

Review

SPRING ISSUE 1985



A Super New Deal for all Motorists

At

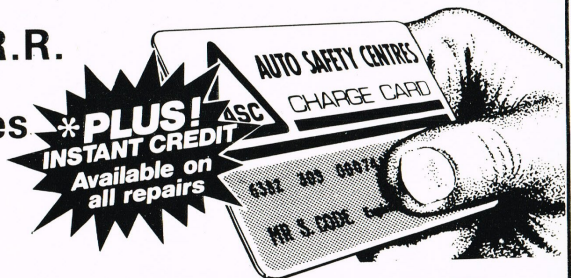
South Staffordshire
Waterworks
Company



has been arranged with

AUTO SAFETY CENTRES

- **Exhausts** ÷ Up to 50% off M.R.R. — fitted free
- **Clutches** ÷ Up to £20 off normal prices — popular models
- **Brakes** ÷ 15% of fitted parts — FREE CHECK
- **Steering** ÷ 15% off fitted parts
- **Servicing** ÷ 10% off parts and labour
- **M.O.T.** ÷ Only £5
- **Batteries** ÷ Up to 40% off M.R.R.
- **D.I.Y.** ÷ Parts at trade prices



AUTO SAFETY CENTRES

WALSALL

95 Stafford Street
Tel: 26842/27443

WOLVERHAMPTON

Wednesfield Road
Tel: 54422/54492

BIRMINGHAM

Cheapside/Rea Street
Tel: 021-622 1058/9

● Access and Barclaycard welcome

from the Editor's Desk . . .

1985 starts a new era in the South Staffordshire Waterworks as the new Head Office (Central Office) becomes fully established at Green Lane and the transformation of the Green Lane site becomes almost complete.

It is at long last the rebirth of our Company as a whole and the joining together of personnel whose previous segregation made it difficult to amalgamate at Social Events because they were total strangers to each other.

Hopefully this new nucleus will provide me with a bottomless well of information and data to make The Review even more interesting and I hope you will all remember to inform me of any interesting events that occur to any personnel in or out of their working environment.

However, I must mention the lack of communication between the more senior positioned personnel and myself and I find it most disheartening to discover so many worthy news items long after the events.

Enough said and to lighten the tone somewhat let me say I hope you all had a good Christmas despite the colds and flu's about and a special wish to Ellen Hodgetts (retired member) who writes me such lovely letters and also enters most of our competitions and who is obviously an avid reader of the News Review. Health and happiness to you all.



VISITORS FROM ABROAD



On Tuesday, 12 February the Company were privileged to entertain a party of engineers from the Stockholm Water Board. The purpose of the visit was to share our experiences with small bore reconditioning work.

In Sweden scraping and relining mains with cement mortar has been limited to man entry sizes, but financial considerations are forcing them to extend their interest to small diameter distribution mains. It is interesting to note that the cost of laying a new 300mm diameter pipe

with approximate 1.5m cover in Stockholm exceeds £1,000 per metre run.

Prior to visiting the work site at Chester Road, Streetly, a short seminar was held in the Board Room, where the Company's methods and experiences were demonstrated.

After lunch, Mr. Carter presented the Executive Director, Mr. Rolf Norberg, with a suitably inscribed, framed copy of the Company's coat of arms to commemorate the occasion.

R.J. WRIGHT

BIBLE BORROWS OUR BRAINS!

COMPANY STAFF ASSIST PREPARATION OF NEW IWES DISTRIBUTION SYSTEMS 'BIBLE'

The Institution of Water Engineers and Scientists is undertaking the publication of a new series of Water Practice Manuals which it is intended will gradually replace the successful *Manual of British Water Engineering Practice*, last published in 1969. Each of the new manuals has been written by Institution members and other individuals prominent within the water industry who were formed into teams having specialist knowledge and experience within the chosen subject areas.

The fourth Manual in the new series is concerned with Water Distribution Systems. The last decade has seen a major change in the status of the distribution engineer within the hierarchy of the water engineering profession from the Cinderella of the industry to rebirth as one of the key personnel to whom the industry is looking to help put its house in order. There are two principal reasons for this major change in direction. The first is that high distribution losses can no longer be ignored by an industry under pressure from the environmental lobby with every attempt to develop new land hungry sources; and the second is additional pressure from Government for greater operational efficiency and to obtain maximum benefits from existing facilities.

It is thus both pertinent and opportune for the first time in the memory of many water engineers to be reviving distribution engineering as an important and highly topical part of the industry.

The aims of the manual are to draw together in one reference volume all aspects of distribution systems, to give an overall view of legislation and operational practices affecting distribution, to review the current state of the art and to look forward at developments already taking place, particularly in new technologies and techniques and the impact they will have on distribution systems in the future.

Senior Company staff have been closely involved in the compilation of the Manual over the past three years up to publication in July 1984. The key coordination role for the Manual was undertaken by Mr. W.A. Markham, (our Managing Director until last year). Team members developed the content of individual Chapters under the general subject headings agreed at coordination meetings at an early stage, and Mr. Markham ensured that the treatment of topics was comprehensive, current, and balanced to achieve a coherent volume with the minimum of overlap.

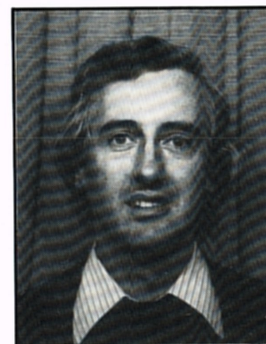


E.A.S. GADSBY

Individual Chapters have been written by Ted Gadsby, Technical Services Engineer, and Nick Curtis, Planning Engineer, with the specialist assistance of other Company staff and professional colleagues elsewhere in the water industry.

Ted Gadsby's Chapter deals with the management and administration of current organisational issues and problems.

Here is an extract from his introduction.



N.J. CURTIS

"In common with all other businesses, fighting to harness the best techniques of management and application of technology to contain costs, whilst maintaining acceptable levels of services, the water industry is increasingly questioning the viability of its activities.

No more is this so than in the management and administration of distribution systems. Recent years have seen the rise of consumer groups, making the consumer ever conscious of value for money and standard of service, the new Consumer Consultative Committees playing an increasing role in making the undertaker accountable for every penny paid for the service. Corporate aims of a water undertaking are now formulated and understood by all staff to ensure that 'value for money' means reaching well-planned goals effectively, and all proposals for expenditure are thoroughly vetted and appraised before competing for limited funds.

Increasingly, the treating of staff as a most valuable resource of the undertaking has led to legislation, policies and procedures to govern their welfare, and the safety of the public at large as a result of their activities. When things go wrong, through industrial disputes, distribution staff may have to implement contingency measures in order to maintain supplies of wholesome water."

Ted was assisted in the preparation of his Chapter by Andrew Scudamore, Administration Manager, Bob Wright, Supply Controller, John Wilson, Senior Technical Assistant, Ian McPherson, Principal Engineer (Treatment), and others.

Nick Curtis' Chapter describes design philosophies and principles, and he introduces it as follows.

"In the past, distribution system design has often had to rely on rules-of-thumb and the adoption of 'best practice' rather than on detailed and logical analysis. The use of engineering judgement has been strongly advocated.

The aim of this chapter is to draw attention to the techniques available for optimal design and operation of systems, in the context of total system costs, and the achievement of reasonable levels of service. The emphasis is upon design philosophy rather than technical procedures, which are well covered in standard texts."

Nick was assisted in the preparation of his Chapter by Richard Foster, Senior Engineer in the Planning Unit.

An immense amount of clerical work was involved in the preparation of the 15-20000 word Chapters, and in the detailed commentary on all individual Chapters undertaken by Mr. Markham. All of those concerned are very grateful to the secretarial and typing staff who assisted with the multiple draft versions and corrections required to ensure that this manual maintained the high standard sought by the Institution.

'Water Distribution Systems' is published by the Institution of Water Engineers and Scientists ISBN 0901427 13 6 Price: Members £16.50, Non-Members £23.00 including U.K. postage. Further details can be obtained from any IWES Member.

