

NOW ACTS GETS IN ON THE ACTION AT FELIXSTOWE



On the dockside at Felixstowe — the man and the girl who are helping to put ACTS into the action at what has been described as "a jewel of the British port system." ACTS manager at Felixstowe, Keith Tyler (left) with his transport assistant, Vanessa Read. See Page Two for the full story of ACTS activity at this bustling container port.

THE GREAT BRUM DAY OF SPORT

Pages 10 & 11

THIS TIME CLIVE TAKES TOP PRIZE

JUST TO prove that there's truth in the old saying about 'If at first you don't succeed,' young Clive Luffman, Senior Printer in the ACTS print department

'Star' ready to help the blind

Well done, ACTS Manchester! After a series of raffles, sponsored runs, football card promotions and other efforts, the Sports and Social Club produced more than £250 to buy a dog for the North West branch of the Guide Dogs for the Blind Association.

The Sports and Social Club decided to name the animal 'Star' and she was collected recently by Charles Jackson, chairman of the local Guide Dog branch. Club chairman David Pickersgill and his colleague Peter Williams handed Star over.

at Richmond House, has walked off with first prize this year in a competition sponsored annually by "REPRODUCTION?," one of Britain's leading print journals.

Last year he was one of about 200 inplant printers competing in the ITEX class for business stationery, and won a Certificate of Commendation (equivalent to second prize).

Not completely happy with that result, Clive entered a similar contest a few months ago — and beat all comers!

He took over the Richmond House print room just over two years ago.

"Smallest is busiest" claims Felixstowe Keith

By CARTER LEONARD

JUST a few days after Keith Tyler left ACTS in Manchester, where he was a Senior Transport Assistant, to take over the company's new office in the heart of Felixstowe Docks, that estimable shipping journal International Freighting Weekly (it was the issue of July 14 this year) told its readers of what was happening at the East Anglian port.

In 1981, the journal said, Felixstowe had become 'Britain's premier container port,' adding that problems at Southampton had helped the port to achieve a record total of 393,410 TEUs handled.

Moreover, said Freighting Weekly, a good geographical position, good labour relations and what it described as 'canny' management had made Felixstowe 'a jewel of the British port system.'

Understandably, therefore, Keith Tyler is happy to be part of that jewel and delighted that the decision of Thos and James Harrison to transfer the unloading of their CAROL West Indian imports from Greenock, in Scotland, to Felixstowe, thus joining

CAMEL and BEACON in using the East coast port, was followed by the opening of an ACTS office there. Of which he was to become the first full-time manager. (Hugh Townsend and Nigel Holloway both had spells there earlier to help set-up the new operation).

It is, of course, a transport operation pure and simple, designed to provide CAROL, CAMEL and BEACON with an efficient, on-the-spot road and rail delivery system to and from Felixstowe docks.

Ten-day cycle

With a staff of two — Keith himself and transport assistant Vanessa Read, a local girl who previously worked with BEACON'S agents, Walford Cargo Services — Felixstowe is easily the smallest set-up in the ACTS network. Many people say small is beautiful. Keith adapts that to 'smallest is busiest' — and anybody who has tried to talk to him in his office for more than two minutes on end with telephones ringing constantly and insistently, would hardly be inclined to disagree.

Between the container lines involved, ships of immediate interest to Keith and Vanessa are calling at Felixstowe in a ten-day cycle and though the new ACTS office has been in business only since the spring, something like 600 containers a month are now being handled — imports for CAROL and BEACON and both imports and exports for the CAMEL service to the Middle East.

Deliveries by ACTS from Felixstowe are, of course, to all parts of Britain — some 40 per cent of them by rail, through Freightliners, to regions like Coatbridge, Leeds, Manchester, Liverpool and Bir-

mingham, and the rest by road, with vehicles 'spot hired' from local hauliers.

His experience as Senior Transport Assistant at Manchester means that Keith is no stranger to transport and its problems. Nor is he a stranger to the ACTS set-up, which he first joined (in the commercial department in Manchester) almost exactly nine years ago, after a spell in insurance on leaving school.

