

Safety campaign is paying off – but we could do better

ACCIDENT TOLL TUMBLES

**5.5% final
pay offer
on table**

By Jackie
Unsworth

MANWEB'S safety campaign to cut the accident toll amongst employees is beginning to pay off – although we still have a long way to go.

So far this financial year, there has been a 15 per cent reduction in the number of reportable accidents at work and this, says Corporate Health and Safety Manager Colin Herbert, is "very encouraging".

But the proof of the pudding will only come in April when the

full year's figures are released. And those figures are bound to be distorted slightly because of the reduction in staffing levels under the voluntary severance scheme.

Manweb launched the campaign three years ago. At that time the company was virtually at the bottom of the ESI safety league.

Colin Herbert said: "It is our aim to have the best safety record of all the regional electricity companies, and it is very encouraging to see these improvements."

The newly released quarterly results show that in the three months up to December 31 1991, the Company's Corporate Services Division had no time lost accidents.

"We've been concerned for some time about the number of accidents involving apprentices, who come under Corporate Services, but there has been a fantastic improvement," said Colin.

Gwynedd District fared badly in the quarter with a total nine accidents, eight of which resulted in staff being off work for more than three days.

Liverpool and Dee Valley Districts, which in the past have lagged behind, have both reduced their accident levels but there is still room for improvement. Liverpool had four reportable accidents during the quarter and Dee Valley had three.

Despite the company-wide 15 per cent reduction in accidents this year, Manweb has failed to achieve its target of no more than 70 reportable accidents in 1991/1992. By the end of the third quarter there had been 104 such accidents.

But on the brighter side, North Wirral and Oswestry Districts, plus the Central Field Unit at Prenton, are all well below their individual targets. Head Office, Trading's Northern and Eastern Regions and the shops are all on target.

Colin said: "Once again the main causes of accidents come under the categories of handling goods, persons falling and stepping on or striking objects."

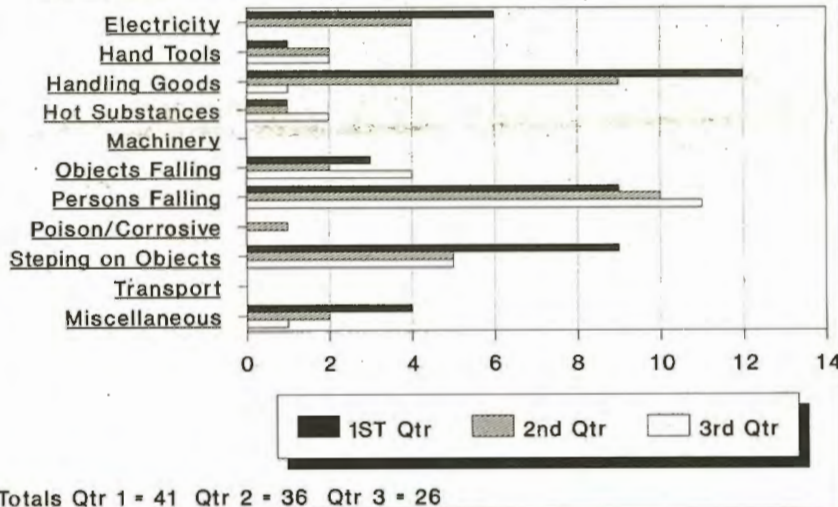
"I am very pleased that there have been no electrical accidents during the third quarter. This type of accident, particularly over the past two years, has been causing great concern."

He added: "Much work has been done to improve safety within Manweb, particularly in Network Services, and the accident reductions we have seen so far is, I'm sure, the result of their efforts."

"Training has taken place, site safety audits carried out and staff have been encouraged to use the correct personal protection equipment."

Accidents Involving an Absence from Work of more than 3 Days April '91 to January '92

Causation



A 5.5 per cent final offer is now on the table following the latest round of discussions on the 1992 pay award.

The claim for shorter working hours and additional incremental points on all pay grades was rejected.

All the Trade Unions within the industry are recommending acceptance of the across-the-board award for all pay scales and a ballot of all staff is being held.

It is anticipated that the results should be known in the week beginning March 16.

This year's pay negotiations have taken on a new form. In the past, each Trade Union group (NJIC, NJC and NJB) has negotiated separately, but this year, for the first time in the industry's history, the unions nationally submitted a single pay and conditions claim.

Although the unions negotiated together this year, any resulting agreement will be applied on the normal review dates:

February 1 - NJB
April 1 - NJIC
May 1 - NJC

Birthday couple's four year 'leap'

BIRTHDAYS are extra-special occasions for Power Marketing Clerk Sheila Williams and General Duties Assistant Julian Edwards. After all, they haven't had that many...

At the end of February Sheila, from North Wirral District, reached the tender age of NINE while Julian, from Dee Valley, had just SIX candles on his birthday cake!

Both born in a Leap Year, the pair each have to wait four years for their birthdays on February 29 to come around.

Julian, actually in his 24th year, said: "When you only officially have a birthday once every four years, they're bound to be a bit special. I normally celebrate on February 28, so I don't really miss out!"

And Sheila, really 36, said: "People are always telling me I'm a big girl for nine! The worst thing about it is that every time I have a birthday I gain four years!"

Like Julian, Sheila, married with a seven-year-old son, cele-



brates her birthday on February 28. ● Just six candles on his birthday cake... Julian celebrates a very special occasion with colleagues at Dee Valley.

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CFU campaign helps charities

ON average, accidents at work cost Manweb over one million pounds a year. The Central Field Unit, based at Prenton, is pioneering a safety incentive within Manweb to reduce the number of accidents by increasing safety consciousness, whilst at the same time helping local charities.

The idea is that after a period of accident-free time, the Company will donate a sum of money to a charity chosen by the staff. The amount donated is £1 for every day of lost-time accidents.

Lost-time accidents, for the purpose of this scheme, involve absence from work beyond the day of the accident.

Absence

The initial timescale set by the CFU was 50 days, and following this accident-free period a cheque for £50 was presented to the local Cancer Research Unit at Clatterbridge Hospital, Wirral.

This unit, called the Continuous Hyperfractionated

Accelerated Radiotherapy (CHART) Endowment Fund, is researching methods of treatment given to patients.

Every member of the CFU was asked to vote for his or her own preferred charity, and Cancer Research polled the greatest number of votes – 24 per cent.

The CFU has now set itself a target of 100 days free of lost-time accidents, with other local

Dr Brian Cottier, Consultant at Clatterbridge Hospital, receives a £50 cheque from Carolyn Mackay, Head of the CFU's General Clerical Section, on behalf of safety conscious colleagues. Also pictured (l-r) are Radiographer Helen Forbes, CFU Safety Representatives Kevin Hardman (Enhanced Craftsman) and Dave Watts (2nd Engineer), and Radiographer Sharon Nelson.

by Carolyn Mackay

charities set to reap the benefits.

CFU staff have every reason to be proud of their safety record. They have helped, through their safety consciousness, a very worthwhile cause.

By maintaining this performance into the future, many more charities are expected to benefit and the CFU will be recognised as a safe environment for all of its staff.



Danger of death

A NEW safety training package was launched in London on February 5 in a bid to cut the number of deaths and injury from accidents involving overhead lines on construction sites.

Employment Minister Eric Forth MP, who has special responsibility for health and safety, told the audience of managers from the construction industry and the Electricity Supply Industry that his Department was concerned that figures from both the Health and Safety Executive and the ESI show that the numbers of accidents involving contact with overhead lines was on the increase.

The centrepiece of the package is a 20 minute safety video called 'Danger of Death'. It is aimed particularly at plant operators, crane drivers and scaffolders who are most at risk. The package, developed by the Construction Industry Training Board (CITB), has been funded by CITB together with the Regional Electricity Companies including Manweb.

Present at the launch was Ian Smith who lost both hands and feet in a horrific accident when a scaffolding pole he was carrying touched an 11,000 volt overhead line conductor on a construction site.

Ian's accident is featured in the video together with another involving a tower scaffold. This was being moved by roofing contractors on a building site when again an 11,000 volt overhead line was touched. One of the contractors was killed and the other seriously injured.

The video starts by cutting between the scenes of a condemned man being taken to the electric chair and a building worker in imminent danger of losing his life by the same process – electrocution.

Ian Smith, a former scaffolder, then describes his experience and descriptions follow of two other accidents, one involving the tower scaffold, the other an excavator.

These and many other accidents have common causes – poor communication, poor supervision, lack of training, failure to follow safe working practices or even to understand the danger – literally a danger of death.

A number of common ideas about power lines are shown to be dangerous mistakes – for example that cables on wooden poles are telephone lines, that you're safe if you do not touch the cables or if you wear rubber boots.

The only way to work safely near overhead power lines is to follow the Health and Safety Executive guidelines GS6 and the advice of the local electricity supply company. Typical safety precautions are shown, including:

- various barriers to prevent people, vehicles or plant from passing under the line.
- narrow and wide passageways to allow plant to pass under the line.

Methods of reducing the risk from overhead cables are also explained, including:

- supervision of work and briefing newcomers to the site and delivery drivers on the dangers and precautions to be taken.
- use of small plant where work must be done under the line.
- use of restraints to prevent larger plant such as cranes and excavators reaching up into the danger area.
- avoiding storage of materials or equipment under or on the far side of a power line.
- working under a specially constructed horizontal barrier.
- asking the electricity supply company to shroud low voltage lines.

A final section explains the procedure in case of an accident involving overhead power lines. The essential point is that no-one should touch any person or plant that is in contact with the power lines, even to attempt a rescue.

It is intended that we have a Manweb launch of the training package to bring to the attention of construction companies the availability of the training package. It is also anticipated that a copy of the video will be kept at all Manweb District Offices.

Pensions increase

PENSIONS payable in respect of members of the Electricity Supply Pension Scheme will be increased by 4.1 per cent on April 1 1992.

This applies to pensions which came into payment before April 2 1991. For pensions which came into payment between April 2 1991 and March 1 1992, a proportionate increase is payable.

The increase of 4.1 per cent represents the increase in the Retail Price Index over the 12 months to September 1991 and is the rate by which State pensions will be increased in April 1992.

