year the senior district officers, designated for the new Districts, would take up their positions and form a new line of communication between the existing Districts and Area Offices. Changes affecting the present staff in Districts were by no means imminent and people could plan their summer holidays with confidence.

Mr. Dodds went on to explain that the integration of offices at all levels, which was the basic purpose of the reorganisation, did not necessarily affect the industrial staff.

The Board had, however, embarked, together with all other Boards in the country, upon work study of manual activities and this would require a study of manpower deployment in the new

Taking part in some arm bending exercises after the meeting we have, from left to right: Messrs. R. Hodge, K. Povey, N. Hart, W. Burke, J. Cox, G. Barton, E. Johnson and J. Myers.





The Chairman drives home a point during an informal discussion. From left to right: Messrs. J. P. Pritchard, H. Woods, K. F. Mitchell, L. Carson and D. G. Dodds.



Above: We don't know who cracked the joke but it seems to have been a good one. From left to right: Messrs. I. Ledson, D. S. Webb-Jones, V. K. Rigby, W. Wallwork and C. Arnold.

Below: Some of the Commercial staff with their Area Manager. From left to right: Messrs. H. J. Bird, W. H. Isaacs, W. Sutton, R. S. Harper and H. Telfer.



Districts. If these studies indicated the need to close any existing depots or to open new depots, the usual process of discussion and consultation would precede any change. No changes of any magnitude were in contemplation at the present time.

Mr. Dodds pointed out that the present organisation had served us well but that new technology and new techniques of management had emerged since then. There was an increasing need to exploit the advantages of computers as an aid to management and for increased economies of scale to contain rising costs. The MANWEB reorganisation was designed to achieve both of these objectives. Larger units of organisation would enable us to spread our resources, both material and human, more widely and effectively.

"All this is a very uncomfortable process," he said, "but this must be tolerated in view of the important objectives at stake."

In conclusion, Mr. Dodds said that it had always been the Board's policy to make announcements of any changes as early as possible and to hide nothing. He said that some questions, especially in detail, could not be answered at this time, but as soon as information was available, all the staff would get to know.

An appreciative audience applauded Mr. Dodds for his frank talk which cleared the air on a number of questions regarding the reorganisation as far as it affected the Southport District staff.

An 'Open Forum' session followed and another successful Southport Conference, planned and organised by Mr. J. Graham Glover (*District Senior Clerk*), was brought to an end as the staff adjourned to enjoy an excellent buffet supper.

On the 'social scene' following the Conference we have, from left to right: Messrs. D. Fazakerley, H. Reynolds, K. Winrow, J. Ashcroft, C. Reid and B. Sears.



A group of our Southport District meter readers get together for our cameraman. From left to right: Messrs. K. Howard, M. C. McBride, J. Lennon, F. Leeder and L. Rigby.

In addition to being colleagues at work, this group are all keen pigeon fanciers. From left to right we have, Messrs. M. Melvin, J. E. Gouldbourne, R. Hodge, J. Myers, T. Hodge, G. Mitchell and W. Staveley.



• • • •	Puzzle	Solution
<p>• • •</p> <p>• • •</p> <p>• •</p> <p>•</p> <p>'A'</p>	<p>Convert 'A' to 'B'</p> <p>by moving</p> <p>three</p> <p>dots</p>	
	<p>• • • •</p> <p>• • •</p> <p>• •</p> <p>•</p> <p>'B'</p>	

ST. HELENS DISTRICT CONFERENCE

Successful Year Reported

EXACTLY one hundred members of our St. Helens District staff attended the annual Conference which was again held at a town centre hotel.

Mr. H. R. Johnson (*District Commercial Engineer*), as Chairman of the No. 5 Local Advisory Committee, in summarising the District Report stressed the excellent work done by the Safety and Efficiency sub-committees, and also mentioned the great amount of sick-visiting which had been done on a voluntary basis during the past year. He congratulated Mr. G. E. H. Wheeler (*District Senior Clerk*) on his preparation of a full and detailed Report and for his efforts in organising the meeting.

Then the guest speaker for the evening, Mr. D. G. Gwyn (*Deputy Chairman*) rose to say a few words. In a very short space of time he managed to cover many subjects starting with a review of what the Board had achieved during the past financial year, using salient comparisons of our performance over other Boards.

Good Housekeeping

He explained how our revenue of £82 million—an 11.7 per cent increase over the previous year—had brought forth a surplus of some £3 million which had been invested in buildings and equipment so saving our need to borrow money on which we would have to pay high interest rates. He said that it was “good housekeeping” to avoid borrowing.

Mr. Gwyn went on to quote “off the cuff” figures which showed that MANWEB had put up quite a creditable performance in many fields of our activities—pointing out with some pride where our costs were among the lowest in the country.

He went on to say how pleased he was that

the Gas Board would benefit from the finds of natural gas. “This is a re-birth of the Gas Industry”, he commented, “and far from being a dying industry, it was now an intense competitor”. This was good news, he went on, in that we now had a real challenge and when faced with a challenge, the electricity industry always fought well.