SOUTH STAFFS SECOND SAFETY SUCCESS

Each year the Birmingham Environmental Health and Safety Association awards a Safety Trophy to a Company that not only has a high standard of Safety Training and Prevention but has also produced any original work undertaken to reduce health risks in a Working Environment.

Previous winners of the Award include Cadbury-Schweppes, Lucas, Wimpey, Delta Metals and John Laing.

South Staffordshire Waterworks is the only Service industry to receive this Award and this year for the second time they have been successful in acquiring it.

A paper, jointly written by Ron Perks, the Company Safety Officer and Terry McAllister, Northern Area Manager, was the winning entry. It researched the effects of White Finger, medically known as Raynaud's Phenomenon which is caused by vibration. Attacks of White Finger, which causes slight tingling, numbness and blanching normally last about an hour and reduces sensitivity to touch, pain and temperature.

An Award Selection Committee, which include two Principal Inspectors of Factories and the Chief Safety Advisor to the West Midlands Employers' Association, was highly impressed with the paper.

Mr. Gus Gaugain, H.M. Principal Inspector of Factories (Construction) who presented the Solid Silver Trophy praised South Staffs for their initiative and original research and expressed the view that the findings would benefit all persons in Construction Industries.



Mr. Gus Gaugain (right), H.M. Principal Inspector of Factories (Construction) presents the trophy to Mr. Jim Carter, Managing Director of South Staffs Water. Looking on are Mr. Ron Perks (left), Company Safety Officer, and Mr Terry McAllister, Northern Area Manager.

At the presentation were Mr. E. Friend, H.M. Principal Inspector of Factories and also Messrs. T. Cornfield and A. Kendray as representatives of Birmingham Environmental Health and Safety Association.

Mr. Jim Carter received the Award on behalf of the Company and the authors of the paper.

FROM SUCCESS TO SUCCESS

Jim Carter, our enterprising Managing Director and John Grace, Managing Director of Tates signed a contract, the largest of its kind in the U.K. for 2½ Million Pounds in a 'Hole in the Road' ceremony on the Chester Road at Mill Green near Streetly, Sutton Coldfield.

South Staffordshire Waterworks Company, one of the foremost pioneers in renovating water mains by an amazing technique which uses soft cement and centrifugal force, has successfully already relined many miles of old mains. These old mains in earlier years would have had to have been removed and replaced at a cost five times more expensive than the stated technique.

The direct savings to the Company and indirectly to the Consumer are obvious and the fact that the Company's rates are amongst the lowest in the country serves to verify the statement and it is to my detriment that I live outside our Company's Area.



on the move

Debbie North, of the Revenue Department helped put the finishing touches to the final packing as the company moved out of its head office in Sheepcote Street, Birmingham, after over 50 years.

and finally the new H₂O

The long awaited metamorphosis is almost complete and we only need to shed the old chrysalis and dry out our wings.

The South Staffs., has received extensive coverage in the media thanks to our publicity agents, SEAL PUBLIC RELATIONS LTD. and we merited a full two page spread in the Walsall Observer.

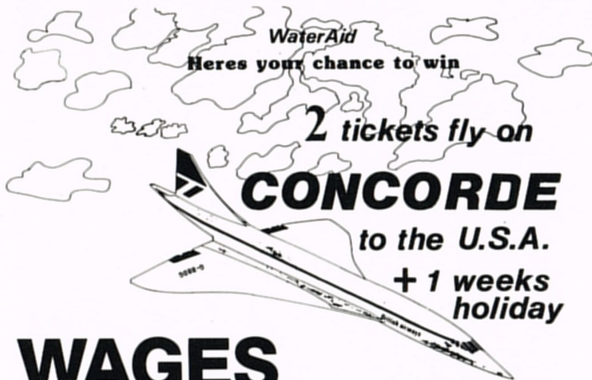
The Move was socially celebrated by a Grand Disco which had quite an overwhelming response and it was literally 'ALL HANDS TO THE PUMPS' on Friday the 22nd of February.

The great success of this first event organised to welcome all newcomers to the new H₂O will I know mean that possible regular Disco dates will follow in the future. However this will depend on the new Social Club Committee when it is elected at the A.G.M. on February 28th.

CELIA TURNER



Water Aid



WAGES DRAW WINNER

Peter Allen, winner of our first Water Aid Draw, was presented with a cheque for £25.00 by Pat Rea, chairperson of the Company's Water Aid Committee.

So far 85 of the 745 Employees have taken some 205 - (10p) shares.

These 85 will now automatically be included in a yearly draw for a major prize and this year it is a trip for two by Concorde to America.

Don't miss your chance to win an 'Out of this World' flight on the Concorde and to make **your** 'one small step for mankind'. Contact - Water Aid, Green Lane.

JOGGING FOR FITNESS AND FUN

Last year some hardy Water Aid supporters ran in the Lichfield Half Marathon. Well, what we didn't tell them then was that it's an annual event and this year will be run on Sunday 24 March.

So here's your chance to join the fitness brigade (even just for one day).

Why not enter, (you don't need to run you can just pretend). The Half Marathon or The Six Mile Fun Run.

Lichfield Round Table, the organisers of the event, have generously agreed that our entrance fees can go to Wateraid. Last year, £170.00 was raised for Wateraid by the weary few, whose friends sponsored them. We want to do the same thing this year but we want **more** runners or pretenders. You can get your application form from either Mike Lewis, Ron Perks or Pat Rea at Central Office.

Grateful thanks for to our NALGO BRANCH for their kind donation of £135.00 to Water Aid. I am sure all the members will be pleased to know that their subscriptions have helped such a worthy cause.

DATES FOR YOUR DIARY 1985

Friday 22 March

Race night to be held in the Social Club, Green Lane.

Sunday 24 March

Lichfield half marathon and 6 mile Fun Run.

Sunday 12 May

'Gotta Dance' - This show recently played to packed houses at the Grand Theatre, Wolverhampton. The Dance Company, Walsall College of Performing Arts have generously agreed to donate all proceeds to Water Aid. The show will be held at the recently opened Theatre, The Prince of Wales in Cannock.

Contact Mike Lewis for any details or tickets for these events.

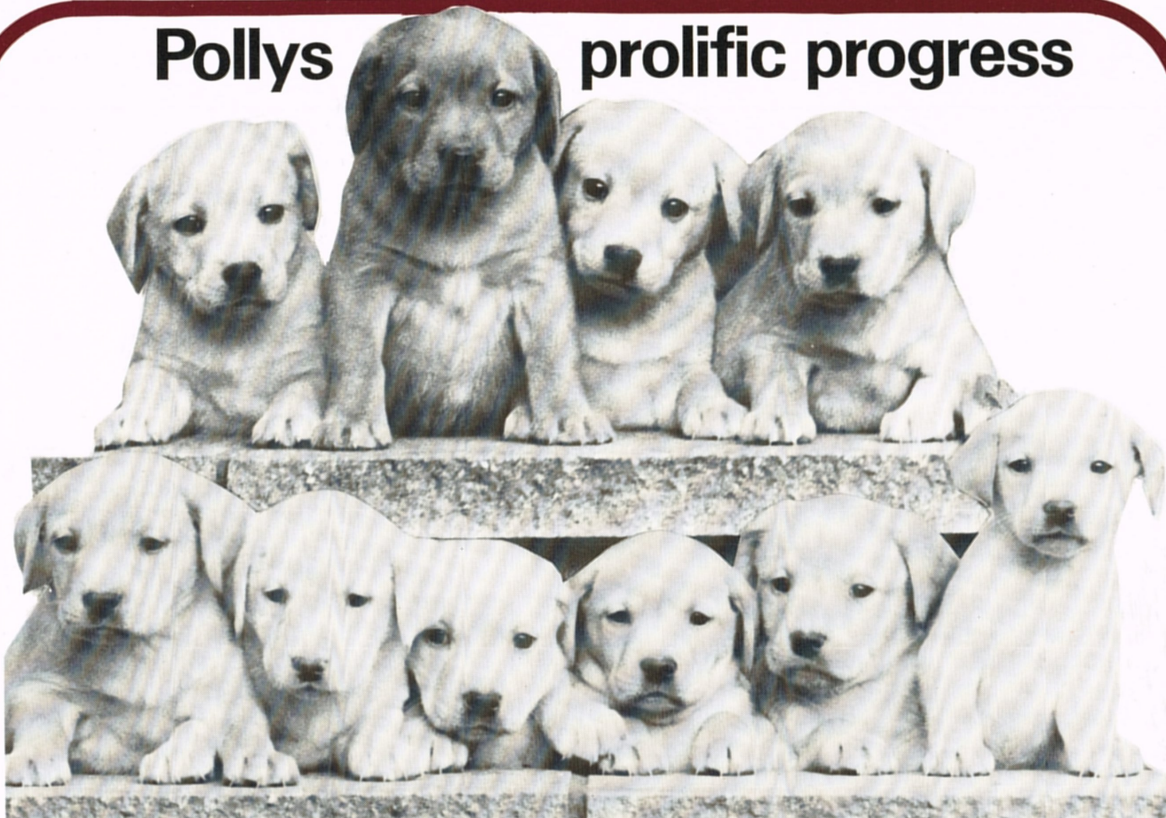
JIM 'LL FIX IT!



