

# TEAM POWER

By John Neal

Two teams from Manweb joined 30 others to compete in Teampower Challenge '96, the successor to the Power Challenge, at Eastnor Castle in Herefordshire.

This year's event was opened up to organisations outside the electricity industry, allowing us to invite one of our major sponsors to join us. Max Williams from BICC Power Cables accepted the challenge...and probably lived to regret it.

The two-day event tests ingenuity, teamwork, initiative and adventure and raises funds for the charities Breakthrough Breast Cancer, Raleigh International's Youth Development Programme, and Coral Cay Conservation.

We were set a target of raising funds to be shared between the charities and hope to raise around £1,500 overall. Our thanks go to our major sponsors, BICC Power Cables, PDC Construction, Delta Energy Cables, Joseph Kennedy & Co, Kaleidoscope ADM and, of course, all our Manweb



Here we go. Manweb's two teams set off from Head Office colleagues who put up with demands for cash.

The weekend included various challenges such as abseiling 200 feet into a lake, designing and building a seismograph, spending the night in a bivouac of our own construction, performing drama and song in front of hundreds of others on a stage in the middle of the forest, crossing lakes and navigating through dense woods.

Each team was made up of six members of varying ages, backgrounds, occupations and levels of fitness. The only things they had in common were the willingness to participate, to learn how to work in a team, and a distinct lack of common sense!

A sense of humour is essential, as we found on several occasions. Typical examples were when we tried to erect our 'luxury' tents on the night before the event in rapidly gathering darkness and surrounded by Fallow Deer, and, during the finale, when we were required to run through a stream waist-high in mud and tree roots - points being scored not only for speed and style, but also for the amount of mud collected on each team member.

Sadly we didn't win; that honour went to one of the ScottishPower teams - the Sweaty Beavers - who tied for first place with the PowerGen Rats. Our teams, 25 and 26, came 15th and 26th respectively.

Team 25 (The Dee-linquents) comprised Roger Smith, Andy Underhill, Colin Harrison, Max Williams (BICC), Alastair Shaw (ScottishPower Information Systems Division) and John Neal.

Team 26 (Ken, the Barbies and Traction Man) was made up of Alison Wilson, Jo Ainsworth, Rachel Shorney, Ruth Hughes, Dave Naylor and Ken Roberts.

Event Director Sally-Anne Hunter said: "The Manweb teams not only seemed to rise to the challenge, they had a great deal of fun in the process."

Below left, Team 26 discusses tactics before the start of the event. Below right, Team 25 at their overnight camp.



Above: Roger Smith (right) and Andy Underhill tackle the bio-hazard exercise. Below: Teams had to abseil into canoes.



# CONTACT

NEWSLETTER FOR MANWEB PEOPLE

JULY 1996

Learning Business scheme gives boost to jobless

## A POWER OF GOOD

By Graeme Cooper

Manweb and ScottishPower are launching a unique business and community learning company to help combat unemployment and significantly enhance its own Open Learning programme for employees and their families.

The company has worked with the Trade Unions to develop the £2 million per annum ScottishPower Learning company which, in the Manweb region, aims to provide job-related training for up to 150 unemployed people over two years.

Explaining the initiative, Manweb Chief Executive Mike Kinski, who is also Chairman of the new learning company, said: "Both Manweb and ScottishPower have strong links with their local communities, and our new learning initiative is targeted at helping boost the employment prospects for people in our regions.

"By the end of this year we hope to have created stronger links with schools in disadvantaged locations within our area and be able to offer lifestyle development workshops for children, and, in the case of community schools, unemployed adults.

Craft training opportunities for unemployed young people will be created, along with adult apprenticeships aimed at the long-term unemployed. Training in information technology and customer service will also be available. Both Manweb's own training facilities and local schools and colleges will be used to provide training.

### Milestones

The scheme builds on the employee development milestones achieved by ScottishPower and Manweb. These include the Open Learning initiative, which provides a comprehensive range of development opportunities for employees at 12 centres in the Manweb region.