Children's allowances will be increased from £858.36 to £893.64 a year or, where payable at the higher rate, from £1,287.60 to £1,340.40 a year.

Many pensions include a Guaranteed Minimum Pension (GMP) arising from contracting out of the State Earnings Related Pension (SERPS).

Increases on the GMP are normally paid by the Department of Social Security, either in full or in part, and included with the basic State pension.

Consequently, the Electricity Supply Pension Scheme only increases the GMP to the extent that it is not increased by the Department of Social Security.

Advice worth listening to...

IF any Contact readers are planning to go to a pop concert this summer, the advice is either stand at the back or don't forget to take your ear plugs.

A joint Health and Safety Executive/Local Authority Committee has recently produced new draft proposals for pop festivals, known in some circles as the 'Pop Code'. It deals with every aspect of presenting pop concerts outdoors, including the layout and structure of the venue, transport and emergency access, stewarding, special effects and noise levels.

The high noise levels at such concerts cause (or should cause) the proprietors a great deal of concern. The Noise at Work Regulations already apply when their employees – stewards, crews etc – are 'at work' and if these people are exposed to noise levels of between 85 and 90 decibels (Db(A)) for eight hours, they must provide hearing protection.

If the noise level is greater, ear protection must be provided and worn by the employee. The employer also has a general duty to reduce the risk of hearing damage to his employees to the lowest level reasonably practicable.

The proprietor of a pop concert has an immediate problem in that the background noise levels generated by the crowd are often around 80-85 dB(A) and it is suggested in the

draft guidance that the concert sound levels need to be at least 10 dB(A) above this to be audible.

At a typical outdoor concert the audience extends for 200 metres beyond the front of the stage and so that those at the back can hear, anyone within three metres from the stage would normally receive 120 dB(A) of sound.

Noise levels are measured on a non-linear scale and for every increase in sound of three dB(A), the noise level doubles. So 93 dB(A) is twice the noise level of 90 dB(A) and it follows that the normal exposure time needs to be halved to prevent hearing damage each time the noise level is doubled. An employee would only be allowed to work in a noise level of 120 dB(A) for 25 seconds without hearing protection.

The proposed guidance recommends the use of a distributed sound system and this would enable effective transmission within the proposed limits of 104 dB(A). But, as with other proposals, this would increase the cost of holding a large pop concert and would reduce their profitability.

Tackling the angling trade

THE Angling Trades Association's recent Northern Show provided an opportunity for Manweb and two other regional electricity companies to cast a safety line.

Held at Bowlers Exhibition Centre, Trafford Park, Manchester, the event featured the latest developments in fishing tackle solely for the trade.

Since the launch of the carbon fibre fishing rod, Manweb and the other RECs have been keen to highlight the dangers and emphasise the safety message.

Manweb joined forces with Norweb and Yorkshire Electricity to organise and run a safety stand at the exhibition.

Phil Hughes, of Manweb's Corporate Health and Safety Department, said: "Although the reduction in fishing rod/overhead line contact accidents over the last few years shows that the message is getting across, we very much appreciate the help of bodies like the Angling Trades Association to educate each new generation of fishermen.

"If anyone at Manweb is concerned with fishing or knows anyone who is, particularly where children and young people are involved, please let us in Corporate Health and Safety, Head Office, know so that we can send them some information. Who knows, it may save a life."

CONTACT

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

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Liverpool: Margaret Walsh, ext. 4141

Mid-Mersey: Mike Townson, ext. 2231

Dee Valley: Kath Sadowski, ext. 2193

North Wirral: Mike Townson, ext. 2202

Mid-Cheshire: Diana Wood, ext. 2117

Clwyd: Min Williams, ext. 2187

Gwynedd: Hefyn Thomas, ext. 2250

Oswestry: Ian Moulton, ext. 2230

Aberystwyth: Keith Jones, ext. 2202

Hoyle Training Centre: ext. 251

Eastern promise

BRIGHT sparks from China's Ministry of Energy have been on a fact-finding mission to Manweb.

Led by the Department of Electric Power's Director Mr Shi Xincheng, the group from Beijing were on a tour of Europe visiting electricity companies in several countries. In addition to their trip to Manweb, whilst in Britain the Chinese visitors also called in at the National Grid Company.

Despite the language barriers – only one member of the group could speak English – the visit to Manweb, organised by the Swiss-based multinational meter manufacturer Landis and Gyr, was a great success.

The visitors were keen to look at Manweb's metering systems, and whilst at Head Office they were given a short presentation by Metering Engineer Chris Berry on the multi-rate equipment and half hour metering that has been installed by the company.



"One of the main reasons they came to Manweb was that our metering systems are the most advanced in the United Kingdom," said System Development Manager John Hampson, who has since become Clwyd District Manager. Settlements Manager Neil Magill also gave a talk on the Settlements system, and this

was followed by a computer demonstration by Executive Officer Chris Williams on how half hour metering information is dealt with.

The visit ended with a look at the metering installation in the Marks and Spencer substation, on the Chester Business Park.

John Hampson, who was

presented with an ornamental plate and stand as a 'thank you' gesture from the Chinese visitors, said: "They seemed to enjoy their trip to Manweb."

"The visitors were particularly interested in privatisation and in learning how the pool operates. They asked a lot of questions and Neil Magill did an excellent job in explaining

some very difficult concepts."

Metering Engineer Chris Berry (2nd left) and Chester and Ellesmere Port Section Manager Cliff James (far left) show the Chinese visitors and representatives of meter manufacturers Landis and Gyr the metering system in operation at the Marks and Spencer substation.

Project is put on ice

A **JOINT** project between Manweb and Associated Octel to develop a combined heat and power plant at Ellesmere Port has been put on ice.

Octel has decided not to proceed with the scheme because of concern over recent increases in the price of gas for power generation. As a result, the project is not commercially attractive to Octel at the present time.

Manweb Generation Manager Ian Sharpe said: "We understand their position but we are naturally disappointed. It was a very good project and we were looking forward to proceeding with it."

"However, we do have a number of other very exciting developments involving renewable energy in the pipeline, which we hope to be able to announce in the near future."

"Our approach to renewable energy is that, because of the support available through the Non Fossil Fuel Obligation, such schemes are very attractive."

"We remain committed to the environmental and commercial benefits of combined heat and power and are still interested in exploring industrial CHP opportunities."

Power Marketing has, for some time, been holding talks with a number of wind farm developers, and several of these projects have already been given the green light, having received NFFO contracts.

Manweb expects to conclude its discussions with the developers within the next few weeks.

All our yesterdays

LOOKING back at what Contact was reporting 30, 25 and 15 years ago.

March 1962: Warrington became the first town to have two branches of the Electrical Association for Women, which promoted the use of electricity among housewives. The national organisation was wound up in the mid 1980s.

Letter reproduced from a Liverpool newspaper: "After an electric fuse had blown I went shopping, called at the Manweb office to report it and walked home. As I neared home I saw the Manweb van leaving and under the door was a card to let me know that the service man had called – all in about 15 minutes. Believe me, it's quicker by electricity – I've proved it!"

March 1967: Wayleaves were surprised to find themselves making an annual payment of 6/6 (32½p) to an address in Istanbul. Investigations revealed that Manweb was not running a power line across the Bosphorus: the payment was for lines crossing land in Frodsham, which had been sold to The United Nations Development Programme Sheep Diseases Research Laboratory, whose headquarters were in Pendick, Istanbul!

March 1977: Liverpool Engineering staff apprehended one of two youths attempting to make off from a crashed car near Anfield football ground. Joints Patrick Jordan and Joints's Mate Tony Williams enlisted a passing motorist to pursue the youngster, and on catching him bundled the 'prisoner' into the car and delivered him to the local police station.

However, a member of the public witnessed the incident and phoned the police in the belief that the youth was being kidnapped. The innocent motorist was himself later picked up by the law and the men from Manweb had to make a second visit to the station to set the record straight!

Meanwhile Joints's Mate Jack Murphy was quoted as saying he still prefers TV detective Kojak in spite of his colleagues' crimebusting activities! **More next month.**

New power packages are launched for major customers

By Graeme Cooper

MANWEB has launched major new power contract terms for its over 1MW customers. The new terms – known as AURA Options – were presented to an invited audience of over 300 '1MW plus' electricity users at seminars in Liverpool, Runcorn and Ewloe.

AURA Options, said Major Accounts Manager John Ellis, was very well received. "The customers' response was extremely favourable and they were impressed by the quality and clarity of the presentation and the personalised Terms Folder that we handed to them on the day. Overall the most common remark from our customers was to compliment Manweb on its professionalism," he said.

The initial AURA service was launched by Manweb last year, and was widely viewed as one of the best support packages available for larger 1MW plus users. Now the AURA Options development makes contract terms more attractive to customers who may not use significantly more than 1MW.

Don McGarrigle is the Electrical Engineer with Castle Cement, an over 1MW Manweb customer, and as part of the seminars he gave his views on Manweb's electricity packages and the competitive electricity market.

He said: "We've been greatly assisted by Manweb during the past year or so. They have an excellent support service."

"We have four sites and they each use the local regional electricity company as their agents. I deal with all four of them and Manweb in my opinion is by far the best."

Booster for orphans appeal

SEASONAL goodwill overflowed into 1992 when staff and customers at Wrexham Shop recently handed over £1,384 to the Operation Christmas Child appeal to help orphans in Eastern Europe.

The money, which will go towards equipping and staffing hospitals, schools and orphanages was raised through a series of competitions, raffles and fun day activities.

Prizes were donated by individual Manweb employees, local retailers and manufacturers.

Wrexham Shop Manager Sheila Unsworth said all her customers deserve a big thank you for supporting the fundraising events at what is traditionally a hectic time of the year.

Sheila is pictured (right) with Regional Sales Manager John Bell (2nd from the right) presenting the cheque to Margaret Peet of Operation Christmas Child and Marcher Sound presenter David Hughes.



Wrongs righted!

RECENT press reports have included inaccurate statements about Manweb from local politicians without an explanation of figures they have used to criticise the company.

One story – covered widely in both the press and on the radio – stated that despite a rise in Manweb's profits for the first six months of 1991/92 the company's prices had risen by 37 per cent.