Jim Carter will certainly fix it for you to not only to be lucky enough to win this beautiful bear but to also help those less fortunate than ourselves by buying a raffle ticket in support of Water Aid.

Jim Carter, our Managing Director won this bear in a raffle at the Christmas Dinner organised by the Administration Department and immediately offered it back to be re-raffled to raise money in support of Water Aid. One might say a BEAR FOR THE BARE NECESSITIES OF LIFE.

Pollys prolific progress



You may remember I wrote in the March 1983 issue of 'REVIEW' about our brood bitch Polly from the Guide Dog Association, and her first litter which consisted of only one puppy named Pedro. I am pleased to report that since then Polly has redeemed herself by having a litter of 8 pups in September 1983, and more recently a litter of 10 last November 1984.

Her first puppy, Pedro, qualified as a Guide Dog in April 1984 and is working in Stafford. We have a lovely photograph of him in harness with his young blind owner.

The litter of 8 have now finished their puppy walking stage and are in training for Guide Dogs. If they are successful they should qualify about April or May this year. Unfortunately one has been rejected

already due to hip joint problems, but his puppy walker has had him back as a pet.

The litter of 10 left us on January 4th. We were sad to see them go but it was hard work feeding and keeping the kennel quarters clean for that amount of puppies. Polly seemed to miss them for about 24 hours but has now settled back into the routine of walks, and looking for food with her friend Kara.

Regarding the litter, 4 have remained in the Midlands, but the rest are scattered throughout the country at other centres.

We are looking forward to hearing about their progress and, of course, hope they all qualify.

JIM LAND

(Photograph by Roger Davies of the DAILY NEWS).

STOP PRESS

The Technocrats have been in the finals every year since we started 'The Quiz' and have been runners-up twice. This year they made it and won with a score of 67 to 63 against the WWC's (Nick Curtis, John Wilson and Bob Wright)



THE TECHNOCRATS

Chris Pattison Robin Comley Ken Hart

TOO OLD FOR TENNIS NEVER!!

How many of you, on holiday or watching Wimbledon have wished you could play Tennis?

Are you aware Tennis is played and enjoyed by an ever increasing number of retired people well into their 70's. Tournaments throughout Britain are arranged for veteran players, starting age 45 men, 40 ladies and going up to 70.

Why am I telling you this? Because many middle-aged people come to me and say I wish I could play Tennis, look how much my youngsters are enjoying the game. I wish I had their chances, but it is too late now. NEVER!!

Within my club, some 6 years ago we opened up a section for adult learners. Since the start of that section, I, as a Tennis Coach have had great satisfaction in seeing the enthusiasm and enjoyment adults of varying ages and handicaps have had from playing Tennis. Believe me, this section gets greater pleasure from their Tennis and the socialising in the club than any of your so-called 'tennis types', who have played the game for years and sport all the latest gear and who are apt to frown at the suggestion of making up a 'four' with anyone considered below their standard.

For many years I have been involved with coaching juniors at all levels of development.



Julie Donovan (left) and Nicola Entract (right) with their trophies after winning the under 14 doubles game in the National Grass Court Championships of Great Britain.



This out of hour occupation is extremely rewarding especially when one sees youngsters, whom you never thought would make it, enjoying playing reasonably good club tennis.

Then there are the occasional 'pearls', my first achieving the County Junior Title and at present I am lucky enough to have two National Junior Champions Julie Donovan (13 yrs) and Simon Booth (16 yrs).

Even these achievements do not diminish the pleasure I get from seeing the enjoyment their more senior colleagues have from their improved performances at the lower levels of tennis and seeing them in the bar, where after a strenuous session on court their pleasure spills over into generosity.

Am I writing this article just to get my name in our Company's Magazine? Not really, the Editor has persistently pestered me for months to write something and what finally prompted me into action was a recent article in Stream showing a picture of a STWA employee coaching Tennis. So in retaliation to that article and so as not to let down the SSWW side I have submitted an article.

Seriously though, I just really wanted to let you know, it's *never* too late.

You can attend evening classes in Tennis Introduction before committing your pride and money to a Tennis Club. Many have joined my club via this route, but I do advise some instruction if you have not played the game much, it will help a lot.

John Wilson

A HISTORY OF THE COMPANY'S OFFICES

by B.J. Williams and J. Van Leerzem

The Company's Head Offices since 1853 have been situated at Lichfield, Walsall, Wolverhampton and Birmingham. With the move to Green Lane, Walsall, the site will be changing for the tenth time, occupancy lasting for periods of six months to fifty-two years.

Largely through lack of financial resources, until 1890, when the Company bought premises, its policy had been to rent or lease its headquarters. During the first eleven years of its existence, offices in railway stations owned by the South Staffordshire Railway Company were utilised by the Company for waterworks business due, no doubt, to Richard Dyott, Charles Forster, Richard Greene, Richard Jesson and R.C. Chawner holding joint directorships of both companies. The other important link was John, R. McClean, owner of the S.S. Railway Company and engineer to the South Staffordshire Waterworks Company.

In 1853, the Company's operations were directed by Thomas John Buckton, first of the ten Company Secretaries, from the railway offices of Lichfield City's Railway Station. These had a short life, lasting till 1877.

Buckton's salary for the part-time waterworks position was £25 per month, and he combined the job with his position as Secretary of the S.S. Railway Company and an accountancy profession in Shenstone, Lichfield. This arrangement continued until 23rd January 1855, when Buckton expressed his inability to devote the whole of his time to the South Staffordshire Waterworks Company's affairs and tendered his resignation. For the following six months, Head office was to be found at the railway offices of Walsall Railway Station in Station Street. The building, designed by Adams, was similar in style to Lichfield Station but smaller in scale. Historian E.L. Glew, writing in 1856, described the 1849 building as an "exceedingly handsome structure in the Elizabethan style, highly ornamental to the town."



Walsall Station



Paradise St.

The station's end in 1978 caused an outcry from conservationists and its demolition was described as an act of public vandalism, extinguishing the last flame of the old South Staffordshire Railway.

On 17th July 1855, it was found necessary, because of increased railway traffic, for the Company to seek temporary accommodation at 17 Darlington Street, Wolverhampton. An office was rented, for £8.00 per quarter, from John Rutter who carried on his profession as a solicitor from the building.

Josiah Churchill of Soho Park, Birmingham became Company Secretary in 1855, also trading as a coal merchant with premises at Walsall Wharf, Holt Street, Birmingham. Held in high esteem by all, it came as a shock when, in 1863, Churchill was asked to resign as Secretary, having been adjudged falsifying the accounts of the Company and thereby forfeiting the confidence of the Board of Directors. His whereabouts remained a mystery until a letter dated 17th June 1863, postmarked Spain and addressed to the Company, gave particulars of money appropriated by himself. Anyone visiting Brindley Bank Museum may be puzzled on seeing a bronze plaque, listing the Company officials of that era, with signs of a name at the bottom of the plate having been erased – that name was Josiah Churchill.