It is also planned to significantly expand the Open Learning scheme to employees and their families as part of the new Learning Business. Currently some 25 per cent of Manweb staff are involved in Open Learning.

The Learning Business scheme has the full backing of John Monks, General Secretary of the TUC, and his Scottish and Welsh counterparts, Campbell Christie and David Jenkins, all of whom have agreed to become Vice-Presidents of the new company. In addition, a Board of Advisers has been appointed with equal representation from ScottishPower group management and full time officers of the recognised local Trade Unions within Scotland and the Manweb region.

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Pictured: Union officials, Manweb bosses and apprentices have all welcomed the learning business initiative.



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# Safety



## THERE'S MANY A SLIP...

By Rob Riley

When we look at the causes of our accidents in Manweb over the last few years, it is apparent that one area we fall down in - quite literally - is in the category of slips, trips and falls.

The problem is one that is with us all year round, not just during winter months or bad weather.

In Manweb last year, 33 out of the 96 reportable accidents we had were due to slips, trips and falls.

We seem to be quite capable of assessing the risk and controlling the hazard when working on live equipment, lines and cables, but we have a problem when it comes to walking up and down stairs, around a joint hole or across a field or building site.

Last year was not unusual. The number of accidents in this category was almost the same as the year before. It is a problem that we have had for some time and is with us at all times of the year.

How to avoid them? By simple risk assessment. We look before we overtake another vehicle, we look before we cross the road.

If we apply this principle to our everyday working life by looking where we walk and identifying hazards (before they become painfully obvious), then we stand a much better chance of completing our working day still in one piece.

Make sure your next TRIP is not to the hospital.

## Didn't they do well?

John Lawes, Customer Service Manager at Region One, has been accepted as a member of the Institute of Credit Management (MICM).

For John to qualify, three referees had to submit written testimonials of his experience in the areas of debt and credit management in a managerial capacity.

Meanwhile, in Distribution Operations, Cheshire Region's Maintenance Manager Steve Morris has become a corporate member of the Institution of Electrical Engineers, having satisfied the requirements for engineering education, training and experience.

It means Prenton-based Steve is now a Chartered Electrical Engineer.



Slimmer of the month Kevin Paterson with his trophy and certificate.

## Shaping up for a very special day

It will be a very proud moment for Manweb Substation Attendant Kevin Paterson when he gives away his niece Tammy at her wedding next February.

Particularly after all the hard work he is putting in to ensure everything is 'ship-shape' on the day!

When he was asked to do the honours, 21 stone Kevin, 45, decided he needed to shed weight and get in trim for the church ceremony.

He joined a slimming club in his home town of Prestatyn and within six weeks managed to shed two stones.

The club was so pleased with his progress that Rhyl-based Kevin was awarded the slimmer of the month trophy and certificate.

He said: "When Tammy asked me to give her away, I realised I couldn't hide at the back of the photographs and that I really needed to do something about my weight.

"My target is to be around 14 stones by February, but already I feel so much better. I can now button up my boiler suit!"

The secret of Kevin's success is to eat sensibly, giving up chips and all fried food, and strictly no sweet things.

Kevin, who has worked for Manweb since 1978, says his colleagues are supporting him in his diet every step of the way.

He said: "I'm determined to look good on the day of Tammy's wedding, and everyone is being so supportive.

"I've always wanted to lose weight and have tried various diets, but this time I'm really going to do it."

## SENIOR MANAGERS JOIN TRANSITION TEAM

Several senior Manweb managers will be joining a 12-strong Transition Team from across the ScottishPower group at Southern Water.

The team will develop plans to maximise the value of the Southern Water acquisition, identify areas of potential integration and synergy benefits, and promote the transfer of best practice.

Bob McMahon, Head of Customer Service, Tom James, Head of Communications, and Matthew Wright, from Distribution Operations, will be joining the team to examine specific areas of the business. Bob's appointment, in particular, demonstrates the value placed on the high level of customer service provided by Manweb.

