



## POWER-PACKED PERFORMANCE

A friendly football match between sides representing Manweb and ScottishPower resulted in a 3-1 victory for Manweb.

The game, a keenly fought contest by two sides who both played in a fluent, attractive manner, was played at Bangor-on-Dee, near Wrexham, on 4 November.

The Manweb team was made up largely of staff based at the Customer Information Centre in Rhostyllen.

John McMahon scored two of Manweb's goals, and the third was netted by Neil Clitheroe. ScottishPower's consolation came from Bobby McBrien.

Clitheroe's goal was deserving of special recognition.

Manweb defender Rhys Powell found John McMahon in space on

by Mathew Harman

the right wing with a powerful header. McMahon then accelerated past two defenders to cross from the by-line, where Neil Clitheroe's first time effort found the net.

Midway through the second half, with the score at 2-1, ScottishPower had the opportunity to draw level when they were awarded a penalty by referee Alistair Goodwin.

However, a fine save by Manweb goalkeeper Darrell Butler was probably the key moment in the match, although the Scots never gave up trying.

Such was the success of the event that initial plans are afoot to stage a return match in Glasgow, hopefully in the New Year.

## Catch of the Day

Ex-Mid Mersey employee Dave Rawsthorne (pictured) is the 1995 Electricity Supply Industry Coarse Fishing Champion.

As a member of the Manweb team, Dave worked hard on the New Junction Canal near Selby for a catch of small fish weighing 2.8 kilos.

This weight was too good for the other 131 competitors and won Dave the title, trophy and crystalware.

A good performance came from Dave's brother Norman, who finished in 10th place. Dave Lewis, the only other Manweb angler ever to win the Championship, took a section prize.

The Manweb team took sixth place, behind winners North East Region and second placed East Midlands.



## Golf Society Results

Wrexham (Bernie Green Trophy) 4 August

AM: Howell Watson and Rob MacKenzie (Legacy) 21pts (G'some Stableford).

PM: 1st Dave Read 45pts, 2nd Mike Gibbs 41pts, 3rd Mark Hughs, 36pts. Oswestry (Captain's Day) 8 September

AM: 1st Ray Morgan & Mike Potts (retired) 40-8.0=32.0, 2nd Geoff Hartley & Brian Smith (HO and retired) 40-7.9=32.1, 3rd Dave Williams and Dave Read (HO), 43-10.7=32.3.

PM: Longest Drive (10th hole) Ian Rodger (Oswestry). Nearest the Pin (17th hole) Dave Griffin (HO).

Categories: 0-12 Terry Kavanagh (Prenton) 33pts, 13-20 Joe Pugh (HO) 34pts, 21-28 Ray Morgan (retired) 34pts, 3rd Dave Read (HO) 35pts, 2nd Dave Raisewell (Mid Cheshire) 36pts, Captain's Prize: Ian Rodger (Oswestry) 39pts.

Order of Merit with 1 event to go (Llangollen) 3rd Terry Dunne (HO) 18pts, 2nd Howell Watson (HO) 22pts, 1st Mark Hughson (HO) 26pts.



A neat catch by Manweb's goalkeeper after a ScottishPower corner kick.

# CONTACT

NEWSLETTER FOR MANWEB PEOPLE

NOVEMBER/DECEMBER 1995

## EDUCATION FOR ALL

An exciting 'education for all' initiative is to be launched at Manweb, giving staff the chance to learn new skills and brush up on existing ones.

The innovative Open Learning scheme is a major stride forward for Manweb in terms of providing personal development opportunities for all employees.

It will operate initially from three centres - Prenton, Rhostyllen and Chester - with others opening elsewhere within the company as demand increases.

### Free

All materials, resources and tuition are absolutely free - the only cost to staff will be in time and effort. And anyone can apply to join a programme.

Chief Executive Mike Kinski said the launch of the scheme is a key step in the company's strategy for people, which places more emphasis on training and development.