Prospects Good

While not denying the Gas Board a chance to live, Mr. Gwyn said that our own prospects with nuclear energy were very good. Research into new power stations involving fast breeder nuclear reactors was very promising and should produce energy at exceptionally competitive costs. With this in mind, he assured his audience that they should not worry too much over North Sea Gas or even Cardigan Bay Gas, as we could still produce our product much cheaper.

He then talked for a while on the Board's re-organisation plans, explaining why it had been done and what steps had been taken.

He emphasised that any re-organisation within the Board would not necessarily involve industrial staff, but went on to say that Work Study projects would.

He closed his very informative speech with a few words on the new computer complex housed in the Sealand Road office block.

Then Safe Driving Awards were presented to members of the District staff by Chief Superintendent G. T. Cairns, M.B.E., of the Lancashire Constabulary, who later took the opportunity of addressing the audience with a short and entertaining talk.

The evening ended with a short ‘Open Forum’ session followed by a film show.

Some of the ladies who attended the Employees' Conference at St. Helens a few weeks ago.





Answering a point brought up in the "Any Questions" session is Mr. P. B. Henderson (*Deputy Secretary*). Also in the picture from left to right, are Messrs. R. D. Thomas, J. Fenney, J. W. Trimble and D. G. Gwyn.

The three pictures on the right, were taken by our roving cameraman during the Meeting.



Bottom right: Chief Superintendent G. T. Cairns, M.B.E., presents an award to Miss H. C. McFarlane as other award winners look on.

SAFE DRIVERS

25-Year Bronze Medal:

Mr. T. C. Coulshed.

Bar to 15-Year Brooch:

Mr. W. Isherwood.

15-Year Brooch:

Mr. F. Evans.

Bar to 10-Year Medal:

Messrs. T. C. Baines and N. Gabbott.

10-Year Medal:

Messrs. J. Glover, W. J. S. Leyland, C. McEwen, A. A. MacLeod and A. Sutton.

Bar to 5-Year Medal:

Messrs. T. B. Almond, J. Arstall, L. Case, P. B. Cookson, J. B. Edwards, A. D. Kenwright, L. R. McNelly and J. S. Millett.

Diploma:

Miss H. C. McFarlane, Messrs. J. Donoghue, J. R. Glover, J. Huyton, W. Lomax, A. R. Lovelady, F. A. Robinson, A. Smith and G. W. Wands.





INDUSTRIAL HEATING BY ELECTRICITY

Our picture, *above*, shows a section of the specialised exhibition which was staged a few weeks ago at the Board's Industrial Development Centre in Liverpool. All the most up-to-date, efficient and economic applications of electricity for industrial heating processes was demonstrated by a number of leading companies and MANWEB industrial heating specialists were also in attendance.

At the Electric Car Racing Association 1969 National Finals held in Birmingham a short time ago, **Mr. Graham L. Green** of our Southport District Drawing Office won Britain's highest Concours d'Elegance award with his entry of the Mercedes model which we described in the November issue of *Contact*.

BIRTHS

We offer our congratulations to:

Mr. Hubert Hughes and his wife **Mrs. Diana Hughes** on the birth of a daughter, **Sera Elizabeth**. Diana was until recently, the senior shop assistant at Pwllheli.

Mr. James Sawyer, a labourer at our Southport District and **Mrs. Sawyer**, on the birth of a daughter, **Linda Wendy**.

ENGAGEMENT

Best wishes for the future to **Miss Valerie Williams**, a shop assistant at Pwllheli and to **Mr. Alan Jones**, a school-teacher in Liverpool, who recently announced their engagement.

WE ARE THE CHAMPIONS

The successful cricket team from our Clwyd District who last year competed in the Rhyl Evening Cricket League and won the Consolation Knock-Out Cup competition. They also won the Trios Competition. Our picture shows Councillor **E. Davies** (*Vice-Chairman of Rhyl U.D.C.*) presenting the Cup to the victorious team who are, *from left to right*: Messrs. **P. Lewis**, **R. Wigley**, **R. Ball**, **J. Evans**, **P. Minshull**, **P. Espin** (*captain*), **W. Pendleton**, **R. Heywood**, **N. Whitworth**, **M. Hayes** and **D. Tompkinson**. It was most appropriate that Councillor Davies should present the Cup for he also works for MANWEB at the Rhyl Depot as a joiner!



PHILATELY

There are several known philatelists among the Board's staff and there are probably many more, unknown at the moment, who are hiding their collections in attics and cupboards at home.

With the move of staff to the new Administrative Centre at Sealand Road, there now seems to be an opportunity for our collectors and postal historians to get together and share their hobby and attract and encourage beginners.

The foundation of such a group would require the help of as many people as possible, and it would not matter whether they were experts or just starters. It is suggested therefore that a Club be formed, based at Sealand Road, but open to all members of the Board no matter where they live or work.

To get this venture off the ground, the first thing to do is call a meeting of all members of the staff who may be interested. If you are one of these, please get in touch with Mr. D. Lang Computer Section, at Sealand Road, as soon as you can.