Met at the office

He and his wife Ann met in the Manchester office, where she worked as a credit control clerk for eight years before leaving earlier this year. She and their three children — Andrew, Stephen and Christopher — have now joined Keith at Felixstowe.

Keith himself is a keen golfer and rightly still proud of the fact that he was a member of the winning team in the last Peter Yarwood Cup Competition in 1979.

Vanessa, like many of her other colleagues throughout ACTS, is an enthusiastic horsewoman, specialising particularly in dressage competitions. Her current horse is a four-year-old, Breezy.



Keith Tyler and Vanessa.

Now Jim joins the team at Brum



JIM PEAT

'useless' hobbies include golf!

Jim Peat, married with a 22-year-old daughter and 19-year-old son, took over from Bob Lavers as Birmingham Cargo Superintendent at the beginning of August.

Jim, who had 12 years at sea, spent 11 years as a science teacher before joining ACTS five years ago as ship planner at Seaforth.

He will tell you that his hobbies include "pretty well everything that is of no use to the human race — like golf!"

Another Birmingham newcomer is 29-year-old Steve Moreland, who became a commercial assistant there two days after Jim joined the Midlands team.

Steve became a management audit assistant at Richmond

House in July 1977, then had an 18-month spell at Liverpool as a commercial section leader and more than a year at Southampton Terminal as a transport assistant.

NOW YOU KNOW!

Above the desk of a most experienced secretary in ACTS headquarters at Richmond House is a notice which sums up succinctly what many a girl would like her boss to know:—

I KNOW you BELIEVE you understand what you THINK I said, but I am NOT sure, you realise, that what you heard is NOT what I MEANT

The day the bride showed a leg

LIKE MANY a superstitious girl before her, Sandra Meredith, of Tilbury Terminal Exports Department, wore something blue when she was married recently to GPO engineer Tony Warman.

In Sandra's case it was a blue garter — and after the wedding Tony was the first to show they'd taken no chances.



ACT CHAIRMAN HONOURED

ACT chairman William Slater was awarded the CBE in the October Honours List. He is managing director of Cunard.

Bottoms up!



Jane Dorrell's 'Hands Around' side doing their thing on a Saturday morning in Pitsea Market.

THE BAGMAN, THE FOOL AND THE BASILDON BOUNCER

A TTRACTIVE Basildon import clerk Jane Dorrell is a girl who counts a Squire, a Bagman, a Fool and a Bouncer among her friends. She's never happier than when it comes to a good Bottoms Up, Tops Down, Foot Up or Half Gip with them.

And if you think all that sounds pretty crazy — and even a trifle spicy — let it be understood at once that Jane admits to being a little infatuated with the ancient art of Morris Dancing.

"I took it up originally as something to do in the evening," she says. "Now it monopolises quite a fair part of my spare time."

"By tradition, Morris Dancing has always been a male province, and when women first started to get involved, a lot of the men were quite disgusted. Indeed, at a show only last year, a male refused to dance if a female group was allowed to be involved!"

Over the past three years, however, following the formation of an organisation called 'Open Morris', men and women have even been doing Morris Dancing together.

The ladies' group (they call it a 'side') at Basildon has been named 'Hands Around' and it concentrates mainly on the Cotswold tradition of Morris Dancing.

Day of Dance

The side spends the winter practicing and learning new dances, and during the summer, appears at fetes and other outdoor events — and also at public houses.

A few weeks ago 'Hands Around' held a Day of Dance during which they and their guests (some other invited sides) danced almost non-stop for some 12 hours.

"We met at 10 o'clock in the morning and danced first in Pitsea Market," says June. "This was followed by dancing in a couple of pubs, and then in the afternoon we danced again for two hours in Basildon Town Centre."

In the evening, as is common practice with the Hands Around side and as if they hadn't been energetic enough already, they ended the day with a Cildih. "It's just the job for putting back all the weight you've lost in a hard day's dancing," says June.

