

THE SOUTH — GATEWAY TO THE FUTURE?



In the Autumn of last year Management decided to expand the spheres and level of activities in the Southern Region based upon the area office in Southampton.

What led management to reach their decision?

South Hampshire has been designated by the Planning Authorities one of four major growth areas in the economically buoyant South East. Growth is expected by way of light industry, office and leisure activity development.

Between now and the turn of the century the local population is expected to increase by approximately 70%. The rate of affluence experienced since the war is likely to continue unabated and when these two factors are taken into account one can perhaps begin to see scope for our particular industry even though ones own mind boggles at the thought of nearly twice the present population in the same confined area.

In terms of the construction industry the main link motorways are about to be constructed across the area. The M.3 is already pushing southwards from the chalk downs in the north of the

County. The M.27—Folkestone to Exeter South Coast Motorway—is about to commence around Portsmouth. Southampton Docks are reorganising themselves for the Freight and Container age and with the run-down of naval ships Portsmouth Dockyard (what links this must have with the Walker of yesterday!) must be ripe for redevelopment.

I.B.M. are to build their U.K. (and perhaps European) headquarters on the outskirts of Portsmouth, employing some 7,000 staff by 1975. Barclays D.C.O. are locating their headquarters at Poole with a staff of 2,000. Bournemouth proposes a convention centre and yachting marinas are contemplated to provide for the ever increasing number of pleasure craft. These are but a few examples but sufficient to illustrate the heavy demand which must be made on the infrastructure of roads, drainage, houses, schools, etc.

Competition for this work will be fierce with the national contractors prominent, but with diligence and enthusiasm we believe we can obtain a fair share of the market. What that share will be is up to us—the Company as a whole as well as the Southern Region.

We are no longer a local company and must begin to think in broader terms. Above all else clients have a right to expect service and Contracts well done and on time are a prerequisite for further orders.

In addition to obtaining a greater share of civil engineering work a move into building is contemplated and I believe another move into property development is essential provided land can be obtained.

First signs are encouraging and the midnight oil has brought the order book up to in excess of £2m. and the first hurdle of £1m. turnover in 1971 should be achieved.

To cope with this and a still larger volume of work a build-up of staff is obviously necessary and larger premises will be needed.

Joe Oswell, virtually unaided over the last eight years, is now assisted by Estimator Frank Roberts and Girl Friday Christine. The unstinted loyalty and endeavours of this team have contributed greatly to the growing order book.

Our existing Contract at Bournemouth is headed up by Kevin Reddington with Engineers, Ken Harman, Martin Armitage, Glyn Bramwell, Norman Riches, Ken Rix and Foremen Mike Gaffney and Mike Riley in attendance. Q.S. Terry Trenerry is in good form.

Mike Ferris, following his successful contract at I.S.R. Hythe is due to go to the Fawley Power Station Contract when it commences in June. Collin Hullock joined us in Mid May to take over the Stelcon contract and we wish both he and his family well following their migration south.

In the next few weeks new staff are joining us to cope with the added volume of work. An especially warm welcome to them in advance.

Indicative of a more tranquil age Southampton used to be referred to as the "Gateway to Britain". For Brims it may be the Gateway to who knows—after all Paris and Brussels are nearer to it in terms of miles than many parts of our own country.

N.L. IRELAND

NEW CONTRACTS

CIVIL ENGINEERING DIVISION

Major Contracts—Contracts Manager—D.W. Weatherley.

Sunderland Incinerator	Due for completion	August 1971
City Car Park (Newcastle)	" "	June 1971
Hadrian Road Extension	" "	Mid June 1971
South Shields Incinerator	" "	January 1972
Scotch Corner	" "	August 1971
New York Drainage	" "	August 1971
Road Diversion (Tyne Dock)	" "	July 1971

Tyneside Region—Contracts Manager—L.M. Pascoe

Bebside Bridge	Due for completion	June 1971
Swan Hunter Burning Hall etc.	" "	July 1971
Swan Hunter Stiffener Stockyard	" "	July 1971
Swan Hunter Outfit Hall	" "	August 1971
Smiths Dock Welfare etc.	" "	June 1971
Monkseaton Drive Drainage	" "	July 1971
Prudhoe Road Extension	" "	June 1971
Tyne Tunnel Toll Booths	" "	September 1971
Pennywell Roads & Drains	" "	July 1971
Earsden Roundabout	" "	May 1971
Battle Hill Roads	" "	June 1971

Southampton Region—Regional Manager—J.R. Oswell

Holdenhurst Relief Road	Due for completion	Mid-1972
Southampton Docks—Laying of 78 acres of Stelcon Units	" "	Early 1973

BUILDING DIVISION

Tyneside Industrial—Contracts Manager—A. Porter.

