



MERSEYSIDE WINS AGAIN

Our Team

THE North Western Division, still smarting over the four goals-to-nil defeat on their own ground in December, arrived with 'cup-tie fever' at Clarke Gardens on the 28th January, determined to make amends in the return game with the Merseyside and North Wales Division.

Higham, the Home Captain, won the toss, and elected to play against a slight breeze and slope. North Western played determinedly and scored two goals by half-time, and a third soon after resuming. A great deal of persistent playing followed until Thomas scored an opportunist goal, and it took North Western's defence all its time to keep the eager Merseyside forwards at bay. The home team scored a second goal, with less than

ten minutes to play. When the referee ordered a free kick ten yards outside the penalty box in front of goal, the onlookers held their breath—Higham took the kick, which found its mark and made the score three all. Unfortunately for North Western, one of their backs handled, and the referee ordered a spot kick, which led to another goal for Merseyside. Again Merseyside attacked and Wright just got his left foot to notch No. 5, when the final whistle sounded. An exciting finish—four goals in less than twelve minutes. The game was very ably refereed by Mr. C. Cox.

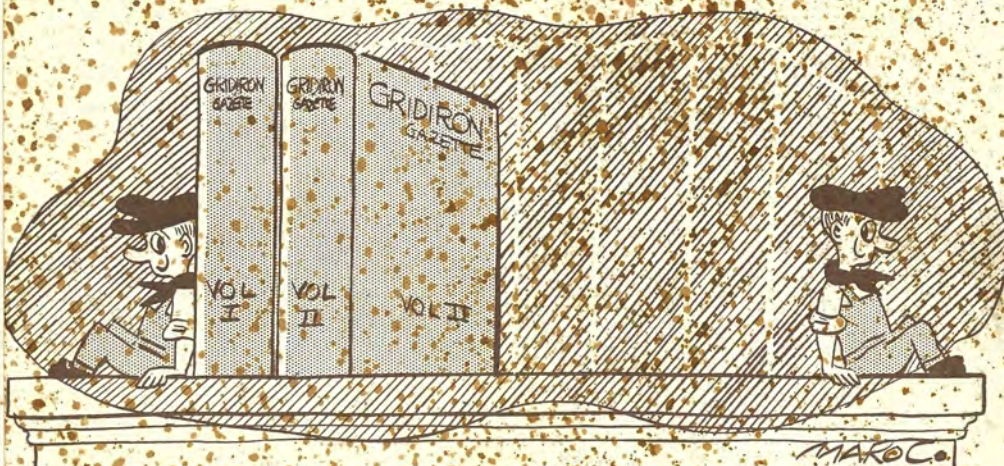
After a good tea, spectators and team joined in a dance organised by the Football Committee.

Result: Merseyside and North Wales Division 5, North Western Division 3.
(Recorded by F. HIGHAM)

CROSSWORD

No correct entries were received for Mr. Cotton's Crossword, which was published in last month's issue. The prize of one guinea is not, therefore, being awarded.

END OF VOLUME TWO



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GRIDIRON GAZETTE



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T W I RAINING WITHIN INDUSTRY



Mr. Denard, of the Ministry of Labour, talks to some of the Division's Chief Officers.

FEW people know what the letters T.W.I. stand for, and of those who do, few know what T.W.I. is all about. The Divisional Controller knew a little bit about it: the Chief Officers had discovered that T.W.I. was the shortened title given to the "Training Within Industry for Supervisors" programme sponsored by the Ministry of Labour and National Service.

Having got thus far, they just had to know something more about T.W.I.; and arrangements were made with the Manchester Regional Office of the Ministry for a tutor to come along to Divisional Headquarters.

AS some of the Division's Chief Officers walked into Room 6 at Clarke Gardens on 23rd January last, they were taken aback somewhat at the sight of a blackboard and easel, complete with chalk and duster; but they took their places in the classroom and the tutor, Mr. Denard, began to speak. Within a couple of minutes his delivery alone made the subject interesting.

He began by saying that a supervisor is a person with a management function whose duty it is to see that employees carry out efficiently their particular jobs, whether technical or clerical. It follows then that this definition covers the whole range of management from Chargehand to Senior Executive.

Mr. Denard went on to say that a supervisor has five essential needs, namely:—

- (a) A KNOWLEDGE of the work he supervises, i.e., the kind of information which makes his job different from other jobs.

- (b) A KNOWLEDGE of the responsibilities related to his work, e.g., the policy of the Authority, Inter-Departmental Relationships, Agreements, Rules and Regulations.
- (c) SKILL in improving methods, i.e., the utilisation of materials, machines and man power, more efficiently.
- (d) SKILL in leadership, i.e., the ability to work with people and prevent problems arising, or if and when they do, to deal with them satisfactorily.
- (e) SKILL in instructing, i.e., the ability to give instructions precisely and in such a manner to ensure that the supervisor gets the job done EXACTLY as he wants it done, whether such instructions are given to a person new to the work or to a skilled man.

Knowledge of the work and knowledge of the responsibilities relating to the work differ for practically every person and, therefore, these two needs do not come within the scope of the T.W.I. programme.

The skills, however, since they are skills, can be taught and form the objective of the complete T.W.I. scheme.

THE method used in implementing the programme gives the supervisor, in the first instance, a standard by which he can measure his own skill. From this it will be seen that the programme is applicable to all grades of management since the supervisor in any grade can measure his own skill in improving methods, leadership and instructing, against this standard.

The tutor then went on to explain that the training programme consists of five two-hour sessions for each of the three skills, i.e., job instruction, job method and job relations. He emphasised that the most important work in this form of training is that given on the job, after the class instruction given by the T.W.I. trainer. This he said was called the "follow-up" period and it was here that the T.W.I. programme succeeded or failed, since a man may realise where he falls short in his skill, but may do nothing about it, and may not use the steps recommended by the T.W.I. programme to improve his efficiency.

After the class dispersed it was generally agreed that there was something in this T.W.I. and that it ought to be given a trial.