Further migration occurred in 1856, after negotiations between J. Churchill and estate agents, Birch and Rawlings, for use of an office at Castle Chambers, High Street, Birmingham, at a rent of £40.00 per year. The site was chosen for its supposedly central position in the district; principally, it was more convenient for directors, shareholders and staff.

Move number four came in February 1859, when it was resolved by the Directors to acquire a more convenient base nearer the centre of operations at Bridgeman Place, Walsall. Previously used as a temporary railway station, the offices were sited opposite the junction of Station Street and Bridgeman Street, adjoining the Walsall Racecourse, and were leased for four years at £40.00 per annum, plus £15 a year for cleaning services.

A second period at the railway offices in Station Street came about in the spring of 1863 when more spacious office accommodation became available. The accommodation consisted of the Secretary's, Engineer's and General Offices plus a Board Room. An inventory of 1864 shows that each office contained a fireplace and the floors were covered by oil cloth, the Secretary's office having the luxury of rugs. Each office contained the usual coal fire accessories – fenders, ash pans, scuttle and fire irons. Other items listed include: –

Secretary's Office

Large table and table-desk, mahogany cupboard, eight chairs, wash stand, Common Seals, S.S.W.C. and Burton W.W.

Board Room

Three tables, nine chairs, three blinds, two maps.

Engineer's Office

Two desks, five chairs, one stool, measuring chain.

General Office

Oak bookstand, clock, five stools, one chair, noticeboard, iron safe, umbrella stand, iron urinal, small stamp – S.S.W.W., Mr. McClean's drawing board and tressels.

With the departure of Josiah Churchill in 1863, a new Secretary, W. Haselden, formerly with London's Grand Junction Water Company, commenced his long term of service.

T.J. Buckton applied for the position but was not considered. J. Porter, Resident Engineer of the Company, requested the Board to clarify his position in the office after the appointment of the new Secretary, intimating that he was not prepared to take orders from H. Haselden. After considering Porter's conduct, the Board gave him three months' notice terminating his employment. In consequence, for the following nine years the Secretary exercised full control over the Company's officials and staff.

At the instigation of the Board of Directors, H. Haselden presented a report in September 1864 as to the removal of the Company's offices back to Birmingham, which was duly considered. Chairman, Richard Chawner, explained that John McClean had offered to let the Company the upper storey of his house at 56 Union Passage, Birmingham at a rent equal to that being paid at Walsall, offering to defer payment until the offices at Walsall were let or vacated. McClean's offer was accepted.

The staff at Union Passage in 1866 included J.N. Fisher, J. Porter, W. Porter, John Bolton, H. Macnamara and William Padley, with salaries ranging from £1.12.0d to £5 per fortnight. The office of caretaker was paid £2.2.9d per quarter.

A change in policy came in 1873 with a division of staff to Engineer's or Secretary's Departments. William Vawdry, appointed Engineer-in-Chief in 1865, was concerned about himself being accountable to H. Haselden and disclaimed any responsibility if placed in any way under the latter's control. The Secretary refuted the statement, considering the arrangement at that time necessary for the uniform and efficient management of the Company's affairs. Representing the Directors, he considered that he should exercise due control over all officials and staff, with all being accountable to him. The suggestion of two separate departments he dismissed as uneconomical.

Vawdry, possessing considerable engineering ability, was highly respected by the Board who ruled in his favour, setting up an arrangement which lasted over a hundred years. In consequence, Vawdry moved to control the Engineer's Department at offices on the first floor of Warwick Chambers, 6 – 9 Corporation Street, Birmingham. After John McClean's death, the Union Passage premises were acquired by Cannock Chase Colliery Company, resulting in the S.S.W.C. occupying extra floors and sub-letting offices to third parties, including the Linz Colliery Company, the Derbyshire Mining Company and Hyam and Company.

In 1882, the Engineer's and Secretary's staff were to be housed under one roof. The rent for the building was fixed at £272.10s. per year, payable to Cannock Chase Colliery Company. The policy of renting offices ended with the purchase of 26A, Paradise Street, Birmingham on 2nd October 1882. This impressive building, occupying a corner position of Paradise Street and Suffolk Street, was purchased for £8,000 from the Guardians of the Poor. When re-sold thirty-three years later, it realised £20,000.

Running beneath the building was the tunnel of the London, Midland and Southern Railway, housing the line from Birmingham to Wolverhampton.

The entrance to the office block was situated in Paradise Street, with the slope of Suffolk Street allowing a second entrance to the ground floor. On the lower ground floor was the canteen, equipped with a table, eight chairs, a small gas cooker and a small gas fire. The ground floor contained the drawing office, with the general office on the first floor. Inter-office communication was aided by speaking tubes. A laboratory was set up in two rooms on the top floor in 1899. J.N. Cotterell was employed as an analyst in the same year.

W. Haselden retired through ill health in 1901, after giving thirty-eight years' loyal service, spending his retirement in Sydney, Australia, where he died in 1911. George James Sparrow, after occupying the position of Chief Clerk for ten years, was appointed Secretary in 1901, a position he held for seventeen years. The Secretaries were required to give security bonds for the faithful execution of this office and in G.J. Sparrow's case it was £500. He died in 1920. J.H. Bradley held office from 1918 to 1920, leaving the Company's employment to take up similar duties with Birmingham Water Company. J.H. Cornwell, whose company service dated back to 1884, was Secretary for ten years until 1930.

A reorganisation of the Secretary's Department occurred in 1920. On the retirement of A.J. Wardle, the post of Chief Clerk was abolished and a Revenue Department was created, A.W.M. Boneham becoming Revenue Officer. During the 1930s, with an additional demand for water due to the growing number of consumers, there was a steady increase in administrative work and staff. In 1930, unable to expand at Paradise Street, it was proposed to build larger premises at Walsall. The staff, perturbed at the prospect of inconvenience and expense in travelling to Walsall, requested the board of Directors to reconsider their proposal, and this resulted in other sites being considered.

At an auction held at the Grand Hotel, Colmore Row, Birmingham on 24th July 1930, the company outbid other interest parties and paid £12,932 for the premises known as Essington and Alliance Works, plus five adjoining houses on a corner site of Sheepcote Street and Essington Street, Birmingham containing an area of 4,211 square yards. Formerly used as a foundry, the site owned by Brierley and Sons Limited, was sold on their behalf by C. Herbert Smith, Receiver for the Debenture Holders. W. J. Whittall and Son Limited were awarded the



Lichfield Station

contract for the new office development and the contract was signed on 24th September 1931. Crouch, Butler and Savage, of New Street, Birmingham, designed the three storey office block and basement fronting on to Sheepcote Street with a one storey canteen and garage at the rear. Site clearance started in 1931 and the completion date was set for 28th September 1932. Upon occupancy of the building, the number of staff housed was about 70 and the final costs were:-

Land	£12,932
Legal expenses	106
Building	37,889
Architects' fees	2,273
Clerk of Works	393
TOTAL	£53,593

H. Kirk was appointed Secretary in 1930, holding the office for twenty-four years until his retirement in 1954. His successor was Aubrey Tibbenham who joined the Company in 1949 as Assistant Secretary, having previously served as Deputy Treasurer at Luton. Today's computer systems are an advancement of the mechanised accounting system introduced by Aubrey Tibbenham in 1962. Like his predecessor, he held office for twenty-four years, moving to Fordingbridge, Hampshire to enjoy his retirement.

Ted Wallis, Assistant Secretary for twenty-four years, was appointed Secretary in April 1978, having previously served in the Treasurer's Departments at Barking and Luton. Soon after his retirement in 1981 and the reorganisation of the Company's management structure, his successor, Keith Gomme was appointed Financial Controller and John Harris became Company Secretary.

The Company's progress since its humble beginnings in 1853 will be emphasised with the opening of the Green Lane complex. The site was purchased in two stages and contains an area of 8.9 acres. In 1978, an existing single storey open-plan office building, constructed for Tube Investments Limited, was purchased by the Company and refurbished prior to occupation in 1980. By 1981, Operations and Technical Services, Walsall Area Office, Water Quality, Safety, some Administration and Management Services staff, together with the Control Office, Central Stores and Workshops, were established there.