S.L.D. Pumps—Birtley	Due for completion	Mid June 1971
James Wilkes—Killingworth	" "	Mid June 1971
F. Short & Son Ltd.—Felling	" "	June 1971
Charter Manufacturing	" "	June 1971

Tyneside Public—Contracts Manager—J.S. Scott.

College of Art	Due for completion	Mid July 1971
Killingworth Telephone Exchange	" "	Mid October 1971

Tyneside Housing—Contracts Manager—S. Heward.

Percy Main	Due for completion	Early December 1971
------------	--------------------	---------------------

Teesside Region—Regional Manager—J.R. Whitfield.

Billingham School	Due for completion	August 1971
Terraced Factories	" "	Mid June 1971
Courtaulds—Spennymoor Minor Works	" "	July 1971
Sub Station—Tod Point	" "	June 1971
C.E.G.B. Sub Station—Norton	" "	Autumn 1971
Social Club—Newton Aycliffe	" "	October 1971

NEW CONTRACTS (all divisions)

Newcastle Airport Hotel—This is a contract obtained from Rio Starkis Organisation for hotel containing 100 bedrooms. The work is expected to take approximately 75 weeks.

Newcastle Polytechnic—Another contract following on the success of the College of Art. This contract is for the construction of a new Sports Hall which will take 1 year to build.

Blyth Malvin's Close School—A system built comprehensive school for Northumberland County Council.

Blyth South Beach School—Another system built comprehensive school being run in parallel with the Malvin's Close School.

Southlands School—Extension to our existing school in Middlesbrough which will take approximately 52 weeks.

MacMillan Bloedel—West Auckland—Another factory extension on a crash programme at the client's request. The client manufactures paper cartons and packaging material.

Hawthorn Combined Washery—Reinforced concrete foundations.

Southampton Docks—11-Span reinforced concrete bridge in the docks. Completion—December 1971.

Fawley—Extensive finishing works at the power station.

Seaton Valley Joint Sewerage Board—Extensive drainage contract making large diameter deep outfall sewers.

SO YOU STILL WANT TO GET TO THE TOP!

Qualifying Examination (Part II)

Instructions: Read each question carefully. Answer all questions. Time limit—2 hours. Begin immediately.

HISTORY. Describe the history of the papacy from its origins to the present day, concentrating especially but not exclusively, on its social political, economic, religious, and philosophical impact on Europe, Asia, America, and Africa. Be brief, concise, and specific.

MEDICINE. You have been provided with a razor blade, a piece of gauze, and a bottle of Scotch. Remove your appendix. Do not suture until your work has been inspected. You have fifteen minutes.

PUBLIC SPEAKING. 2,500 riot-crazed aborigines are storming the classroom. Calm them. You may use any ancient language except Latin or Greek.

PSYCHOLOGY. Based on your knowledge of their works, evaluate the emotional stability, degree of adjustment, and repressed frustrations of each of the following: Alexander the Apocalypse, Ramses II, Gregory of Nicca, Hammurabi. Support your evaluation with quotations from each man's work, making appropriate references. It is not necessary to translate.

POLITICAL SCIENCE. There is a red telephone on the desk beside you. Start World War III. Report at length on its socio-political effects, if any.

EPISTEMOLOGY. Take a position for or against truth. Prove the validity of your position.

PHILOSOPHY. Sketch the development of human thought; estimate its significance. Compare with the development of any other kind of thought.

GENERAL KNOWLEDGE. Describe in detail. Be objective and specific.

Anyone failing to complete the Qualifying Examination should not develop an inferiority complex—but simply join the ranks of mere mortals.

Dutch courage is all BOLS.

Sunderland CBC—Road improvement at Trimdon Street.

South Shields—Reconstruction of Baird's Quay, an old timber quay damaged by shipping.

Pharr International—The Turn-Key Division has successfully negotiated another package deal. This time it is a 55,000 sq. ft. factory.

LETTERS TO THE EDITOR

Letter to the Editor

I would like to suggest that, when preparing future issues of the "Brimsnews", consideration be given to directing the magazine and its content more toward the hourly paid employees of the Company.

The reasoning behind my suggestion is that it is this section of the readership who appear to be more interested and receptive to the magazine.

Contrary to what one might expect, the reactions of many of the more permanently situated staff employees are often destructive. If the individuals are destructive in their criticisms because they do not believe in the whole principle of a magazine—then it is fair comment.

However, if they accept the principle but remain destructive—then it is an indefensible attitude. After all, the content of the magazine can be changed by simply contributing or offering CONSTRUCTIVE criticism.

