

"KNOCK, KNOCK —who's there?"

THAT delightful actress Thora Hird has joined with MANWEB again, to make a video to help old folk. This time it is to prevent the senior citizens of society from being the victims of doorstep crime.

The callous "conmen" do not have to break into homes nowadays—they just knock on the door and are invited in!

Every day, in police forces throughout the country, countless stories can be told of heartless burglars tricking their way into old people's homes.

Now a video entitled *Knock, Knock—Who's There?* has been produced. In it, Thora and several victims of cruel "conmen" explain how to prevent

being taken-in by the doorstep criminals.

MANWEB, Norweb, British Gas and North West Water, plus the five police authorities in the North West, have sponsored the video. It was launched in Manchester by Greater Manchester Police Chief Constable James Anderton, in December.

Manchester Chief Constable James Anderton launches the video *Knock, Knock—Who's There?* sharing the platform with MANWEB Financial Director John Roberts, left



—it's Thora and
MANWEB helping
to prevent crime
against the old

He commented: "I would like to thank the public utilities for their support in helping in the eradication of this nasty sort of crime. I think that Thora Hird is the perfect choice for getting our message across."

Sharing the platform at the launch of the video was MANWEB Financial Director John Roberts. He was concerned about the despicable criminal who, he said, "... was preying on the vulnerable members of society". He added: "All MANWEB staff who deal with the public carry identity cards, and I urge the public to insist on seeing them."

Mr. Roberts agreed with the Chief Constable that Thora Hird was the right choice. Together with Norweb, MANWEB had produced a video *Warmth For Life*, in which Thora warned of the dangers of hypothermia, and how to combat it. He said: "MANWEB and our colleagues in Norweb are delighted to be associated in helping to fund this video, which will help the elderly to be more secure in their homes."

Copies of the video are available from Merseyside, Cheshire, Greater Manchester, Cumbria and Lancashire Police. A copy will also be available in all MANWEB District Offices.

THE standard of the entries for the 1987 'CONTACT' Photographic Competition was very high for colour prints and transparencies. However, judges Mike Hall, MANWEB chief photographer, and George Green, *Evening Leader* staff photographer based at Mold, were both disappointed with the small entry of black and white pictures, and declined to select a winner from seven pictures.

George Green said: "After seeing so many good pictures in the other groups which did not get into the prizes, it would not be fair to give a prize to one of these."

Mike Hall agreed. They were also in agreement that the overall winner as the "Best Picture in the Competition" should be retired member of Gwynedd District Myfyr Jones, who was originally in the Financial section at Llangefni, Anglesey, but who took ill-health retirement from Caernarfon in 1975.

BEST OF A GOOD BUNCH

Contact Photo Contest

"It is a difficult picture to take and get right. It is back-lit; it has good composition; and the colours are superb. It has been taken at a slight angle, which gives it movement, and it captures the carnival atmosphere," commented Mike Hall. "The 'electric' content is a bonus."

The winners and runners-up in the sections are listed and shown on the back page.

BEST PICTURE FROM THE WHOLE ENTRY

"Spalding goes electric" wins £30 for Myfyr Jones, Gwynedd District (retired)



The Bargain Hunters

PUBLIC SPEAKING COMPETITION

Speak up for yourself and MANWEB



MANWEB employees under the age of 35 on 30th April, 1988, are invited to enter the MANWEB area public speaking competitions—there is one for the men and one for the ladies.

First prize is £50 for each competition. Both winners go forward to the national final, to be held in London. This means a stay at a top hotel in the capital for two nights.

Runners-up receive £40 each, but there are no real losers, as all competitors benefit from the experience of addressing a live audience.

This is your chance for you to develop your self-confidence and your powers of expression. Some day you may have to speak at a wedding, propose a vote of thanks, just "say a few words" or make a full-blown speech.

Learn by experience to plan what to say and how to say it. There will be coaching and practice sessions, so there is no need for you to be completely on your own.

Watch your notice-board for your local contact—they will help you to complete your entry form and advise on the choice of subject for your 15-minute talk. Closing date for entries: 29th February, 1988.

This competition is open to all MANWEB employees

GO ON—HAVE A GO!

YOU HAVE NOTHING TO LOSE AND EVERYTHING TO GAIN



The Great Queensferry Sale we advertised in November 'CONTACT' certainly brought a large number of takers. Our pictures show the queue outside and the scenes inside the warehouse, where there were many bargains. Staff came from Aberystwyth in the south and Liverpool in the north. The result was £57,000-worth of appliances sold at bargain prices in three hectic hours. The free draw for the microwave cooker was won by former storekeeper from Queensferry who is now retired—Roy Cookson. This was the first such sale, and quite a few lessons were learned; but the biggest shock was the number of you who turned up—we hope that most got something they wanted

Long Service

SIX members of MANWEB staff completed 150 years' service between them in December—three with 30 years and three with 20 years. Our congratulations to them all.

The Mains Manager from Gwynedd, Ifor Nottingham, has 30 "in"; as have Harry Foreman, Engineering Manager—Civil, and Austin Pendlebury, a 3rd engineer in Plant and Construction, who are both from Head Office.

With 20 years' service are two ladies—Edna Smerdon, a clerical assistant in Liverpool District; and, from over the water in North Wirral, administrative assistant Lil Martland. Also with 20 years is stores foreman from Clwyd, Colin Bradley.



MID-MERSEY 'ECONOMY 7' CROSS-CHANNEL LINK-UP

Pictured in the Mayor's Parlour at St. Helens Town Hall are, left to right: Sarah Anderton; the Mayor, Councillor Ray Crosby; the Mayoress, Miss Crosby; Mid-Mersey District Manager Glyn Norbury; and Julie Swan



TWO balloons released in a balloon race at the St. Helens Show in August have ended up in Belgium, and have won prizes for the senders and the finders.