EDITOR'S NOTE: In case you're still wondering, the Squire is the leader of a Morris Dancing side, the Bagman organises their dance programmes, the Fool is the best dancer in the side (because he or she has to do the clowning AS WELL as being a good dancer) and the Bouncer goes round with the box collecting money. Bottoms Up, Tops down, Foot Up and Half Gip are all steps in Morris routines.



Meet the winners CALLING ALL PUZZLERS

RICHMOND House brains take both prizes for solutions sent to the crossword puzzle published in our May issue. First prize of three pounds goes to Les Heather, of the Finance Department, and second prize of £2 to John Scoging, Transport Accountant.

For any who want to check their uncompleted grids, here are the answers: ACROSS — 1 and 12 Alexander Macintosh; 5 Turin; 8 European; 9 Celtic; 10 Furnaces; 11 Urgent; 13 and 20 A draw in the raffle; 17 Treetrunks; 21 Insiders; 23 Arenas; 24 Positive; 25 Sip it; 26 A chairman. DOWN — 1 and 5 Age of the train; 2 Errors; 3 Appeal; 4 Drakes drim; 6 Retreats; 7 Nico-teen; 14 Star Wars; 15 Self help; 16 Stalwart; 18 Rimini; 19 Be firm; 22 Stern.

DICK FRANCIS — THIS IS YOUR NAME

In the May issue of 'Contacts' (writes Carter Leonard), I presented a literary puzzle sent in by Paul Howlett, former Budget Assistant with Richmond House Management Accounts. Regular puzzlers will recall that Paul asked eleven questions, each answer being the name of an author.

I said at the time that the first letters of the author's surnames would give the full name of another famous author.

Today I can reveal (for any who may still be in doubt) that the name which SHOULD have been revealed was that of **DICK FRANCIS** — and this is how it came about! —

- Answer: No 1 Donleavy; 2 Ibsen; 3 Chaucer;
 - 4 Kerovak; 5 Fitzgerald; 6 Ransom; 7 Asimov;
 - 8 Niven; 9 Charrere; 10 Innes; 11 Sallingar.
- So there.....

THE BABE OF GOOD HOPE

Proud parents Ian Taylor and wife Sylvia introduce their first child, daughter Nicole Marie, born at the Good Hope Hospital, Sutton Coldfield, in June.

Ian is with ACTS Birmingham as Senior Transport Assistant.



Explosive situation

Birmingham ACTS recently handled a cargo of ammunition coming into Britain from abroad. The client involved — Winchester (UK) Limited. The contact there — a Mr Trigger.

Only mad dogs and Englishmen would dare dress

HOW I GAVE TONI A SINGAPORE FLING

By DENIS SLADE

(Deputy Regional Manager, Barking)

MY trip to the mystical East, in the footsteps of the illustrious Jocelyn Rees (who wrote about Hong Kong and points East in the last issue of 'Contacts') began with a rather long, but comfortable flight to Hong Kong. On arrival, we (I was taking my new wife, Toni) were greeted by what will be our lasting impression of Hong Kong — it's smell!

We both at once noted the unmistakable odour, which we eventually put down to five-and-a-half million people living in an area the size of the Isle of Wight and eating Chinese food all day and night. (Incidentally, for those who don't already know, Hong Kong means 'Fragrant Harbour').

Anyway, having only four days, we were hard pushed to see many of the sights, so Toni decided it would be best to concentrate on the shops. We therefore spent hour after hour trudging round the seemingly endless streets of shops which are open from 10am to 10pm every day (truly a husband's nightmare).

NO SMOKING

Our next stop was Singapore, which also greeted us with a distinctive smell; this time of fresh air and flower blossom, although personally I believe the ban on cigarette smoking in public places is a

major cause of the clear atmosphere. The heat in Singapore took some getting used to and we had to keep diving into air conditioned shops to cool off, although having to carry bag loads of bargain buys did not improve my body temperature one degree.

Another way to avoid the heat is to go on a harbour cruise which I found particularly exciting as I spotted a BLC container among the many thousands on view.