While Bob and Tom are at Southern Water, Martyn Jones, currently the Business Centre Manager, will become Head

of Customer Service, and Gaynor Kenyon will take on Tom's role as Head of Communications. Both Martyn and Gaynor will be members of the Chief Executive's Committee.

Leading the Transition Team will be Julian Brown, currently Managing Director, Strategy and Development. Other members are: Alastair Millar, Manweb Transition Manager; former Manweb Power Engineering Manager Mike Jones, who is currently ScottishPower's Lanarkshire District Manager; Alex Banks, Information Systems Division; Tom Gray, Strategy and Development; Clive Hencher, Energy Supply; Anne McKay, Human Resources; Alan Bryce, Strategy and Development, and William Edwards, Power Systems.

## New chief for Manweb as Mike heads south

Manweb is to have a new Chief Executive following the appointment of Mike Kinski as Chief Executive of Southern Water.

However, Mike will continue to make a direct contribution to Manweb by remaining on its Board of Directors as Deputy Chairman.

In addition, he retains responsibility at Board level for group Human Resources strategy.

Mike has considerable experience of managing organisational change. He led the transition team which has successfully integrated Manweb into the ScottishPower group.

He will be replaced as Chief Executive of Manweb by Charles Berry, currently ScottishPower's Director of Human Resources.

Charles is a senior ScottishPower director with considerable experience gained from outside and within the utility sector. Prior to his human resources role, Charles was Director, Strategy and Development.

Ian Robinson, ScottishPower's Chief Executive, said: "Mike Kinski has made a significant contribution to the integration of Manweb into the ScottishPower group, which has now largely been completed. His experience of leading a transition team will be very important in the integration of Southern Water.

### Confident

"We are very confident that Mike and his team in Southern Water will develop a high quality, customer focused business providing customers with greater choice of energy supplier.

"Charles Berry brings with him a wealth of experience gained in operational management and at the Corporate centre.

"His clear focus will be to continue to develop a high quality, highly efficient organisation working closely with the communities which we serve."

Mike Kinski said: "While I am looking forward enormously to the challenge of working in a new industry, I will have regrets about leaving Manweb. I have been tremendously impressed by the positive attitude of Manweb staff as well as their friendly approach.

"I know Charles Berry cares as deeply about customer service as I do and I am sure that everyone will welcome him as warmly and continue to work with him to produce even higher



Mike Kinski



Charles Berry

performance than we have delivered in the last nine months.

"I am delighted that my link with Manweb is not to be severed and I shall continue to take a deep interest in the affairs of Manweb through my Deputy Chairmanship.

Charles Berry, 44, is no stranger to the Manweb area, having held a number of posts with Pilkington plc both in St Asaph, North Wales, and in Scotland, before being appointed Group Development Director of Norwest Holst Holdings, a subsidiary of Compagnie General des Eaux, engaged in UK construction and development, in 1990.

He joined ScottishPower in 1991 as Director of Strategy and Development.

Charles was educated at Kelvinside Academy, Glasgow, and at the University of Glasgow, where he graduated in 1974 with a first class Honours Degree in Electronics and Electrical Engineering,

He graduated with a Master's Degree in Business Administration at the Sloan School of Management, Massachusetts Institute of Technology, in 1983.

Charles and his wife Irene have two daughters, Sheena and Isla, and a son, Andrew. His interests include golf, fly fishing, rugby and skiing.

# BUN-FIGHT AT THE K.O. CORRAL



**B**attered, bruised and bedraggled they may have ended up..but the Manweb staff who took part in a charity fund-raising event certainly had a knockout time.

Held at the Manweb Sports and Social Club in Thingwall Road, Liverpool, this year's 'It's A Knockout' attracted around 120 competitors who formed 11 teams representing various areas of the business.

Friends, family and colleagues also turned up to cheer the teams on as they tested their stamina.