IT has been decided, therefore, to have our own Divisional trainers whose job it will

RED-HOT NEWS! (ELECTRICALLY HEATED)

M. STEVENIN MARRIES

M. Michel Stevenin, whom readers will remember from his visit to the Division in the late autumn, married Mlle. Jacqueline Marchand on 30th January last, in Paris. Writing from Capri, where M. and Mme. Stevenin spent their honeymoon, he says, "This time I think you won't mind my not sending you technical prose, because I have other and better things to do. When I get back to Paris, I will at once write an article for GRIDIRON GAZETTE. Please remember me to Mr. Cooper and everyone I met..."

THEY READ US IN SWEDEN

Mr. E. Hemlin, the Director, writes (on behalf of the Library of Chalmers University of Technology): I wish to express my best thanks for your great kindness to place your publication, GRIDIRON GAZETTE, at our disposal during 1949. I hope we shall have the same privilege also during the year to come, as I am convinced that your placing a copy with our library will effectively contribute to make your periodical known among the numerous clients who use our institution in its capacity of a Swedish central library of technology and science.

IMPRESSARIOS AT CLARENCE DOCK

Can you sing? Is your zither in tune? Do you bring rabbits out of your cap? Is recitation your secret passion?

If you answer "yes" to any of these questions, and if you work at Clarence Dock, then you should at once consult either Mr. W. Bonner, Mr. G. Gorst, Mr. M. C. Hughes, Mr. W. O. Mushett, or Mr. J. P. Wotton. Why?—Because they (disguised as the "Special Activities Committee") are now talent-spotters for the Concerts which it is hoped will be held in the Canteen at regular intervals. We do not know when auditions are held; but we do know that aspirants won't be treated like the man in the famous story of the producer who asked him to recite. Afterwards, the producer enquired the name of the piece. "Halfway to Hell!" said the actor "Sir," replied the impresario, "You underestimate the distance."

LOOKING INTO IT

Mass Radiography tests were being arranged at Clarence Dock on 17th and 20th February last. More than two hundred and fifty workers there decided to have a go.

A full report of this and other Mass Radiography tests will appear in our next issue.

RIVALS SAM GOLDWYN

Mr. W. G. Probert, Station Superintendent at Percival Lane, recently took a colour film dealing with Canal Life. It was shown, in January, to the Inland Waterways Association in London, and was much admired.

In an issue of GRIDIRON GAZETTE in the near future, we hope to publish an article by Mrs. Probert, in which she describes the holiday they spent afloat.

* * *

RETIRED MEMBERS SHARE PRIVILEGE

The privilege of purchasing electrical equipment from the Show Rooms of the Merseyside and North Wales Electricity Board at special terms has recently been extended to the retired employees of the Division. Enquiries on this matter should be referred to the Establishment Officer at Divisional Headquarters, Clarke Gardens, Woolton, Liverpool.

* * *

TRAGEDY

Percival Lane Power Station mourns the lost of Mr. Allan Smith, aged 21 years, as briefly recorded in our last issue. He was employed during the whole of his working life at the Power Station as a fitter and turner.

Playing at left back for the Works team in a local cup tie on Saturday, 14th January, Allan suddenly collapsed, and in spite of every attention soon afterwards died. Play was not in his vicinity at the time and there was no semblance of rough play.

At the subsequent post-mortem it was decided that no inquest was necessary.

At the interment at Runcorn Cemetery on 19th January, a large number of the Power Station employees attended to pay their last tribute to a popular colleague, and the many beautiful wreaths testified to the esteem in which Allan was held. Among these was one from the Divisional Controller and Headquarters Staff.

To the bereaved mother and relatives we tender our heartfelt sympathy in their sorrow, and we in turn greatly deplore so tragic a termination to such a young and promising life.

H. L. COTTAM.

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OF THE BRITISH ELECTRICITY AUTHORITY

BRITISH ELECTRICITY HOUSE

CLARKE GARDENS, WOOLTON, LIVERPOOL

GARSTON 4981-4

THIS YEAR . . . NEXT YEAR . . .

As we enter the third year of operation under the British Electricity Authority, we find ourselves still pondering the official report of the first year's working, which has recently been issued.

The raucous drums and trumpets of the General Election have not yet died away; and we must safeguard ourselves against the danger of thinking of everything, especially the British Electricity Authority's Report, in political terms.

Whatever may be its significance in relation to the new Government and its electrical policies, we are content to regard it as a record of first rate engineering achievement, in which this Division played a valiant part.

CONSIDER these results; are they not something of which every worker in the Electricity Supply Industry can be proud? The Authority bought more coal than anyone else in the country, *but used it more efficiently*—and more efficiently too, than was the case in previous years. The thermal efficiency of steam stations rose from 20.86 per cent in 1947-48 to 21.15 per cent. The total sale of electricity exceeded 39,000 million units—nearly double the 1938-9 figure—a new high record for the country. These units went to nearly 12,200,000 consumers. No less than 38 new stations and 43 major extensions at existing stations, are under construction or planned. On the financial side there was a surplus of £4,391,684. Technically, progress is being made on the first 275 kV lines to be installed in Great Britain.

These few highlights—and they are but few amongst many—show that the newly reorganised industry is alert and alive to its function as perhaps the most vital of all public services, truly the life blood of the country.

ANNIVERSARIES, birthdays—and General Elections—are times for taking stock. The report of the first year, which we read at the end of the second year, gives us a not unsatisfactory backward view, and strengthens our determination to look ahead to an even more proud record in the future.

. . . S.

UNDER the Electricity Act, 1947, the British Electricity Authority and fourteen Area Boards took over the whole of the public supply of electricity in Great Britain (except in the North of Scotland).

The Central Authority has Generating Divisions whose boundaries coincide with each Area Board's territory, but whose organisation is separate. The Area Boards have the duty of distributing electrical energy to the Consumers; the Divisional Controllers and their staffs have the duty of operating and maintaining the generating plant and main transmission lines.



men at work . . . 12

Herbert Twiddle, seen dumper-driving, is in charge of all the labourers at Wallasey, as well as coal gangs, ash disposal and boiler cleaners. A native of Cumberland, he has been at the power station for 23 years, where he has done nearly every job. He has three daughters, all of whom are married, and his main interest is gardening, especially carnations and dahlias.