And there are also sound business reasons behind it. It will help Manweb to remain flexible enough to cope with the pace of change in a competitive marketplace. The initiative



ScottishPower Chief Executive Ian Robinson addressed Manweb's Managers at a conference in Chester earlier this month. Pictured (left) with Manweb's Chief Executive Mike Kinski, Ian Robinson spoke about the company's business activities and strategy. With the acquisition of Manweb, he said, ScottishPower had become the UK's third largest electricity company and a major player. Mike Kinski then talked about the transition process at Manweb, which is due to be completed early in December. The way forward would then be communicated to all staff.

should also be rewarding for staff, who can gain new skills and additional qualifications. The centres will initially offer a limited range of programmes. (Continued on page 2)

## 'Sound' half-year results

ScottishPower has announced its interim results for the six months to 30 September 1995.

- \* Turnover up 6% to £777m
- \* Operating profit up 5.6% to £133m
- \* Profit before tax up 3.9% to £128m
- \* Earnings per share up 3.8% to 11.4p per share
- \* Dividend up 13.6% to 5.17p per share

Murray Stuart, ScottishPower's Chairman said: "We have achieved sound financial results, while at the same time developing our existing business and successfully completing a major acquisition."

"The combination of ScottishPower and Manweb has created a leading UK energy business. Our aim is to make this business one of the most efficient in the industry with a view to extending, over time, the range and quality of services we deliver to our three million customers."

## OBITUARY

It is with sadness that we report the deaths of the following retired Manweb staff.

**James Rogers** (89), Labourer, Wrexham.

**John Oliver Twist** (64), Linesman, Clwyd.

**Albert Nevil Tincello** (66), Labourer, Oswestry.

**Arthur Lloyd Williams** (79), Jointer, Gwynedd.

**Gerald Clarke** (80), Admin Assistant, Mid Cheshire.

**George John Atherton** (80), Fitter's Mate, South Lancs.

**Edgar James Morgan** (68), Meter Operative, North Wirral.

**Arthur Ritchie** (84) Senior Clerical Assistant, Oswestry.

**William Henry Southern** (75) Chargehand Storekeeper, Mid Cheshire.

**Miriam Jones** (71), Clerical Assistant, Head Office.

**Doris Winifred Jones** (82), Typing Supervisor, Rhosyllen.

**Ernest Clay** (85) Plumber, North Mersey.

**Thomas Rimmer** (83) Plumber, Liverpool.

**Robert Frost** (76) Meter Attendant, Liverpool.

**Thomas Eric Davies** (81), Substation Attendant, Clwyd.

**James Stephen Cushing** (88), General Foreman, North Mersey.

**William Alun Jones** (81), Sales Assistant, Gwynedd.

**John Macleod Rutter** (84), Principal Assistant (Cash), Head Office.

**Frederick William Smith** (87), Clerical Assistant, Aberystwyth.

**Herbert Morris** (90), Assistant (Stores), Queensferry.

**Helen Dorothy Gregory** (69), Sales Person, Dee Valley.

**Dilwyn Thomas** (65), Overhead Linesman, Aberystwyth.

**Hugh Jones** (82), Jointer (EHT), Bangor.

**Alexander Russell Shaw** (73), District Engineer, Gwynedd.

**George Wood** (81), Electrician, Mid Cheshire.

**John Westhead** (73), Clerical Assistant, Clwyd.

**Campbell Stamper Shimmin** (78), System Engineer, North Mersey.

**Llewelyn Roberts** (80), Chargehand Meter Reader Collector.



Secretary of State for Wales, William Hague (3rd from right) and, to his right, Manweb's Director, Power Marketing, Colin Leonard with the winners of the Manweb Business Energy Awards.

## Reaping the benefits of energy efficiency

Secretary of State for Wales William Hague presented organisations from throughout the region with prestigious Manweb awards for energy efficiency.

The Manweb Business Energy Awards were held at Y Gwesty Seiont Manor Hotel, Llanrug, Gwynedd. Awards were presented in two categories - Category One for sites with under 100 employees and Category Two for sites with 100 or more employees. There was also a special 'Gamma' award for the efficient use of gas.

Mr Hague said: "The efficient use of energy by all of us is essential if we are to improve the environment. It also makes good business sense. Energy costs are a significant overhead and the efficient use of energy should help to improve profitability.

"I pay tribute to Manweb and other electricity supply companies for encouraging energy efficiency savings. Manweb's approach has been particularly innovative."