This is not to say that hourly paid employees are not critical, but they are usually constructive and appear to be more genuinely interested.

M.T. CANN

There is no answer to that!

Ed.

Dear Editor,

So what is this Brimsnews? Why all the fuss and outcry when it doesn't come out on time? To me it represents nothing but a load of rubbish! There is more up-to-date news and laughs in the Dandy!

Straker

Well, you're entitled to your opinions! It may interest you to know that this very subject has been discussed at length by the members of the Editorial Board. Lack of support and failure to submit articles is causing us to seriously consider scrapping the magazine.

Ed.

Dear Ed,

As a Company, Brims can and should go a long way. However, it seems to me that the ideas and suggestions of the man on site, the Operative, are very often neglected. Like all other personnel in the Company, he has a vital role to play and, at times, he can suggest schemes, based on experience, that may help the efficiency or economy of a site or of certain plant. Why not operate some form of Suggestion Scheme either in the magazine or within the Company and offer a reward for genuine suggestions that can help the Company improve its efficiency or economy?

Plant Operative.

Hear, Hear!

Ed.

THE CRACK IS...

"THE CRACK IS..."

Can it be that the recent transfer of the "Team" from industrialised building to SCHOOL building has a subtle significance?!

The crack is that Colin Hullock's permanent transfer to the Southern Region is the result of police pressure for alleged "racketeering" in and around the M.S. Car Park.

A touch of the "Blarney":—"You three are a bright pair if there ever was one". (?)

Due to the unexpected departure of his opponent, Alan Rochester had a "walk-over" in the 1st Round of the Golf K.O. Competition. Can this be simply a "coincidence" or "influence"—watch for his next opponent!

Fairbairn's Rival?!

At Easter, one of our Plant Operators went fishing, caught a crab which was so big that ten people had their tea off it and the Yard made a wheel barrow out of the shell.

True Story:

A sick note recently received on a civils site read:—

"Sorry for not turning in today. Here's the key to the cabin. Gone to Durham!" (i.e. the Gaol).

The crack is that the Wages Department are to organise a "Bless the Computer Week" in the near future.

A blackbird's nest and eggs were found in the trench timbering on the New York Drainage contract—surely progress can't be that bad?!

The crack is that a labourer on Percy Main site was heard to remark to another who was having difficulty using a windy hammer on reinforced concrete "Ma, yu'll mek nee mayr diffrinse wi' that thun ye wad smacking a darkies bum wir'a bag of soot!"

What's the crack in your department or on your site? Let's have it for our next issue!

WANTED

A garden shed, not larger than 10 ft x 6 ft, sectional and in reasonable condition. If anyone has one for disposal, please contact H. Lundean (Dept 7) with details of price etc. and transport difficulties.

SCOTCH (Traffic Jam) CORNER

Well we made the radio news on Easter Monday—10 mile traffic queues at Scotch Corner—and more to come.

We have only just started diverting traffic and you should see what's planned for Whit week-end, when we will be diverting anything that moves.

To the more serious matter of progress on our work to remove one of the worst bottlenecks on the route to England. This winter has been contrary to all the gloomy forecasts of snow, mist, rain and more snow that were generously offered when the contract started, and this has enabled us to make good progress, in spite of snow one Wednesday afternoon. Both bridges are virtually complete, and we are now pressing on making connections with the existing southbound A1 and hope to have these and the new road open during May. We still have a large amount of work after this however, all of it involving traffic diversions, notably around part of the new large island, and this will of necessity, cause inconvenience and possible delay to road users, not all of whom extend to us the tolerance which is called for if this type of project is to be executed swiftly. We are however grateful to the Police who have given us assistance and advice in making our diversion SAFE, although even they are at a loss when motorists insist on going too fast or overtaking where it is unsafe to do so.

The writer finds it difficult to single out anyone for special mention but would mention our foreman Jack Mordie who's been tramping up and down to good effect over the winter, together with our Trainee Engineers Brian, Ian, and the two Davids who came back from Otterburn knowing all about setting out and managed to break a theodolite! Not forgetting Pat Conaty who hasn't failed to damage any service he's worked near! And of course Doreen, although there's no truth in the rumour!!

E.A. BLYTH

SWOP CORNER

Ganger willing to swop 40 yr. old wite, in good running order, for two 20 yr. olds.

DEPARTMENT 4 TO THE FORE

Our Bournemouth contract has managed to survive the wettest 3 months on record, and as the tide receded it was to the surprise, nay amazement of many, who discovered that the mooring posts they had been using were in fact columns of the new Central Station Bridge. This Bridge crosses the main railway lines in a 90' span and a further 90' span takes it across the adjoining car park. Two smaller spans complete the bridge and return the road to more hospitable surroundings.