MASS RADIOGRAPHY DOESN'T HURT

"It takes only two or three minutes," said the Little Man, when he got Mass Radiographed at the Gasworks, by mistake as usual. "And it's quite confidential. I should hate my friends to see through me . . ."

"You going to have a go? I should, when the Unit comes round to your Station."

THE END

This concludes our Second Volume. My!—How the time flies! We came out dead on time for Vesting Day, in April 1948, and here we are still going strong. Write and give us your suggestions as to how we might improve GRIDIRON GAZETTE. Don't forget to have your copies bound. The volume looks well in the front parlour, and can be used to prop up that occasional table with the short leg.



From time to time we shall publish articles by eminent Authorities on various aspects of the life and culture of Merseyside, in the hope that we may help our readers to discover hitherto unknown delights.

Mr. P. H. CONN, F.Inst.P.A., Chief Superintendent, writes on LIVERPOOL'S PARKS and GARDENS

To describe in detail Liverpool's many parks and open spaces would be a difficult task, for Liverpool is fortunate in the possession of no less than 114 parks, gardens and recreation grounds, covering an area of approximately 2,155 acres—an area not far short of that of the City of Chester—and with the extension of the City under the new Town Planning Act, provision will, of course, be made for various new playing fields and parks.

There are facilities for boating in six parks, whilst the number of sports pitches are as follows, with the pre-war figures shown in brackets, viz:—bowling greens 73 (74); football pitches 78 (156); cricket pitches 22 (83); grass tennis courts 193 (398); hard tennis courts 23 (28); hockey pitches 4 (28); baseball pitches 10 (15), and rounder pitches 26 (57).

In connection with football pitches, it can be readily understood, therefore, why there are at the

present time between eighty and ninety clubs awaiting pitches.

It will, however, be seen that Liverpool's parks and recreation grounds have played their part in the war effort, as many of these areas are still under cultivation for food production, or have not yet been reinstated after military occupation.

There is one 18 and one 9 hole golf course at Allerton, but two 18 hole courses (one at Kirkby and one at Bowring Park) are still controlled for the growing of food crops.

The staff employed in the Parks and Gardens Department numbers 620, whilst in connection with the six cemeteries and one crematorium (an area of 688 acres) the staff numbers 275, and in the Street Planting Section 55.

IT has been said that nowhere in the Kingdom are there parks which out-rival those of Liverpool, and to those who have never visited the

City this may sound surprising as the very name usually conjures up the picture of a vast seaport situated on a wide flowing river, and the imagination of visitors is at first captured by this aspect of the City. Whilst we are justly proud of her waterfront and docks, it is only through closer acquaintance that the natural beauty spots, which are there in abundance, can be discovered, for, as two American visitors referring to one of Liverpool's parks put it, "Nowhere have we seen such beauty", whilst the chief recollections of a visitor from the South of England appeared to be of the great Cathedral (described so vividly by the Canon Residentiary, The Rev. C. F. H. Soulby, in the August 1949 issue of GRIDIRON GAZETTE) and of the Parks.

In the South end of Liverpool there is a veritable "chain" of parks comprising Harthill, Calderstones, Allerton Park, Allerton Tower, Clarke Gardens, Camp Hill and Woolton Woods, whilst nearby are Reynolds Park and Sudley.

In connection with Clarke Gardens it may be of interest to mention that this estate, comprising some 41 acres, was given to the City by the children of Thomas and Elizabeth Clarke in memory of their parents. The old hall, once the home of the Hardmans and later that of the son of their coachman, the brilliant litterateur, William Roscoe, is now the Headquarters of the Merseyside and North Wales Division of the British Electricity Authority. Here Roscoe wrote his famous "Leo X", and from it he went forth as a Member for Liverpool to speak on the Bill which abolished the Slave Trade.

SPACE prohibits a detailed description of each of these South end parks, so perhaps a few words might

be devoted to the largest—Calderstones.

At its gateway stand the "Calder Stones", a cluster of relics carved by a Turanian race centuries before Celt, Roman, Saxon, Dane or Norman set an invading foot upon the shores of Britain. With its walled-in Old English Garden, Rose Gardens, up-to-date Open-Air Theatre, beautifully appointed Cafe, its undulating park lands, boating lake and facilities for almost every kind of sport, Calderstones is fast becoming the "Show Place" of Liverpool's parks.

The timber in this park is very old, and is of great interest to botanical students in view of the different species of trees, including varieties from all parts of the world, and here surely mention should be made of the "Allerton Oak" another ancient relic, which, according to records, is well over a thousand years old.

Referred to as "The Hyde Park of Liverpool" is Sefton Park, comprising some 269 acres for which the Corporation paid the Earl of Sefton more than a quarter-of-a-million pounds in 1867. It was laid out by the French landscape genius, Andre, the designer of the world-renowned Tuileries of Paris. Girt round by broad carriage drives, it is traversed by twin valleys which converge into a seven-and-a-half acre boating lake. On the higher levels above the valleys and avenues are large tracts of grassland providing space for enjoyment of every form of outdoor game. Here too, is a cafe, and amongst other attractions is an aviary which attracts children (and grown-ups) from near and far.

Very dear to children is Peter Pan's Corner where stands Sir George Frampton's bronze statue of Peter Pan, whilst close by is Wendy's Hut. This magic corner is the gift of



"Eros" in Sefton Park

the late Mr. George Audley, who also presented the City with the only replica extant of Sir Alfred Gilbert's masterpiece "Eros".

Site in 1948 of the "Liverpool Can Make It" Exhibition, and in 1949 of the combined Liverpool Horticultural, Agricultural and Horse Show, is Wavertree Playground, 108 acres of grassland which lends itself admirably to such events. A gift to the City in 1895, Wavertree Playground excited curiosity owing to the desire of the donor to remain anonymous, hence its more recognised name, "The Mystery".