Following the closure of T.I. Sunhouse Limited in 1981, further land was purchased, enabling the Company to carry out further development with the construction of the four storey office block to house the Finance, Administration, Personnel and Computer Departments to be transferred from Sheepcote Street.



Sheepcote St.



Green Lane, Walsall

The Harry Bloomer Partnership were responsible for the design of the building and construction work commenced in March 1983, the contractors being F. and E. V. Linford of Cannock.

First impressions of the cube-shaped, four-storey building suggest a pagoda of reinforced concrete. Its external concrete cladding is faced in brick and each storey overhangs the one beneath; the building is crowned with a tiled pitched roof. The new offices are designed to be energy efficient, constructed with a high level of insulation, and are built in the shape of a cube because a cube has almost the smallest surface area for the enclosed volume (a sphere is best). The use of energy is controlled by a computer based system which monitors office lighting, heating temperatures, emergency lights, toilet ventilation, outside lighting, fire and security systems, the computer suite's air conditioning and the operation of pumps and boilers in the new boilerhouse. Most of this monitoring goes unnoticed as it senses temperatures in the offices and outside, calculates the amount of heat required by the building and controls the pumps and boilers to provide the right amount of heat without waste. The control of lighting is particularly important as energy is wasted when lights are left on when they are not required. The system switches lights off in the evenings, after work, and on again at the start of work next morning but it also monitors outside lighting levels and, as the light outside reaches certain levels, the computer automatically switches off unnecessary lights in the offices.

The Company and the architects were keen to involve local artists and craftsmen in the visual aspects of the building and, following discussions with the West Midlands College of Higher Education in Walsall, Miss Sarah Jones, a student in the Visual Communication Department, was commissioned to produce designs which have been incorporated in the six windows of the main entrance scheme. The designs were engraved on glass by John Eley, a glass craftsman from Birmingham. At the main entrance there will be a pool incorporating a water feature which will produce varied patterns of flowing and pulsing water. The bronze model of a young girl will sit on the side of the pool, to illustrate the human fascination with moving water. The model was created by John Bridgeman who recently retired as Head of the School of Sculpture at Birmingham College of Arts and Crafts.

So, after 120 years in Birmingham, head office returns to Walsall, beginning a new era. Will history repeat itself some time during the twenty-second century? 'The future does not come from beyond to meet us, it comes streaming up from behind our heads.' A Buddhist Proverb.

ACKNOWLEDGEMENTS

D. P. J. Fink, MA (Oxon)
J. Bishop
M. J. Fletcher
Mrs Carol Hodgson
Hanley Libraries.

NALGO NEWS

Nalgo Interbranch Road Race 1984

Following last year's successful 'pathfinding' by Messrs. Evers, Penna, W.J. Lindley (reported in the 1983 Winter issue of the Review) considerable moral pressure was exerted on other part-time joggers to participate in the 1984 run over the same course. After some serious attacks of enthusiasm, several novices found they'd been sorted into teams on the basis of times they hadn't achieved yet. In the event, everybody turned out on a breezy and wet September evening. Team photo's were taken, mutual aid pacts were agreed, and then promptly ignored as everybody steamed off from the start at their own pace. The course must be one of the most punishing 6 mile routes that could be chosen, including three steep inclines, and to finish at all was an achievement. Nevertheless some very creditable performances were recorded by the Company entrants, with our three teams coming in 7th, 10th and 15th out of a total of 22 competing. Special congratulations are due to Alan Lander who did remarkably well, having completed a Wolverhampton half-marathon the day before, and to all the novices, in particular Mike Kilminster, no longer a spring chicken, but with enough left to sprint away from Bill Adnitt at the finish. Commiserations to Tony Phipps who had to drop out with an aggravated neck injury.



Thanks also to our supporters, including Mike Kilminster's wife and daughter, and John Lindley's dad who apparently recorded a 'Video Nasty' of our finishing expressions.

Company runners, positions and times (min/sec) from the field of more than 100 entrants were as follows:

Nick Curtis	24	37.01
Alan Evers	30	38.33
Alan Lander	32	39.01
John Lindley	35	39.16
Neil Harrison	41	40.34
David Penna	45	41.07
Mike Lewis	46	41.10
Richard Foster	55	43.06
Garson Cummings	56	43.20
Mike Kilminster	80	51.40
Bill Adnitt	81	51.44
Andrew Scudamore	89	63.10

With a bit more dedicated masochism, we might do even better in 1985. All offers gratefully received.

N J CURTIS

'13' LUCKY FOR SOME

It was on November 13th last, that Celia rang me to say that I had "won the draw" - I thought she meant the Social Club draw, having forgotten about the Rackhams offer in the last magazine for a free £25 voucher.

Celia arrived with the voucher that same afternoon and the next day I rushed off to Rackhams to "case the joint".

It was very difficult to decide what to buy. Should I have something for myself, or should I look for a very badly needed new set of bedroom curtains?

Two more trips to look around, and after many changes of mind, I decided that I should "share" the prize with my husband - so I bought the curtains!

MARGARET POINTON
Financial Accounts

LETTER TO THE EDITOR

Dear Celia,

Re the article on bottled water sales in our Summer issue of the Review, we recall that a suggestion based on the bottling of a suitable borehole water was originally put forward some time ago by P Dodd and was further referred to amongst other commercial aspects, via the suggestion scheme by the writers.

Senior Management at that time were of the opinion that it was not a viable proposition.

However, following the theme of your article would not this be an opportune time for a fresh appraisal.

It would seem to us that the way forward would be to approach the major supermarkets as an initial market research.

Yours Sincerely

K Y Johnson
J Grocock



B. Hopkins (left) and J.A. Hughes (right) receive their gold watches from Mr. E. J. Thompson, Chairman of the Board of Directors as their wives look on.

GOLD WATCH PRESENTATION

The following received their gold watch presentation on the 15th October 1984.

FROM:

Tipton Area Office: N. Whitehouse, D.T. Woolridge, D.W. Hughes, G.T. Clarke
Walsall Area Office: B.A. Morrall, J. Mayer, R. Jewkes
Northern Area Office: R.C. Laver
Central Office: B.J. Hopkins, K.G. Pyne, C.T.C. Bloomer (Pre-Head Office)
Pumping Stations: W. Haynes – Seedy Mill, J.A. Hughes – Cookley

Also at the same time two young men received their apprenticeship deeds.

Mark D. Jones, Plumber, Central Workshops
Neil A. Perkins, Electrician, Central Workshops



The group enjoying the buffet specially prepared for the Presentations.



Mr. Carter (Managing Director) talks to the two apprentices – Mark Jones and Neil Perkins.

SOCIAL CLUB NEWS

CENTRAL

THE START OF A NEW ERA

Following 12 months of relative inactivity the Central Social Club celebrated its First Birthday in style at the new office premises in Green Lane. The first year in the life of the new Social Club saw a cautious approach by the Committee (and rightfully so under the circumstances) with the guidance from Chairman Ron Perks there were several major challenges to meet, namely the use of the new facilities at Green Lane, setting up the bar; the fact that the location of the membership was split mainly between Walsall and Birmingham (this, above all, has seen limited social functions during the evening time). In all cases the Committee rose to the challenge and with invaluable help from both the Company and Banks's Brewery, have overcome these major difficulties. What of the future? It can only be seen as extremely rosy. The new Committee (which will be formed at the A.G.M. on 28th February, 1985) and members have everything going for them - new premises, a bar (license being applied for in March), subscriptions direct from pay and much, much more.

I hope the enthusiasm of the new Committee is equal to that of those who served for the first year. If this is so the membership will not be disappointed.

What events can members look forward to? For those of you who are less familiar with the Social Club activities cop a load of this.

22.2.85

Welcome to Green Lane Disco/ Buffet Including Champagne welcome and party atmosphere (FREE to members and Associates (Bar Available) An amazing response to this function with 308 persons attending.

28.2.85

A.G.M. and Quiz with FREE BUFFET to those attending A.G.M.