The 37 per cent figure represented not a rise over six months, as the report suggested, but a five year rise in prices since 1986.

Over the same period the Retail Price Index rose by 36.2 per cent meaning Manweb's prices were in line with inflation and that there was virtually no price increase in real terms.

Confusion

As in other similar reports the basis of the figures was not given, leading to confusion among journalists as well as the public.

Manweb has now written to news editors as well as politicians inviting them to double check figures with Manweb before issuing statements which could be confusing.

Fortunately reporters in Manweb's region have a good record of checking both sides of the story before they use it.

Obituary

IT is with sadness that Contact reports the death of Dee Valley Clerical Assistant Brenda Williams. She had been ill for some time and died at Wrexham Maelor Hospital on February 13. Brenda, who worked in Power Marketing, leaves a husband Bryn and son Geraint.

Dee Valley Admin Assistant (Personnel) Myfanwy Davies said Brenda was a popular member of staff, and her death had come as a terrible blow to her colleagues.

"She was a lovely girl, with a very quiet disposition. She would do anyone a favour. All her colleagues are heartbroken. Brenda will be sadly missed by everyone."

We are also sorry to report the deaths of the following retired Manweb employees:

Kenneth Marshall Roberts, 66, who died on November 1, was a Craft Operative at Gwynedd before retiring in 1985.

Douglas Haig Smith, who was a Craft Attendant at Liverpool until retirement in 1981, died on December 6 aged 75.

Isfryn Hughes, who died on December 7 aged 73, was a Clerical Assistant at Dee Valley before retiring in 1982.

Gerard Livingstone, 81, who died on December 29, retired in 1975 from Liverpool, where he was a driver.

Beryl Lloyd, a Clerical Assistant at Dee Valley before retirement in 1988, died on December 29 aged 63.

Francis Joseph Casey, who died on January 1 aged 81, was a Clerical Assistant at North Wirral before retiring in 1975.

Joan Sweetman, 64, died on January 1. She was a Clerk at North Mersey until retiring in 1987.

Kenneth William Pawson, who was a Chargehand Storekeeper at Mid Cheshire until retirement in 1988, died on January 8 aged 67.

Cecil Robert Edward Butler, 71, a Chargehand General Duties Assistant at North Wirral until retiring in 1985, died on January 12.

John Rawlinson died on January 18 aged 82. He retired in 1974 from North Mersey, where he was a Chargehand Labourer.

Edward Owen Rees, 81, who died on January 18, was a Foreman at Aberystwyth until retirement in 1971.

Edward Glyn Hughes, a Linesman's Mate at Clwyd before retiring in 1972, died on January 22 aged 84.

Robert Foster, who died on January 26 aged 81, retired in 1975 from North Wirral, where he was a Labourer.

Caradog Hefin Pritchard, 61, who died on January 26, was a Meter Operative at Oswestry before retiring in 1989.

Ronald Cotgrave, a Foreman at North Wirral before retiring in 1984, died on January 27 aged 63.

James Leslie Williams, 72, who died on January 28, retired in 1978 from Oswestry, where he was a Fitter's Mate.

Fred Jackson, who died on January 31 aged 82, was an Engineer at Queensferry until retirement in 1971.

Alexander Cassie, 82, who died on February 3, was a Senior Assistant at Head Office before retiring in 1971.

Edmund Richard Stone, who retired in 1970 from Chester, where he was a Meter Fixer, died on February 3 aged 86.

Joseph Thomas Bolton, 76, who died on February 12, was an Engineer at Head Office until retirement in 1979.

First rate Manweb!

A MANWEB electric home in Prestatyn has beaten off competition from South Wales Electricity, British Gas and local authorities to officially become the most energy efficient house in Wales.

In a presentation at the Welsh launch of the National Home Energy Rating scheme in Pontyclun, Mid-Glamorgan, Secretary of State for Wales David Hunt (pictured right) presented Manweb's Technical Sales Development Manager Dr David Walker with a certificate for the flat in Prestatyn and a further award for a house in Glan Conwy.

The Government-backed NHER scheme assesses the all-round energy efficiency of homes, awarding a rating on a scale of 10 for the most efficient, down to a score of 1 for the least energy-friendly property, and Manweb is licensed to carry out Ratings.

The Prestatyn award was for an all-electric flat built by the Clwyd Alyn Housing Association, which achieved a 9.3 rating, while a Medallion 2000 home built by Stuart Gorst De-

by Graeme Cooper

velopments in the Conwy Valley was lower down the field with a score of 7.6.

Applicable to both new-built and existing properties, the Rating assessment can be done from new house plans or by visiting a home.

The information gathered is processed by microcomputer using specially developed programmes. The calculation methods are based on a technique approved by the Government's Building Research Establishment and have been fully validated with extensive use over a number of years.

Estimates of individual householders' bills are produced, together with suggested improvements which will reduce fuel bills and boost the Rating.

The NHER scheme was set up by the National Energy Foundation - an independent agency registered as a charitable trust

and itself established to promote the efficient use of energy and assist people's understanding of the subject.

UTT Environmental Development Engineer Andrew Spiers is already qualified as both a National Home Energy Rating Assessor and Trainer and has so far trained seven Manweb Energy Sales staff as Assessors.

With this pool of experts Manweb has the option of making Ratings available commercially, or, as it is currently doing, using the scheme as part of its technical support package to promote the sale of low energy electrically efficient housing.

The current Building Regulations for new houses equate to a NHER of 7. But a soon-to-be-issued EEC Directive on energy efficiency will encourage a compulsory home rating scheme for all new housing, and when the next review of Building Regulations takes place in 1993 energy efficiency will be high on the agenda.

By its involvement with a nationally recognised scheme



Manweb is already providing a service which stresses energy efficiency to promote all-electric low energy housing.

As environmental and energy efficiency issues come more to

the fore Manweb can only benefit from its involvement ahead of the field - the company's 'showpiece' homes in Prestatyn and Glan Conwy look set to be the shape of things to come.

Taking stock

Tax voucher explained

IN the second of a series of articles, Manweb's Financial Accountant Geoff Standing (pictured) explains the information content of the Tax Voucher that accompanies all dividend payments.

The example illustrated contains information similar to that which will appear on the Tax Voucher accompanying a cheque (dividend warrant) which is to be sent on March 24 to qualifying shareholders. This payment is in respect of an interim dividend for the year ended March 31 1992, and is based on the results for the six months to September 30 1991.

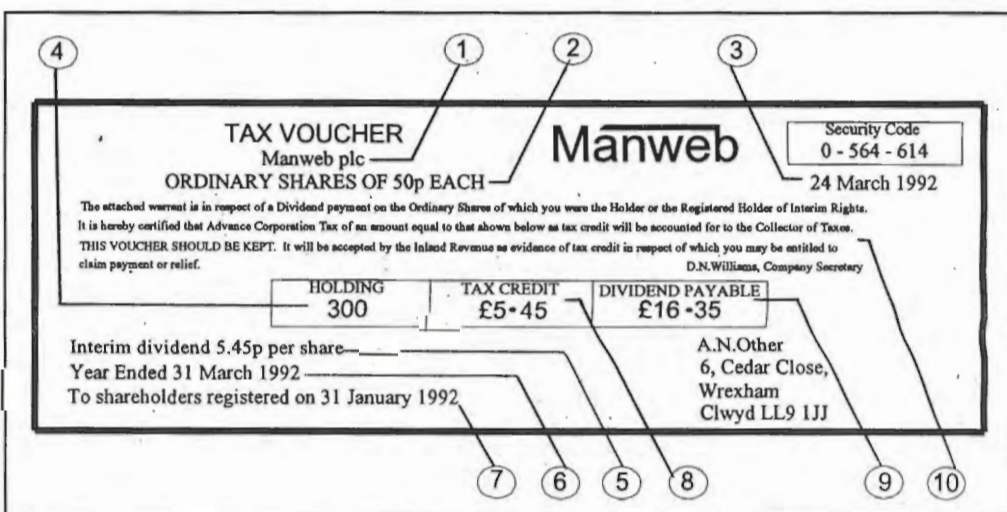
There will be four different types of Tax Vouchers in respect of payments of Manweb's interim dividend this month. The information content of each one is similar but the wording differs depending on whether the shareholder receives a cheque with the tax voucher (type 1), has opted for dividends to be credited to a nominated bank or building society account in which case the detail of the credit will be shown on the Tax Voucher (type 2), or is receiving a dividend on the shares held in trust in respect of the free and matching offers (type 3 with cheque, type 4 without cheque).

The Tax Voucher shows:

1. The name of the company: Manweb plc
2. The type of shares: Ordinary shares of 50p each. This is the "nominal value" of the shares, NOT the stock market share price (see future article).
3. The date of the payment of the dividend: March 24 1992. A Tax Voucher and a cheque or credit to your bank or building society account, should be received on or after this date.
4. The holding/number of shares in respect of which the dividend is payable. In the example illustrated A.N. Other holds 300 shares.



5. The type and rate of the dividend: interim dividend 5.45 pence per share. Companies usually pay dividends in respect of a trading year in two instalments. The last instalment, paid after the end of the trading year when the company's profit has been calculated, is called the 'Final' dividend. The first dividend, paid during the trading year is called the 'Interim' dividend. Some companies pay two or three interim dividends.
6. The company's period of trading in respect of which the dividend is payable. For Manweb plc: year ended March 31 1992.
7. The qualifying date (record date) for payment of the dividend: To shareholders registered on January 31 1992. A clear distinction should be drawn between the 'Ex-Div' date and the 'Record' date. The 'Ex-Div' date for Manweb's interim dividend was January 13 1992. The 'record date' was January 31 1992. To be entitled to the interim dividend, a shareholder must have been on the share register of Manweb plc on January 31 1992. However, it is possible to have sold the shares



before this date and still receive the dividend. This is the significance of the 'Ex-div' date. Shares sold on or after that date do NOT give the NEW owner of the shares the right to receive the dividend. The shares are sold 'Ex-div': Excluding dividend.

Stock Exchange dealings are in two week periods. Dealings do not take place at weekends. 'Settlements' are made 10 days after the end of a dealing period. The dealing period January 13 to January 24, had a settlement date of February 3.