Electricity Supply Sports and Social Club

BEAT DANCE

in the Thingwall Road Clubhouse
on Saturday, Feb. 14 (That's Valentine's!)

Tickets 6/-d each from

B. Pierrepont, *North District*

M. Cooper, *South District*

C. Lamb, *Central District*

N. Turner, *Head Office*



AT WILLS HALL, BRISTOL

This quartette of MANWEB staff were the lucky ones chosen to attend a Summer School course at Wills Hall, Bristol a short time ago. One of the guest speakers for the Course was Mr. J. Fisher, the Board's Deputy Chief Engineer. Our picture shows, Miss H. C. McFarlane (*Liverpool South*) and, from left to right: Messrs. J. Williams (*Legacy*), J. E. Phillips (*North Wirral*) and R. M. Atkinson (*Liverpool South*).

PRIZEWINNERS

Below we show some of the many winners of consolation prizes in the recent series of competitions sponsored by *The Liverpool Daily Post* in co-operation with MANWEB.



Above: Mr. A. R. Shaw (District Manager) presents Mrs. M. J. Williams of Amlwch Port with her consolation prize.

Below: District Commercial Engineer, Mr. R. G. Monk congratulates Mrs. A. Henderson of Widnes as he presents her with an electric convector.



Another consolation prizewinner Mrs. M. E. Owen of Colwyn Bay receives her gift from Mr. B. G. Baxter (District Commercial Engineer).





Main speaker for the evening at the recent Employees' Conference at Runcorn was Mr. L. J. Scudamore who is seen here addressing his audience.

Runcorn Staff Conference

THE introduction of Work Study into the Electricity Supply Industry was something completely new, said Mr. L. J. Scudamore, the Board's Management Services Officer, speaking at an employees' meeting organised by No. 8 Local Advisory Committee, and held at Runcorn. Because of this, it was necessary to bring in experts from outside to train members of the Board's staff in Work Study techniques and to get the project "off the ground".

Members of the Work Study team were recruited from a widely varied section of the MANWEB staff, and "observers" were appointed from amongst the industrial staff to see that fair play was done.

After outlining the reasons for the introduction of Work Study, Mr. Scudamore went on to describe how work measurement was carried out and how standard times were established.

Speaking about Productivity Payments, Mr. Scudamore said that the pay performance rating was obtained by comparing the standard times earned plus added allowances with the total hours worked, and this then determined how much bonus would be paid.

For example, bonus payments commenced at a

performance rate of 65%, and a performance of 65-69% would result in a payment of 3% over and above Schedule Salary, whilst a performance of 100% (i.e. Standard Performance) would increase the Schedule Salary by one third.

To illustrate performance attainment in general terms, Mr. Scudamore said it was reasonable to compare a 50% performance with someone ambling at 2 miles per hour, 75% with a steady 3 m.p.h. and 100% with a purposeful 4 m.p.h.

After work study schemes had been applied standard times could only be modified if methods were changed, or if it was shown there had been an error in calculation or if check studies, requested by either management or staff, showed the standard times to be incorrect. It was also pointed out that once a scheme was in operation it could be terminated by either Management or Staff by giving 60 days' notice and these clauses in the agreement provided necessary safeguards.

Mr. Scudamore added that it was hoped to begin work study operation in Runcorn some time in the Spring of 1970.

Other speakers during the course of the evening were Mr. R. G. Monk (*Chairman of the Committee*), who reported on the work of the L.A.C.

A cross section of the audience taken at the Runcorn Conference.



during the year, and Mr. J. W. Trimble (*Manager, Area 2/3*), who outlined the work of the Board and the Area during 1968/69.

An enjoyable dinner, and of course a lively "Question Time" session, dealing mainly with various aspects of Work Study and Bonus Payments, completed a successful and instructive occasion.

SAFE DRIVERS

At a special ceremony held a few weeks ago in a local hotel, members of the Runcorn District staff were presented with Safe Driving Awards by Mr. A. M. McIntosh, Assistant Chief Constable, East District Command.

Opening the proceedings, Mr. R. G. Monk, as Chairman of the No. 8 Local Advisory Committee, talked of transport as the conveyor belt of our industry and went on to congratulate all the men who had won awards, especially those who came along year after year.

He then introduced Assistant Chief Constable McIntosh to the assembly.

Mr. McIntosh began by saying that on occasions such as this, one had to be careful not to talk on road safety for he would obviously be preaching to the converted, for on looking down the list of awards "Many of you know more about road safety than I do".

He said that with the amount of traffic on the roads today it was very difficult for a driver to avoid a small dent, but the concern of the police was the high velocity accidents which occurred. He painted a vivid picture of the pain and misery evidenced at such accidents and went on to say that they were often appalled when on investigation it was found that it need not have happened if proper road care had been taken.

Mr. McIntosh said that he often wondered if

Some of the Runcorn Safe Drivers with Assistant Chief Constable A. M. McIntosh (*centre*) and his colleague Chief Superintendent Haig (*left*). Also in the front row we have, Mr. E. Mills (*District Engineer*), second left, Mr. R. G. Monk (*District Commercial Engineer*), second right, and Mr. J. Sherwin (*District Senior Clerk*), right.

all the propaganda pushed out through TV and posters was falling on deaf ears.