To be Arranged:

Annual Outing for Adults
Annual Outing for Family
Bonfire/Bar B Que
Race Night
Discos
Christmas Dinner and Dance
Treasure Hunt
Trip Abroad (Probably the Loire Valley)
Garden/Stately Home Trips
A Day at the Races
Black Country Night
Trips to main sporting events
Indoor Challenge with Tates
Cricket matches (and other sporting activities)
Childrens Christmas Party

This is only for starters. All events organised for by the Social Club carry *discount* prices for members and there's more!! Read on . . .

For your membership of £4.80 per annum, you will also get free access to the Which magazine, discounted insurance, a monthly draw for £25.00, use of recreational facilities at Green Lane, Darts, Table Tennis and Pool (planned).

REMEMBER if you are not a member you will not be able to purchase excised items from the bar (this means booze)!!

The Social Club is organised by Company employees for Company employees it cannot flourish without your support JOIN NOW and make 1985 a successful year for the Club and yourself.

Garden Club OUTINGS



LIVERPOOL GARDEN FESTIVAL 22 September 1984

Saturday 22 September 1984 arrived, the day on which a new adventure for me was about to begin my first South Staffordshire Waterworks Garden Trip.

Unfortunately the weather did not start off too well, we drove through some of the worst rain storms I have ever seen. At the coffee stop the best sprinters kept the driest.

Once the coach arrived at the Garden Festival our Luck came back and the skies cleared (apart from a few short showers). We had been warned there would be plenty of walking and they were right! But the sights to be seen were wonderful, I particularly enjoyed the International Gardens, especially the Japanese Water Garden.

The enormous display hall was a wonder of modern architecture, not one pillar to be seen. I enjoyed the splendour of the flower arrangements that lined the hall. There were many exhibitions that I did not bother to queue for, but I still managed to pack a lot into a really enjoyable day.

Well done John and Betty, yet another success.

Chris Harris,
Computer Department.

BLENHEIM PALACE GARDENS 20 October 1984

Saturday 20 October was a sunny Autumn day. The coach left Sheepcote Street and we made our way to Woodstock where there was ample time for lunch, a look around the town and for anyone who was interested, a visit to the glove factory shop. We all then assembled and then taken on to Blenheim Palace. The afternoon was leisurely filled by a tour around the magnificent house and gardens. Tea was not arranged on this outing but we were able to get refreshments at Blenheim. We made an early start back to Birmingham and arrived at Sheepcote Street at about 7.30 pm. It was generally agreed that this had been another enjoyable visit to a house and gardens, a fitting end to the outings for this year.

A provisional list of outings for 1985 has been compiled and we all hope to see our old friends and any new ones who might care to join us on these visits. Our thanks to everyone who has helped and supported us during this past year.

Betty Greenhall and John Morrall.

Outing Dates for your Diary 1985

Saturday 18 May	Stourhead	The gardens at Stourhead are among the finest in Europe. The house, designed in 1722, contains a fine picture collection and furniture made by Thomas Chippendale the younger. Return visit by popular demand.
Saturday 22 June	Hampton Court Palace (nr. London)	Royal Palace built in 1514 by Wolsey and added to by Henry VIII. State rooms, tapestries and pictures. Also world famous gardens.
Sunday 8 September	Bramham Park Wetherby Yorks. House & Gardens	The house was created during the first half of the 18th Century and contains fine furniture, pictures and porcelain. The gardens - unique in the British Isles - contain ponds, cascades, woodland. Another chance to visit the delightful town of Wetherby.
Saturday 12 October	Sudeley Castle	Winchcombe in the Cotswolds. Beautiful 12th Century Cotswold home of Katherine Parr. Art treasures include Constable, Rubens and Van Dyck. Beautiful Elizabethan garden.

We extend a warm welcome to all old and we hope new friends. Do come and join us on these outings. Full details will be circulated nearer the dates. All enquiries to John Morrall, Personnel Services Department.

SOCIAL CLUB NEWS

BURTON

We started the Christmas Festivities with the Clubs Annual Dinner held at the Stanhope Arms Hotel. A venue renowned for its good food and service, which was proven to be justified on the night.

The Dinner was well attended by members and friends and I am sure we could have doubled the attendance had more room been available.

After the meal we held a Disco which, this year, did not suit everyone's taste, due to the type of records played. But it is hoped the committee will learn from this.

On the whole though, everyone did enjoy the evening and went home afterwards quite happy.

For a change the Children's Christmas Party was held at MacDonalds. This seemed to go down fairly well with the children, with the food and party games arranged by the MacDonalds staff.

There was one disappointment for the children, when we were let down by

MacDonalds in not providing a Father Christmas to give out the gifts, (as arranged by our committee).

It is hoped we will be able to come up with new ideas for this years Christmas Party.

One sad note over the Christmas Period, was the sudden death of one of our colleagues, Geoff Moore, who was a very active member of the Social Club, especially the Cricket Matches. He will be missed by all.

The Social Club wishes to express their condolences to Mrs. Moore, and to say that she is still very welcome to attend any of our functions.

FORTHCOMING EVENTS:

It is proposed to hold a Fancy Dress Disco at the Rugby Club sometime in February or March.

Please find attached a copy of our Balance Sheet for the year 1983 - 84.

ALADDIN

Childrens Christmas Party

This year Christmas came twice for 67 children of the Social Club members. Firstly of course the traditional day on December 25th and secondly on the 12th January 1985. For this the committee organised a full afternoon starting at the Crescent Theatre to see Aladdin, after which a short walk round to Sheepecote St., allowed the ice-creams to go down before sitting down to tea, cake, jelly and of course more ice-cream. The afternoon was concluded by a visit from Santa Claus, when each child was presented with a belated Christmas present.

I hope everyone enjoyed the afternoon as much as the adult helpers did and we look forward to providing next years party in the new Dining Room at Walsall.

John Bryan (Uncle John)



Dancing the night away

This year the annual 'do' at Sutton Town Hall was open to all employees. Despite this the attendance seemed to be slightly down on previous occasions, but not sufficiently to prevent anyone having a thoroughly enjoyable evening.

It was good to see some of our recently retired colleagues and chat over old times with them. Amazingly, although the majority approach retirement with some trepidation, once there they generally find other interests and take on life with renewed vigour.

Sadly, for many of those present, the band failed to present the standard of entertainment one would expect for such an occasion. Some of the members of the band looked as inanimate as a Russian premier, and it wouldn't be surprising to learn they had been substituted for equally lifeless models during the interval. While appreciating that tastes in music do differ, it would have been nice to be offered a little more variety.

The chicken and chips buffet was excellent, as was the following apple pie and cream. I sat by Dan Davies from the Workshops and I could see his little fat stomach growing by the minute. We were fortunate to be on the same table as Cliff Bateman, with wine flowing like water. Despite his many age-related problems (not too much sympathy please), Cliff still does a splendid job with co-organizer Pat Rea, and both are to be congratulated on the success of their efforts.

After the meal we had the usual blarney from the M.D., who thanked everyone for assisting overcome the affects of the drought. Peter Treasaden responded splendidly in his usual laconic manner. It's sometimes difficult to know if Peter is being entirely serious - he did have a twinkle in his eye, but that may have been caused by too much wine!!

The rest of the evening was spent dancing (some of us are limited to the twist by our lack of physical co-ordination) and more importantly, boozing. There was a very pleasant interlude when Ron Perks made the draw for the raffle, which this year resulted in an excellent donation to Water Aid. Ron is a naturally funny chap, and after a couple of drinks his inhibitions disappear and he is amusingly entertaining (better than the band).

If this event is held next year, I suggest you come along and give it a try. You may be pleasantly surprised.