A shareholder selling Manweb shares in this period would have to settle (ie. ensure that the relevant share certificate was with the acting stockbroker), by February 3. On this settlement date the share register should be adjusted to delete the old shareholder and record the new shareholder. The old shareholder would thus still have been on the share register on the 'Record Date', January 31 1992, and will receive a dividend on March 24 1992.

8. The tax credit attaching to the dividend payment (see below). The name 'Tax Credit' derives from the fact that in computing an individual's tax liability for a tax year, the Inland Revenue will give credit for this amount of tax, ie it has already been paid. Think of it in terms of a shopping voucher. If you hand a shopping voucher in, when you pay for food, your bill will be reduced by the face value of the voucher. Equally if you hand in a Tax Voucher to the Inland Revenue they will reduce your total tax bill by the value of the Tax Credit. Basic rate tax-

payers will probably not need to hand in their Tax Vouchers (see next month's article). Why is tax deducted? Everybody will fall into one of three categories for tax purposes:

- (i) Non tax payers
- (ii) Basic Rate taxpayers
- (iii) Higher Rate taxpayers.

Dividends are received after the deduction of tax at the basic rate of 25%. The gross dividend can be calculated by adding the dividend payable and the tax credit. In our example £16.35 + £5.45 = £21.80. Tax at 25% has been deducted: £21.80 x 25% = £5.45.

This will be the correct tax treatment for an individual in category (ii) above. The majority of shareholders are likely to fall into this category and this saves a lot of administrative work for the Inland Revenue. Consider the case of Manweb plc where there will be about 154,000 shareholders receiving dividend payments at a rate of 5.45p per share on March 24 1992. This represents an amount of £6.5 million. In addition one amount of tax, £2.2 million, will be paid to the Inland Revenue in respect of the basic rate tax deducted from the gross dividend of £8.7 million. (8.7 = 6.5 + 2.2).

The Inland Revenue will thus be spared the administrative task of collecting basic rate tax from 154,000 shareholders, while at the same time also ensuring that nobody gets away without paying tax on their dividends!

However, refunds of tax to those individuals who fall in category (i) above and who

CLAIM a refund will have to be made, and individuals in category (iii) will be required to pay an additional 15% tax. The tax treatment and procedures for all three categories will be discussed in more detail next month. 9. The 'Dividend Payable'. This is the amount of the cheque accompanying the Tax Voucher, or the credit to be made direct to the shareholder's bank or building society account. For a holding of 300 shares, the dividend payable is 300 x 5.45p = £16.35.

10. A statement by the Company Secretary that the amount shown as the Tax Credit will be accounted for to the Collector of Taxes as Advance Corporation Tax. This statement is probably confusing to the majority of shareholders. Without getting involved in the detail of Corporation Tax (which is the tax applied to company profits) what this means to the shareholder is:

- (i) That the dividend being received is after deduction of basic rate tax;
- (ii) That this basic rate tax has been passed on to the Inland Revenue.

Hence the next statement on the Tax Voucher, that "THIS VOUCHER SHOULD BE KEPT. It will be accepted by the Inland Revenue as evidence of tax credit in respect of which you may be entitled to claim payment or relief." But more about that next month.

If you have any further queries on these matters your bank, building society or other professional advisor will probably be best placed to help you.

Computer bugs start to byte

THERE has been considerable media attention over the past few years on the subject of computer viruses and the effects or damage they cause. Regrettably they are not a temporary phenomenon but have become an established threat to the integrity of any personal computer (PC) installation.

No one is completely sure how they originated but it is generally thought that the first reported cases were caused by an overseas computer dealer "marking" software products to prevent illegal copies being distributed.

This short article attempts to answer some common questions on computer viruses and how Manweb can protect itself against them.

What are computer viruses?

The term computer virus covers a number of related items that each have a similar effect on PCs. Put simply, a virus is a type of software program that alters the way a computer operates without the user's knowledge or permission.

It differs from most software programs by hiding its existence within a seemingly normal program file. This "infection" gives rise to the virus analogy and it is only after an "incubation period" that the symptoms appear.

What effects do they cause?

Effects range from humorous, mischievous or irritating down to malicious and destructive. A humorous virus may simply display a message or move a bouncing ball around the screen; one designed for irritation may progressively slow down the speed of response of the computer.

The malicious one however is obviously the most serious and typically will delete some or all files from the computer's disk storage, often without even announcing the fact.

How do they spread?

A virus can enter a computer from simply copying one infected program from a diskette onto the built-in hard disk storage. Another common method of infection is by downloading a program file from a bulletin board service and saving it on the hard disk.

They are spread by computer contact, passing files from one machine to another. The greater the number of connection routes (via Local Area Networks, Mainframes, Dial Up etc) the easier it is to spread the infection. When an infected program is run on the computer it begins to replicate and attach itself to other program files, such that

when they in turn are run they will repeat the process.

The effects of each virus can be triggered by various events, for example a specific date (Friday the 13th, April 1st) is a common trigger along with a set of number of times that a program has been run.

Remember these program files appear normal and should perform their usual functions, there is no outward indication that they are infected!

How are they detected?

In simplest terms if a computer starts to misbehave by exhibiting effects similar to those mentioned above it can generally be assumed to be infected. It is worth stressing that there will be a random time delay between infection and display of symptoms depending on the specific trigger mechanism, making it more difficult to trace back the original infection.

Another way of detecting the presence of a virus is to use a commercial detection product. This will analyse program files and look for the specific virus "signature", a pattern left by the presence of the virus within the infected program.

There are currently some 900 viruses that attack IBM compatible PCs but most are simple derivatives or "mutations" of a handful of common examples.

How can they be prevented?

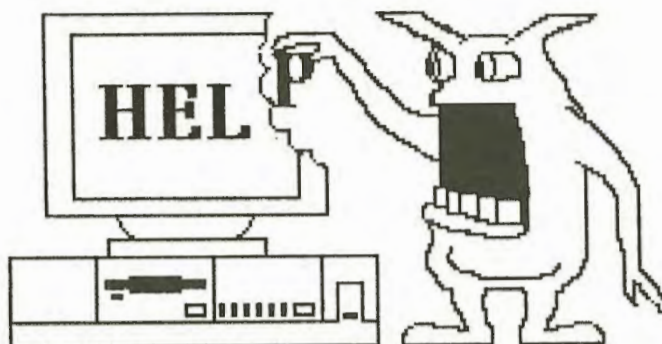
To avoid attempts to infect a computer system the following precautions can be taken:-

- Avoid using pirated copies of software (it is also illegal).
- Only use software products in original shrink wrapped packaging.
- Make periodic backups of your files so infected files can be replaced with original clean copies.

Even with these precautions a virus infection may still occur and the use of a proprietary anti-virus product is recommended.

These can operate in both an active and passive manner. Actively, detecting (and eradicating) viruses by scanning suspected files under user control. Passively, checking the operation of the computer as it reads files on disks or runs programs using a resident monitoring

By Geoff Barden
Personal Computing
Controller



routine active all the time the computer is switched on.

How safe is Manweb?

It is easy to underestimate the virus threat and for any organisation to become slightly complacent in attitude as it experiences no virus effects. The longer this situation exists however, the greater the false sense of security - "if they are really a problem we would have had one by now."

Any preventative measure should reflect the level of damage the threat may cause. An organisation receiving large volumes of data from various outside sources would expect a higher level of security than one with little outside contact.

Since privatisation Manweb has increased its external communications and correspondingly its exposure to viruses. At the present time Head Office users can check incoming disks for viruses on a machine in the Personal Computing group. Additionally if a machine is suspected of being infected it can be checked over with a commercial anti-virus package and "restored to health".

This still leaves districts and other sites vulnerable and the original intention was to extend the same scheme to these locations. Investigations are currently underway however to leapfrog this step and provide cover across all sites on every individual PC. This will avoid having to go and find the particular

machine assigned to virus detection, it's done at your desk.

With this in place catching a virus at source before it enters the PC will provide the best possible security, as in all cases prevention is better than cure.

It is worth mentioning that in a similar manner to real viruses strains resistant to current cures have been developed indicating there can be no complacency in virus prevention.

For any further information on computer viruses please contact the Personal Computing group at HO, extn 3097.



Top marks for Christine

HEAD Office Advertising Officer Christine Pighills has been awarded the 1991 McCann-Erickson Award in Marketing Communications after gaining top marks in her studies at Manchester Polytechnic.

Christine is now in the second year of her Marketing Communications course, and was delighted to receive the prestigious award. She said: "The course is part exam and part course work, and all the marks are then put together. I had no idea I'd been put forward for the award until I was told I'd won!"

As well as being sponsored by the McCann-Erickson Advertising Agency the award is backed by Manchester Polytechnic and the Manchester Publicity Association, and includes a £100 prize.

Christine is pictured receiving her certificate from McCann-Erickson Chief Executive Brian Child.

Thanks for your help

Dear Editor

It is generally known that with effect from the next AGM of the Chester and Head Office Retired Staff Association in April, due to ill health and my awaiting surgery, I shall with sadness be retiring as Secretary, a position I have held since the Association's inception early in 1979.

Drop us a line

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

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

There's a free Parker Rollerball pen for every letter published (offer applies to staff, retired employees and their families only).

A real tonic

Dear Editor

Please, more silly slips! I haven't laughed so much for a long time, so much so I spilt my coffee.

My daughter said that her boss was diabetic, so I said: 'Does he insultate himself?'

I'm just recovering from flu so badly needed the tonic you served up. My late husband Fred served as a Cashier in Wallasey, Birkenhead, Chester and Wirral and loved his job.

Mrs D I Bryant
74 Vyner Road
Wallasey L45 6TF

I take this opportunity to say thank you most profusely for the kind and generous help I have received from past and present members of the various departments - Welfare, Canteen staff, typing pool, Human Resources, Reception, Security, not forgetting yourself.

Del Hall
127 Hartington Street
Chester CH4 7BP



Contest wasn't snappy enough

Dear Editor

I feel I must write to protest at A) the lateness of the Photograph Competition and B) the type of prizes and sponsor system.

For years - at least since the 50s when I joined the Board - we always looked forward to a jolly December issue of Contact, and contents which brightened up Christmas with the array of photograph winners.

Why the change, and why a sponsor?