"Then we are invited to come along to an occasion like this and find that people do care, people such as yourselves," he continued. He said that people often thought that the police should be catching thieves and not persecuting drivers. "But I am sure," he went on, "that there is no one here who would not rather have all their personal possessions taken from them than lose a member of their family in an accident." He said that traffic legislation is enforced to protect life.

In closing, Mr. McIntosh said that the police and the 'safe drivers' were all trying to do the same thing—make the roads safe. He reminded his listeners that bad driving could be contagious but so could good driving.

After congratulating all the award winners, he thanked the maintenance crews who worked so hard in keeping the fleet of vehicles up to scratch.

The presentations were then made as follows:

15-Year Brooch: Messrs. E. A. Bold and A. M. Turner.

Oak Leaf Bar to 10-Year Medal: Messrs. W. Appleton, J. Clare, C. F. Oultram and R. Southern.

10-Year Medal: Mr. E. R. Fryer.

Bar to 5-Year Medal: Messrs. F. W. Bignall, H. Blythe, G. K. Hazelhurst, F. Nuttall, C. J. Osborne, L. M. Rigby, R. Vickerstaffe and T. Whitney.

5-Year Medal: Mr. L. Percival.

Diploma: Messrs. J. R. Antrobus, G. L. Bevan, J. B. Brassington, S. T. Dale, W. S. Grundy, E. Hough, A. E. Houghton, A. Hughes, W. T. Jones, D. K. Mason, R. Mullin, N. Ormson, A. A. Perry, G. Whitlow and G. A. Williams.





A hand for the sandmen from the East. Hazzibinin, left or right, and Mustaphaleak, right or left, caught in mid-dance.



The "Not-so-Dusty Sisters" during their close harmony singing act. The 38-45-38 girlies attracted much attention.

PARTY NIGHT AT NORTHWICH

Successful Fancy Dress Parade

Mr. G. Lewis, as Master of Ceremonies, calls on one of the prizewinners to receive their presentation from Mr. and Mrs. J. Fareham.



In a costume which proved most appropriate for the night, Merlin is flanked by two other competitors in the line up for the final judging.



A very successful Fancy Dress dance was arranged by the Sandiway House Sports and Social Club and held at the Memorial Hall, Northwich a few weeks ago.

The scene was aglow with the wide variety of colourful costumes—oriental ladies, fictional characters, and dress from the warmer climes. Prizes were awarded to Mrs. R. Brown (*South Sea Island girl*) and Mr. R. Osborne (*Friar Tuck*).

As *Miss Top of the Pops*, Mrs. M. Ellwood won the prize for the most original costume. A special prize went to Mr. R. Brown who dressed as *Merlin*, a most appropriate costume for Halloween.

Mr. J. Fareham (*Engineer, Area 2/3*) and his wife in judging the fancy dresses expressed their admiration for the ingenuity and originality shown by the contestants.

Later in the evening an Eastern couple "*Hazzibinin and Mustaphaleak*" (*alias Bill Copeman and John Swarbrick*) demonstrated the much neglected art of sand-dancing. The "*Not-so-Dusty Sisters*" then *bustily*



Some of the 'Fancy Dress' contestants in the grand parade.

rendered (*tore apart*) a song entitled "*Everyone wants to go to Heaven*".

It was slowly realised that the shapely mini-skirted dollies were none other than John Powell, Tony Thakray and David Williams.

The quintet of performers brought the entertainment spot to an end by miming and dancing to a record.

The more energetic members of the party then indulged in

bouncing around the dance floor on space hoppers in what proved to the spectators at least, a most amusing party game.

Master of ceremonies for the evening was Mr. G. Lewis and music was provided by the Blue Star Combo. Dancing continued until the early hours of the morning and the only spirits encountered during the hours of darkness were those taken from the bar!

"Who are the men behind the masks?" Your guess is as good as ours!





A section of the audience and the speakers Mr. Evans.



Mr. K. Helliwell. Mr. E. T. Peters.

EMPLOYEES' CONFERENCE AT WREXHAM

STAFF FROM our Area 4 Office and Wrexham District gathered together a few weeks ago to attend the Annual Conference organised by the No. 12 Local Advisory Committee.

After an excellent dinner, MANWEB Chairman Mr. D. G. Dodds addressed the staff before having to leave for another engagement in Liverpool. He spoke briefly regarding the re-organisation taking place within the Board with Head Office as the starting point. He said that as we took up residence at Sealand Road there would be a gradual absorption of Area work and while this was taking place, a start would be made on the new District set-up. He referred, in

addition, to the fusion of Chester and Wrexham Districts at Rhostyllen, and emphasised that all this would be a gradual process with nothing "sudden or dramatic".