The other main structure, Wellington Road Bridge, takes an existing road under the new road, and in addition to the bridge itself some 1000' of retaining wall up to 20' high will ensure that Martin Armitage (Eng.) and Mike Riley (F/Man) are kept well away from the influx of Continental 'talent' in the months to come, well, during the day at any rate.

The remainder of the contract i.e. some ½ mile of dual carriageway, a subway and a footbridge, together with what appears to be an endless succession of boundary walls and service roads are being dealt with by Glynn Bramwell (Whom, I for one, was firmly convinced was a figment of someones imagination—so tightly did Beverley hold on to him) and that refugee from I.S.R. Fawley, Mike Gaffney.

In the office Q.S. Terry Trenerry, struggles with 11 different bills, 5 metric, 4 imperial and 2 indifferent, whilst O.M. Bruce Moss who is shortly leaving the company to further his avowed intention of running a strip club in Sheffield, struggles with the problems left by having the safe stolen.

A recent visit by Andrew Marr from the north was the signal for what turned out to be a homage to the products of the Scottish and Newcastle Breweries. That he was the only one who knew

where to find a pub that sold this particular beverage can only lead one to speculate on the many happy hours he must have spent diligently searching in the New Forest, before alighting on the only pub for 50 miles which stocks it!!

Now as the weather improves and the hot pants get shorter (if possible) we here in Bournemouth are making every effort to live up to the compliment paid by one local resident who wrote "it has been such a stock joke for so long about the careless indifference of the British workers—that your men are a striking example of the contrary".

K. REDDINGTON.

A HELPING HAND

Feeling quite fed up with the English winter, working knee deep in mud at Cramlington, I was delighted with the news that I was to be given the opportunity to work by the Mediterranean for 2 months, seconded to the Crown Agents and working with one of the Companies ex Contracts Managers, Grant Purvis, who had taken over as Project Manager on a 1½ million pound building project in Gibraltar.

Still not believing my luck the Trident jet on which I had flown from Heathrow, was touching down in Gibraltar. I was met at the airport by Grant Purvis, who, complete with his sun tan was clamouring for news of his ex-colleagues from Brims. (Mr. Porter will be pleased to note that his news sheet now has a World Wide Circulation).

After settling into the excellent accommodation which had been provided for me, I was introduced to

the staff which was made up of U.K. General Foreman, Q.S. and 3 Trades Foremen and also a Gibraltar Office Manager and clerical staff.

The Project itself consisted of 3 blocks of 6 storey flats and 5 blocks of 5 storey flats, these blocks all being interconnected at first floor level by a complex of playdecks, staircases and ramps. A second contract was also underway for an octagonal shaped infants school, both of these projects being constructed for the Government of Gibraltar.

The labour force involved in the construction of this project numbered approximately 250 in direct employ and some 30 to 40 in the employ of the sub-contractors. Of the 250 in direct employ some 170 were Moroccan labourers and the other 80 consisted of Portuguese Carpenters and Masons (None of whom understand plain Geordie).

I would say that probably 50% of my time was spent in setting out, the remainder of my time being spent on such things as concrete quality control, cost analysis and bonus measurement for various operations. I also assisted in the programming of the project, this

being a particularly difficult task owing to the complete unreliability of delivery dates for materials, due to the fact that everything must be either shipped or air freighted onto the island. Things like sand and gravel coming from Morocco, bricks and cement from Portugal, steel reinforcement and timber sections from the U.K.

In general the standard of workmanship was very good the Portuguese tradesmen being especially skilled in mosaic and terrazzo work.

Gibraltar apart from enjoying a much warmer climate, has a standard of living more or less on par with the U.K. the Gibraltar people having a very English outlook on life. English type pubs abound in Gib, differing only in the duty free prices, which anyone with any sense made the most of!

Apart from this one was left to ones own devices to provide entertainment which often proved to be quite amusing. (*Ornithologists please note*).

All in all I can say that I had a thoroughly enjoyable and interesting stay in Gibraltar and I am grateful to have had such a grand opportunity.

A. CUNNINGHAM



WHAT IS PERSONNEL DOING ?

One year ago Brims and Company established a Personnel Department, appointed a Personnel Manager and a new Training Officer. What has been achieved to date and what are the department's plans for the future?

Traditionally, Personnel Departments existed to look after employees, provide welfare facilities and run the Sports and Social Club. Nowadays, the emphasis has swung towards a more positive role in helping to develop individual careers within the Company, assisting management in the full utilisation of its people and to develop a rational and fair pay structure.