"The Economy 7 Balloon Race" was organised by MANWEB on their stand at the show. The entry fee was a donation to the Mayor of St. Helens' Christmas Appeal. The winners were the sender and the finder of the balloon that travelled the furthest.

The balloon of Julie Swan, aged nine, from Skelmersdale, was found in Belgium by Omer Vancaeyenes, of Dealyk, and the one released by 14-year-old Sarah Anderton of Billinge was picked up by Willem Deckie, of Gotten-Dienze, also in Belgium.

It was difficult to say which had gone the furthest, so MANWEB offered a prize to each sender and finder. Julie and Sarah were invited to meet the Mayor of St. Helens, Councillor Ray Crosby, who presented the girls with a stereo cassette recorder on behalf of MANWEB. In return, he received for his charity appeal a cheque for £100 from MANWEB Mid-Mersey District Manager Glyn Norbury.

Meanwhile, in Belgium, the electricity undertaking, Intercom, presented the two Belgian finders with personal stereos on behalf of MANWEB.

The man who organised the

race, MANWEB Energy Marketing engineer John Ellis, commented: "The wind blew the balloons south-east, and we had replies from the Midlands and East Anglia. We were amazed to receive two from Belgium. Like the balloons, the half-price Economy 7 electricity goes a long way—to cutting domestic energy costs."

The finders... right are M. and Mme. Omer Vancaeyenes, and below are Willem Deckie and his family.



Energy Sales Awards

THREE top MANWEB salespeople who represented us in the 1987 National Sales Award Competitions were Dilys Leighton-Jones, of Gwynedd District, John Robinson, of Dee Valley, and Bill Hatton, of North Wirral.

Although unlucky not to be among the medals at national level, our trio of sales champions put forward two splendid projects each when entering the lists.

On the commercial side, the projects which were offered by Dilys involved the Cliff Hotel at Holyhead and the Bull Inn at Amlwch. A modernisation programme at the Cliff gave her the chance to sell 280 kilowatts of catering equipment for use in self-catering apartments, together with 340 kilowatts of space and water heating equipment; while the refurbishment

at the Bull—a pub which had been closed for two years—resulted in sales worth more than £3,000, providing 18 kilowatts of load.

Projects in industry put forward by John Robinson, who is an industrial sales engineer, involved a comprehensive heating, lighting and contracting package for DRG Plastics—a



Pictured are, from left to right: John Robinson; Bryan Ogden, Energy Marketing Manager; Dilys Leighton Jones; Bryan Weston, Chairman; Peter Hopkins, Commercial Director; and Bill Hatton

new firm coming to Deeside—with a total value of more than £200,000. His second project had a bearing on the 1987 'PEP' Awards, when one of the main winners, Dexter Midland Coatings, opted for electricity rather than gas for the production of resins used in their processes.

Moving into the domestic sphere, Bill Hatton, a first en-

gineer, put forward schemes for heating 340 council-owned flats at Moreton, with an off-peak heating and water heating load of three megawatts, together with further schemes involving the installation of more than a thousand storage heaters under landlord control, which would provide guaranteed warmth at predictable cost.

Manweb AMBASSADOR CLUB

IT is Mid-Cheshire District who seem to have cornered the prizes in the Ambassador Club. Last month, electrician Craig Bailey won 100,000 points in the launch draw and now they have the first "Total Heating" installation from an Ambassador's lead. However, they have to share the glory with Head Office.

The lucky man was Tony Hassall, an engineer in the Head Office Technical section. He was on secondment to the District when he picked up the lead.

"I just happened to chat to the lady, who lives in Tushingham, and she said that she was thinking of installing a heating system. I asked if she had thought about the electric 'Total Heating'. She hadn't. I asked her if she would be interested in hearing about it from a MANWEB expert. She said 'Yes'. So I sent in a lead form. The sale was made, and the points worked out at 14,831; but, because it was before the end of the year, they were doubled and, as it was the first Ambassador Scheme sale, I was given an extra 100,000 points—129,662 in all—enough for a colour television."

Still with Mid-Cheshire, statutory electrician Harry Wilson has been turning in the leads at an astonishing rate. By the end of November, he had clocked up 101 leads, of which 28 have been validated, and there are more on the way—that's a tidy points income from the 300 points for a lead alone.

The first monthly draw for 50,000 points to all Ambassadors submitting leads went to an appliance repair electrician in North Mersey District. So—congratulations to Roger Dutton, who has submitted 11 leads, and six of these have been successful so far. Remember—in order to enter this monthly draw for 50,000 and the monthly draw at your work location for 10,000, you must submit at least one lead. The more leads, the more chance you have of winning.

Another North Mersey man with a good chance of picking up one of these is Alec Lloyd, a meter reader. He has sent in 32 leads, of which 12 have been confirmed.

In the neighbouring District of Liverpool, a statutory electrician, David Taylor, has made an excellent start for his club account. He has submitted 42 leads—that gives him 42 chances of both monthly draws.

Keep the leads rolling in for those Ambassador points. Points add up to prizes to win for you and your family.

'CONTACT' Ambassador Competition

EVERYONE seemed to notice our deliberate mistake in the competition—Clue No. 8 was missing. This was an initiative test, and all those who had to ring us up failed!

No, seriously, some last-minute alterations on the page led to it being cut out accidentally—sorry! The clue and the answer were null and void, and the winners were judged on the other nine answers.

First two correct Ambassadors were Dorothy Jones, an administrative assistant at Head Office, and, from Gwynedd District, Trevor Coates, a 2nd engineer. Both will have 2,000 points credited to their Ambassador Club account.

Two retired members who won a fiver in the same contest are Edward Edwards, who used to work at Oswestry District, and Bob Martin, formerly of Mid-Mersey District.