Speaking to the industrial staff present, Mr. Dodds reminded them that the integration he had been referring to dealt primarily with office staffs. As far as industrial staff were concerned, he said that any re-grouping of the labour force in the new and enlarged Districts was not in any way imminent and would arise primarily, if at all, from the process of work study and work measurement now being carried out.

He concluded by saying that no-one knew all



Deep concentration as members of the staff listen to their Area Manager.



Sections of the interested audience at the Wrexham Conference.



the answers yet, and reiterated previous statements that there would be the usual degree of consultation before any local moves were made.

The Chairman then left the meeting.

Mr. E. T. Peters (*District Manager*), then addressed the assembly, beginning by welcoming the guest speaker, Mr. H. Evans (*Chairman of the Merseyside and North Wales Electricity Consultative Council*), Mr. M. M. Parker (*Board Secretary*) and Mr. J. W. Anderson, the District Industrial Relations Officer for the Electricity Council. He also had a special word of welcome for the group of retired employees who had come along to meet again some of their former colleagues.

Purpose of L.A.C.

Mr. Peters reminded the audience that the purpose of the Local Advisory Committees was to foster the interest of all the staff and he had no doubts that members of the No. 12 Committee had succeeded in doing just this. He went on to thank the Area 4 Senior Officers who had gone along to add their support. Finally he thanked Mr. Eifion Jones, the Committee Secretary for preparing such an excellent Report and he asked members of the staff to show their appreciation for his efforts by taking their copy home and reading it.

Then Mr. K. Helliwell (*Manager, Area 4*) rose

to review the year's work, by reference to the Board's Annual Report. He quoted figures which emphasised the rapid progress which had been made, and praised the achievements of the staff in Wrexham District.

After this short but informative talk, the guest speaker for the evening, Mr. Evans spoke to the assembly on the work carried out by the Electricity Consultative Council in this area. He began by explaining the need for such a Council and spoke about the liaison between the Council and the Board. He said that each Council was made up of some 30 members plus a Chairman. About half of these were members of local authorities and the remainder represented agriculture, commerce and industry and the general interests of consumers. Women's organisations were also represented.

He said that the Council was not just a form of machinery for dealing with consumers' complaints - this was only a secondary role - but it was their primary concern to consult with the Board. He went on to say that if this was done successfully all the time, then there would be no need for anyone to complain. Mr. Evans said that he looked upon the Consultative Council as partners with the Board in running the industry.

The meeting was then brought to a close with a short "Any Questions" session.



Central District: *From left to right:* Mr. F. Jackson, Mr. J. Collins, Mr. T. H. Gordon, Mrs. Gordon, Mrs. Walls, Mr. A. Walls and Mr. H. C. Speechley.

AREA ONE LONG SERVICE AWARDS

Presentations by Area Manager Mr. H. Telfer

Southport District: *From left to right, standing:* Messrs. H. Southwood, J. Rimmer and W. J. Osbaldeston. *Seated:* Mrs. Southwood, Mrs. Rimmer and Mrs. Osbaldeston.



North District: *From left to right, standing:* Messrs. R. Moore, J. Williamson, G. F. Milne and H. W. Hilton. *Seated:* Mrs. Moore, Mrs. Williamson and Mrs. Milne.



South District: *From left to right, standing:* Messrs. H. G. McCormick, J. C. Evans, C. N. Preston and D. Murray. *Seated:* Mrs. McCormick, Mrs. Evans, Mrs. M. Jackson and Mrs. Murray.

Area Office: *From left to right, standing:* Mr. C. E. Ellis, Mrs. Mawdesley and Mrs. Brown. *Centre row:* Mr. W. Rae, Mrs. Rae, Mrs. Hignett, Mr. D. M. Hignett, Mr. H. G. Mawdsley, Mr. F. R. Ellis and Mr. E. Hewitt. *Front row:* Mr. R. R. McDonnell, Mr. F. R. Brown, Mr. P. W. Watson, Mr. H. Telfer (Area Manager), Mrs. M. F. Totten, Mrs. Kay and Mr. S. A. Kay. (Miss V. Whyte was unable to attend the ceremony).





Mr. T. C. Griffiths, left, and Mr. A. F. Jones, centre, after receiving their awards from the Board Chairman, Mr. D. G. Dodds, right.

LONG SERVICE PRESENTATIONS AT RHOSTYLLLEN



Awards were presented to this husband and wife team, Mr. G. H. Bowen and Mrs. M. Bowen from the Clwyd District.

Some of the Area 4 staff, recipients of Long Service Awards, with their wives and families.



45 Years: Messrs. T. C. Griffiths (*meter reader/collector*), A. F. Jones (*foreman joiner*) and W. Wright (*storekeeper*) all from Conway Valley District.