When I commenced this task with Brims & Co. last year, the Company's personnel needs were analysed and a programme drawn up which, when completed, would form the basis of our new Personnel Policy.

To control the development of this new Policy a Committee was set up and named the Personnel Policy Group consisting of the Department Managers from each main function. In this way, the interests of every employee in the Company is represented.

The first stage was the quantification of Management needs or, put another way—in line with the Company's long range plans how many people, of what type and what qualifications and experience would we need to fulfil our obligations over the next few years. It is not particularly easy to estimate what staff we will need in the future when it is not certain we will meet our projected turnover. Nevertheless, I am sure that our Manpower Plan will enable us to recruit and develop more accurately than before personnel who will be in a position to fill future vacancies as they arise.

From the results of this manpower planning exercise, we are able to establish a Training and Development Programme and a Provisional Recruitment Programme. This is all linked to succession plans so that if an employee is promoted, retires or leaves the Company we have within our ranks individuals sufficiently qualified to fill the vacant post.

To enable us to train and develop each individual employee it is necessary to determine with him his future career hopes along with the Company's plans for him so that both are in agreement as to his future development. To do this it will be necessary for a sub-ordinate and his boss to meet and discuss perhaps once each year the subordinates current and future roles with the organisation.

I hope all of this does not sound too complicated. Basically, it is a question of the Company knowing what it has got, establishing what it needs and the difference can be obtained by either training or recruitment or both. In my mind, it is also important for management to know what their employees hope to achieve within the Company and procedures along the above lines which are primarily aimed at improving Manager/Subordinate communication cannot help but contribute towards this end.

One of the most important aspects of my work and one which not surprisingly creates the most interest from employees is the establishment of a rational salary structure.

There is no scientific way of arriving at the right salary for an individual. However, the least subjective way is to use a technique called Job Evaluation which establishes a rank order of jobs

within the Company in terms of contribution and responsibility. These jobs are divided into a number of grades and a salary scale is attached to each grade.

In looking at salaries the Company will take into account (i) the market rate for the job, (ii) performance within the job, (iii) inflation and (iv) what the Company can afford.

It is my hope that by the time the next salary review comes round that we are in a position to base our judgements on a rational salary structure.

Looking to the future, I would see the need for much work to be done in developing our policies for site operatives. It is, I think, important to give these employees, the opportunity to remain with the Company if they so wish and I would see a tendency in the future to provide those of them who have proved their worth with this chance.

This has been a summary of the most important aspects of the personnel function within Brims & Co. A good personnel policy may be initiated by the Personnel Department but can only be successful if management throughout the Company believe in and operate it all of the time.

The long term effects, one hopes, are that employees are more satisfied with their work, opportunities and conditions. If this can be achieved then the Company should benefit and in turn improve its own performance.

A.M. MARR

PLANT DEPOT NEWS

'Morning Fans,

And how's the world treating you this month?

Your favourite department is going like the clappers, moving plant around left, right and centre and constantly trying to be super efficient, to match our super efficient sites, of course. Well alright, let's say we're busy and leave it at that.

There's no new plant or vehicle purchase's to report this month, that is nothing out of the ordinary like 14 No.—T.S 14^s, or 6 No.—100 yard Batches.

Various people outside our com-

pany have remarked to me how busy we seem to be as, no matter where they seem to go, they see BRIMS signs all over the place. It is possible that our tippers with the new large nameboards, help to create this impression as I've noticed myself on occasions that we appear to have far more tippers on the road than we actually own. We've had some curious remarks made about the tipper nameboards, some complementary and others—UGH! I must admit I didn't like them at first but have now changed my view. How about you?

I didn't know until a few weeks ago

that our "Top Yard" gang were referred to as "Prestons Guerilla's", a tribute I suppose to John Preston, their chargehand. When I mentioned this to Big Geordie Robson he was more than adamant that the title should have been "Mission Impossible" considering some of the things John asks them to do.

Someone once said to me "You must write your articles with tongue in cheek". Honestly fan's, its all true, apart from the crystal ball stuff. See you around.

J.S.F.

PEOPLE & PLACES

MURMURINGS FROM THE SUNNY SOUTH

It is our firm intention this time not to mention "Newcastle United" and "Penalties" at all, and we also refuse to believe that Pop Robson and Colin Todd left the North because they were fed up with being the only footballers there.

Our Regional Estimator Frank Roberts has recently taken up permanent residence in a padded cell at Millbrook Road completely surrounded by tender documents, pep pills, optimism tablets and heart stimulants.

Assistance is given by Chrystine and Les who are only subjected to the pressures of the "Tender" Factory in small doses in an effort to preserve their sanity for a while longer.