#### Soaked

Team members were soon soaked to the skin as they tackled a series of weird and wacky games, including 'Over the Top', 'Bouncy Wouncy' and 'Poles Apart', on the inflatable obstacle course.

The games were held in two heats - the first being won by Region 3, and the second by one of the Metering Business teams.

By Jackie Unsworth

For the final against Region 3, the two Metering Business teams combined to take the field together.

However, it was Region 3, led by Paul Cormack, who emerged the outright winners.

They will now go forward to represent Manweb in a 'knockout' event against the Gladiators - of television fame - on 15 September at Woolston Leisure Centre, Warrington.

A total £1,100 was raised for the National Meningitis Trust, and at the end of the games Merseyside Regional Manager Bill Tubey presented a giant cheque to the charity.

#### Popular

It's a Knockout has become a regular event in the social calendar for Manweb staff and their families, becoming increasingly popular. This year's event was the fourth to be held.

Last year seven teams competed, raising £700 for the Royal School for the Blind, Liverpool, in the process.

#### THE TEAMS

- Metering Business 1
- Metering Business 2
- North End Cons
- Henson's Heroes
- Stormin' Storemen
- Ali's Tartan Army
- Region 2 (-1)
- Distribution Rules OK
- Region 3
- Dennis's Menaces Contracting



## Bonus for customers as levy is cut

**M**anweb's 1.2 million domestic and small business customers will see electricity bills drop by an average of 4.6 per cent from 1 August 1996 as a result of a reduction in the Fossil Fuel Levy.

Set by the Office of Electricity Regulation (OFFER), the levy meets the additional cost of buying power from nuclear and renewable sources and is paid by all electricity consumers in England and Wales. OFFER has made the reduction as a result of the flotation of nuclear power generator British Energy.

All electricity consumed from the first meter reading after 1 August will be charged at the lower rate for quarterly billed customers. Monthly billed customers will see an average reduction of 5.7 per cent from 1 November 1996. The new

levy rate runs until 31 March 1997, when OFFER will carry out a further review with the aim of maintaining the level or making a further reduction. This review offers the potential for further price reductions next year.

For an average domestic customer, using about £300 of electricity per year, the August 1996 reduction will save nearly £14 annually.

Chief Executive Mike Kinski said: "This is excellent news for our customers and comes after Manweb's real-terms price cut earlier this year.

"We are delighted that the benefits of the nuclear flotation can be passed back to our customers, and hope that OFFER will be able to make a further reduction in the levy in April next year."

## NEW HQ WILL FIT THE BILL

**W**ork is due to start during August to fit out Manweb's new headquarters on the Chester Business Park, ready for the move there later this year.

The new two-storey office is situated in Kings Court, an attractive parkland setting off the Wrexham Road, alongside such major companies as MBNA International Bank, BICC Cables, Shell Chemicals and Marks and Spencer Financial Services.

Among the 140 people to be located there - almost double the number originally envisaged - will be staff from Finance, Information Systems, Secretarial, Human Resources, Market Development Group and Corporate Communications, along with the Chief Executive, Finance Director and senior managers. Other teams currently located at Sealand Road will be relocated elsewhere in Manweb.

It is planned that the majority of staff will vacate Sealand Road by the end of the year, possibly as early as November.

Bob Campbell, of the Property Services Department, said: "The new building is currently an empty shell and during August we will be putting in partitions to sub-divide it into offices and meeting rooms. We will also be developing a Reception area, a Board Room, Cafeteria, Open Learning Centre and Fitness Room. Air conditioning also needs to be installed, as well as all the communications infrastructure."

The new building will cater for disabled people, and will have electrically-operated doors, a lift and toilet facilities.



Property Services Manager Peter Webb (right) with Bob Campbell outside Manweb's new headquarters.

"We've had a long search for the right premises within the Chester area, and this one is thought to be the most suitable for Manweb's needs," said Property Services Manager Peter Webb.