THE Botanic Gardens and Wavertree Park have been in their present position in Edge Lane since 1836, but in view of the severe bomb damage experienced in the last war, and the changed atmospheric conditions, it has been decided that the new Botanic Gardens will be sited in Calderstones Park, whilst the old site will be laid out as a Model Traffic Area and Children's Playground where children may learn road safety, whilst ample provision will be made for their elders in the way of seats and gardens surrounding the Area. In the adjoining Wavertree Park, which also suffered during

the war, great improvements will be made, and the park laid out afresh.

The most central park in Liverpool is Newsham, with broad carriage drives, playing fields, and an expansive boating lake. In 1842 the whole property was sold for £100,000 to the Corporation who, some years later, enlarged and altered the Mansion House and reserved it for the Judges of Assize when visiting Liverpool as guests of the Corporation.

There are many parks not mentioned, as well as the City Squares and Gardens, the Recreation Grounds and Children's Playgrounds, some of which suffered badly during the war, but it is hoped that as time and circumstances permit they can be restored to their pre-war condition.

Before closing mention should perhaps be made of the entertainments provided in Liverpool's parks. During the summer season there are first class bands and orchestras at all the main parks, whilst at the Open-Air Theatre at Calderstones Park there are concert parties, plays and bands to suit all tastes. Special children's entertainments are held at eight of the Parks during the school holidays.

THE END



NIGHTMARE SHIFT

IT was nine o'clock when I finished work one November night, and a thick fog had imprisoned the Power Station. At the exit stood Tom Piper, the night watchman.

"Terrible night," he greeted me, "can't see my own nose, out there! If I were you I'd wait and see if it clears a bit—it couldn't be no worse, that it couldn't."

I didn't relish the thought of groping my way along the river bank so I agreed to go to his den and share his pot of tea.

"It was a night like this," he said, when we were comfortably settled over our brew, "that things happened here that shook the town. Of course it was before your time, me lad. I don't think any of them that was here at the time will ever forget it."

He looked at me appealingly, for he loved to tell a good tale.

"I'm all ears, Tom," I encouraged, "Carry on!"

He lit his pipe and continued. "The most hated man we have

ever had working at this 'ere station—in my opinion and the opinion of any old stager—was an Engineer named Raymond Averow. Nowadays he'd 'a been called a Shift

**By DON GREEN
of Warrington
Power Station**

Charge Engineer—and wouldn't his wings have been clipped to-day, what with Works Committees, Advisory Committees and whatnot! In them

days an Engineer could sack a man just like that!"—and he snapped his fingers. "Averow thrived on bullying his men. He would sack a man as soon as look at him for the most trivial reason or for no reason at all—even blokes as went about their jobs quietly and worked well. He was a dud at his job too, but didn't he fancy himself! It puzzled all of us why the Manager—old man Thoray—tolerated him, for it was obvious something was radically wrong, the way workers came and left on Averow's shifts. Some say he had something on the old man, others argued that he held shares in the company—you know 'ow they

talk. Whatever the reason was he stayed on to grow nastier and nastier and us chaps knew a reckoning would come sooner or later. And it did."

"One of Averow's favourite spots for making it hot for his men, as though it wasn't hot enough, was the boiler house—the place, strangely enough, that he knew least about. Some said that he was afraid of the Boilers and took spite out of the men. I reckon there was some truth in this."

"A stoker named McEvery was badly scalded one night when he obeyed a stupid order—under protest, mind you—given by Averow. Averow denied having given the order and McEvery was fired for negligence. The Stokers raised 'ell, but in them days there was precious little they could do about it—wasn't there a crowd of unemployed waiting for a chance to jump at any job?"

"The climax came one night shift in November. Tom Slinne, what was another Stoker, complained to his mates that he felt ill. No sooner had he sat down on a box, one hand holding his side, when Averow dashed in and spotted him, ordered him to his feet and shouted, 'You're paid for stoking, not smoking!—Get up, or you're fired!' I tried to explain but was ordered to shut my mouth. Slinne got up feebly and Averow dashed off to his office, which we called 'The Kennel', 'cause no one ever visited it even on urgent business without being barked at."

"Later that night the Junior Engineer, a decent, calm young fellow whom Averow's attempts to ruffle always failed, had to arrange for Slinne, who had collapsed, to be taken to hospital. 'Better see to it yourself, Brethwaite', Averow told him, 'It means I've got to get more work out of what men we have at our disposal'."

"Brethwaite silently carried out the order, disgusted at the fact that Averow didn't even bother to see the sick man what lay there flat out—looked like death, 'e did."

"About an hour after Slinne had been taken to hospital—appendicitis it was—Averow was sitting in his office when the internal phone rang and Brethwaite's voice announced that there was a fault in the Pump House which he was unable to locate. Would Mr. Averow come across to look at it? Averow yelled out summat, and banged the receiver down."

"If Brethwaite couldn't find a fault, how could he? He knew as little about the Pump House as he did about the Boiler House. He'd try the only way he ever thought of to put things right. He would go across the road to the pumps and bully his Junior until 'e found out what was wrong."

"A thick fog hung over the river bank as he left the main building. His torch was useless. He'd 'ave to gauge the direction, like, in which the Pump House lay."

"Then an idea struck him. He shouted at the top of his voice, 'Brethwaite! Ahoy!' His voice was muffled by the fog. He shouted again. He didn't get no answer. He swore and decided to stride it out, estimating that the place was ten paces away."

"In a loud voice he counted 'One . . . TWO . . . THREE . . . FOUR . . . FIVE . . . SIX . . . SEVEN . . . EIGHT . . . NINE . . . and then there was a splash . . . They found 'is body, after a lot of searching, on a mudbank down the river, two days later."

Tom stopped, and awaited my comments.

"If he was drowned, how did anyone know he counted his strides across the road?" I said.

Old Tom chuckled and swept the air with the pipe he held.

"Because Brethwaite heard him all the time, and didn't answer. You see Brethwaite was McEvery's brother-in-law."

* * *

"Think I'll sleep here tonight," I said, as I opened the door and wisps of fog infiltrated inside the room.

"Don't blame you," replied Tom seriously, "wouldn't like to have to tell someone a tale about you."