Anyway, in my opinion, I think that a camera, portrait voucher and gift voucher is too much for the winner. Surely 1st, 2nd and 3rd could be introduced?

I wonder if there were as many entrants this time, compared with previous years? But one good point - I think the introduction of a children's section and best Christmas picture is welcome.

Ted Elcock (retired)

32 Broughton Hall Road, West Derby, Liverpool L12 9JS

Editor's note: Due to complaints last year about the poor prizes being offered, and because of the general fall in the standard of entries, we decided to try and make the Photograph Competition more attractive by offering better prizes. To do this, it was necessary to seek sponsors. In order to introduce a 'Best Christmas Picture' section we had to run the competition later than in previous years. We hope to announce the results of this year's competition next month.

A model motorist

LITTLE Cassandra Hewitt had the chance to try out her very first car at the tender age of one thanks to Manweb!

Kassandra's dad, David, won the model formula one racing car in a charity competition at the Manweb Superstore on the Alban Retail Park, Warrington.

Luckily it was only pedal power or the youngster, from Longford, Warrington, would almost certainly have raced off. Instead she was happy to pose behind the wheel in her sporty little number under the watchful eye of her dad.

The car was donated by Braun to raise money for the Hope House Children's Hospice, which the Superstore is supporting throughout 1992.

Superstore Manager Mark Hodgetts is pictured (left) giving Kassandra and her dad, David Hewitt, a driving lesson.



Messing about on the river . . .

Story: Jackie Unsworth
Pictures: Mike Hall
and Terry Keenan

Managers muck in on 'outward bound' course



Above: Gwynedd District Manager Steve Wood swings into action. Below: Mid Mersey District Manager Barry Judd proves he's no stick in the mud!

LIFE is full of ups and downs . . . as Manweb's newly-appointed District and Regional Customer Accounts Managers discovered when they took to the great outdoors on a training course last month.

Brathay Hall, near Ambleside in the Lake District, was their temporary home for a week as they learnt about team building and how to develop their leadership skills.

But it wasn't all comfortably classroom-based, and the group of managers had to swap suits and ties for waterproofs and wellington boots and brave the elements to tackle a number of 'outward bound' type exercises.

Blindfold

These included building rope bridges and using them to cross a river and rowing blindfold across a lake!

Fortunately there were no disasters, although one District Manager almost came down to earth with a bump after crossing the river on the rope bridge.

The safety harness he was warning slipped to his knees and left him dangling upside down!

The managers were accompanied by an external team of trainers who had been working closely with them, and they were also joined by Mark Brown, author of 'The Dinosaur Strain - The Survivor's Guide to Personal and Business Success'.

Head of Human Resources David Vernon-Smith said: "Mark Brown is a specialist in training managers to think laterally and differently about the way they have done things in the past."

Leadership

"The course was pretty high-powered, designed to teach them about leadership, team building and motivation, and we are planning to send other managers during the summer months."

"Physical fitness is not a sign of success or failure on this course. It's all about thinking and planning. The outdoor exercises are meant to ram home some serious points about team work."



Above: Dee Valley District Manager John MacDonald bridges that gap, watched by Regional Customer Accounts Manager Edna Lambert, the only woman on the course. Below: Mid Cheshire District Manager Jeff Hunt proves he knows the ropes.



Even the cameraman got a soaking. Manweb's Head Photographer Mike Hall had a splashing time at Brathay!



With a little help from his friends . . . North Mersey District Manager Terry Keenan soon gets into the swing of things, with (l-r) North Wirral DM Phil Ramsey and Liverpool DM Bill Tubey.



Plain sailing . . . Oswestry District Manager Mike Jones (standing, left) and his crewmates steer troubled waters.

ON TH

Dear Manweb Men
Just to say
Thank You Very M
for Rescuing me fr
the top of the
telegraph pole on
Manley Common,
Manley on Wed.
8th Jan (I think -
not very good at
dates).

Saved by

IT could have ben a CAT-ast of a cat called Penny Black electricity pole near her hom ton.

Finding her almost frozen wit coax her down, manoeuvring a la close enough for her to jump to But the terrified feline refused roost, pitifully meowing for help.

Neighbour Wendy Grint made it was a job for the RSPCA. Lu she should call Manweb.

"Within half an hour of our call, the Manweb Land Rover turned down our dirt track," said Mrs Grint. "We all felt like cheering. It was like seeing the cavalry come over the hill."

It was all in a day's work for Mid Mersey Overhead Linesman Paul Mason (pictured), who rescued Penny Black and only afterwards admitted he was allergic to cats!

Wonderful

"The young man was wonderful," said Mrs Grint. "Penny Black must have been up there all night and was frozen. Full marks to Manweb - efficiency, competence and friendliness all together!"

Penny Black herself was full of 'cat-itude' and with a little help from her owners, 'wrote' a thank you note (above) to Paul.

Record

MANWEB made it into the Guinness in the largest ever floatation.

The entry on page 174, under £5.2 billion sale of the 12 UK ele applications, generating 5.7 millio 1990 closed with Manweb produ partly paid price of 240p."



Poles apart

WITH over 20,000 kilometres of overhead lines in some of the most inaccessible areas in Britain, Manweb's linesmen have their work cut out to collect and update information on the 300,000 poles which span the region.

But a new computer system currently on trial in Anglesey could solve some of the problems of gathering and updating line data as well as providing engineers with a powerful management information tool.

Getting the best out of finite resources is a problem all district engineers will be familiar with, and computerisation is playing a key role in enabling personnel and equipment to be managed effectively.

However, the maintenance and refurbishment of Manweb's overhead network has until now relied largely on paper-based systems, with linesmen filling in check sheets.

This system worked well as long as line refurbishment and repair was part of a rolling programme, but in 1990 Manweb

by Graeme Cooper

made a decision to replace this historical method of working with one driven by network performance. This allowed resources to be targeted where they were most needed, but to make the system work detailed records needed to be kept and analysed.

At the same time the 1989 Electricity at Work Regulations came into force, requiring companies to keep maintenance records on all system equipment, including poles and lines.

A paper-based system would struggle to meet these demands, but a line patrol data manage-

ment package would meet both the new work programme needs and the Electricity at Work Regulations.

The Head Office Overhead Lines Development and Maintenance Section had already evaluated packages which, while adequate, were complicated and offered no great advantages over paper systems.

System

Overhead Line Engineer Tony Pierce learned of a system developed by Eastern Electricity Engineer Brian Calver which featured a powerful database to sort line information as well as having the advantage of allowing linesmen to enter the information directly into a hand-held computer.

Calver had developed the system with Derbyshire-based Grade One Computing Services, who were now licensing the use of the package. The principle operator was overhead line contractor UTEC (Utility Technology Ltd) from St Neots in Cambridgeshire, who were carrying out work for Eastern itself as well as other electricity companies.

Manweb contacted Grade One and UTEC to see the system, and following a presentation to Network Services staff from districts and Head Office it was decided that to fully evaluate the package a field trial would be needed.

Tony Pierce said: "Gwynedd already had experience of using one of the earlier computer packages, and was keen to try the new system. Following meetings with Network Services Manager Steve Wood (now District Manager) and Anglesey Resources Engineer Tony Dowd it was decided to test the system in Anglesey."

Proviso

The proviso was that the trial should pay for itself, supplying information which would feed into the district's major 1992/93 line refurbishment programme. Another condition was that Manweb linesmen should train in the data capture techniques that will undoubtedly be required in the future and have the chance to give their own evalua-



The compact Husky Hunter computer which allows the line patroller to input information to a powerful database.

tion of the system at the 'sharp end'.

A deal was struck with UTEC under which they would carry out the patrol work, providing Manweb with computer information which could be fed into Manweb's programme even if the system was not adopted long term. On-the-job training was also agreed for Manweb linesmen working with UTEC.

Tony Dowd shares the general enthusiasm for the package, and sees benefits for a computer-based system in many areas of line work.

He said: "Moving away from the rolling programme method of refurbishment planning in favour of one driven by system performance resulted in a need to assess work requirements and produce schemes within a much shorter lead time. Computerisation was seen to be the answer to the problem of dealing with the collection and handling of the vast amount of data necessary for cost effective planning and work control."

Powerful

"The limited experience to date indicates that the package will prove to be a most powerful management tool covering all overhead lines from 132kV to domestic service installations."

At the same time as the field trials Manweb is evaluating the software, with Grade One tailoring the information fields to the company's needs. Terms peculiar to Eastern Electricity needed to be deleted, and Manweb's own terminology inserted.

The 'visible' end of the system is the hand-held Husky Hunter computer which the linesman takes out on patrol. This compact lightweight machine was designed for military use, is waterproof and robust enough to withstand the everyday knocks of line patrol. It runs for a full day on four rechargeable 1.5v pen-light batteries.

Llangefni Linesman Chris Powell is the first Gwynedd linesman to train with UTEC, and speaks favourably of the Hunter computer.

The units are easy to use, with a full on-screen help facility to guide the linesman through the information fields. Entering each pole into the system for the first time requires a full survey, collecting information on construction, equipment types and defects, ground clearances, dangerous situations and tree clearance details as well as much more.

Patrols

For subsequent patrols information on the section to be walked can be downloaded into the Hunter so the linesman has a full record on any pole at the time it was last checked.

The Hunter can hold information on 500 poles before it needs to be downloaded onto a floppy disc. The information can then be fed directly onto a PC or sent down the phone lines through a modem.

Back at the office the computer system comes into its own. It runs on any IBM compatible machine, and once data is on the office PC the system can break the information down according to the engineer's needs. For example, all poles carrying 11kV transformers could be selected, or figures produced to provide pole decay information or any other date.

Poles in need of immediate attention can be automatically highlighted, and profiles can be produced to select the best maintenance and refurbishment measures. Information on previous repair measures or tree clearance can be used to monitor the reliability of work or even contractors' guarantees.

"One of the major advantages is that the system ensures standardisation of line patrol information," said Tony Dowd.

If the system is adopted it will be interfaced with Manweb's new DOJM work management system, giving a highly integrated approach to work planning.

Trial

The full trial will include approximately 1,000 HV and 1,000 LV poles on Anglesey, and the only problems so far are in fine tuning the software fields to suit pole construction, which varies from REC to REC.