"Well done, Tony!" says Engineering Manager John Turner, to Tony Hassall, left, for being the first to "sell" a Total Heating package and win 100,000 extra points



Civics galore

The top Council for Civic Shield Awards in 1986/87 in the MANWEB area was Wirral Borough. North Wirral District Manager Des Lock presented John Agass, the Council's Director of Housing, with a crystal rose-bowl, to commemorate the achievement. During the year, 277 council homes were improved, with better insulation, electric heating and water heating, to gain the awards. Pictured at the District Office, accepting four more, are: John Agass, centre left, and his assistant, Dave Kennedy. Making the presentations between them is Des Lock, with District Energy Sales Manager Ron Jones, on the right—passing the certificates



A Civic Shield for a development by Alyn and Deeside Council at Buckley. Above: The certificate is held by Council Chairman Trevor Davies, with Councillor Jim Jones, second right, Clwyd Housing Committee Chairman. The presentation was made by Energy Sales Engineer Ron Carter, right, for flats at Jubilee Drive, Buckley, built by Redrow, who were represented by Barry Harvey, Managing Director, extreme left, with one of the residents

Below: Mid-Cheshire District Manager Ken Crabtree, centre left, presents the Mayor of Congleton, Councillor Willis Vickers, with a certificate for the magnificent development of flats for old folk at Hawk Street, in the centre of Sandbach



Shops reopen with customer competitions

Two shops that were refurbished have reopened, with competitions for their customers. Ellesmere Port and Old Swan each offered a Merseyside-made dishwasher to customers who could solve the number of ducks shown on the entry form, together with a tie-breaker. Left: At Ellesmere Port, Una Keane, Candy Group sales demonstrator, shows winner Mrs. Pat James her new prize, watched by shop manager Brian McDonald and Candy Regional Sales Manager Peter Adam. Below: At Old Swan, a similar appliance is presented by Regional Shops Manager Alan Beanland to winners Mr. and Mrs. Downham, watched by shop manager John Bell, left





Pictured above, left to right, are: LJCC Chairman Fred Rose, MANWEB Chairman Bryan Weston, John Walker, who was a former Assistant District Manager and who is now Commercial Manager of Capenhurst, and Bob Hodson, District Manager

PRIVATISATION DOMINATES MEET

Chairman guest speaker at Dee Valley LJCC

THE Bryn Howel Hotel at Llangollen was packed with Dee Valley staff for the employees' open meeting of the Local Joint Co-ordinating Council.

The excellent turnout was rewarded with a fine meal, before District Manager Bob Hodson opened the business part of the evening. He attributed the large presence of staff to the guest speaker for the evening, MANWEB Chairman Bryan Weston.

Reviewing the Dee Valley year, he was delighted to report progress in every department in the District. Sales of electricity, appliances and contracting had shown marked increases in profitability, and appliance sales in the current year looked extremely good, with a 34 per cent increase over last year.

Inroads had been made into curtailing theft of electricity, with detection and prevention.

There had been something of a boom in engineering work, with extension of the network and much-needed refurbishment. New industrial organisations such as Kelloggs, the Deeside Industrial Park and the Chester Business Park meant that considerable sums were spent on developing supplies to them.

The uprating of the electricity supply to the City of Chester from 6.6-kV to 11-kV continued, and the District had pioneered the use of "ABC" overhead cable.

The District has seen changes in the organisation, and these would be completed in the forthcoming months.

Mr. Hodson welcomed the fact that 406 members of the staff had joined the Ambassador Club—some 82 per cent of the District.

Finally, he praised the 56 members of his staff, who had formed the largest section of the

230-strong MANWEB contingent who went south to help to restore electricity supplies in the wake of the October hurricane. They had done a splendid job, and he congratulated and thanked them for their enthusiasm and dedication.

Mr. Hodson then proceeded to introduce the guest speaker, Mr. Weston, whose subject was *MANWEB Today and Tomorrow*. The major factor influencing the future of MANWEB was the impending proposals for the privatisation of the electricity industry.

Mr. Weston gave a frank assessment of how he thought that the industry might be privatised. He stated his preference, which he thought would be best for MANWEB customers and staff, and thought that the future was an exciting prospect. He also gave the talk to the Head Office LJCC, and a fuller version of his comments are included in a report on that meeting in this issue of 'CONTACT'.

The meeting at Dee Valley concluded with an open forum, and the showing of a film on the hurricane down South, and the work of the men from all over the country—including those from MANWEB—who restored the electricity supply.



Six happy Dee Valley staff at the LJCC conference



Dee Valley staff and guests enjoy a chat and a drink



Chairman and Trade Union views at Head Office LJCC

PRIVATISATION of the electricity industry was the main item on the agenda of the Head Office LJCC open meeting. It attracted by far the largest audience for one of these meetings.

The Chairman, Bryan Weston, was the scheduled guest speaker, but Nalگو District Officer Keith Mann was also invited, and both gave their views on the prospects for MANWEB under privatisation.

Chairman of the LJCC and of the proceedings, Keith Prowse opened the meeting by reviewing several items dealt with during the year. He then invited Mr. Weston to present his view of MANWEB today and tomorrow.

With tomorrow being dominated by privatisation of the electricity industry, this was the main theme of the Chairman's talk.

He examined the prospects of privatisation for staff and customers; how the Government might break up the industry; and the various options that were being discussed by the Secretary of State and his advisors and staff.

Mr. Weston expected an announcement to be made in the early spring of 1988. Privatising electricity was a complex issue, and the right solution would eventually emerge. Unfortunately, there was no consensus of opinion in the electricity industry.

It seemed to him that there were three practical options open to the Minister in privatising the distribution sector of the industry—the first

being a holding company at national level, with 12 regional companies based on the present Area Boards, such as MANWEB.

The second was to group a number of Area Boards together—four usually being the number quoted—so making three larger companies.