A GOOD SHIP is a HAPPY SHIP says Mr. A. J. Tilling, of the Divisional Accountant's Staff

THE writer is informed that the above title is a sound maxim in naval circles and certainly the impressions formed and conclusions arrived at after attending the first week-end School at Burton Manor lead one to suppose that such a maxim might well apply to the aspirations of the Electricity Authority.

The joint Course in Education Training and Welfare, was held at Burton Manor College, and by car, train and bus, from various parts of Merseyside and North Wales there arrived approximately 53 employees of the Board and Division, representing a cross section of many employments including accountants, Secretaries, Station Superintendents, Storekeepers, Chargehands, etc.

'WELCOME!—THEY SAID'

BURTON MANOR is an imposing edifice and a view of the grand entrance Hall, the Ballroom (which was to be our classroom), the Lounge, Music Room, and the Bedrooms gave the assurance of material comfort during our stay and indeed we are indebted to the principal, Dr. Brown, Mr. Hughes, and the members of the Staff for the feeling of welcome they conveyed.

After dinner we made our way to the classroom to listen to an opening address from Mr. Butterworth, Divisional Secretary, who welcomed the students and gave a resumé of the various papers which were to be given during the weekend. Unfortunately, the Divisional Controller was unable to be present but sent his good wishes for the success of the course, embodying in them philosophical "Cooperisms" and references to the human factor in the make-up of the Industry and the ability to "See the other fellow's point of view".

A short Educational Film Show completed the first session after which we adjourned to the lounge, and it was here we had an opportunity to get together and make contact with our colleagues from Wales, Lancs. and Cheshire, many of whom we knew only by name and through the medium of the telephone and GRIDIRON GAZETTE. Indeed, such place names as Dolgarrog, Maentwrog and Cwm Dyli lost their vagueness after a chat with our friends from those districts, and one sensed and realized their important function in the composite whole. This opportunity for personal contact proved invaluable and enabled us to exchange views and gain a knowledge of "what goes on" in various

parts of the undertaking. The friendly atmosphere created was quite at variance with the inclement weather outside.

THEY MISSED THEIR 'ELEVENSES'

SATURDAY morning saw us listening with keen interest to a paper delivered by Mr. F. Chew, Secretary to No. 9 District Joint Advisory Council, on "The Machinery of the Joint Advisory Councils". Mr. Chew prefaced his remarks by reminding his hearers that we now enjoy the right of consultation by Law. He went on to point out that the main function of the Council was to promote and encourage measures affecting the safety, health and welfare of persons employed by the Board and to discuss other matters of mutual interest to the Board and such persons, including efficiency in the operation of all the services. Mr. Chew described the machinery of the Joint Advisory Council from National Level, through the District levels and on to the local Advisory Committees, and the interest in his discourse was reflected in the eagerness of his listeners to ask many questions and by the general discussion which ensued. The points raised were of a constructive nature, and so engrossed was the class that the mid-session bell for "elevenses" went unnoticed! The main discussion dealt with the necessary publicity of details and the best manner of "getting it over" to the employees of the undertaking, there were many suggestions in this direction including informal works meetings before "signing on", during dinner hour, and after "pay" on Thursdays, these meetings to be addressed by members of the Local Advisory Committees. We also considered the advisability of issuing a circular in the form of a folded card. And so ended our first morning session with thanks to Mr. Chew for his very able and comprehensive exposition of the machinery of the Joint Advisory Councils.

EDUCATION AND TRAINING

THE afternoon session was taken up by Mr. L. C. Jarman, the Joint Education and Training Officer. We were engrossed in his talk on Education and Training. He divided his discourse into four main headings, i.e., Operation, Construction, Sales and Administration, and demonstrated by means of "Trees" how it is

suggested that the Education and Training should apply under these headings. He dealt with the facilities for training, and the difficulties imposed owing to geographical location, pointing out that the employees of the Board and Division numbered approximately 9,000 and were scattered over an area of nearly 4,000 square miles. Amongst the facilities for training he instanced Training within the Industry (including adult study by correspondence for clerical and administrative grades), residential study courses and visits to Power Stations by the Clerical and Administrative Staffs to assist in the identification of material and Plant. Mr. Jarman explained how it is possible for a junior clerk or an apprentice according to his efficiency and ability to pass examinations to proceed right through his various training courses to a graduate University training to fit him for a higher Technical or Administrative post. Again there were numerous questions forthcoming followed by keen discussion on the many angles of the training schemes.

JOB-SWAPPING

The question of incentives and awards was raised and also that of fuller use to be made of the Educational talent within the Industry. A further suggestion was that apprentices should have a probationary period of two years to enable them to decide to what craft they would serve their apprenticeship, and included in the many constructive suggestions, was that of interchange for a period of three months between the Administrative and Industrial sections, e.g., a storekeeper might profitably spend such period in the Accounts and Stores Section and a Stores Clerk to spend a similar period in the Stores. An apprentice on completing his time and his counterpart in the office might well be included in such a scheme. We discussed the practicability of a scheme whereby members of the Clerical and Administrative Staffs with long service but with no recognised qualifications might be chosen for special training to enable them to apply for higher posts when such posts became vacant.

Mr. BROWN ON WELFARE

SPACE does not permit mention of other points, ideas and suggestions raised in the discussion but it is interesting to note in passing that, such was the intenseness in the subject that the time-table for this lecture (2 p.m. to 4 p.m.) went by the board and again, only the persistent ringing of the sessions bell at 6 p.m. brought this meeting to a close!

A very interesting and Educative film

show and a further talk in the lounge completed our second day.

We commenced the following morning session with an excellent and instructive talk on Welfare given by Mr. H. H. Brown, Joint Welfare Officer. Mr. Brown traced the history and growth of Industrial Welfare from its small beginnings during the nineteenth century up to the present time, and instanced the growing support given by the present Government and its predecessors and by many industries. He stressed the importance of creating strong links and close personal contacts between management and manual workers, the raising of the standards of living and the betterment of amenities. The necessity for fullest co-operation and the right "team spirit". He gave possible causes that make towards a discontented employee, instancing physical environment.

PRIDE IN THE JOB?