"It is in an excellent location, with several blue chip companies as neighbours. I'm sure the staff to be located there will find it very pleasant."

An Open Night is being planned at the new building during October for the staff who will be based there.

Manweb's Sealand Road site has been sold to William Morrison Supermarkets plc. Subject to planning permission,

Morrison's hope the site will be redeveloped to provide a food retail store to serve the western area of Chester.

**WIN a personal CD player in our competition to name Manweb's new HQ. The building is currently called William House, but the decision has been taken to rename it. Send your idea(s) for a new name to: The Editor, Contact, Room 5E1, Head Office. The best suggestion picked by our panel of judges at the end of August will win the prize.**

## FAIR COP!

**C**heshire Constabulary's Cops and Kids scheme, which provides leisure activities for children in Halton, was given a boost when Manweb donated a kettle and toaster for a fund-raising raffle.

Manweb's Central Operations Manager Phil Ramsey is pictured (left) presenting the appliances to Sergeant Dave Coathup, the Divisional Commander.



## A power of good

Continued from page 1

Mr Monks said: "The ScottishPower initiative is unique and forward-thinking through the involvement of the community - a factor other employers could learn from."

Steve Williams, Unison Branch Organiser and Manweb Joint Council Staff Side Secretary, said: "This is an opportunity for a number of young people and adults to be trained up to a recognised standard. It is a new initiative and one we are proud to be associated with."

And Michael Barr, AEEU Regional Officer, said: "This is a positive initiative which the Trade Unions welcome and support."

"The biggest beneficiaries will be our members and their families, and the unemployed in our communities. I hope that other companies will follow this initiative."

Local Training and Enterprise Councils are being involved in the scheme's development, along with the Prince's Trust Volunteers, which encourages young people from all walks of life to make a contribution to their local community.

### Welcome

The Prince's Trust Volunteers in Wales gave a warm welcome to the scheme. Their Wrexham area Manager Steve Bailey said the initiative was a "welcome and significant boost for the voluntary sector."

He said: "It shows conclusively that large companies are playing their part in helping to develop community projects and quite clearly are becoming increasingly aware that such involvement benefits both the community and the companies themselves."

"Princes Trust Volunteers looks forward to working closely with Manweb and with other companies and groups involved in the voluntary sector and believes that access to a new and significant source of funding will result in better facilities, better training for young people and better business and community involvement in a wide range of community-based activities."

**\* More than 760 Manweb staff - a quarter of the workforce - have now enrolled for Open Learning courses at the company's 12 centres.**

The most popular programmes continue to be computer skills and languages, and, to date, 51 certificates have been issued to staff who have completed courses.



Geoff Abel, Director, Distribution Operations (left), presents a copy of the EMS manual to Stewart Saunders, General Manager, Distribution Operations.

## Environment system gets a new look

**M**anweb has issued a new-look Environmental Management System (EMS) for Distribution Operations.

The EMS builds on the existing system introduced last year, and brings Manweb into line with ScottishPower's environmental policy.

The group policy requires Distribution Operations to refine and develop an effective Environmental Management System.

Manweb's EMS has been enhanced to take into account both the regional structure and the progress made in environmental matters over the last 12 months.

Geoff Abel, Manweb's Director, Distribution Operations, said: "The EMS manual provides the framework and policies to help deliver the commitments we have made under the ScottishPower environmental plan."

"The environmental actions and targets we have established for 1996/97 will enable the Distribution Operations team to contribute to the group's high environmental standards."

### Demonstrate

Energy and Environment Manager Geoff Ravenscroft said: "Organisations like Manweb are increasingly concerned to achieve and demonstrate sound environmental performance."

"They do so in the context of increasingly stringent environmental legislation, the development of economic and other measures to foster environmental protection, and a general growth of concern about environmental matters."

"We need to be able to demonstrate a year-on-year improvement in our environmental policy. Later in the year, the decision will be made on whether to seek certification of the EMS under one of the published environmental standards."