The third option was to privatise each Area Board as a private company, which would mean MANWEB becoming MANWEB plc.

The first option was the one favoured by the Electricity Council and the trade unions. The holding company would also control the transmission of electricity nationally, and it was claimed that this structure would best be able to compete with British Gas, and maintain standards uniformly throughout the country. This option Mr. Weston thought would be the easiest to sell.

He felt that there were no grounds for combining Boards and losing their individual identity. He favoured the third alternative, of MANWEB plc.

The company would have a major impact on the economy of the region. The people of the region could identify with MANWEB, and the centre for controlling the electricity network and commercial and financial affairs should be within the area.

This option had become more attractive and had "a lot going for it". The assets included the new computer centre under construction at Head Office, the new telephone system for better service to the public presently being installed throughout the area, and the refurbishment programme of the electricity network to ensure security of supply into the next century. There was a new communications system network being installed, and there was one other major asset—the loyalty and ability of the MANWEB staff.

Privatisation should not be feared by staff or customers. The American experience showed that it led to better service and higher standards. Mr. Weston had visited the USA recently and had seen the operation of a number of electricity undertakings. There, service was king—regulatory bodies ensured that standards were maintained and the rise in prices had to be shown to be absolutely necessary before they were allowed.

The trade unions in the electricity industry did not accept that privatisation was inevitable, and that was their starting-point. Keith Mann claimed to represent all trade unionists in the whole of the electricity supply industry. They were the only section speaking with one voice.

However, if privatisation was to be discussed, it had to be done so sensibly and without rancour.

Mr. Mann wanted to see the industry held as one unit. Splitting it held the prospect of danger, in his mind, in seven key areas.

He felt that privatisation should not be allowed to cause the cost of electricity to rise to the public, that the statutory obligations to the



On the platform at Head Office, left to right: Keith Mann, Keith Prowse and Bryan Weston

public should not be weakened, and that safety standards should not be allowed to deteriorate.

The integrity of the industry must be upheld. There was no case for breaking it up and selling it off in pieces. If the industry was sold off to private hands, there should be no less freedom for commercial and financial operations.

He was greatly concerned that the industrial relations procedure should remain intact. Also, that the employment of trade union members should not be threatened, either immediately or in the future; and, finally, that pensions, salaries and conditions of service should not deteriorate.

The implications for MANWEB staff were varied. Mr. Mann posed the question as to whether, in a private company, there would be an acceptance of industrial agreements. If there was a holding company and 12 regional com-

panies, would they hold the power?

He was a strong supporter of the yardstick which would have to be used after privatisation and after the stations are closed.

In conclusion, trade unionists should offer the best possible service to the public.

In the opinion of Mr. Mann, MANWEB prospects, if they were to be stopped, standards of service would be affected in the South.

The Head Office staff listening intently to the speakers...



...and listening in slighter lighter



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Mr. Hodson then proceeded to introduce the guest speaker, Mr. Weston, whose subject was *MANWEB Today and Tomorrow*. The major factor influencing the future of MANWEB was the impending proposals for the privatisation of the electricity industry.

Mr. Weston gave a frank assessment of how he thought that the industry might be privatised. He stated his preference, which he thought would be best for MANWEB customers and staff, and thought that the future was an exciting prospect. He also gave the talk to the Head Office LJCC, and a fuller version of his comments are included in a report on that meeting in this issue of 'CONTACT'.

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panies, would all 12 be required? Who would hold the power?

He was also concerned about the service and the yardstick for measuring it. He asked what would happen to the refurbishment programme after privatisation. There was a threat for power stations and for the CEGB staff.

In conclusion, Mr. Mann claimed: "Only the trade unions speak for the whole industry. They offer the best answers for staff and customer."

In the open forum that followed, the Chairman, replying to questions, commented that MANWEB was well-managed, and had good prospects, but that the theft of electricity must be stopped. MANWEB must meet investment standards and improve public relations. Privatisation would make no difference to the response to emergencies such as the hurricane in the South.

... and listening in slighter lighter mood



Wagons roll!—and the Engineering exhibition

IN November 1986, the Engineering Director requested the establishment of a mobile engineering exhibition which would carry examples of latest development and technical innovation to the engineering field to Districts.

The show was to reflect the latest thinking in cables, switchgear, protection, communications and metering technologies, to enthuse staff, customers and others with an appreciation of the exciting opportunities which are being opened up by MANWEB engineering, to improve customer service and overall business efficiency. Opportunities were to be available for staff to "hands-on" experience.

A panel of seven was established under the chairmanship of Rex Winnard—other members being Barry Harrison, Jim Davies, Harry Parsons, Dave Roberts and Geoff Buckley of Plant and Construction, and Jeff Hunt (subsequently Brian Swinnerton), of Technical.

After only six meetings, the panel completed their proposals, and the go-ahead was given at the end of January.

Four months of intensive and dedicated work then followed, with many rather restless nights' sleep, culminating in the exhibition being opened on time by the Chairman, on 26th May, at the 1987 Management Conference at Rhyl.

Subsequently, the Roadshow has visited Head Office and all

ten Districts—though the avenue for Mid-Mersey show was the Crest Hotel, Runc which featured the 1987 Awards ceremony.

In addition, the Roadshow was invited to the CEGB O Week at Ince 'B' Post Station in June, which proved to be a highly-successful venture, and attracted over 5,000 people through MANWEB exhibition, including many CEGB North West Region management.

A second visit to Head Office was made in October for North West Industry Management Week, and the 1987 program of visits finally ended at Queen's Stores on 12th November for a one-day's showing to the resident staff.



An artist's impression of the new office at Warrington

Start on new Mid-Mersey office

CESHIRE-BASED building contractors Pochin's have commenced work on Phase 2 of the redevelopment of MANWEB's Mid-Mersey District Offices at Warrington, a new £2.2-million building which will eventually house 130 engineering, administrative and clerical staff.