The benefits of Welfare, continued Mr. Brown, were two-fold, material and psychological. He illustrated the set-up of Welfare as applied to this industry and covering Education and Training, Safety, First Aid, Recreation, Canteens, etc., and completed his comprehensive and inclusive paper with reference to sports and social activities and the extent to which the Board is prepared to assist in the promotion of such activities. The questions and discussions which followed showed a lively interest in the subject of Welfare. It was felt that the material side of Welfare was in good hands through the application of the various Parliamentary Acts and the keenness and efficiency of the Welfare Officers, but that full consideration be shown to the psychological aspect of Welfare. That loss of pride in one's job, due to modern Industrialism and Mass Production, is to be deplored and efforts should be made to regain some of that pride.

Mr. ECCLES' ETHICS

Mr. Jarman followed this talk and enlarged upon the Ambulance and First Aid Schemes to be promoted by the Board and the application of Monetary Grants. Our stay at Burton Manor was, by now, nearly at an end, and there remained the general summing up by Mr. J. Eccles, the Chairman of MANWEB. Mr. Eccles included sound and practical ethics in his illuminating address, and confirmed the truism that what is taken from an undertaking is only in ratio to that which is put into the undertaking.

AND so ended our first weekend School with much hand shaking and *au revoirs*, and one felt how successful and justified such a venture had proved.

BETWEEN SNEEZES—

Our Medical Contributor tells us why he takes a poor view of the

THE common cold is a malady which attacks people in epidemic proportions. To avoid a cold in the winter months ahead will provide one with an amusing game of "Catch as catch can".

Any enclosed space crowded with humanity struggling for breath in a vitiated atmosphere would guarantee an added difficulty in the game of avoidance.

Spotting the killer in any fictional story or film is child's play compared to spotting the cause of the common cold. If you ever set out in real life to find a killer the chances are that he will get you before you know him. The same sort of thing happens with a cold; you do not know till twelve hours after that you've been caught. This twelve hours' delay is known as the incubation period.

We are living in the year 1950 A.D. and nobody as yet has been astute enough to discover just what the cause of this coryza is. Speculation suggests that it may be due to a virus, but there is no proof that it is.

Some eminent physicians have propounded the theory that it is a psychological state. After all why should this not be so? Unpleasant incidents precipitate attacks of asthma, hayfever-like syndromes, migraine and shingles in susceptible individuals.

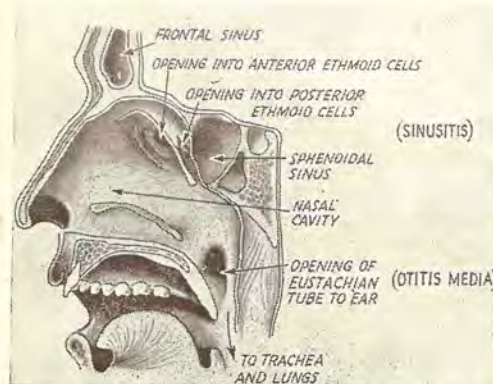
When you are feeling low in spirits—a not unusual state of mind in inclement or changeable weather

COMMON COLD

—one usually has no hesitation in saying, "I think I'm going in for a cold". I've said it myself. This psychological outlook seems to lead logically to a large hot whisky and aspirin and it is surprising how the well-being engendered dispels all morbid thoughts of approaching events. This timely psychological uplift is usually followed the following morning by the remark, "Well, I don't seem to have developed a cold after all."

For staunch teetotallers or those patriotic individuals who feel that only residents in the dollar earning continent should have the benefit of this alcoholic uplift, there is always the hit and miss uplift of the hypodermic syringe charged with its quota of a few hundred million each of dead unpleasant organisms such as the Pneumococcus, the bacillus Pneumoniae, the Staphylococci, the bacillus Septus, bacillus Influenza and the Streptococci, and labelled "Cold Vaccine", which many insist is an infallible prophylactic, while others pronounce, with justifiable heat, that such treatment has given them the worst cold ever.

It must be remembered that the air one breathes often contains the organisms mentioned above, so that the mucous membrane of the nose and pharynx has always a good sprinkling of them on its surface.



They sit there like fifth columnists—waiting! Then if you succumb to the propaganda of the cold war or invading virus, they immediately move into strategic positions and it is at this point you become definitely aware that you have "a cold". The mucous membrane of the nasal passages swells as the white blood corpuscles and antibodies rush out of the capillaries to make their suicidal attack on this army of invaders.

This battle to the death results in the muco-purulent discharge from the nostrils and eyes and the sneezing and coughing which one associates with a cold. This muco-purulent discharge contains dead white corpuscles from your blood stream and it can be demonstrated microscopically that they have ingested and killed large numbers of the organisms.

If this resistance is successful, then you have three days of misery, after which matters improve. If it is insufficient, then the battle area extends to the nasal sinuses—along the eustachian tube to the middle ear, along the windpipe causing a tracheitis, to the bronchial tubes causing a bronchitis and from thence into the air spaces of the lungs causing pneumonia.

A virus is an organism which passes through the finest filter and

no microscope has been devised as yet which will bring them into the view of the human eye.

A variety of diseases are certainly caused by virus infection. Such are: smallpox, mumps, chickenpox, shingles, infantile paralysis, influenza, infectious warts and some tropical diseases.

Measles is also thought to be due to a virus and as above mentioned, possibly the common cold.

No drugs have yet been found and made available for the certain cure of virus diseases.

The above short dissertation will, I hope, have convinced you that your own particular guess and common sense for the avoidance of the common cold is as likely to be as good as any that I can suggest.

If you believe in the virus theory, you will know that there is no drug you can take that is a certain cure for it, and the best thing you can do is to avoid contact with a suffering neighbour.

If you believe in the psychological theory, what a multitude of imaginative theories you can put into practice!

You will be able to persuade yourself that some particular iodised tablets always keep you free, or a mustard bath, or rubbing your chest with some pungent lotion or unguent; or washing out your nose and gargling with some weak antiseptic, or keeping your system well toned up with a cold bath every morning, or taking plenty of vitamin A in the form of codliver oil, or a few prophylactic injections of cold vaccine.

There remain a few words to say about palliative treatment.

Palliative treatment is the treatment one adopts to make less unpleasant the symptoms of a disease and it claims no guarantee of a cure.