35 Years: Area Office: Messrs. I. H. Abel (*senior stores assistant*), E. Corfield (*2nd assistant engineer—Construction*), F. Owen (*senior assistant, clerical*) and W. H. L. Walton (*sales controller*). Crewe District: Miss G. Baxendale (*saleswoman*), Messrs. J. Ikin (*mains foreman*), R. Maden (*chargehand joiner*), J. Pilbury (*joiner's mate*), J. B. Thomas (*foreman*) and J. A. Winchester (*District Manager*). Wrexham District: Messrs. W. N. Forrett (*installation inspector*), A. Holmes (*electrician*), H. Williams (*installation inspector*) and J. Williams (*consumers' engineer*). Clwyd District: Mrs. M. Bowen (*clerk*), Messrs. G. H. Bowen (*assistant section engineer*), O. George (*consumers' engineer*), E. J. Grosse (*consumers' engineer*), L. H. Jones (*foreman—engineering*) and W. Taylor (*foreman joiner*). Conway Valley District: Messrs. E. I. Hunt (*shop supervisor*) and R. Jones (*chargehand linesman*). Caernarvon District: Messrs. G. E. Ellis (*clerical assistant*), R. R. Evans (*assistant consumers' engineer*), E. T. Hughes (*foreman linesman*), W. J. Hunt (*chargehand meter reader/collector*), R. O. Jones (*clerical assistant*), N. Maden (*District Manager*), A. K. Richardson (*foreman joiner*) and T. V. Williams (*foreman linesman*). Anglesey District: Mr. B. Smith (*foreman linesman*). Aberystwyth District: Mr. W. J. Davies (*public lighting attendant*).

25 Years: Area Office: Messrs. C. Jones (*2nd assistant engineer—Planning*) and Mr. J. E. Oung (*nd assistant engineer—Planning*). Wrexham District: Messrs. A. Jones (*section engineer*) and C. Jones (*electrician*). Clwyd District: Mr. A. M. Birtles (*joiner*). Conway Valley District: Mr. B. M. Thomas (*electrician*). Caernarvon District: Messrs. S. A. Leech (*painter*) and G. W. Roberts (*driver*).

STUDENTS' CONFERENCE IN LIVERPOOL

Just before Christmas, 135 engineering trainees and engineers who had recently completed their training, held their annual get-together in Liverpool. During the morning session they listened to an interesting talk given by Mr. W. Connor, B.A., a Lecturer in Psychology at the University of Liverpool.

After lunch, awards, indentures and certificates were presented to students by Mr. M. M. Parker, the Board's Secretary and Solicitor, who was deputising for Mr. D. G. Dodds (*Chairman*) who had been taken ill.

The assembly then heard another enlightening talk, this time given by Mr. R. Whitehead, B.Sc., a Lecturer in Physical Chemistry at Salford University.

The Conference was arranged and organised by Mr. L. T. Broughton (senior assistant) of the Education and Training Department.

PHOTOGRAPHS. Our cameraman was at the Conference and took some excellent pictures. Unfortunately a boob in the developing process wiped the negatives clean. Sorry!

WARM-AIR HOMES

Warm air heating by the "Electricaire" method has been installed by our Liverpool South District for the Whiston Rural District Council in six new flats, designed for occupation by elderly people, in Warburton Hey, Rainhill Road, Rainhill.

This is the Council's first venture into the electric warm-air heating field, and to enable precise details of electricity usage to be recorded for future guidance, the Board are co-operating by installing special metering equipment in each flat.

This equipment will provide accurate information on running costs, not only for the heating system, but also for cooking, water-heating, and general use. Mr. R. I. Jowett (*District Commercial Engineer*), will supply Mr. A. J. Bebbington, the Engineer and Surveyor to the Council, with a monthly bulletin of information on running costs.

The flats each consist of hall, lounge, kitchen, bedroom and bathroom. A great advantage of the "Electricaire" system, which can be automatically controlled by programmers and thermostats, is that the old folk will be able just to "set it and forget it". They will, of course, be using half-price electricity taken at night-time.

Members and officials from the Prescott Council joined their Whiston Council colleagues on a recent visit to the flats to see the system for themselves.

The awards presented were as follows:

Student Certificates: Messrs. C. M. Arnold, R. C. Austin, P. E. Baker, A. J. Bishop, R. A. Burt, J. J. Crawford, M. Crowther, P. L. J. Davies, A. Elson, D. Evans, J. Ford, A. S. Fowler, P. Frodsham, R. S. Glover, S. J. Hargreave, A. H. Jones, J. H. R. Jones, C. Kavanagh, R. Lee, P. R. Lomas, G. W. Owen, I. D. Parkinson, E. Prytherch, E. R. Roberts, F. H. Roberts, G. V. Roberts, S. T. Smith, D. J. Tinsley, J. V. Turner, C. A. Warbis, W. Warbrook, M. Williamson and D. Wood.

Technical Staff Trainee Certificates: Messrs. P. R. Bowman, A. S. Jones, D. Jones, K. R. Roughley and P. L. Wade.

Graduate Certificates: Messrs. J. A. Hesketh and J. E. Roberts.

Study Prizes (Senior): Messrs. A. S. Jones, P. E. Baker, P. R. Bowman, R. Burrows, R. E. Dawson, D. Fisher, R. S. Glover, J. M. Kelley, R. Pendleton and F. H. Roberts.

Study Prizes (Junior): Messrs. P. W. Jones, P. Kehoc, P. E. Milne, K. White, P. J. Windsor, I. D. Basford, A. W. Bunnell, J. T. Hampson, E. Hughes and R. Strzalkowski.