The winners were as follows:

**Category One:** The Regent Centre, Newtown, Powys (entertainment centre).

**Highly Commended:** Hydro Coatings Ltd, Deeside, Clwyd (steel coating company).

**Commended:** Consort Precision Diamond Co. Ltd, Kinnel Bay, Clwyd (precision engineering company, manufacturing diamond tools).

**Category Two:** Warwick International Ltd, Mostyn, Clwyd (manufacturer of perorate bleach activator).

**Highly Commended:** The Jacob's Bakery Ltd, Liverpool (bakery).

**Commended:** The Associated Octel Co. Ltd, Anglesey, Gwynedd (bromine producing plant).

**Gamma Award Winner:** Foden Trucks Ltd, Sandbach, Cheshire (truck manufacturer).

## Education for all

(From page one) These include language, computer applications - word processing, databases and spreadsheets - finance, various technical subjects and management and supervisory training.

Programmes will be delivered via distance learning, self-study techniques - either text or computer based - and some will be lecture-based, run by company staff or in conjunction with local colleges.

Employees study in their own time at whichever centre is most convenient, or at home. The centres - equipped with PCs, audio and video facilities - will be open evenings and weekends, where security arrangements permit.

Mike Kinski said: "Nobody is too old or too well qualified to learn new skills. What we are trying to do is make it easy for our people to take charge of their own personal development. Everyone is eligible to apply for programmes and there is no selection criteria."

Brochures giving further details will be distributed to staff early in December.



Region One Training Manager Richard Denman presents Amanda Quarrie with her NVQ certificate.

## FIRST CLASS SERVICE

Assistant Team Leader Amanda Quarrie is the first Manweb employee to achieve a National Vocational Qualification in Customer Service level III.

Amanda, who is based at the Customer Information Centre in Warrington, has worked hard to gain the award since its introduction 15 months ago.

The NVQ is a work-based qualification and candidates are assessed on their competence to deliver customer service in their own jobs. It is administered by the RSA Examination Board and is split into five units, with 16 elements measuring competence in different areas of customer service.

Region One Training Manager Richard Denman said: "Unit five is particularly difficult to achieve because it requires evidence that the candidate continuously improves their own delivery of customer service."

"This is a great achievement for Amanda, for Region One and for Manweb as a whole, and is another indicator of Manweb's commitment to improving customer service."

## Thoroughly modern Manweb!

by Jackie Unsworth

Manweb is helping to lead the way for industry by launching a new-style training and development scheme for its apprentices.

The company is one of the first regional electricity companies to introduce Modern Apprenticeships, which provide a work-based route to achieving nationally recognised vocational qualifications leading to at least NVQ at level III.

The Government-driven scheme, which is being adopted nationwide, was developed for the power industry by an Electricity Training Association working group, made up of Manweb and other electricity companies.

### Skilled

Locally, the scheme has been approved by CEWTEC, the Chester, Ellesmere Port and Wirral Training and Enterprise Council, as part of its continued efforts to create a better trained, highly skilled workforce in the area.

This year's intake of 14 apprentices



Distribution apprentice Susan Geddes (seated) signs her Modern Apprentice pledge at Manweb's training centre in Hoyle, with (also seated, l-r) Apprentice Training Manager Peter Smith, Technical Training Services Manager Dave Winter, and John Bell, CEWTEC's Employer Training Adviser, watched by the 13 other modern apprentices.

to Manweb's distribution business are the company's first employees to take the Modern Apprentice pledge - an agreement between themselves, Manweb and CEWTEC.

Under the scheme, all three parties have certain rights and responsibilities.

In addition, a training programme has

been agreed.

Dave Winter, Manweb's Technical Training Services Manager, said: "Manweb is amongst the first to adopt this new scheme, which will give our apprentices broader-based training and equip them with the skills they need for the challenging times ahead."



# TEAM HITS THE JACKPOT

**F**ive Manweb managers had double reason to celebrate when, just days after seeing their dream to build a £1.3 million play facility come true, they learned their project had won the national lottery!

That prize, in the form of a grant from the National Lotteries Charities Board, adds another £96,500 to the Play and Resource Centre (Parc) in Kirkby, Merseyside, and pays for an extra member of staff and vital equipment.