The two-storey building—57 metres by 42 metres by 16 metres high—was specially designed to blend in with its immediate

surroundings, and will have a three-tier slated pitched roof, the top level housing all the building services plant and equipment.

Other features of the reinforced concrete-frame building will include a restaurant and conference facilities.

Architects are Biggins Sargent Partnership, Chester; the Structural Consultants Alan Johnson Partnership; and the Quantity Surveyors W. T. Davenport & Co.

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Weston outlined the prospects of privatisation and the impact on customers; how the Government was looking at the industry; and the various options that were being discussed by the Secretary and his advisors and staff.

Weston expected an announcement to be made in the early spring of 1988. Privatisation was a complex issue, and the right solution would eventually emerge. Unfortunately there was no consensus of opinion in the industry.

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being a holding company at national level, with 12 regional companies based on the present Area Boards, such as MANWEB.

The second was to group a number of Area Boards together—four usually being the number quoted—so making three larger companies.

The third option was to privatise each Area Board as a private company, which would mean MANWEB becoming MANWEB plc.

The first option was the one favoured by the Electricity Council and the trade unions. The holding company would also control the transmission of electricity nationally, and it was claimed that this structure would best be able to compete with British Gas, and maintain standards uniformly throughout the country. This option Mr. Weston thought would be the easiest to sell.

He felt that there were no grounds for combining Boards and losing their individual identity. He favoured the third alternative, of MANWEB plc.

The company would have a major impact on the economy of the region. The people of the region could identify with MANWEB, and the centre for controlling the electricity network and commercial and financial affairs should be within the area.

This option had become more attractive and had "a lot going for it". The assets included the new computer centre under construction at Head Office, the new telephone system for better service to the public presently being installed throughout the area, and the refurbishment programme of the electricity network to ensure security of supply into the next century. There was a new communications system network being installed, and there was one other major asset—the loyalty and ability of the MANWEB staff.

Privatisation should not be feared by staff or customers. The American experience showed that it led to better service and higher standards. Mr. Weston had visited the USA recently and had seen the operation of a number of electricity undertakings. There, service was king—regulatory bodies ensured that standards were maintained and the rise in prices had to be shown to be absolutely necessary before they were allowed.

The trade unions in the electricity industry



On the platform at Head Office, left to right: Keith Mann, Keith Prowse, Charlotte Shaw, Colin Leonard and Bryan Weston

public should not be weakened, and that safety standards should not be allowed to deteriorate.

The integrity of the industry must be upheld. There was no case for breaking it up and selling it off in pieces. If the industry was sold off to private hands, there should be no less freedom for commercial and financial operations.

He was greatly concerned that the industrial relations procedure should remain intact. Also, that the employment of trade union members should not be threatened, either immediately or in the future; and, finally, that pensions, salaries and conditions of service should not deteriorate.

The implications for MANWEB staff were varied. Mr. Mann posed the question as to whether, in a private company, there would be an acceptance of industrial agreements. If there was a holding company and 12 regional com-

panies, would all 12 be required? Who would hold the power?

He was also concerned about the service and the yardstick for measuring it. He asked what would happen to the refurbishment programme after privatisation. There was a threat for power stations and for the CEGB staff.

In conclusion, Mr. Mann claimed: "Only the trade unions speak for the whole industry. They offer the best answers for staff and customer."

In the open forum that followed, the Chairman, replying to questions, commented that MANWEB was well-managed, and had good prospects, but that the theft of electricity must be stopped. MANWEB must meet investment standards and improve public relations. Privatisation would make no difference to the response to emergencies such as the hurricane in the South.

TALKINGS

Conference



After their meeting



Prowse, Charlotte Shaw, Colin

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Wagons roll!—and the Engineering exhibition is off to another venue

IN November 1986, the Engineering Director requested the establishment of a mobile engineering exhibition which would carry examples of the latest development and technical innovation in the engineering field to Districts.

The show was to reflect the latest thinking in cables, lines, switchgear, protection, communications and metering technologies, to enthuse staff, customers and others with an appreciation of the exciting opportunities which are being opened up by MANWEB engineering, to improve customer service and overall business efficiency. Opportunities were to be available for staff to have "hands-on" experience.

A panel of seven was established under the chairmanship of Rex Winnard—other members being Barry Harrison, Jim Davies, Harry Parsons, Dave Roberts and Geoff Buckley of Plant and Construction, and Jeff Hunt (subsequently Brian Swinnerton), of Technical.

After only six meetings, the panel completed their proposals, and the go-ahead was given at the end of January.

Four months of intensive and dedicated work then followed, with many rather restless nights' sleep, culminating in the exhibition being opened on time by the Chairman, on 26th May, at the 1987 Management Conference at Rhyl.

Subsequently, the Roadshow has visited Head Office and all

ten Districts—though the actual venue for Mid-Mersey showing was the Crest Hotel, Runcorn, which featured the 1987 PEP Awards ceremony.

In addition, the Roadshow was invited to the CEGB Open Weekend at Ince 'B' Power Station in June, which proved to be a highly-successful venture, and attracted over 5,000 people through MANWEB's exhibition, including many of CEGB North West Region's management.

A second visit to Head Office was made in October for the *North West Industry Matters Week*, and the 1987 programme of visits finally ended at Queensferry Stores on 12th November, for a one-day's showing to their resident staff.

In addition to MANWEB's own staff, a large spectrum of people visited the Roadshow, including engineers from six other Area Boards, members of the Electricity Council, Department of Energy, local dignitaries, technical colleges, secondary schools, manufacturers, consultants and a total of 42 ESI graduate engineers.