Frank's wife is allowed a weekly visit with food on condition that her time with him is spent on the calculating machine. At present Frank's tenders are being passed through to the "Slashing" and "Skinning" department at a fantastic rate where they receive the "treatment" prior to being dispatched in a fleet of fast cars all over the south.

Our only worry is that one day he'll hit the jackpot with two or three successes coming in together in which eventuality Frank has been promised faithfully that he will be rewarded by being demoted to Agent again to look after them.

Mike Ferris who is at present attempting to complete our contract at C.J.B. Hythe (Where our Client seems to be determined to retain us forever by awarding constant additional work) and also together with John Lavers making all out efforts to build a £40,000 substation in only 12 weeks, is now the somewhat depressed possessor of the shortest, widest, Ford Escort in Britain. This phenomenon was the direct result of a group of motorists including Mike forming a conspiracy and thoughtlessly stopping when the traffic lights were red. Of course he realises now he should have sent a message back to the idiot behind who was engaged in a race to beat the previous set of lights about 100ft behind.

When asked how he normally managed to stop when there were no cars in front of him, the gentleman replied that he occasionally engaged the use of the foot brake but he felt that by far the most effective method of stopping quickly was the one he'd just discovered of violently compacting four stationary cars.

Mike and John also form the basis of our team at present engaged on the provision of 78 acres of container storage area at Southampton Docks. This contract valued at approx. £750,000 is to be phased over a two year period and is at present just beginning to move with the help of a new 951B Cat reluctantly squeezed from the Plant Yard. Our operator "Lofty Matthews" guarantees that it is the only one in existence with a fitted carpet. (Please Stan don't increase the hire charges, "Lofty" supplied it).

It would appear that a somewhat rare event may be celebrated on this contract with the final measure almost coinciding with the completion of construction, this will of course eliminate the 6 months rest period Quantity Surveyors 'Con' everyone into believing is necessary for the final measure. The presence on site of a Resident Clients Q.S. may conceivably have had some slight bearing on this!

Our resident comedian at Bourne-mouth is that much publicised celebrity Terry Trenerry who has recently had his E Type Jag. resprayed a different colour in the hope that the owners of various cars he has nudged during his nightly exploits around town won't recognise him.

Finally we'd like to express how impressed we were with the photograph and article on City Car Park Newcastle in our January issue.

FROM TEESIDE

A new tradition in opening ceremonies was established on Teesside recently.

Serk Radiators, who are occupying one of the factory units at Innes Street, were delighted to have their factory handed over on time, especially after the liquidation of the contractors who had originally started the works.

To celebrate, Brims staff and others connected with the project were invited to an elegant luncheon consisting of Fish and Chips in traditional newspaper, washed down by large quantities of champagne.

The merry team on site before and after were Bob Kendrew and Chris Tinkler.

Congratulations to:

Ken and Sally Morrison on the birth of their daughter Gwyneth Fiona Catrona on 5th May 1971. Gwyneth weighed 8 lb 11ozs. Both mother and daughter are well.



Unabridged Life Story of M.G. Ferris

I started work as a cabinet maker in yacht building, after 6 years the Queen kindly invited me to work for her for two years. Not being one to decline an offer like this I reported to the wilds of deepest Surrey where I was placed in uniform and tortured for 16 weeks.

After surviving this period I was disguised as a military policeman and sent to the Middle East where I enjoyed a life of mainly sport, gaining representative honours with combined services at football, athletics and cricket.

On being demobbed I was unable to settle into the mundane life of yacht building and decided to try civil engineering where incredible wages of nearly £20 per week could be earned.

I spent several years leading the life of a nomad up and down the country before I finally settled down in one place long enough to be married.

I then joined Brims as a Joiner on their first contract in Southampton in March 1963 and have steadily bluffed my way through the ranks until being appointed Agent 1 year ago.

During my 8 years with the Company I have worked in Southampton, Beverley, Nottingham, Newark, Portsmouth, Croydon and Gosport.

I have two children, Nicola 8 and Stephen 5½ and a Red Setter dog which rules the house. My home is at Fareham which is situated mid-way between Portsmouth and Southampton.

We are sorry to hear of the illness of Les Crowther, a general foreman with the company and an employee of long standing. I am sure that all his friends and colleagues will join us in wishing him well and hope he has a rapid recovery.

MANAGEMENT STUDY GROUP A.G.M.

Wednesday, April 7th saw the final meeting in the 1970-71 Programme of the M.S.G. In addition to the showing of two films—"Management in Action" and the "National Managerial Test"—the meeting constituted the A.G.M. of the Group.

Proposals and voting took place with remarkable speed. David Gibson was elected to take over as Chairman from David Weatherly and John Dean as Vice Chairman. Eddie Blyth takes over as Secretary from Andrew Marr with Jeff Duggan continuing as Treasurer.