For the relief of symptoms there

(Continued on page 16)

BETWEEN SNEEZES . . .

(Continued from page 15)

are the vaso-constrictor local applications such as Benzidrene and Ephedrine inhalers, drops and ointments. They constrict the peripheral blood vessels in the mucous membrane temporarily, and thus decreases the amount of secretion, but they need temperance in their use.

Then there are neuralgic pain relievers, such as Aspirin, Aspro, Acetyl Salicylic Acid, Antikamneir, Mixtures of Aspirin, Phenacitin and Caffein and numerous other preparations disguising their contents under various trade nomenclatures.



To summarize the position then. Theoretically your chances of avoiding a cold this winter are grim and problematical. Circumstances are heavily weighted against you.

It is true that if you are suffering from a cold, the kindest thing for yourself and others is to remain in your own home and isolate yourself.

ELECTRIQUIPS

As one political enthusiast in this Division said to the other—"The result of this Election is a triumph of mind over patter!"

In *Mr. Brown's Diary* (published in our last two issues), he mentions the discomfort of the American railway sleeping cars. Another friend of ours, recently returned from the States, tells us that as he was emerging from an uncomfortable upper berth on his way to shave, a mother and her daughter (on whose finger sparkled an engagement ring) passed through the carriage. "Don't worry, dear," he heard the mother say encouragingly to her daughter, "They all look like that in the morning . . ."

A certain Engineer in this Division was very concerned about the language his ten year old son was using.

Fortunately the boy had one very good habit. Every morning before going to school he would feed the birds in the garden.

A word from the parent to a policeman resulted in an apparently casual conversation one morning.

"So you are feeding the birds again, Johnny? Good lad! But I hear that you are using bad language. Now, do you know what happens to boys who use bad language—They get locked up and fed on dry bread and water!"

"Who told you I swear?" queried Johnny.

"Ah—A little bird!" said the Policeman.

"Well! I'm not going to feed the b—birds any more!" was the boy's disgusted answer.

DON GREEN, WARRINGTON.

One of our Divisional worthies was somewhat embarrassed, the other day, when his wife found in his trousers pocket a note which read—"Doris; Aintree 421". He explained rapidly that this was his private code for a horse running the next day, and that he had backed it, at 4-to-1. When he returned home the day afterwards, however, he found his wife rolling up her sleeves and grasping the rolling pin. "The horse—", she said ominously, "—rang up . . ."

The best psychological uplift that I can give you is to remind you of our unfailing British humour, which always comes to our aid in the deepest hours of disaster.

THE END

FIVE REPORT ON INDUSTRIAL PSYCHOLOGY

A COURSE of industrial psychology was held under the auspices of the National Institute of Industrial Psychology at the College of Art, Hope Street, Liverpool. Six people from the Division attended: Messrs. F. Threlfall (Percival Lane); W. Jamieson (St. Helens); D. Greenall (Southport); J. L. Low (Lister Drive); F. Harper and J. W. Johnson (Clarence Dock).

Messrs. Greenall, Harper, Johnson, Low and Threlfall have been good enough to send us lengthy reports of their impressions. Limitations of space prevent us from publishing these in full, and in any case they overlap. We are, therefore, publishing extracts from each report, and the initials appended at the end of each paragraph indicate the author.

'AT TIMES—INSTRUCTIVE!'

"The two days' course . . . proved to be most entertaining, amusing, and at times instructive. The subject was treated in a very practical manner thus saving us from delving into the functions of the sub-conscious mind. Role playing sessions took up a good deal of time and provided the entertainment and amusement."

"In dealing with men, the lecturers appeared to assume that a supervisor had practically a free hand, and they did not seem fully to appreciate the part played by the Shop Steward, the Trade Unions, and the necessity to work to fixed grid schedules." (J.W.J.)

"The course started with a talk on the social structure of a company or organisation, dealing in the widest terms, and showed the need for good communication in both upward and downward directions, and laterally. An exercise by all those attending indicated the difficulty of getting actual information down to the workers' level. . . A voluntary intelligence test was made to see how far our small group of twenty or so conformed to the general results previously obtained by the National Institute. Lecturers revealed next morning that even so small a group though not statistically large enough, still conformed to the general trend, though the group average was high. Those who so desired were privately informed of their score. . . One of the lecturers said that the job of a supervisor can be considered from three aspects—Human relationships, administration and technical ability. An estimation of any supervisor's duty can be made by deciding how far each

of these three aspects enters in it, and the success of a supervisor depends on how well he estimates the balance of these three aspects."

"In the final lecture the emotional demands on the supervisor were considered. Emotions affect everyone to a greater or lesser extent, and as they grow older most people learn to control their emotions. Thus the older man can be in some ways a better supervisor than a young man. Further, by making an effort we can all develop insight into our emotions and control them, and by this control avoid the unpleasant consequences of bad temper or worry." (J.L.W.)

"I believe that a man should take up his job of work with a desire to join in the life of the community according to his ability, and that he should derive as much satisfaction and pride in his job well done as from the money he receives to assist him in maintaining his way of living. . . The success of a group and of each man in it depends largely on the ability of the supervisor to relieve everyone of all concern in relation to his work, other than the actual work to perform."

"The course was intensely interesting because it supported and expounded so many theories and ideals I had been able to develop and practice during the six years of my Army service and since." (J.G.G.)

'TEACHERS LEARNED, TOO'

"The lecturers probably learned as much as the pupils during the discussions which followed each lecture when various 'difficult' cases were brought up, such as late comers, poor output from piece workers, and awkward people in general. . . Psychology is really common sense applied to each individual case, and if one lacks common-sense it would require more than mere lectures to help one to obtain it." (A.F.H.)

"Dealing with incentives, three divisions were considered—rewards with extra money; the aspect of duty; and emotional considerations. The third method was most favoured; that is, to gratify emotional demands by making a man feel successful in his work. An employee should feel there was something more to be gained from life than just monetary reward. It is necessary to educate the mass of people to realise the satisfaction that can be obtained from a job well done." (F.T.)