Apart from the normal daily showings, evening events and a special breakfast showing were

The MANWEB Engineering Roadshow

by REX WINNARD

(Senior Engineer, Plant and Construction, Head Office)

staged for local industrialists, and North Wirral had a special Saturday open day.

The year's programme included 14 movements of the exhibition cabin and heavy plant containers, and special mention must be given to Harry Parsons, the "movements manager", for succeeding in this harrowing task, and ensuring that the Roadshow maintained its record of always opening on time.

Thanks must also go to the

pool of engineers and advanced craftsman who manned the exhibition, to the Queensferry transport staff, and to the many people both at Head Office and Districts who assisted in the preparation and execution.

In conclusion, the Engineering Roadshow proved to be a winner.

MANWEB can be proud of having staged a professional and probably unique mobile exhibition of engineering display.

Author Rex Winnard, left, with a group of civic dignitaries at one of the Roadshow stops



An artist's impression of the new office at Warrington

Start on new Mid-Mersey office

CHESHIRE-BASED building contractors Pochin's have commenced work on Phase 2 of the redevelopment of MANWEB's Mid-Mersey District Offices at Warrington, a new £2.2-million building which will eventually house 130 engineering, administrative and clerical staff.

The two-storey building—57 metres by 42 metres by 16 metres high—was specially designed to blend in with its immediate

surroundings, and will have a three-tier slated pitched roof, the top level housing all the building services plant and equipment.

Other features of the reinforced concrete-frame building will include a restaurant and conference facilities.

Architects are Biggins Sargent Partnership, Chester; the Structural Consultants Alan Johnson Partnership; and the Quantity Surveyors W. T. Davenport & Co.

WELSH NATIONAL AWARD FOR ALYN AND DEESIDE

Chairman of Alyn and Deeside Council Trevor Davies, wearing his chain of office, receives a certificate for the Welsh Housing Awards from the Secretary of State for Wales, Peter Walker. The award was for Civic Shield Homes built for the elderly by the council, at Manley Court, Shotton. Also pictured are Dee Valley District Manager Bob Hodson, left, and Housing Chairman Councillor Jim Jones, who is holding the plaque commemorating the award, right



Good Badminton players wanted

THE electricity industry's 1988 Badminton Championships will be hosted by the South Wales Electricity Board at Swansea, from 8th to 10th April. Board employees, their spouses and children under the age of 18 on 11th February are eligible as players.

The two teams entered by MANWEB last year had a successful tournament, the 'A' team losing narrowly in the "Plate" final to the South Western Board.

If there is enough support, two teams will again be entered this year. Anyone interested should get in touch with Joe Pugh, on Head Office 2306.

North Wirral Golf Year

A SUCCESSFUL year for the North Wirral District Golfing Society ended with victory in the Society's Championship Competition for Ken Winter, with gained 39 points. Earlier there had been average turn-outs of 21 for the season's events, which included six competitions—three of these being held away from home, at Abergele and Rhuddlan.

Prizes were presented by the captain, Bob Cochrane, who also chaired the AGM in October.

Captain for 1988 is Alan Fox, and Jean Olivares is captain-elect for 1989. Jean, a founder member, is one of the three lady players.

During the coming year, "away days" are proposed at Oswestry and Abergele.



DENNIS AT QUEENSFERRY

Dennis Lewis, in the dark Fair Isle sweater, is surrounded by his old pals from Queensferry. Last month, we reported that his courageous daughter, Rachael, had donated a kidney to him. After his operation, he was well enough to have Christmas dinner at "The Ferry". The kindly folk of Queensferry wanted to give Rachael a Christmas present. They raised £65, and this was handed over to her by Financial Manager Peter Falcon and Bobby Wright, Depot Manager



MANWEB-MARCHER CONTEST WINNER

Keith Hibbert, Dee Valley's Energy Sales Manager, right, presents Garth and Rita Jones with a Sharp microwave, and is watched by Marcher Sound presenter Guy Starkey. The picture was taken at Marcher Sound studios. The competition, run by the radio station, was based on a series of interviews in MANWEB/Marcher Action Environment Week. The prize was donated by MANWEB and local manufacturers, Sharp

NALGO RUN

NALGO members who like a run in the country should contact Dave Fisher at Head Office. He is hoping to raise a strong MANWEB contingent from Nalگو for the 12th Nalگو Cross-Country Championships.

The race (in fact there are two—one for ladies and one for gents) takes place at Moss Bank Park, Bolton. The men's race is over 9,000 metres (5.6 miles) and the ladies' is 4,000 metres (2.5 miles).

The date is 27th February, 1988, with the men starting at 1.15 and the ladies at 2.25. Entries should be in by the closing date, 6th February.

Dave Fisher is keen for as many ladies or gents to run as possible, and anyone interested should contact him at Head Office, on telephone 2888.

Surprise, surprise!

THERE was a nice surprise for Ben Jones, of our Crewe depot, on his 35th wedding anniversary.

Ben, who is an aeroplane fanatic, was presented by his wife, Pam, with a ticket for a trip on Concord. As she does not like heights, she decided to stay on terra firma.

On the big day, Ben boarded a shuttle-flight from Manchester to Heathrow, and then on to Concord. His flight was down the East Coast, over the Channel and up the West Coast, and back to Manchester.

After the flight, Ben said: "It was fantastic, and a most wonderful experience—a day to remember for a lifetime. It is a marvellous plane, and the British Airways staff were excellent. There was plenty of good food and champagne!"

THE ESI SCHEME AND PERSONAL PENSIONS

by MIKE CANNAN, Chief Executive, Electricity Supply Pension Scheme

PREVIOUS articles have tried to explain what a Personal Pension is and the differences between this and the Electricity Supply Pension Scheme. In this article, I will try to answer the questions many people are asking—questions such as:—

- Why are you so keen to try to keep us in the Electricity Supply Pension Scheme and not have a Personal Pension?
- What are you frightened of?
- If the Scheme is so good, surely it will sell itself?
- What are you trying to hide?