The Group took a unanimous decision to invite the Directors of the Company to become Honorary Members.

A discussion and review of the activities took place with a view to

navigating the right course for 1971-72. It was agreed to slant the activities more towards the Construction Industry.

Subject to the availability of funds, it was agreed to continue to aim for the leaders in any particular field when organising the Annual Conference. The general format of the Conference was satisfactory, although there was agreement that the work-load and amount of group participation be increased. Industrial Relations appeared to be the favourite subject for next year.

The Steering Committee of John Dean, Derek Horner, Eddie Blyth and Andrew Marr were re-elected en bloc to prepare the 1971-72 Programme. Proposals, suggestions, etc., for the content of the programme or location of the meetings will be most welcome.

SAFETY CHATTER

Teaching Accident Prevention

Over the years people who earn a living in the field of Safety appear to have become addicted to using catch phrases and slogans. One of the most popular used to be "Accidents do not happen—they are always caused"

Today the favourite is "Safety can and should be taught". The last time I heard this mentioned I began reflecting on it. What exactly does it mean? How far can Safety really be taught? Who can teach it? And how successfully is this subject being taught in practice. I have to confess that airing my views on these educational matters I labour under a feeling of inferiority, for according to my eldest son who is a Senior Tutor in a large and prominent Public School my knowledge of the practical side of teaching is strictly limited. Therefore I make no claim that my conclusions on the teaching of Safety are authoritative.

However, I am convinced that you cannot teach Safety as a subject on its own in the same way as Arithmetic or History is taught.

People can be lectured to obey precepts such as "look before they leap." They can be shown Safety films and handed out Literature on self-preservation. Safety posters can be exhibited, and protective equipment issued.

But surely the test of teaching is whether or not the pupils have really learned. In the Safety field it appears they have not. People still fail to apply elementary Safety principles on the actual job. The National Accident rate for the Industry proves it.

Safety Courses for Supervisory staff, Apprentices etc. are organised and run in most parts of the country. Employers see that they are well attended.

The comments made by people attending these courses are often revealing i.e. "A lot of Armchair Theory" "They give you mental Indigestion" "There is too much to absorb in the time allotted".

"If we have to do all that, we will get no work done". These are the most common of criticisms so often heard.

Probably the most effective Safety Teaching is that applied in specialised practical courses for jobs like Scaffold erection, Crane Driving, Slinging etc. where Safety is hardly mentioned.

In other words these courses are put over as just part of the correct and efficient way to do the job. and that in my opinion means Safety.

"Qui Collaborant"
M. Curran.

T.V. SNACKS

MEAT PIE.—Ingredients—sixteen pounds of meat, five pounds of flour, one and a half pounds of suet, one pound of onions, two ounces of salt, and half an ounce of pepper. Mode.—Make the paste, cut up and stew the onions with jelly from the meat added, cut the meat into dice and place it in a baking dish, add the onions, season with pepper and salt, cover with a light crust, and bake in a quick oven for twenty minutes.

STEW:—Sixteen pounds of meat, two pounds of carrots or other vegetables, one pound of onions, two ounces of salt, and half an ounce of pepper. Mode.—Cut up the vegetables and onions, which place in a boiler with sufficient water to cover them, add some jelly from the meat, well seasoned with pepper and salt, and stew gently, keeping the lid of the boiler closely shut till the vegetables are tender, then add the meat; let the whole simmer for ten minutes, and serve.

POTATOE PIE:—Ingredients.—Sixteen and a half pounds of meat, twenty pounds of potatoes, one pound of onions, three ounces of salt, and half an ounce of pepper. Mode.—Cut up and stew the onions with jelly from the meat added, boil or steam the potatoes and mash them, grease the inside of the baking-dish, line the sides with a portion of the mashed potatoes, place the meat and cooked onions in the centre, season with pepper and salt, cover up with the remainder of the mashed potatoes, and bake till the potato cover is brown.



CYGNET CLUB

FORTHCOMING ATTRACTIONS Barbecue/Disco

Don't forget folks! June 4th, is Barbecue night at Tranwell Aerodrome. Music supplied by a Discotheque, Juicy steaks, lovely bangers, plenty of booze. If you haven't got a ticket, contact K. Park immediately.

Car Treasure Hunt—Mid July, circular to follow.