On our last night in Singapore, we decided to fulfil a joint ambition and dine at the famous Raffles Hotel where the 'Singapore Sling' was first concocted (this is a drink made of gin, cherry brandy, fresh lime juice and contrreau).

As we are both British and proud of it, we dressed ourselves for the event as if we were dining back home at the Savoy. On arrival at Raffles, however, I was very disappointed to find that most other diners and drinkers were in casual 'kiss me quick' outfits. I nevertheless stiffened my upper lip and refused to remove either my suit, jacket or necktie, despite the 80°F heat and very high humidity.

As a result, a number of people mistook me for the Manager, although I suspect quite a few more thought I was just another mad Englishman!

UNFORGETTABLE

Next day we left for Bangkok, our flight by Singapore Airlines being fantastic and the hostesses unforgettable. On arrival, however, we were woken from our dream flight when the airport steps were wheeled out and we walked into a stifling heat of 95°F, with even higher humidity.

It was touch and go whether we would be allowed into the country as a notice warned that beatniks were prohibited. Fortunately, I had had my haircut for the wedding and my T-shirt was 'fairly tidy!' We eventually passed out of Customs control, there being a slight delay while the chap in front explained to the very pleasant ex-KGB lady that the piece of luggage he had was a shop dummy and not a dead body.

The drive to our hotel was most stimulating, because our driver and courier insisted on chatting away to our faces whilst thundering along the road at high speed. We found out the next day that all drivers in Bangkok are tested for sanity — and fail.

A trip in a public taxi is a treat not to be missed. It begins by bartering with the driver and establishing a price for the journey, normally half of what he first quotes. The journey then begins and can best be compared with a ride around Romford Stadium in a stock car, although you would probably be more comfortable in Romford. When paying the driver,



THE ROYAL PALACE at Bangkok — 'the general impression was of being in a fairyland of gold and lacquer!'

you do not give a tip and must give him the correct money as he will not have any change.

Our first excursion was to the Royal Palace where almost every building had some part or all of it encased in gold leaf. In particular, there was a 5½-ton solid gold Buddha which we found most impressive. By contrast, there were a large number of beggars nearby who could obviously have made better use of all this reserve of wealth. The general impression of the temples and palace was of being in a fairyland of gold and lacquer.

On our third day, we met Norman and Eileen Macdonald. Norman is the newly-appointed BLC Manager whose office, incidentally, is at 12 Pat Pong Road — a red light district by night. Toni was most impressed by Eileen. She introduced us to a local jeweller, Fred Wong, who gave us 50% discount on all our purchases!

Just to prove that it really is a small world, we also met Paul and Mary. Paul's father is the vicar of our local church, but despite this upbringing, Paul was very keen to visit a massage parlour with me. Being a perfect gentleman, I thought I should recommend him.

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THIS GOLD BUDDHA in the Royal Palace at Bangkok is made out of five-and-a-half tons of solid gold.

Women, Weddings — and Wives

Women have a wonderful sense of right and wrong, but little sense of right and left — Don Herold.

I don't know of anything better than a woman if you want to spend money where it's show. — Frank M. Hubbard.

The old-time woman who saved her wedding dress for her daughter now has a daughter who saves her own wedding dress for her next wedding. — Everybody's Weekly.

When a man makes a woman his wife, it's the highest compliment he can pay her — and it's usually the last. — Helen Rowland.

Try praising your wife, even if it does frighten her at first. — Billy Sunday.

More gems from Herbert V. Prochnow's 'Speaker's Handbook of Epigrams and Witticisms.'

like this to eat at Raffles!



DINNER FOR TWO. PLEASE WONG! Denis and Toni dining in style at one of the world's most famous hotels — Raffles in Singapore. Because he wore a suit and tie and not 'kiss me quick' gear, many of the other guests looked upon Denis as just a mad Englishman!