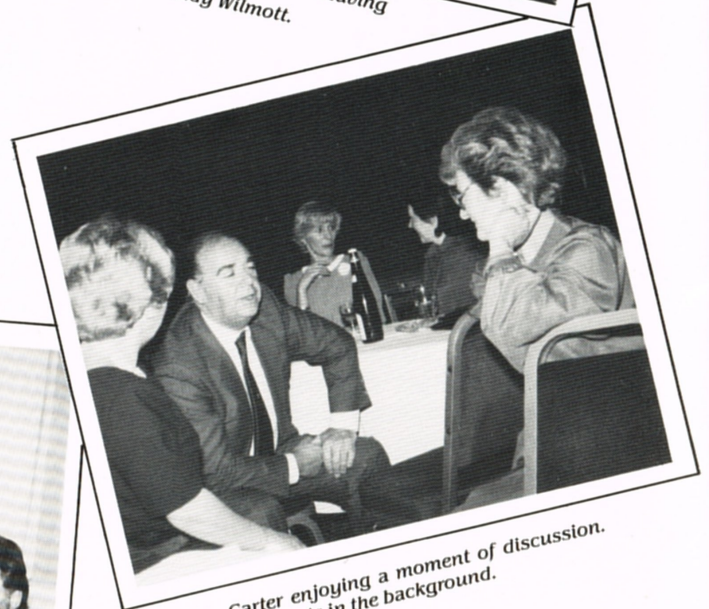
Alan Lander



Dan Davies, Alan Lander and his wife, Mrs. Davies.



John Morrall & girlfriend Lian Having a drink with Andy Wilmott.



Mr. & Mrs. Carter enjoying a moment of discussion. Mrs. J.R. Harris chats in the background.



Sitting around the table from left to right are Pat Rea, Mary Lee Atkinson and her husband, Dean Carless, Anne Foley, Theresa Conboy and Pat Rea's husband.

DEATH BY MISADVENTURE

Jeremy Trump awoke, full of the knowledge that he would make someone miserable that day. He enjoyed the thought, as Jeremy liked to see those less fortunate than himself suffer.

Jeremy owned a number of premises left to him by a long forgotten uncle. "Today" he thought "the old fool's out." He surveyed himself in the mirror with extreme satisfaction and smiled. He'd wanted her out for over a year, for he knew that her three rooms could be rented to the new immigrants arriving daily in the area for a substantial increase in rent.

He'd caught her out alright - her and that mangy cat she kept in her rooms. He chuckled to himself as he remembered her white face when he'd shown her the rules of tenancy. 'NO PETS'. Oh he'd known, when he suggested that the cat had to be put to sleep, what the reaction would be and he had delivered his coup de grâce without a flinch. Out by Friday, and today was Friday and the moment of victory had arrived. He pulled his natty tie straight, patted his collar in place, picked up his fancy stick and was off.

The old lady stood white and drawn, eyes a-brim with tears, for today was Friday and she must leave her rooms. She had looked all week for other accommodation but without success, as no one wanted an old, half-crippled woman on their hands. She knew that the Council would house her in one of their homes if necessary, but the thought increased the flow of tears from her eyes. Oh! She knew they were clean but she'd heard that they were cold and clinical and that they too had definite rules about pets, and without Marmalade to talk to her life would be empty. How the hate welled in her for that young Jeremy Trump and hate was foreign to her as she was normally a placid kind woman, who kept to herself and was not given to spite or malice.

She looked about her at her room. It seemed silly to get so upset about leaving such a derelict room, for the paint and paper were peeling off and there were long cracks in the plaster and the wash basin was chipped and cracked with age. But this was her home and the odd pieces of furniture dotted about were her only possessions. A few years ago, when she was younger and her husband had been alive, she would have nagged him night and day to get her out of this place and into some decent accommodation, but now she'd grown old and felt akin to it. "As long as I've got Marmalade by lovely cat I'm happy" she thought. She turned and looked at Marmalade lazily washing himself and said out loud so that he turned and looked at her through green slit eyes, "Don't worry, Marmalade. I shan't let him take you away from me, you see if I don't, he's a wicked man". Marmalade purred his agreement and brushed lightly against the old varicosed legs. She sat down with her heart full of hate to try to think of some solution.

Jeremy arrived at the old lady's door after climbing the distressingly drab stairs to the top of the house. He knew they needed painting and mending but he was no fool and would not willingly incur any expense.



He knocked, and there before him stood a white face, wrinkled with age, out of which two pools of tears flowed freely and unashamed. Jeremy felt like laughing. "The stupid old fool", he thought, "and over a mangy, smelly cat". Her pleading was to no avail and the only reaction shown by Jeremy was a few fleeting smiles as his innermost thoughts escaped.

He stood as she collected her things together and thought wearily to himself that he really must have the place spruced up a little, but he felt sure that the extra rent he would gain would adequately reimburse him.

by
Cecilia
Turner



The old lady looked at him, her gentle heart filled with rage at this impudent young man, who so arrogantly stood in her room. A thought, that she had tried to leave dormant, crept gently into her mind and blossomed with her rage.

"Mr Trump" she said in a wavering, saddened voice, "if I can't have these rooms couldn't I have that small room at the very top of the house?"

"What" thought Jeremy, "another room!" He hadn't realised he had a spare room; mind you, he must admit he didn't visit his tenants very often as the places distressed him so. He wandered out onto the landing and saw the small stair at the end. Yes, there was definitely a door up there. He ran up the small flight of stairs, with the happy thought that his proposed decorating was going to be reimbursed sooner than he'd anticipated.

He opened the door and stepped in, or out I suppose. He hung there in mid-air for a second before he felt himself falling. He tried to claw the air to safety but it was too late, and he could have sworn as he fell he passed a white smiling face at the window, but his thoughts didn't last long as he hit the ground and oblivion.

The old lady smiled to herself as she cleaned her new brass nameplate on her door. The house was much cleaner and brighter now that that nice young man had taken over as landlord. It really was amazing that such a nice young man could be related to that horrid Jeremy Trump.

His accident, the Coroner had said, had been one of those unfortunate mistakes, but it really had been partially his own fault, for if he had taken more interest in his property he'd have known that the Old Variety Cinema next door had just been pulled down and that the door at the top of his house had been the connecting door to it, as his property had been the old boarding house for the entertainers. How the door came to be opened was a mystery, although if they'd really put their minds to it they would have discovered that all the doors in the top half of the house could be opened by one key.

The verdict of 'Death by Misadventure' had really been very true the old lady thought and she stepped back to look at her her name now gleaming on the nameplate - "Miss Adventure".

**SHORT STORY
COMPETITION**
Send your entries
to C. TURNER
(1,500
words)



mainly people

RETIREMENTS

Many of our retiring personnel have given long service to the firm and all worthy of some notable reference. However, it is impossible for me, with limited news space to give credit to all concerned and I would beg their indulgence. I wish you all good health and happiness in your retirement.

Retirements	Date Retired	Start Date with Co.	Place of Employment
J Bailey	5.10.84	5.8.68	Central Workshops
C E Baker	29.7.84	22.2.40	Transport
J T Booker	30.9.84	15.4.66	Central Workshops
B R Bowater	30.9.84	29.8.49	Building Section
Mrs P C Briggs	30.9.84	15.3.71	Head Office
D S Brown	2.8.84	14.2.54	Central Office
S J Curtis	30.10.84	20.2.50	Little Hay
Miss B E Coton	31.8.84	1.8.74	Head Office
		Transferred from B'ham Water Dept.	
M N Fletcher	31.10.84	16.8.65	Head Office
A W Fowell	31.7.84	7.1.74	Bilthfield
Mrs J V Hatfield	30.10.84	3.6.74	Head Office
P S Hutt	30.10.84	4.9.68	Head Office
P Pearson	31.7.84	29.3.71	Northern Area
D K C Pyre	30.11.84	9.2.59	Head Office
J B Sheldon	31.7.84	2.12.68	Building Section
L H Stone	6.11.84	19.12.60	Transport
Mrs J M Taylor	30.9.84	30.7.73	Head Office
T Winterbottom	31.12.84	2.3.70	Tipton
E J Fletcher	31.1.85	8.4.54	Brindley Bank
J Jones	31.1.85	22.10.73	Head Office
Left with 10 years Service			
Miss V A Bentham	Fin Accts H/O	10.6.68	1.2.85
Miss B T Cotterill	Revenue H/O	29.7.74	1.4.84
Miss J Linthwaite	Computer H/O	14.10.71	20.7.84
Mrs K Myar	Computer H/O	13.3.67	31.7.84

Ernie Baker of Transport retired after 44 years with the Company, his service to the Company was only broken by his war service.