HOLD EVERYTHING

Captain Thompson's Candid Column

The Tie (Mr. Brown's tie, from America, pictured in colour by the Divisional Controller, in our last issue). Definitely Royal Engineers. First and foremost a Royal Engineer is a trained soldier—engineering follows. Is Mr. Brown going to start a Home Guard?

You call me an Ace Reporter, Mr. Editor. Well, I'm on the Local Advisory Committee, No. 10 Works Committee, Electrical Power Engineers' Technical Representative, First Aid Class student, GRIDIRON GAZETTE representative, and all the trimmings attached to the above, but I can't even borrow a typewriter to put over my monthly contributions.

Grand National. Mr. R. Black told me (prior to his accident) that Lord Midmay is very keen to win, with CROMWELL.

The "Springwood" and "Sir Fon". Lister Drive and all Liverpolitans naturally love ships and are ship minded. The launching of the above has been keenly watched through GRIDIRON GAZETTE's columns. We here for our part add the customary blessings to ships and crews.

Editorial—"Discontent's the thing." Mr. Editor, you've said a mouthful. We only hope that this leader is read, marked and learned by all subscribers. The inward digestion of it may need pepper and salt—here's the cruet.

Congratulations—to Mr. J. Hayward, Electrician, Lister Drive, upon obtaining the City and Guilds "B" Certificate, First Class. Didn't I tell you, Lister Drive always leads? Anyway, Dr. Z. de Ferranti was born in Liverpool.

THROWING LIGHT ON IT

The Liverpool Centre of the Illuminating Engineering Society invite members of the Divisional Staff to attend their meetings which are held at 6 p.m. in the Lecture Theatre of the Merseyside and North Wales Electricity Board's Showroom, Whitechapel, Liverpool 1.

21st March—Lighting of the R.M.S. "Queen Elizabeth" and the R.M.S. "Caronia" (by T. Catten, Esq.).

4th April—Light and Crime (by Detective Chief Inspector Colin Campbell).

2nd May—"Brains Trust".

For further particulars, readers should apply to the Hon. Secretary, Mr. K. R. Mackley, Inner Temple, 24 Dale Street, Liverpool 2 (phone Central 6782).

* * *

MESSAGE FROM CHINA?

"I shall be disappointed—" (writes the Senior Mandarin (operation) of Lan-chow Power Station, in the Province of Kansu) "—if the Divisional staffs do not carry off the majority of the prizes at the Arts and Crafts Exhibition this next 1st July. The Area Board people will be joining in for the first time, and we in Lan-chow feel that it is up to everyone in the Division to prove that Generating engineers are also artists in paint, silk, leather, iron and everything else. As Confucius said, 'Although it may be better to give than to receive, this doesn't apply to prizes'. If I said that the whole of China would be looking towards Clarke Gardens, Liverpool, on that day . . . Well, I think the inference is obvious."

● TWI—Continued from page 2

be to put over the programme to the Division—Stations, Sections and Headquarters. Before they can do this, however, the "budding" trainers must be trained themselves by group instruction. This has been arranged for the week commencing the 20th February 1950.

Those nominated to undergo training as trainers are:—

Mr. E. W. Evans, Electrical Maintenance Engineer.

Mr. I. W. Williams, Resident Engineer, North Wales.

Mr. G. H. Sanders, ex-Assistant Station Superintendent, Percival Lane Power Station, now a part-time instructor for the promotion courses.

'GRIDIRON' LOG

PLANT AVAILABILITY

Availability throughout the month of January was satisfactory, outputs of 545 to 550 MW (sent out) being attained on several occasions. Reductions of capacity due to breakdowns have been few and generally not of serious consequence. The 1950 plant overhaul programme has been agreed.

FUEL CONSUMPTION

During the four weeks ended 21st January, 142,173 tons of coal were consumed, the colder weather in the second half of the month causing a consumption of over 2,000 tons in excess of the estimated amount.

HYDRO-ELECTRIC STATIONS

Storage at the three main hydro stations has fallen by about 12 per cent owing to the very light rainfall and the heavy demand in the second half of the month having necessitated extended periods of running at full output.

LOAD SHEDDING

There were 13 load shedding incidents during the month, all occurring in the second half during the cold weather. Several reductions of up to 20 per cent were called for.

FAULTS

Two faults occurred during the month of January: one in Southport 132 kV substation, where a flashover damaged a post type insulator and an O.C.B. bushing, but no supplies were lost. This was probably due to salt deposits carried over during gales. No. 3 set at Wallasey developed an earth fault on the rotor. The faults were correctly cleared.

APPOINTMENTS

The following appointments have recently been made

| Name | Appointment | Take up Duties |
|-------------------------|--|--------------------|
| *J. Smith | General Clerk (Clarence Dock) | 19th December 1949 |
| Miss P. M. Mill | General Clerk (Accounts) | 2nd January 1950 |
| G. P. Bamford | Int. Audit Assistant | 5th January 1950 |
| R. E. Jones | Technical Assistant (Operations) | 16th January 1950 |
| C. Roberts | Asst. Turbine Engineer (Clarence Dock) | 23rd January 1950 |
| Mrs. C. Cowland | Shorthand-typist (Warrington) | 23rd January 1950 |
| F. Miller | Asst. Turbine Engineer (Clarence Dock) | 30th January 1950 |

* Promotion from Assistant Storekeeper.

DEATHS We regret to record the following deaths, which have occurred since the last report.

| | Length of Service |
|---|-------------------|
| A. Smith, Fitter, Percival Lane | 7 years 9 months |
| T. Jones, Labourer, Clarence Dock | 2 years |

RESIGNATIONS Resignations effective during the month are as follows:—

| | |
|--|--------------------|
| *G. W. Ellis, Charge Engineer, Crewe | 31st December 1949 |
| J. B. MacKenzie, Station Main: Engineer, Aberystwyth | 15th January 1950 |
| *Miss E. Clough, Shorthand-typist, Warrington | 31st January 1950 |
| J. P. Fanning, Clerk (Accounts), D.H.Q. | 28th January 1950 |

* Transfers to Area Board.

The personnel of the Division is 2,232, an increase of 1 over the previous month.