PEOPLE IN THE REGIONAL NEWS

Sportsmen join Terminal team



Nicholas Waterman

EIGHTEEN-year-old Nicholas Waterman, who joined ACTS in August as a transport assistant at Southampton Terminal, has a pretty impressive sporting background for one of his age. While at Testwood Comprehensive School, he captained his House rounders team, played for the House at Badminton and is also a useful golfer. He and a group of friends are enthusiastic anglers and have formed a small club which competes each month for a 'best catch' cup. But what Nicholas describes as his biggest time consumer is a Spectrum personal computer, featuring colour, sound and 16k memory, bought as an eighteenth birthday present.

Also 'on the ball'

Another versatile sportsman new to Southampton Terminal is Assistant Cargo Superintendent David Bishop, who lists golf, table tennis, cricket and squash among his leisure pursuits.

David recently completed nine years at sea as a navigating officer with Canadian Pacific.

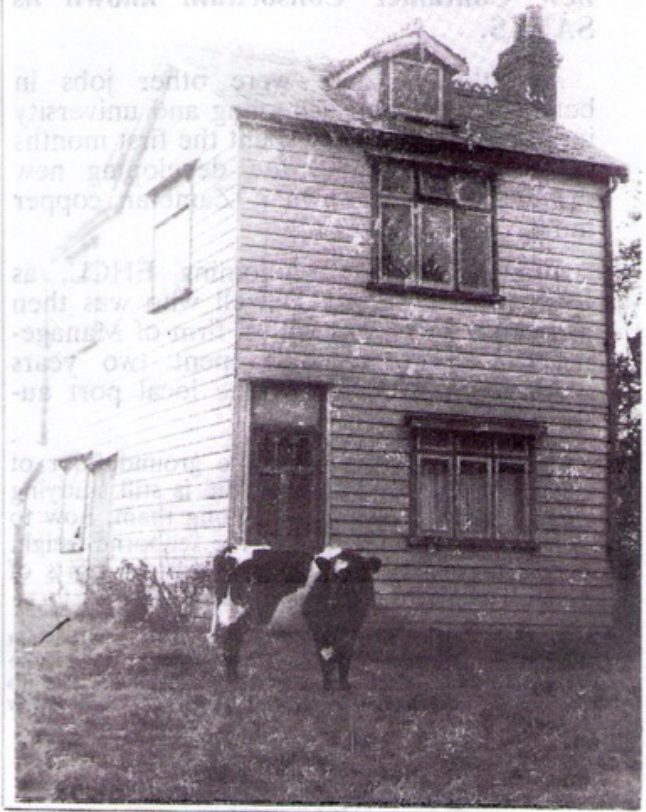
His wife owns a florist's shop — appropriately called Greensleeves — in Shirley, Southampton.

They once called it HOTWATER HALL but guess what they call it now

Once upon a time, there was a two-storey house (with servant's room in the attic) standing in the middle of farmland not a million miles from London. It was called Barstable Cottage, but was known by many as Hotwater Hall — probably because it was sited at the end of Hotwater Lane. It was visited quite often by animals from a nearby holding!

We borrowed the picture below from the local council, a spokesman for whom said:— "It was a forlorn, weatherbeaten edifice on rising ground, deserted in later years because those who lived there found a better property lower down the Lane with a far better water supply."

There are no cows on the site of Hotwater Hall today. But what is there? (See foot of Col. 1, Page 9).



IT'S TRUE WHAT THEY SAY ABOUT MARIE AND MARK

All reports said that Marie Farmer and her new son Mark were "both doing well" — and here's the picture to prove it. Marie was a clerk in Documentary Services at Richmond House. Mark was born in Southampton's Princess Anne Maternity Hospital and weighed 8lb 6oz on the day he arrived in June.

PAINTER DORIS SAYS GOOD-BYE

A painter's easel from the company (presented to her officially by Peter Hughes, Chief Personnel Officer at Head Office), a leather covered table from her immediate colleagues and a posy bowl from friends in Richmond House were among the gifts received by Doris Thurwell, Accounts Supervisor at ACTS Leeds, when she retired earlier this year. Doris was one of the first members of staff when Leeds office first opened, and she retired within a few days of her boss, Regional Manager Dennis Arnutstead. She is an experienced artist and her paintings include several of ACT ships.