Tennis Club

The Tennis Tournament '71 has now been arranged. The draw is as follows:—

SINGLES

A.M. Marr	vs L.R. Hensser
K. Brown	vs E.J. Bradley
T. Richards	vs J. Hemsworth
T.J. Dodd	vs J. Patterson
J. Gibbons	vs A. Richardson
K. Hails	vs A. Wigham
P. Waller	vs G. Slater
R. Harrison	vs D. Lund

DOUBLES

E.J. Bradley	D. Lund
A.M. Marr	vs J. Patterson
L.R. Hensser	K. Hails
P. Waller	vs R. Harrison
A. Richardson	T.J. Dodd
A. Wigham	vs J. Gibbons
T. Richards	K. Brown
G. Slater	vs J. Hemsworth

It is a great pity that none of our splendid ladies have been tempted to enter this year as I feel sure their presence can only but add to the attraction of the competition!

Squash Club

Due to the success of the trial period, the club intends to operate a season from September—March. Members will be informed by circular.

CYGNET BOAT CLUB

Our first boat trip of the season very nearly didn't take place on Wednesday evening (May 12th).

When the crew arrived at our moorings in Wallsend Gut, we found the forward storage locker had been broken into and all our rods had been stolen.

The language used by Skipper Jack Thompson in response to our unfortunate findings was a joy to listen to, indeed I felt quite put out that I couldn't match his eloquence. We reckoned afterwards he must have used every naughty word in the book and some that have never been printed!

Thanks largely to Jack, we managed to fashion six hand lines out of two rather long hand lines we had hidden on the boat, by joining together odd bits of string, hand line, wire and nylon.

Our passengers, who we must say were very patient with us and never complained of our late arrival or fruity language, were drawn from site and Head Office personnel, namely John Wood, Ian Bain, Roger Schofield, Philip Macdonald, Peter Martindale and Dave Croucher. All passengers managed to catch a couple of codling each and threatened to put their names down for a trip later on in the season.

We had only one break in the harmony and it occurred when John and Peter somehow managed to get their lines entangled underneath the boat (typical Site Agent stuff). When we finally got both lines inboard we discovered one of them had a fish hooked and the other didn't. The big question was "Whose Fish?" Peter won the argument and fish, but only after such near the bone phrases as "Fish Rustler", "Codling Stealer" and "Pirate" had been exchanged.

The Skipper put a stop to further wrangling by threatening to make them row the boat back up the Tyne, knowing full well that Agents are allergic to hard work. Needless to say, the argument ceased forthwith.

We were going to postpone any further boat trips until Jack and I could rake together a few rods, but fortunately, this is no longer necessary as we have recovered four of the nine rods which the thieves had thrown in the "Gut".

Boat Club members will be contacted soon with new sailing dates and times.

J.S.F.

GOLF SOCIETY

The society experienced their first ever wash-out in 5 seasons in the outing to Bamburgh, Saturday 20th March.

An ironic aspect was the fact that at 21, including visitors, the turn out was one of the best ever. Everyone who promised to attend braved the elements and made the 50 mile dash from Tyne-side. Perhaps this was indicative of a winter long exile of Saturday shopping with wives?

The golf handicap did not improve as a result of the outing but everyone finished the morning "off scratch" at dominoes and solo.

Because of the disastrous weather, Bamburgh Golf Club kindly "bent" their rules and allowed a re-arranged outing on Saturday 17th April when 12 Cygnet Club members and 7 visitors attended. The results were as follows:

CYGNET CLUB:

1st	Jack Hedley	38 points
2nd	John Prest	38 points
3rd	Roy Tateson	32 points

Because of a tie in points the player with the best score over the first 9 holes—Jack Hedley—was placed first.

VISITORS:

1st	Bob Jenkins	40 points
2nd	Tom Christier	38 points

Both these players represented the Walker Yard of our Parent Company.

We would like to express our thanks to Mr. Austin Thompson of Acrow (Engineers) Ltd., who very kindly donated golf balls as prizes for this outing.

The society is also arranging a Knockout competition for the first time this season the first round games will have been completed too late to give the results in this edition and the final round is due for completion by 25th September.

William Hills are currently considering odds and anyone wishing to sponsor the competition should contact Jack Hedley.

The proposed "golfing weekend" has been deferred until the winter season when it is hoped to take advantage of the "Special Offer" weekends at perhaps Gullane—Scotland.

The other outings this season are:

Hexham	—Saturday 26th June
Brancepeth	—Saturday 25th Sept.

STOP PRESS

The Team representing the Brims Management Study Group in the National Management Game, a competition sponsored by the Financial Times Institute of Chartered Accountant and International Computers Ltd., have successfully battled their way into the 3rd round. This in fact means that they are in the last 64 "Company" teams out of an original 780, with only two more rounds to go before the final. The team who compete in their own time are:

J.K. Hill
J. Duggan
D. Gibson
G. Allanson
D. Weatherly
R. Schofield