The Duke of Westminster officially opened Parc on 14 November - the culmination of 18 months of sheer determination and effort by Mike Jones, Len Cornah, Alison Eakins, George Range and Bob Steventon.

Tearing up his prepared speech when previous speakers had "stolen his thunder" by congratulating all those responsible for creating Parc, the Duke said the monumental level of commitment involved in the creation of the centre demonstrated what can be achieved if something is wanted badly enough.

"I am immensely impressed by the fact that young people's views, so often overlooked, have been an integral part of the decision-making process and, judging by the reaction of those here today, I feel sure this will contribute to the long-term success of this marvellous project."

Youngsters from two local schools demonstrated arts and

crafts activities and provided music at the official opening which was also attended by the Mayor and Mayoress of Knowsley, representatives from the local community, major businesses and the local media.

They were helping celebrate the transformation of a derelict piece of land in the centre of Kirkby into a landscaped adventure playground area housing a bright, tailor-made building providing a creative and stimulating environment for children.

## Challenge

The initiative began when five managers were drafted in by former Manweb Chief Executive John Roberts to spearhead a challenge laid down by Granada TV and Business in The Community to create a much-needed facility, providing lasting benefit to the Knowsley community.

The five quickly grew to seven when Roger Nock and Di Parnell joined the team in a mammoth fund-raising drive which convinced over 60 of Manweb's major suppliers to support Parc by donating cash, goods and expertise.

Further help was provided by back room staff at Manweb who succeeded in enabling Parc to

access £440,000 in European funding towards the cost of building the centre. Targets were laid down to justify the grant and these are well on the way to being met with four jobs already created, in addition to the one now funded through the lotteries award.

Parc's nursery has been open since September and is almost at capacity, providing care facilities for children aged between two and four. At £30 a week, the nursery is aimed at encouraging and enabling parents back into work by providing high quality care at an affordable price.

"All the hard work and determination of everyone involved in this great effort has paid off," said Mike Jones.

"The challenge has created a purpose-built facility in the centre of Kirkby which will benefit the local community and thousands of Merseyside youngsters in the future. It's been a privilege to have been part of it."

The Parc project has been commended in the 1995 Employees in the Community Awards.

Team Leader Mike Jones collected the national award on behalf of Manweb on 24 November at the Victoria and Albert Museum in London.

Ten days earlier Mike and other members of the team attended a presentation in Liverpool to receive a special partnership award in the North West Regional Employees in the Community Awards.

The scheme, organised by Business in the Community, recognises examples of exceptional employee community involvement.

## Staff discount now available

**M**anweb staff are now able to obtain discount from ScottishPower's shops and superstores.

On production of Manweb identification and their employee number, they can claim 20 per cent off white goods and 15 per cent off brown goods.

This discount, which is available to current staff only, also applies to items in special promotions and sales.

Goods can be bought for personal use and for immediate family - spouses, parents and children - with no limit on value. In addition, gifts worth up to £150 can be purchased.

Chief Executive Mike Kinski said: "We are delighted to be able to offer Manweb employees the same discount as others in the group, particularly in the run-up to Christmas."

"However, there are costs related to providing this benefit, which means we have to restrict deliveries to the distribution arrangements linked to existing stores."

Locally, ScottishPower has stores in Chester, Liverpool, Warrington, St Helens, Southport, Crewe and Bromborough, but the discount can be obtained at any Electricity Plus, Sound and Vision or ScottishPower shop north or south of the border.

## Manweb (Chester) Sports & Social Club

### Annual Ball

Friday 19 January 1996

Head Office Restaurant

7.30pm to 1am

Three course meal

Dancing to the top band 'City Lights'

Tickets £19.50 each

Numbers for this event are strictly limited, so early application for tickets is advised.

Reservations and further information on club events from Sue Linton, Administrator, tel. 700 2538

*Top left: Manweb team members Alison, Len, Bob, George and Mike try out the adventure play equipment at Parc. Centre: Pupils from St Marie's RC Primary School invited the Duke to put the finishing touches to a Greek mask they made. The mask will be on permanent display at Parc. Bottom: The Duke and the Mayor and Mayoress of Knowsley, Councillor Margaret Flaherty and Mrs Dot Rawlinson join youngsters in Parc's nursery enjoying their own celebration.*

# ENERGY TARGET TOPPED

By Bob Blair

At the Earth Summit held in Rio de Janeiro in 1992, the British Government signed on to commitments under the United Nations Framework Convention to return greenhouse gas emissions to 1990 levels by the year 2000. Over 50 countries, including Britain, have ratified the Climate Change Convention.