The system is also being evaluated by the Central Field Unit on the 132kV system, with Tony Pierce coordinating the findings of the two trials. There is already keen interest from Dee Valley, Aberystwyth and Mid-Mersey.

A longer term goal is to feed the line data into Manweb's Geographic Facilities Information System (GFIS), helping provide a detailed 'working' computer model of the network.



Manweb is in the process of treating all its poles with borate preservative to extend the life of what is a valuable network asset. Here Alf Parry (right) from UTEC is preparing a pole while Manweb linesman Chris Powell gets to grips with the Hunter hand held computer.

I promise not to jump so high again!

Much catitude and thanks.

Penny Black

White

CARNAEA, MANEY COMMON, CHESHIRE WA6 9ET

a whisker!

Curiosity had got the better she had climbed to the top of an Manley Common, near Warring-

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breaker

Book of Records when the company's stock market history was referred to. Reading 'Largest Flotation', reads: "the company companies sparked off 12.75 million shareholders. First day trading on 11 Dec the highest premium - 66p on the 100p

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22 Northgate Street, Chester

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Llangefni Linesman Chris Powell (left) patrolling a line at Penmon on Anglesey with UTEC Foreman Bob Phillips.

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n sailing . . . Oswestry District Manager Mike Jones (standing, left) and his crewmates steer clear of a log in the river. Photo: Mike Jones.

ON THE WIRE

Dear Manweb Men, I promise not to jump so high again!
 Just to say Thank You Very Much for Rescuing me from the top of the telegraph pole on Manley Common, Manley on Weds 8th Jan (I think - not very good at dates).
 Much catitude and thanks.
 Penny Black
 White
 CARNAREA, MANLEY COMMON, CHESHIRE WA6 9ET.

Saved by a whisker!

IT could have been a CAT-astrophe. . . Curiosity had got the better of a cat called Penny Black and she had climbed to the top of an electricity pole near her home in Manley Common, near Warrington.

Finding her almost frozen with fear, her owners and neighbours tried to coax her down, manoeuvring a ladder with blankets wrapped around the end close enough for her to jump to safety.

But the terrified feline refused to budge, and clung on to her precarious roost, pitifully meowing for help.

Neighbour Wendy Grint made a 999 call to the Fire Brigade, but was told it was a job for the RSPCA. Luckily the operator was listening in, and said she should call Manweb.

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Record-breaker

MANWEB made it into the Guinness Book of Records when the company's part in the largest ever floatation in stock market history was referred to.

The entry on page 174, under the heading 'Largest Flotation', reads: "the £5.2 billion sale of the 12 UK electricity companies sparked off 12.75 million applications, generating 5.7 million shareholders. First day trading on 11 Dec 1990 closed with Manweb producing the highest premium - 66p on the 100p partly paid price of 240p."

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Llangefni Linesman Chris Powell (left) and UTEC Foreman Bob Phillips.



Capenhurst competitors (l-r, front): Cathy Bentley (North Mersey Customer Accounts Clerk), John Howson (Chargehand Storekeeper, Liverpool), Lisa Healy (Customer Accounts Clerk, North Mersey), Alex Eden (Foreman, Statutory, Liverpool) and Carol Fairway (Customer Accounts Clerk, North Mersey). Centre row (l-r): Rob Hilton (Appliance Repair Electrician, Liverpool), Vin O'Gorman (Depot Craftsman Electrician, North Mersey), Graham Kelly (Craftsman Mechanical Fitter, Liverpool), Karl Holbeche (Apprentice, Clwyd), David Sault (Apprentice, Mid-Cheshire) and Steve Morgan (DRC Attendant, North Wirral). At the back are Steve Holmes (Fitter, North Wirral) and Alan Cameron (DRC Attendant, North Wirral). Centre stage is Manweb's resuscitation doll in full 'competitor' kit!

A special occasion

CONGRATULATIONS to the following staff who have clocked up 20 or 30 years' long service during February.

30 years: Head Office - Raymond Robinson, Foreman; George Harrison, Industrial Relations Manager.

20 years: Head Office - Paul Dewar, Executive Officer; Robert Harrison, Executive Officer; John Gorman, Taxation Accountant; Beryl Fountain, Clerk; Harry Jones, Appliance Servicing Manager; Mid-Mersey - Les Butterworth, Section Head, Drawing Office; Gwynedd - Menna Rowlands, Clerical Assistant; Oswestry - Dennis Hopkins, Foreman, Trading; Aberystwyth - Jackie Lewis, Clerk, Customer Accounts.



Alan Cameron tends to a fall victim while Jackie Croft from the Casualties' Union assists.



As one of his last official duties North Mersey District Manager David Price congratulated his winning trio of first aiders on their success - (l-r) Carol Fairway, Cathy Bentley and Lisa Healy.

First class

MANWEB first aiders were in action at Hoylake for the annual Apprentices' competition and at Capenhurst, in the eliminator round of the national Electricity Association contest.

At Hoylake three teams of apprentices were put through their paces in a number of simulated accident scenarios, with

Training Centre staff conscripted to play accident victims. The winning team comprised apprentices David Sault (Mid-

Cheshire) and Karl Holbeche (Clwyd).

At Capenhurst the competition was still from Nuclear Electric and Norweb teams, but Manweb won through, with Cathy Bentley and Lisa Healy (both North Mersey Customer Accounts Clerks) coming first in the team contest.

The pair will now go on to the National Finals to be held in Scarborough in May.

Cathy Bentley picked up the top team captain's award, and Carol Fairway (also a Customer Accounts Clerk at North Mersey) took first place in the reserves contest.

Manweb's Sister Irene Jones said: "Carol completed her first aid training less than a year ago, so her success is a particularly marvellous credit."

At Capenhurst the teams had to contend with a variety of accidents, with 'victims' from the Casualties' Union who specialise in realistically simulating injuries.

Accidents included a wounded hunt saboteur and an electrician who was injured when knocked off a ladder, fracturing a collar bone.



Winning Apprentices David Sault (left) and Karl Holbeche deal with Hoylake Instructor Frank Hayman's severe nosebleed.



Manweb's Dr Peter Burke making the winning team presentation at Hoylake, while other apprentices look on. Left to right are: Craig Wilson (Clwyd), James Davies (Mid-Cheshire), Craig Regan (Mid-Mersey), Ian Wyn Jones (Gwynedd) and winners David Sault (Mid-Cheshire) and Karl Holbeche (Clwyd).

Night shift's foxy friend!

WHILE most Manweb staff are sleeping, others are hard at work! It is not generally known that the mainframe computer operators are night birds.

It is during the dark hours that files in the Trading, Power Marketing, Network Services and Finance systems are updated. By no later than 8am each day, users of the LIVECICS system will find the information bang up to date.

More than 2,000 batch jobs and their output are monitored daily, many in the late hours.

Nightly, there is a massive printing operation on two impact and two laser printers. Up to 30,000 bills and 10,000 reminder notices are printed, plus various forms and tabulations.

Also, all vital disk packs (each pack is a series of disks on a spinning central spindle) on which files are magnetically stored are 'backed up' (copied) on to tape cartridges for security and recovery purposes.

Each of the three shifts of computer operators has a shift leader - John Bridge, Larry Jones and Roger Younds - who between them have a total 70 years' experience in computer operating, from Manweb's first primitive machine, the ICT 1301, through to today's sophisticated Amdahl 5990.

Many of the shift staff, besides mainframe operating, installed Manweb's first VDUs and printers and the Philips cash collection and transmission equipment in the shops. They manned the first Help Desk.

The knowledge that has been acquired ensures that the Help Desk remains manned outside normal working hours. Operators now man the Head Office Switchboard from 5pm to 5.30pm.

Peripheral equipment such as printers, cartridge drives and disk drive controllers, sometimes develop faults. Shift leaders and their assistants can often diagnose and sometimes fix these problems or take other necessary action to reduce their impact.

When engineering support is required, most of the diagnostic and error recording procedures have been executed before the specialist arrives. Engineers have remarked on the professionalism

of Manweb's operators, and one recently remarked: "They are the Rolls Royce of operators."

Staff who have no direct contact with Manweb's customers can lose sight of objectives, but some of the senior operators have worked on sections where there was direct contact.

It means that although Operations personnel recognise that meeting Service Legal Agreement targets is a measure of the success of the Operations Department, those targets are reached for the benefit of the customer and not to satisfy statistics.

Operations was always well known for high standards and the introduction of SLAs to confirm those standards has been welcomed.

Working late into the night or all night is increasingly being recognised as stressful and unsocial, but over many years Manweb, after consultation with staff, has ensured that the shift pattern as humane as possible, having regard for operational requirements. Automation has removed the need for on-site operational staff during weekend periods.

There are compensations for night work, however, and a regular visitor is a fox, whose antics are highly entertaining! He creeps beneath the security fence and mooches about in the paved area between the computer block and the main building, sometimes standing on his hind legs to peer through the corridor window, apparently oblivious to staff moving about.

Some say he's thumping his nose at one of the operators - a regular follower of the local Wynnstay foxhounds!

The assistant shift leaders are Sue Bennett, Peter Fetherstone and Russ Williams, and the operators are Mike Cartwright, Ian Grice, Rob Macdonald, Andrew Mellor, Ian Welsh and Alan Young. Ken Pugh operates the form handling equipment at night.

New line in training

MANWEB was the obvious choice when PowerGen decided staff should be trained in overhead line maintenance and repairs.

A special two week course was organised at Hoylake Training Centre for a group of three employees from Rheidol Power Station, Aberystwyth, which owns a stretch of 11kV overhead line measuring approximately 15 kms.

They were joined on the course by three electrical fitters from Manweb's North Wirral District, who were keen to pick up new skills.

In the past, PowerGen has relied on help from Manweb's Aberystwyth District when problems have occurred on their overhead line. But this has meant delays if Manweb's linesmen have been busy elsewhere.

Similarly, Manweb's North Wirral District, which does not

have an extensive overhead network and has no linesmen of its own, has to 'borrow' staff from other districts whenever there is a problem.