Although it may be hard to believe, let me assure you that as far as the Electricity Supply Pension Scheme is concerned, we are not frightened of anything. The Scheme offers members and dependants a first-class package of benefits at a low cost, which compares very well with what others offer. In many instances the benefits are the highest allowed by the tax authorities.

What we are concerned over is the fact that a Personal Pension can be dressed up to look a fabulous investment that will cost you next to nothing. Quite honestly, if you take the time to think about it, then you would realise that no one is going to give money away, and whoever it is who may be selling the arrangement, he is either on commission or he wants to make a profit.

If you are tempted to choose a cheap option, then it is only in the years to come that you will find out the truth of how little you have in your Personal Pension. Maybe it will not be you, but your widow(er) and children who make the unpleasant discovery.

Then you and/or your dependants will have to face the facts and, in many cases, if you have been in the industry for years, there will be pressure on us to try to do something to help. We want to avoid these problems, and we want to warn you in advance about them. It is not a case of "Big Brother" knowing best, but a concern for your own and your family's welfare.

If we look at the facts over the last two years, then they make interesting reading. We had over 120,000 contributing members over the whole of the period. In the two years, 14,568 ceased to contribute, as follows:—

Retirements—normal	2,457
Retirements—early	4,197
Retirements—ill-health	1,739
<hr/>	
Deaths in service	8,393
Other leavers	634
<hr/>	
	5,541
<hr/>	
	14,568

Of those who retired, under 30 per cent did so at normal retirement age—almost 20 per cent retired due to ill-health and over 50 per cent retired early.

Personal Pensions will not be able to pay out all their benefits until you get to 65 (60 for women). If you want one which can pay earlier, you will not receive as much, (a) because you have paid in less, and (b) because the amount you have paid in has earned less in bonuses or compound interest.

Will you be one of the 70-plus per cent who retire before 65 (60)? If you will be, you could be far worse off under a Personal Pension than you imagine. You may not even have cover for ill-health retirement under your Personal Pension.

Death comes to us all, but we tend to think that it will not happen yet—but, in the last two years, 634 of our workmates died before getting to retirement—some of them in very tragic circumstances, leaving a widow and a young family.

In all of these situations, who is going to look after you and/or your family? The Industry's Pension Scheme does give a member good cover, but we seriously doubt whether a Personal Pension will.

As many people have realised, if it were a simple matter of money, then the more employees who had Personal Pensions, the more

the Boards would save—by not paying their 14½ per cent contribution to the Industry's own pension scheme. That is how much we would save. However, we think that it is sufficiently important for you to join and stay in the Scheme to justify that cost.

We have nothing to hide whatsoever. When it was last valued, the Scheme had a surplus, and our actuaries tell us that unless a very large number of our existing members were to leave, then the Scheme would not suffer financially through Personal Pensions.

As far as our investments go, we have been so successful in these that the total average annual rate of return over the last seven years has been over 19 per cent, with our stock exchange investments averaging over 23 per cent, which compares very well with the rest of the market.

CORRECTION TO LAST MONTH'S ARTICLE—'MORE' FOR 'LESS'

IN last month's article on pensions, there was an incorrect report that pensions, widow/ers' pensions and children's allowances from the Electricity Supply Pension Scheme are guaranteed to rise at five per cent per annum, or in line with the Retail Price Index "if this is more". The wording in fact should have been "if this is less". Our apologies if this has misled anyone.

RETIREMENTS



Bill and Eirian Brown, flanked by David Needham, left, and Doug Willacy

Mr. W. BROWN

THE engineering foreman at Narrow Lane depot, Llandudno Junction, in Clwyd District, Bill Brown has retired after 38 years with MANWEB.

He served his time as a fitter with the Aluminium Corporation in Dolgarrog, and joined MANWEB in 1949 as a linesman's mate, in the Construction section at Llandudno. He gained experience and promotion, and was appointed as construction foreman in 1963.

He moved to Rhyl in 1972 and, two years later, was transferred to Narrow Lane as engineering foreman.

Bill has a very inventive mind, and the products of his ideas have been submitted to the

"Suggestion Scheme". Several of his inventions have been adopted and are in use in MANWEB.

He was well-respected by the management and the men who worked with him. He is a man with a very caring nature, and this was evident from comments by his colleagues at his retirement presentation, made by David Needham, Production Engineer, in the presence of District Manager Doug Willacy.

Bill is married, and he and his wife, Eirian, have a son, Mick, who is a joiner's mate in Clwyd. Bill's keenness on gardening was reflected in the generous gifts donated by his colleagues—garden tools and a wheelbarrow.

Mr. L. ROBERTS

AFTER completing 39 years with MANWEB, Len Roberts, a labourer at our Legacy depot, has retired. To mark the occasion, a large number of his workmates gathered together at the depot to see him presented with the results of a collection, and to wish him and his wife a long and happy retirement.

Very much a character, and known as "Len Coach", because

he was born in a pub called the Coach and Horses which was run by his parents, he joined us in 1948 and worked all over North Wales during the progress of the rural electrification scheme, before finally finishing up at Legacy.

During the war, he served with the Highland Light Infantry and Royal Artillery in Europe, being wounded in action.