One of the most significant of the greenhouse gases is carbon dioxide (CO<sub>2</sub>) produced mainly from the burning of fossil fuels. Although clean at the point of use, electricity production in the UK is a major source of CO<sub>2</sub>. Unlike other sources, such as transport, refineries and industry, however, we are achieving substantial reductions in emissions by adopting cleaner fuels such as natural gas for power generation and by increasingly becoming involved in CHP and renewable projects. Energy savings and the adoption of energy efficiency measures have a big part to play too.

In March 1992, Manweb became a signatory, under the



Department of the Environment's 'Making a Corporate Commitment Campaign', to support the Government's CO<sub>2</sub> programme outlined in their Climate Change Strategy. In December 1993, we became the first REC to receive accreditation under the Institute of Energy's Energy Efficiency Accreditation Scheme. Certificates for both are on display in the foyer at Head Office.

Manweb's target for the three year period from 1992/93 to 1994/95, inclusive, set against the base year 1991/92, was for a 10 per cent reduction in energy consumption. This was to be achieved by the use of no-cost and low-cost housekeeping measures. At

the end of the three year period, excluding substations, we achieved a 14 per cent reduction in the Company's actual use of energy.

When adjusted, or normalised, to take account of both weather and occupancy levels, we achieved a 21 per cent reduction.

The normalised saving in the cost of electricity over the three year period was over £700,000. Cumulative emission savings amounted to 5,572,000 tonnes of CO<sub>2</sub> alone.

Our energy saving achievements can be attributed to the enthusiasm of the energy managers and monitors, based in offices, garages and stores, and to shop managers. Their particularly high level of commitment to encouraging energy savings among Manweb's staff is to be applauded.

The use of energy is one of our significant adverse environmental effects and so our energy management achievements have contributed in no small way to the overall efforts within the United Kingdom.

Personal computer-based monitoring and targeting software continues to provide the responsible managers with valuable energy management information for Manweb's premises, and the target for 1995/96 is a further five per cent reduction in our use of energy.



## Top honours for green companies

A Warrington company which recycles 58 million aluminium cans a year, a Middlewich firm which salvages scrap IT equipment, and a Bolton farmer who utilises slurry to run a fish farm have won top honours in the Manweb-sponsored Business and Environment Achievement Awards.

Run by the Mersey Basin Campaign, the awards recognise companies that have reduced their impact on the environment in a way which has also improved their business profitability.

The winners were presented with their awards - £1,000 and a bronze statue by Merseyside sculptor Stephen Broadbent - by His Grace the Duke of Westminster at a ceremony at Liverpool's Maritime Museum.

Alcan Aluminium Can Recycling, Warrington, was awarded first prize in the Large Organisations category. D2D (Design to Distribution) of Byley in Middlewich took top prize in the Medium/Small Organisations category, while Barton Fold Farm in Bolton won the Agricultural Industry category.

The Duke of Westminster, said: "I am delighted to present these awards to companies who have shown that environmental improvements also make good business sense. I am extremely impressed by the innovation shown by all the entrants and hope they will continue in their work which benefits both the environment and the economic potential of the Mersey Basin."

Pictured (l-r) at the Awards ceremony are D2D Director, Specialist Business Group, Dave Lusk, Alcan Director Bob Wilkinson, Manweb's Chief Executive Mike Kinski, the Duke of Westminster, and William Nuttall, from Barton Fold Farm.

# CALENDAR HELPS MND SUFFERERS

David Hunt MP and Brookside actress Irene Marot helped launch a Manweb-sponsored calendar featuring the works of disabled Wirral artist Reg Slack.

The calendar was commissioned by the Wirral branch of the Motor Neurone Disease Association to help raise funds to buy equipment for local MND sufferers.