INCOMING MAIL

Mr. M. M. Parker, Board Secretary, recently received a letter from another well-known MANWEB personality, now retired—*Mr. S. C. Harling*, former Area 2 Manager.

Mr. Harling's former colleagues and friends will be interested to hear that he is "getting through a lot of work" at his home at Bull Bay, Anglesey.

He writes: "*I have got well advanced in landscaping the extra quarter-acre of land we bought, including clearing some seven tons of earth off the natural rockery, surfacing the drive and building a dwarf stone wall some 50-ft. long. In addition I pulled down 20-ft. of old dry stone wall and rebuilt with mortar, mixed and laid 740-ft. of concrete kerb and 250 paving stones. My next job is to lay ten tons of slate crazy paving . . . in between I have planted some two dozen more trees and raised about 60 shrubs and roses from cuttings . . .*"

Does anyone, thinking perhaps that retirement means a life of rest and ease, begin to feel tired . . . ?



MEMBERS OF THE ELECTRICITY SUPPLY INDUSTRY TRAINING BOARD VISIT HOYLAKE

* * *

Discussing work in progress we see, from left to right, Mr. R. Slack (principal assistant, Education and Training), Mr. W. J. Mansell (Principal Lecturer, Reading College of Technology), Mr. J. R. Foster (Amalgamated Union of Engineering and Foundry Workers) and Mr. H. H. Gittins (Electrical, Electronic and Telecommunication Union/Plumbing Trades Union).

Mr. W. J. Biggin, left (General and Municipal Workers' Union) talks to a member of the staff undergoing training as Mr. S. Duckers, in white coat, chats to Mr. M. M. Parker (Secretary and Solicitor).

MANWEB Education and Training Officer, Mr. J. L. W. Ladner, left, explains a point about the work being done by a member of the engineering staff to Mr. M. Skinner, Secretary to the Electricity Supply Industry Training Board.





CHESTER SPORTS AND SOCIAL CLUB

Annual Buffet Dance

On this page we reproduce some of the scenes at the Annual Buffet Dance organised by the Area 2/3 Sports and Social Club a few weeks ago. Some 130 members and friends attended and a very enjoyable time was had by one and all.



Welshpool Staff Party



A happy band of some 60 people, members of our Welshpool mains and commercial staff, together with their wives and friends, attended the annual party which was held in the Cain Valley Hotel in Llanfyllin just before Christmas.

This proved to be one of the most successful functions ever staged for our colleagues in Welshpool thanks to the excellent arrangements made by Mr. Denzil Ellis, section engineer.

Following a well-cooked seasonal dinner, games and dancing went on for over three hours, during which a number of competitions were enjoyed by one and all, especially the prizewinners, Mrs. Ron Pierce, Mrs. M. Evans, Mrs. Emrys Morris and Mr. Roy Evans.



Above: A 'good luck' toast from Mr. R. Bui and Mr. Bob Hughes.

Below: Bob Hughes again, this time with Mr. Tom Rogers, from the ranks of the retired.



Mr. W. E. Phillips (foreman) joins in the fun with some of the ladies.



Mr. R. A. Newby, Mr. S. Warburton and Mr. Ron Pierce with Miss Nita Webb, Mrs. Warburton and Mrs. Pierce.



Above: Mr. and Mrs. Denzil Ellis and their party.

Below: Some more of the Welshpool staff with their wives and friends.



FAREWELLS

45 years' service, by Mr. T. A. Maguire (*District Engineer*).

Expressing his thanks, Mr. Wright pointed out that the watch was a ladies' model—a richly deserved present for his wife, in appreciation of the way she had looked after him during his long service.

MOVES TO I.C.I.

Mr. D. Williams, 4th assistant construction engineer at Sandiway House, has left MANWEB to take up an electrical engineering post with I.C.I. at Runcorn.

Mr. Williams, who joined MANWEB as a graduate trainee in 1964, was presented with a set of brandy glasses, on behalf of his friends, by Mr. J. Fareham (*Area Engineer*).

FAMILY CALLS

After nearly 13 years' service with MANWEB Mrs. H. M. Short, the popular telephone operator at Chester District Office, has left the staff to devote herself to caring for her adopted baby.

On behalf of her colleagues she was presented with a chair and a pouffe.

LEAVES MARSH LANE

Mr. P. G. Walker, assistant section engineer, Liverpool North District, has left to go into the family business at Oswestry.

He was presented with a fan heater by Mr. A. W. Hawley (*District Engineer*).

MOVES TO PORT SUNLIGHT

After ten years' service with the Board, Mr. David Hoey, draughtsman at North Wirral District Office, has left to join the staff of Unilever at Port Sunlight.

Mr. Hoey, who is a keen photographer and rambler, was presented with a case of drawing instruments on behalf of his colleagues.



Mrs. Duckenfield with her father, Mr. Wright.

DOUBLE DATE

A father and daughter figured in a double presentation ceremony at our Conway Valley District Office recently.