Supplies Manager Phil Hughes, right, shakes hands with Len Roberts



EARLY RETIREMENT FOR IDRIS

Pictured above, in the light suit: Idris Mackin, a meter reader in the Dee Valley Disorict, seen with his colleagues from New Crane Street in Chester, has retired early, due to ill-health, after 31 years' service in MANWEB. He is well-known for his charity work to support the hospital in Chester. He started his working life with MANWEB as a joiner's mate, but moved to the Financial section in 1965. During the war, he served in the Army as a sergeant in charge of transport—although he cannot drive! We join with his colleagues in wishing him well

JACK RETIRES TO SUNNY RHYL

Below, left: Engineer John Ebbs says farewell to Jack Stanley, watched by Lister Drive colleagues. Jack was a chargehand in the buffing shop in the Meter Test section. He joined the Liverpool Corporation Electric Supply in 1947, a year before nationalisation. He now retires to sunny Rhyl, after 40 years in the industry, and has the good wishes of his colleagues and friends at Lister Drive



Mr. R. LEE-ILL-HEALTH has taken its toll, and forced Raymond Lee, a general duties attendant at the Legacy depot, Wrexham, to take early retirement.

Ray, a popular member of the garage staff in the Transport section, had completed 30 years' service with MANWEB. He had been employed in the Technical department before moving to Transport.

Away from the workplace, Ray is a bit of a "telly addict", and enjoys listening to music. To mark his farewell, his colleagues presented him with a carriage clock.

Aberystwyth retirement

TWO Engineering staff, each with 36 years' service, have taken early retirement recently.

Mr. E. W. R. Davies, Popular member of Aberystwyth staff, Ieuan has taken early retirement due to ill-health. He joined MANWEB's Engineering Department in 1951 and, in 1954, became a courier driver.

To mark his retirement, colleagues presented him with a wrist-watch and some cassettes of his favourite male voice choir music.

Mr. J. E. Thomas, Ill-health has brought about early retirement for Eric Thomas, who joined MANWEB's Engineering Department at Ruabon in 1951.

During 1969, Eric moved to Machynlleth and then became storekeeper there.

Keith Jones bids farewell to Ieuan Davies, seated



A farewell ceremony was organised at the Riverside Inn, Pennal, and Eric was presented by colleagues with cash to purchase a carriage clock.

Farewell to Eric Thomas from Keith Jones, on behalf of colleagues



OBITUARY

IT is with deep regret that we record the death of one of our former colleagues, and we extend our sincere sympathy to his family and friends.

Mr. H. Williams, aged 76. Harold was a street mason in Liverpool District, until his retirement in 1972.

FREE ADS

CARAVAN — Belmont six-berth, end bedroom, separate kitchen, electric and gas. No site. Rsnbl. price. Tel. 051-263 6621 (Mrs. T. B. Carter).

CARAVAN—16-ft. Buccaneer Caravel, 1980. Fitted fridge, oven, flued heater, shower, h/c water, four-berth. Immac. condn. throughout. £2,750, with full awning. Tel. Crewe (0270) 762773 after 6 p.m.

GOLF BAG—Full size, with cover, etc. Good condn. £25 o.n.o. Tel. Wrexham 354225 or Dee Valley 2255 (F. T. Edwards).

CYCLE — Peugeot Racer, 12-speed, gent's, 27-in. wheels, carbolite lightweight frame, immac., hardly used. Cost £189 new—sell for £100. Good reason for sale. Tel. Gwynedd int. 2169 (D. Roberts).

HITACHI STACK SYSTEM — Incl. turntable, amp tuner, graphic equaliser, cassette deck, speakers. Seven mths. old—still boxed. New £235—sell for £150 o.n.o. Tel. Lister Drive int. 2175 or 051-220 8222 (Peter Dibbert).

PAIR SPEAKERS—Teak. Ideal for second room off main system. £15. Tel. Dee Valley int. 2255 or Wrexham 354225 (F. T. Edwards).

BICYCLE — Raleigh Team Cadet. 23½-in. frame. Exclnt. condn., only four months old. Want to sell to buy a smaller frame. £100. Tel. 0978 262505.

SPEEDBOAT—13 ft., 40 h.p. Mercury engine, trailer. Ideal family compact ski/fun boat. Good condition. £895. Tel. 051-525 7626.

SIDEBORD — Scandinavian style, teak. 6-ft. long, two cupboards and three drawers. Excellent condition. £45. Tel. H.O. int. 2453 or 0829 270221.

VW SCIROCCO — 1600GL, late '82, Y-reg. Beautifully finished in mtlic. champagne, with deep burgundy interior. Tinted glass, sun-roof, alloy wheels, radio cassette. 46,000 miles. Must be seen to be apprctd. £2,950. Tel. 074578 239 after 6.30 p.m.

NEWQUAY—Cornwall. Fmly-run licensed guest house with good home cooking. Family rooms. Friendly atmosphere. Sea views. 200 yards from town centre. Dinner, bed and breakfast: August £85, September £75. Former Merseyside family will make you welcome. Discount for MANWEB employees. Avondale, 28 Georges Road, Newquay, Cornwall. Tel: 0637-872234.

TREKKING AND FARM HOLIDAYS — Accompanied one-hour to full-day treks. For novices or experienced riders. Holiday cottages available, self-catering, bed and breakfast, full or half board. Further details from Hwylfa Ddafydd Trekking and Farm Holidays. Tel Colwyn Bay 516965.



'CONTACT' PHOTO COMPETITION '87

SECTION WINNERS RECEIVE £25 EACH

- **Best Colour Print—Scenes (above)**
"Riverside Poppies" by Geoff Thompson, 2nd engineer, Commercial, Aberystwyth District
- **Best Transparency (top right)**
"Quiet Moorings" by Ulrich Koos, clerical assistant, Material Control, Mid-Cheshire District
- **Best Colour Print—Other Scenes (right)**
"Fred Dibnah has five minutes" by Phillip Hough, store-keeper, Crewe, Mid-Cheshire District



- RUNNERS-UP** ● **Print—Scenes (above)**—"At the end of the day"
Win £15 each by Ulrich Koos, Mid-Cheshire District
- **Print—Other Subjects (left)**—"Iona and Sarah" by Andy Stubbs, Aberystwyth District
- **Transparency (right)**—"Eye of the wheel" by Ken Smyth, Management Services