Although he has limited mobility, wheelchair-bound Reg is able to paint with the help of his wife Ruth, who moves the canvas for him. Amongst the works featured in the calendar are Tal-y-Lyn Lake, Snowdonia, and Caldwy Church, Wirral.

Pictured with Reg and some of his paintings are (l-r)



David Hunt MP, Manweb's Customer Service Manager David Grady, and Irene Marot, who plays 'DD' in the popular soap opera.

## FREE ADS

**PHOTOGRAPHY:** Wedding and portrait, competitive prices. Ken Smythe, 0151 609 2032, or 01244 544771.

**COSTA DEL SOL:** Benalmadena studio apartment to let - £100pw. Bette Flanagan, 01244 341097.

**PHOTOGRAPHER:** Bookings being taken for weddings, and sittings for portraits in well equipped studio. Peter David Studio, Wrexham, 01978 263448.

**ORNAMENTAL METALWORK:** Hand made curtain poles, static caravan steps, gates & garden furniture (flower basket stands, foot scrapers, penny farthings, wishing wells). Also oak flower tubs. Colin Wait, 01244 682710.

**MYNYDD ISA:** Detached 2-bed bungalow for sale, £59,995 ono. Mr R Perris, 01244 544086.

**SONY 8MM VIDEO CAMCORDER:** Unmarked condition, checked & serviced by Sony, standard and long play options, £300. 01270 841676 after 6pm.

**LEYLAND HORSEBOX:** Non-HGV. Ideal ladies box. Carries 2 Hunters, 12 months' MOT, taxed January. Genuine 42,000 miles. £2,500 ono, 01829 770109.

**HOLIDAY BUNGALOW TO LET:** Sleeps 5, convenient for Ffestiniog Railway, Portmeirion and Snowdonia National Park. Black Rock Sands. Tel. 01766 512519.

**LADIES:** Fashion designer evening dresswear for hire from 'Fashion Desire', sizes 8 to 20. Discounts for Manweb staff. 01244 679878.

**FOR SALE:** Hey Park, Huyton, Liverpool 36, 1st floor purpose built flat, reduced from £29,995 to £27,995. 0151 489 9468.

**ROVER METRO1.1L:** March '93, reg mark K, only 11,000 miles, bargain £4,500, alarm, central locking, tow bar. 01745 591810.

**HOLIDAY CAR STORAGE:** 2-mins Manchester Airport, 24-hour service, courtesy car, farmhouse B&B. 0161 904 0615.

**HOUSE TO RENT:** Widnes, fully furnished, 2-bedroom, ideal for 2 sharing, close to the town centre, £400pcm. Ms Wright, 01925 268664 evenings.

**FRENCH POLISHING:** Furniture restoration: Traditional and modern techniques, colours matched, mobile service for house interiors. Free quotations. Gavin Pye, 01978 846539 or 0378 262513.

**FURNITURE LOOSE COVERS:** Hand made to measure, tailored for 3pc suites. Fitted on delivery (limited area), Cheshire, Wirral, Merseyside, South Manchester only. 17.5% discount for Manweb staff and retired employees (quote MWB). 01925 240027.

**CARAVAN:** 2-berth Ace Diplomat 1991, hardly used, £3,250 ono, inclusive of wheel and hitch locks

for quick sale. 01352 700284.

**GOLF DEL SUR, TENERIFE:** Privately owned villa on San Miguel, Golf Del Sur. Sleeps 6. £200 - £275 per week, depending on season. 01925 7533454.

**FLORAL REQUIREMENTS:** Floral Sense, 3 The Highway, Hawarden, Clwyd, 01244 520238. 10% off by quoting 'Staff Discount Manweb'.

## POSTBAG

Dear Editor

No doubt you may have heard that I retired earlier this year. Because of my health I was unable to visit the offices to say my farewells and therefore I would like to take the opportunity through Contact to formally say goodbye to the friends and colleagues that I worked with over 24 years spent with Manweb and to wish them well for the future. I spent 22 years at Lister Drive in the Personnel Section, and my final two years were spent in Head Office. I would particularly like to send my regards and good wishes to the retired members of the Liverpool District Benevolent Society with whom I worked closely for many years.

Christopher Edwards  
26 Torrington Drive, Thingwall,  
Wirral