On leaving to take up a post with the Caernarvonshire Education Authority at a Llandudno school for handicapped children, Mrs. B. M. Duckenfield, a clerk in the District Office, was presented with a cigarette lighter on behalf of her colleagues by Mr. G. D. Cooksley (*Admin. Officer-designate*).

Mrs. Duckenfield originally joined MANWEB in 1949, left to get married in 1957 and returned in 1964.

* * *

Immediately afterwards her father, Mr. William Wright (*storekeeper, Colwyn Bay*), was presented with a gold wristlet watch, to mark



Mr. Hoey, (*centre right*), receives a farewell gift from Mr. R. H. Morley (*District Engineer*), on behalf of his many friends and colleagues in the North Wirral District.

Double Departure from Mold

Mr. A. BURDETT

Mr. Alan Burdett, a popular member of the staff at our Mold shop, left the service of the Board recently to take up an appointment with Morphy Richards.

Alan, who was highly thought of by both customers and staff, was presented with a pen and other gifts by Mr. J. Hogg (consumers' engineer). On behalf of his friends, Mr. Hogg wished him every success in his new post.

Replying, Alan thanked Mr. Hogg and all his colleagues for the help and friendship shown to him while working at Mold. But for this, he added, "it would probably have been the bread-line years ago!" The helpfulness shown by everyone made saying "farewell" very difficult.

Mr. K. HACKNEY

When Mr. Keith Hackney, the very popular Mold section engineer, left the MANWEB staff recently to go to live and work in New Zealand, Mr. I. B. Morris (District Engineer), presented him with two shavers—one to

run off the New Zealand mains, and the other suitable for use in the "bush".

Mr. Morris recalled Mr. Hackney coming to work with him as a student, and added that he had followed his progress

with great interest. He wished Mr. Hackney and his family happiness and success in living—and helping to improve and maintain electricity supplies—at the other end of the world. Mrs. Hackney was presented with a bouquet.

Most of the members of the staff from our Denbigh Road Mold depot turned out to say their farewells to Mr. Keith Hackney, centre left, front row, and Mrs. Hackney, holding bouquet, prior to their leaving for New Zealand.



Mr. Alan Burdett, left, receives his parting gift from Mr. J. Hogg.



RETIREMENTS

Mr. J. FAREHAM

A well-known and respected figure throughout the MANWEB organisation, and in Area 2/3 in particular, left our ranks recently with the retirement of Mr. J.



Fareham, Area 2/3 Engineer.

Mr. Fareham began his career in 1923 at Haworth Main Colliery, and then spent many years with Doncaster Corporation Electricity Department, holding posts of increasing responsibility. He later saw service with Battersea Borough Council and Warrington Corporation, and the British Electricity Authority, becoming Technical Engineer with MANWEB's Area 2 in 1949.

In 1960 Mr. Fareham became Area 2 Engineer, and took over as Area Engineer when Areas 2 and 3 were amalgamated.

At a ceremony at Sandiway House, Mr. Fareham was presented with a tape recorder by Mr. J. W. Trimble (*Area Manager*).

Expressing thanks, Mr. Fareham said he was looking forward to his retirement, and to continuing to take an active

interest in local affairs as a member of the Rural Council.

On a cold, murky January morning, a member of the *Contact* staff gave Mr. and Mrs. Fareham a lift down to Liverpool docks from the city centre—en route for a well-deserved holiday in the sunny Canary Islands. We hope they had an enjoyable time!

Mr. G. ANDERSON

After 46 years' service to the industry, Mr. G. Anderson, a substation attendant at Kirkby Grid, retired recently.

On behalf of his many friends he was presented with a convector heater and a cigarette lighter by Mr. A. W. Hawley (*District Engineer*).

Several colleagues took the opportunity to pay tribute to Mr. Anderson's long and loyal service and good fellowship over the years.

ANGLESEY SAFE DRIVERS

At a special ceremony held at Llangefni a short time ago, Mr. K. Helliwell (Manager, Area 4) presented Safe Driving Awards to members of our Anglesey District staff. It was rather unfortunate that owing to sickness, a number of men were unable to be present to receive their presentations.

The full list of the awards is as follows:

15-year Brooch: Mr. Lewis Hughes.

Oak Leaf Bar to 10-Year Medal: Messrs. John M. Owen and William Owen.

10-Year Medal: Mr. John Evans.

Bar to 5-Year Medal: Messrs. John H. Davies, Ivor W. Thomas, John Williams and William G. Williams.

Diploma: Messrs. Arfon Jones, Frederick J. Keen, Snr., Owen R. Pritchard, Llewelyn Roberts and William H. Williams.

Exemption Certificate: Mr. Hughie Thomas.

Some of the Anglesey District Safe Drivers who received awards. *From left to right:* Messrs. W. Owen, F. J. Keen, Snr., K. Helliwell (*Manager, Area 4*), J. Williams, I. Thomas, A. R. Shaw (*District Manager*), L. C. Jones (*District Senior Clerk*), A. Jones, J. Davies and Llew Roberts.