Ernie was a great jovial character and well respected by all at Transport.

He was an active member of Walsall Social Club for many years and he is also a staunch Walsall Football Team supporter.

Since his retirement, he has become a Grandfather and all who know him, know he will be keen to become a very active Grandfather enjoying his new role with great enthusiasm.



Photograph by kind permission of S. Hodson's photographic services 8 Deans Croft, Lichfield, Tel. Lichfield 54614.

January 31st 1985, saw the retirement of Edwin Fletcher (Snowy to his friends). After a career that spanned some 31 years, through which he saw the transition from steam to electric driven pumps. Edwin joined the Company on April 4th 1954. His first appointment was at Shenstone Pumping Station, in the role of Stoker, later to become the Engine Driver.

During 1957 he was asked to assist at Pipe Hill resuming his role of Stoker, this continued until 1959, when he returned to Shenstone. The Station was now an electrically operated one, and he filled the position of Relief Engine attendant. In 1972, Edwin travelled yet again, this time to Brindley Bank as Station Foreman. Whilst at Brindley Bank, Edwin helped to establish the Museum. He undertook various duties including a period running both Booster Station and Brindley Bank.

1978 saw the formation of Pumping Station Groups. As a consequence of this move Edwin was promoted to Group Foreman, a position he held with great success up to his retirement.

During recent years he has enjoyed various positions with the Royal British Legion. He presently holds the offices of Group Secretary, based at Rugeley and is also on the Executive Committee for the South Staffordshire County.

With hobbies of gardening, dominoes, crib, bowls and golf, it seems that his retirement will be both full and rewarding. With this in mind he was presented with a Golf Trolley by his friends and colleagues within the Company. We all wish him every success in his retirement. His wife Claire was also presented with a bouquet.

Deaths in Retirement . . .

Our sincere sympathy goes to all the families of our ex-employees in their grief. We endeavour to publish all known bereavements and regret any notification that has been or will be omitted owing to ignorance.

	Date Retired		Date of Death
A T W Barratt	1.10.81	Tipton	4.9.84
W Caswell	1.8.67	Tipton	29.7.84
A J Earp	1.11.67	Burton	29.2.84
A A Mills	15.3.79	Tipton	29.9.84
A E Reed	7.10.74	Walsall	18.7.84
W H Richards	27.10.77	Sandhills	25.10.84
J T Lunn	1.12.74	Pipe Hill	6.1.85
H Fieldhouse	31.1.69	Walsall	6.1.85
S C Collins	25.2.71	Sandfields	6.2.85
W C Elliot	-	Revenue	3.12.84

DEATH IN SERVICE . . .

G L Moore started with co. 16.11.81 Burton 16.12.84

BIRTHS 1984 BURTON AREA

To Carole and George Booth, a daughter Kerry Louise, born on the 9th October.

To Karen and Pete Stone, a son Alexander, born on the 12th November.

To Kathy and Chris Rea, a son Robert, born on the 28th November.

To Annette and Andy Wilson, a son Anthony, born on the 18th December, weighing in at 8lb 1oz.

To Simon Robert Cole (Laboratories) and his wife Stephanie Joy, a daughter Rachel Emily born on the 31st August, weighing in at 7lb 7oz.

To Bill Adnitt (Technical Services) and his wife Beverley, a daughter Elizabeth Dawn, born on the 24th September, weighing in at 8lb 3oz.

To Brian Greenwood (Operations) and Helen (nee Beynon) (who also worked for South Staffordshire Waterworks Company in the Operations Department) a daughter Jennifer Margaret, born on the 24th September weighing in at 6lb 11 oz.

Note! Bill and Brian paced the same waiting room and their daughters were born within one hour of each other.

To Jeff Bishop (Technical Services) and his wife Anne, a son Daniel Jeffrey, born on the 27th November weighing in at 8lb 13oz.



PREPARING FOR RETIREMENT

In common with most employers, the Company is placing increasing emphasis on employee relations and this is reflected in the Company's Welfare policies. Before describing what is being done in this field, it is important to be clear why it is being done.

If an employee spends many years working for the Company, then the relationship between the individual and the Company must be important.

Most people take work for granted and may on occasion resent it. Not all have the vision to see its value in terms of special and psychological reward. It also shapes peoples' lives to a large extent, and provides a kind of driving force. When it stops suddenly the shock to the system can be great. On leaving the Company, the retiree can find the smaller essentially personal world of retirement difficult to accept.

When it is not necessary to get up at a certain time, and be at a place at a certain time, it is all too easy to drift into a sort of aimless inactivity. Therefore, preparation for retirement makes absolute sense. Retirement is, after all, one of the most dramatic changes in our life-style.

Clearly the Company should be offering help to the employee to cope with this transition from work to retirement and some sort of continuing involvement and concern once retirement date has come. The Company makes these opportunities available and it is up to the employee to decide whether to take advantage of them or not. They include:

The pre-retirement policy has now been formalised and makes provision for: -

- (a) adequate opportunities for personal counselling before retirement
- (b) attendance at pre-retirement courses.

All courses have specialised speakers and attendance is voluntary and without loss of basic pay. Wives are encouraged to attend.

There is no doubt that the basic practical information given in the course sessions is most useful. It is important for example, to get unbiased advice on investment opportunities, on annuities, on re-mortgaging the house for income, on health tips, on facilities, on whether to move to the Costa Brava etc. Far more important is the effect on the individual's attitude.

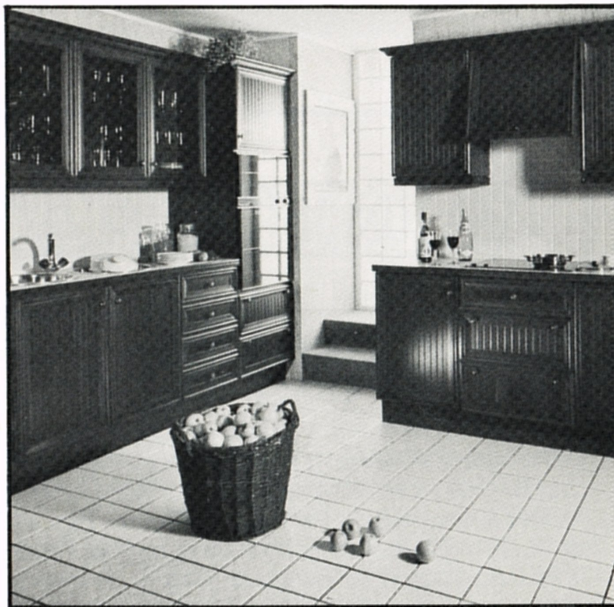
Almost without exception, course participants return full of enthusiasm, with a new spring in their step.

Post Retirement arrangements

- (a) A simple "keep-in-touch" scheme by means of a Superannuated Members Annual Outing.
- (b) Open Days have been held at such places as Hampton Loade, Brindley Bank and Maple Brook etc.
- (c) Hobbies or interests may be shared by others who would be interested in forming a group or society. The Photographic Club has recently been formed and is taking advantage of a Social Club Grant to purchase equipment for the members.
- (d) Personal, home, holiday insurance etc., can be arranged at a discount.
- (e) Life membership of the Social Club gives enormous benefit. The Social Club is probably best known for its Disco's, social gatherings and weekend breaks abroad, and a great many regulars at these events enjoy meeting their former colleagues socially.

Quite rightly, great priority should be given to the provision of retirement pensions and benefits. If the Company can also help to make retirement itself a rewarding and successful experience, then this must surely be worthwhile.

If you require any further information on any matter regarding Welfare, please contact Cliff Bateman.



Stateley Kitchens

**Quality British Kitchens
at the right price.**

Designed and fitted in your home by people who care.

10% DISCOUNT

As a special offer up until April 30th 1985 we will give 10% discount on presentation of this voucher after invoice has been issued.

FOR FURTHER DETAILS TEL 021-565 5151

4 Woodburn Road, Smethwick, Warley, West Midlands B66 2PU. Telephone: 021-565 5151