Hoyle Training Centre Manager Alex Smitton, who has since moved to Head Office as Street Works Manager with Network Services, said: "It's the first time we've provided training for PowerGen, although we have in the past run a similar course for ICI, which has an



Up the pole . . . North Wirral Electrical Fitter Phil Wearing (left) and PowerGen's Gareth Jones.

Story: Jackie Unsworth

Pictures: Adrian Chesworth

extensive overhead network at Northwich. It is very encouraging that PowerGen should come to us for training."

Overhead Line Instructor Paul Fletcher said: "The course went very well and they learnt about such things as construction of an 11kV copper line, changing disc insulators, application of high voltage earthing

and maintenance work."

North Wirral Network Manager John Barner said: "Our staff have taken this on with a great deal of enthusiasm. They

all volunteered to have some training, and we selected three. Others will probably be trained in the future.

"We have experienced difficulties in the past in bringing linesmen in from other districts, and it has resulted in delays. It does make sense for North Wirral to have some staff who can do this sort of work in emergencies."



Above: Learning new skills (l-r) Phil Wearing (North Wirral), Stuart Shaw (PowerGen), Craig Anscough (North Wirral), Hoylake Instructor Paul Fletcher, Gareth Jones (PowerGen), Peter Clarke (North Wirral) and Bob Williams (PowerGen). Left: Manweb Overhead Line Instructor Paul Fletcher with PowerGen's Bob Williams (climbing pole).

Search on for admin person

THE hunt is on for an Administrator for the EEIBA Prize Draw Club.

The main branch committee, chaired by Manweb Chairman Bryan Weston, has agreed to recruit someone to assist with the running of the Club and, in particular, to actively promote the idea in other large electrical companies in our area.

This new position is part-time, with hours and pay to be determined.

The success of the Prize Draw Club is evident. From its inception in the early 1970s it has raised over £100,000 for the EEIBA.

Present membership stands at 2,700 and that in itself results in a fair amount of administration work. The membership list has to be kept up to date, the subscriptions received each month have to be reconciled and balanced and communication to members has to be maintained.

New promotional ideas have to be conceived and, where possible, followed through. And it is all done on a voluntary basis outside normal working hours!

If you have time to spare and feel you have the necessary qualities to help run and promote the EEIBA Prize Club Draw in the Merseyside, Cheshire and North Wales area, please write in confidence to Eifion Jenkins, Accountancy Manager, Manweb plc, Sealand Road, Chester CH1 4LR.

● The EEIBA Prize Draw Club is organised on behalf of the Merseyside, Cheshire and North Wales Branch of the Electrical and Electronics Industries' Benevolent Association. The Club's officials are Eifion Jenkins, Jim Wilcock and Christine Shepherd.

Malcolm lands a £150 bonus

DEE Valley Contracting Foreman Malcolm Harding landed the top prize of £150 in a special draw organised by the EEIBA to boost membership.

Second prize of £50 went to Darren Smith from the Head Office Data Centre and the £25 third prize was won by Timothy Power, from the Building and Civil Section at North Mersey.

The promotional drive to attract new members to the EEIBA Prize Draw Club took place before Christmas and as a result, membership has increased by more than 350.

Donated

Members pay a subscription of £1 per month by direct deduction from their salaries or pensions. Half is paid out as cash prizes each month, with the balance being donated to the electricity industries' own charity, the EEIBA.

Last year the Prize Draw Club donated over £15,000 to the EEIBA with a similar amount being paid out in total prize money. The top prize each month is £300 and there are 19 other prizes ranging from £200 to £25.

If any Manweb employee or



retired member of staff wants to join or take out additional numbers, simply contact Jim Wilcock on Head Office ext 2030 or

Christine Shepherd on Head Office ext 2509 for an application form.

Malcolm Harding is pictured

(left) collecting his £150 draw prize from EEIBA officials Jim Wilcock (centre) and Eifion Jenkins.

Luck of the draw

THE lucky number 282 earned I D Basford, of Head Office, the top prize of £300 in the EEIBA's November draw. The other winners were as follows:

£200 - P Irwin, retired (1411); £150 - J E Atkinson, North Wirral (2408); £100 - E P Morris, retired (2190);

£75 - J A Gorman, Head Office (268) and K Lawson, Head Office (927); £50 - F L Williams, retired (1344), A P Fetherston, Head Office (512), T P Coleman, Liverpool (835) and H Kay, retired (2167); £30 - F Parkinson, retired (23) and J A McCarthy, Head Office (486); £25 - M R Davies, North Mersey (2507), S Hughes, retired (1359), R H Birks, Oswestry (1982); J Edwards, retired (2706), A D Coleman, Head Office (1125), L J Scudamore, retired (95), A A Easton, retired (1020) and W Lomax, retired (1486).

Slack, with the lucky number 1545. The other winners were: £200 - M Morris, retired (2062); £150 - B Moulton, CFU (497), £100 - E Rowlands, retired (2588); £75 - E Clay, retired (1733) and N H Reynard, retired (1970); £50 - T M Keenan, Aberystwyth (816), M E Bates, Dee Valley (2595), R L V Casey, Head Office (984) and F J Isaacs, retired (159); £30 - M A Sillitoe, retired (211), W H Jones, retired (1878), R McMahon, Head Office (30) and W J cleugh, retired (2142); £25 - J W Jones, retired (1985), D G Price, North Mersey (2468), W L Gray, retired (1754), D W Roxburgh, Head Office (371), D N Williams, Head Office (12) and M Kynaston, retired (2105).

The winner of the £300 prize in the December draw was retired employee R

CHANGING FACES



Income staff cheque out

HEAD of Income Alan Wadcock (centre) congratulates eight members of the Income Department at Head Office who have left Manweb under the VSS scheme.

More support from Manweb

NORTH Mersey Industrial Sales Engineer John Appleton has joined INWARD, the regional development agency for North West England, on secondment from Manweb.

He will work on the organisation's Domestic Marketing programme, promoting the region to attract increased levels of inward investment. In his new post, John will be focusing on contacting overseas firms with an existing presence in the South East.

John, 45, has worked throughout the Manweb area, and looks forward to using this experience to good effect at INWARD. Married with one son, he replaces a previous secondee, Len Dorr, who has

returned to North Mersey District.

INWARD Managing Director Basil Jeuda said: "I would like to thank Manweb for agreeing to John joining INWARD on secondment, and for supporting our efforts to ensure the continued prosperity of the region."

Colin Leonard, Manweb's Director Power Marketing, said: "We are delighted to have the opportunity to assist INWARD in attracting new investment into the North West and wish them every success for the future."

They are (back row, l-r) Mike Hughes (Cash), David Whitworth (Legal), Laura Parsonage (Credit Sales and Invoices), Beryl Fennah (Quarterly Billing), Howard Winzar (Final Accounts) and Eileen Davies (Quarterly Billing). Front row (l-r) are Sheila Marsh (Cash) and Angela Lloyd (Monthly Billing). Three other employees who also left at the end of January, but who were unavailable for the photocall, are Margaret Hancock (Credit Sales and Invoices), Janet Evans and Celia Fox (both Cash). In addition, Ann Cook (Quarterly Billing) and Pauline Evans (Final Accounts) left at the end of December.



Busy retirement planned by Ken

MID Cheshire District Manager Ken Crabtree is pictured (centre left) being wished well on his retirement by friends and colleagues at the District Office in Crewe.

Originally from Burnley, Ken joined the electricity industry in 1946, aged 14 as an engineering apprentice with Blackburn's local council electricity department.

This became part of NOR-

WEB in 1948, and he went on to work with the board as a Mains Engineer, also completing two years' national service with the army, before moving to Yorkshire Electricity Board in 1958.

Ken joined Manweb in 1962

in the old North District in Bootle, and went on to hold senior engineering posts in Districts and Head Office before becoming Mid Cheshire District Manager in 1984.

Interests

Married with three grown up sons, Ken is set for a busy retirement, spending time with his grandchildren and 'cultivating' his other interests - gardening and walking.

He received retirement gifts including binoculars and a decanter.

The new District Manager for Mid Cheshire is former System Operation Manager Jeff Hunt.

Driver Stan puts the brakes on!

AT the crossroads of his career, Mid Cheshire material delivery driver Stan Brown has taken 'early retirement' under the VSS scheme.

Stan, who was previously employed by McAlpines as a HGV driver, joined Manweb at Northwich in 1967 as a commercial delivery driver. He was transferred to Crewe in 1977, but returned to Northwich Depot six years later as a driver for Engineering.

On the crest of a wave...

MICROWAVE cookers have come a long way in the last few years. They are an established part of the modern kitchen, so why not enjoy the many benefits they bring to our lives? The following recipes are for 650 watt microwaves.

Cheese Topped Fish Pie

(Buy fish ready skinned to save time).

1 1/2 lb (675g) whiting fillets; 8oz (225g) new potatoes; 1 bunch spring onions; 3oz (75g) butter 3oz (75g) flour; 1 pint (568ml) milk; 6oz (150g) Red Leicester cheese; 4oz (100g) frozen peas. Cook on full (100 per cent) throughout.

Skin the fish and cut across into one inch strips. Put fish onto a microproof plate, cover with pierced cling film and cook for three minutes. Uncover and stir gently so fish in centre is moved to edge of plate. Re-cover and cook for three minutes.

Scrub and thinly slice potatoes. Put in a shallow dish with three tablespoons of water. Cover and cook for seven minutes until tender. Trim the spring onions and cut into diagonal slices.

Melt butter in a microproof bowl for two minutes. Stir in flour and gradually add milk. Cook for four to five minutes, stirring after every minute, until thickened. Grate the cheese, reserve three tablespoons and stir the remainder into the sauce with peas and onions. Cook for three minutes until the cheese has melted.

Place fish in a 1 1/2 pint (750ml) round dish. Pour sauce over and arrange potato slices around the edges of the dish. Sprinkle the reserved cheese over the potato.

Sweet and Sour Chicken (Serves 4)

(Use frozen corn niblets if baby corn cobs not available).

4 8oz (225g) boneless chicken breasts; 3/4 inch (1.5cm) piece fresh root ginger, grated; 2 tbsp soy sauce; 2 tbsp oil; 2 tbsp wine vinegar; 1 tsp brown sugar; 1 red pepper; 1 yellow pepper; 1 large courgette; 4oz (100g) baby corn cobs; 8.8oz (250g) packet thread noodles; 2 tbsp cornflour; 1/4 pint (125ml) chicken stock. Cook on full power (100 per cent) throughout.

Cut chicken into strips, mix in a bowl with the ginger, soy sauce, oil, vinegar and sugar and leave for 30 minutes. De-seed the peppers, cut with courgette into thin strips and halve corn cobs lengthways. Put on a plate with one tablespoon of water, cover and cook for three minutes.

Mix cornflour with a little stock to make a smooth paste. Add to the chicken with the remaining stock, vegetables and a little

COOKING

By Marj Scregg

pepper. Re-cover and cook for five minutes, stirring once. Drain noodles, season well and put into serving dish. Spoon the chicken mixture over.

Speedy Moussaka (serves 4)

1 small onion; 1 clove garlic, crushed; 14oz (397g) can chopped tomatoes; 2 tbsp tomato puree; 1lb (450g) minced lamb; 2 tsp dried thyme; 1/4 pint (125ml) beef stock; 6 tomatoes; 3 courgettes; 2oz (50g) margarine; 2oz (50g) plain flour; 3/4 pint (375ml) milk; 3 tbsp grated parmesan. Cook on full power (100 per cent) throughout.

Finely chop the onion and place in a large microproof dish with garlic, tomatoes and tomato puree. Stir well, cover and cook for three minutes until soft. Add mince, thyme, stock and seasoning and stir well. Cover and cook for 10 minutes, stirring once.

Spoon the mixture into a large shallow dish. Thinly slice the tomatoes and courgettes and arrange in alternate diagonal lines on top. Melt the margarine in a microproof bowl for one minute.

Add the flour and mix until smooth. Gradually stir in the milk, cook for three to four minutes, stirring after every minute until thick. Spoon the sauce over the tomatoes and courgettes and sprinkle with parmesan.

Hungarian Goulash (serves 4)

(Buy lean, ready trimmed beef for speed).

1lb (450g) lean braising steak; 1 onion; 1 green pepper; 4oz (100g) button mushrooms; 2 tbsp oil; 2 tbsp paprika; 1oz (25g) flour; 1/4 tsp caraway seeds; 14oz (397g) can chopped tomatoes; 2 tsp tomato puree; 1/2 pint (250ml) beef stock; 8oz (225g) long grain rice; 1 pint (568ml) boiling water; 3 tbsp chopped parsley. Cook on full power (100 per cent) throughout.

Trim away any fat and cut beef into even cubes. Thinly slice onion. De-seed pepper, cut into diamonds and quarter the mushrooms. Cook in a large bowl with oil for two minutes.

Add beef to vegetables. Sprinkle paprika and flour over and toss well. Stir in caraway seeds, tomatoes, tomato puree, stock and seasoning. Make sure sauce completely covers beef, cover and cook for 10 minutes, stirring twice during cooking.

Put rice into microproof bowl, add boiling water and a little salt. Cover loosely with cling film and cook for 14 minutes, stirring once, until water is absorbed. Stir parsley into rice.

Spoon rice round the edges of a serving dish and spoon the goulash into the centre.

Ambassador Club revamp for a new era

MANWEB's highly successful Ambassador Club is being reshaped to ensure its continuing success.

The Ambassador Club was first launched in Manweb in October 1987 and since then has produced 20,571 leads - resulting in almost £7 million worth of additional business.

The Club's many benefits have been enjoyed by most of its members, including opportunities to select from an exclusive catalogue of specially merchandised goods and to take part in competitions, giving those who produce leads the chance of increased rewards.

Feedback from members and the need to provide a faster timetable for rewards has resulted in the current reappraisal of the Club's existing format.

Rewards

An incentive that reflects the needs and priorities of a newly privatised company and rewards immediately the input made by staff is needed. The result is AMBASSADOR 2000.

AMBASSADOR 2000 offers immediate incentives for all who take part - an element of chance and fast reward payments.

Membership of AMBASSADOR 2000 is open to all Manweb employees, and the areas of opportunity have been revised as follows:

- ★ Direct debits
- ★ Contracting
- ★ Sales of major appliances
- ★ Space and water heating

A new, exciting era begins with AMBASSADOR 2000. Further details about how to become a member will be sent to you during March 1992.

CLWYD LJCC

Annual Conference

To be held at the Oriol House Hotel, St Asaph, on Friday May 8th 1992. All past and present Clwyd District staff are welcome to attend.

For further information please contact Mr Glyn Jones, Administration, Clwyd District Office, or telephone Rhyl (0745) 342177 ext 2189.



Commitment to customers

ONE of the last duties undertaken by Liverpool Energy Sales Manager Malcolm Cooper before his retirement was to address a Merseyside and District Chamber of Commerce and Industry lunch meeting in Liverpool's St George's Hotel.

Malcolm was one of three Chamber members chosen to address the lunch. He spoke on privatisation and Manweb's commitment to providing the very best in customer service.

Barnardos, Malcolm Cooper, Chamber of Commerce Chairman Charles Myers (also Chairman of Merseyside and North Wales Electricity Consumers Committee), Area Manager of Powell Duffryn Shipping Ltd Terry Malone and Jean Ackery from Barnardos.

Pictured following the lunch are (l-r): Priscilla Hodgson of

Ship-shape for a weekend break in London

WHO says people stagnate when they retire? That's certainly not the case for members of Clwyd District Retired Staff Association, pictured (right) on the quayside at Greenwich on the last day of a weekend outing to London just before Christmas.

Regardless of the date - Friday the 13th - the group of 53, including friends, set off from Llandudno and Rhyl for what turned out to be an eventful weekend.

They started their visit to London with a conducted coach tour of the City prior to booking in at the Tower Hotel, where two nights' accommodation had been arranged. They were then left to spend the rest of the day as they wished.

The following day, the party had to options - to either do their own thing or visit Windsor by coach, returning via Knightsbridge for a look round Harrods and other shops.

After checking out of the hotel on Sunday morning, the party visited the Thames Barrage, where, after looking over the vast engineering achievement, they were shown a film explaining the reasons for the Barrier and the mechanics of how it works.

They then moved on to Greenwich, where they spent the remainder of the morning looking around the markets and quayside, before lunch and the return journey to North Wales.

The weekend was a huge success and all those who went are now asking "When is the next one?" Plans are proceeding for a weekend trip to Edinburgh.

Enrol

Anyone who qualifies as a retired member of staff, who has not yet joined, can take part in future outings by simply getting in touch with the Association. Membership is just £2, plus £1 if you wish to enrol a partner.

Further information is available from Mr D Atkinson, Secretary, Manweb (Clwyd) Retired Staff Association, 48 Ffordd Nant, Rhuddlan, Clwyd LL18 2SW, telephone Rhuddlan 590878.



SPORT

'Gentlemen' bowled over

by John Boyer

AINTREE Super Bowl was the venue when Liverpool's office staff (the 'Gentlemen') clashed with the industrial staff (the 'Players') in a Super Bowl and Quasar Challenge.

Quasar is a game in which each team member is issued with a laser gun and a jacket fitted with detector strips front and back.

The object of the game is to 'kill' your opponents by successfully firing a laser beam at their detector strips. A computer keeps a record of everyone's score.

John Boyer and Andy Scar-rats captained the two teams and rivalry began in a smoke-filled

Quasar hall. After much 'bloodshed' the first challenge ended in a draw - one of only three ever recorded.

These two teams then retreated to the bar to allow the second battle to commence, and the 'Players' emerged victorious after this showdown.

A hearty feast was then enjoyed by all and provided fuel for the Super Bowl contest to follow.

It was noticed that the 'Players' had enrolled a league competitor, Paul Stevenson, onto their side (his own luminous bowls being a real give-away!).

Demon

But this didn't deter the 'Gentlemen's' own demon bowler Ken Rigby, who gained the highest individual score of 168.

After the first round the 'Gentlemen' were well ahead and, despite a fantastic comeback from the 'Players', managed to win overall.

The gauntlet is yet to be thrown down for the next challenge.

John is going up in the world

MID Cheshire Chargehand Mechanic John Yale is definitely going up in the world . . . especially since taking up mountaineering!

John, 50, caught the climbing bug after literally being roped in by friends to join them at an outdoor pursuits centre in North Wales.

That was nearly two years ago, and since then John has devoted a great deal of his spare time scaling sheer rock faces and, in doing so, keeping at the 'peak' of fitness.

One of his most satisfying climbs to date was 600 feet high Idwal Slabs near Capel Curig. "It was one of my earliest climbs, and I wasn't told beforehand what we were going to tackle. Had I known, I would probably have run a mile!" said John.

As it happened, he managed the tricky climb without a hitch and says he is now completely 'hooked'.

"It's the conquest, not the danger, that attracts me," he said. "There's no way I would take any chances."

A keen walker for more than 20 years, John's other 'passion' is bellringing and maintaining the bells for his village, Wybunbury.

A member of the Chester Diocesan Guild of Bellingers, he puts in a spot of practice every Thursday and is called on to ring the bells on special occasions such as Christmas.



Going up in the world. . . John Yale tackles the sheer rock face at Idwal Slabs.

The Teams	
The Gentlemen (Score: 2993)	The Players (Score: 2937)
W Tubey	A Skarratts (Capt)
J Boyer (Capt)	G Dixon
K Rigby	M Brookman
J Henderson	M Giblin
R Burgess	R Radford
P Baldwin	S Slavin
R Conner	M Byrne
G Collins	T Lane
J Higham	M Pearson
H Robertson	D Stevenson
A Phillips	D Walkup
A Miley	T Slade
G Deacon	I Kinsella
S Wilson	D Joseph
C Wilson	K Andrews

MANWEB (CHESTER) SPORTS AND SOCIAL CLUB

GOLF SOCIETY

WE NEED GOLFERS

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

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

Send your details to:
M. Pearson Golf Secretary
Room GDC1, Data Centre

Full Name:

.....

.....

Phone:

.....

Chester Sports & Social Club Number.....

Man of the match

GWYNEDD Meter Fixer R Arwel Jones has been appointed to referee the Manweb Cymru Alliance Cup semi-final between Penrhyncoch and Lex on March 14.