Ellermans and Harrisons build new success on an old reputation

TRADITION SAILS TO AFRICA IN 1982

STYLE

IF you asked the manager of one of Britain's major container lines what he was doing before he took up his present job, you'd hardly expect him to answer: "Working down the mines in Zambia!"

But that's the reply you could well get from Jerry Wilson, Director and Manager of EHCL, the partnership company formed by Ellermans and Harrisons in the mid-seventies when the Conference Lines involved in the Europe/South Africa trade decided to 'go container' and create the new Container Consortium known as SAECS.

Admittedly, there were other jobs in between, but after schooling and university in South Africa, Jerry spent the first months of his post-graduate life developing new drilling methods down a Zambian copper mine.

Immediately before joining EHCL, as Deputy to Anthony Dalzell who was then Manager, Jerry was with a firm of Management Consultants, and spent two years working in Karachi for the local port authority.

Today, in his office on the ground floor of Ellerman House in London, he is still studying management problems — among them, how to get an even greater slice of the seaborne freight traffic to and from the South African ports of Cape Town, Port Elizabeth and Durban.

At the moment, of course, expansion of that trade is not easy. "I wouldn't say the South African economy has gone to sleep altogether," says Jerry, "but you might say that it's resting. It's obvious that in the next year or 18 months, new



TOP MANAGEMENT TALKS. EHCL director and manager Jerry Wilson, second from right, and his deputy Alan Goldman (right) in discussion with Camomile House colleagues.

business will largely have to be won, by our own efforts, from the 20 per cent of cargo being carried by the companies operating outside the Conference."

Their own efforts so far have brought EHCL a healthy share of the North-South trade concerned. In 1981, they carried more than 11,000 TEU's to Southern Africa and another 7,500 in the opposite direction — and for one of the youngest in the ACT container "family," that's not bad going.

Northbound come large quantities of citrus and deciduous fruits, meat, wool, copper, hides and skins, and canned fruit. Southbound go high volume chemicals of many kinds (900 container loads from ICI alone in the first six months of

this year), large numbers of 'completely knocked down' cars for assembly in South Africa and not inconsiderable quantities of Scotch whisky.

Things have not always been easy, though. Jerry, with the EHCL operation since beginning, would be the first to admit that there were tough patches at the start of the service.

"Those early days were certainly not without problems," he recalls. "Delays in delivery containers caused a few headaches. The phase-in period was too long, with nearly a year passing between the first cellular sailing and the implementation of the pro weekly service."

"The help we got at that time (and had since) from the management and staff of ACTS was invaluable, particularly some of the EHCL team were new really large scale container operators. The efficient handling by experienced



WITH THE TOWERING OFFICE BLOCKS of London behind them, nine of the EHCL team are caught by 'Contacts' cameraman Mike Davis. Fourth from the right is Chief Accountant Henry Inns who, with his right hand men Gordon Willins (fourth from left) and Paschal Hughes, is responsible for all accounts activities in connection with the running of the SAECS pool — and for ensuring that correct payments for standards etc, are received not only here but in S. Africa.



people at ACTS of functions like documentation and bookings, inland transport, container control, terminal management, technical services and accounting, made all the difference to EHCL."

Today, nine member lines within SAECS (two British, six European and one South African), are involved in the consortium. Each member takes an agreed number of 'slots' on every sailing, the ships themselves being provided by the member Lines roughly according to their traditional share of the South African trade; EHCL's contribution being the City of Durban.

Headquarters of EHCL itself is, as it has been since the beginning, in the Ellerman House building in London's Camomile Street. But there is no question of EHCL being exclusively an Ellerman concern. It is a joint Ellerman-Harrison enterprise — and every step is rightly

taken to ensure that the company is managed in the best interests of both shareholders, equally. When Sir Thomas Pilkington succeeded Alastair Lloyd as EHCL's chairman a few months ago, it was a case of a Harrison man taking over from an Ellerman man — the kind of close relationship that exists between the two shareholder partners. An example of the way in which the two companies work together is that the Master and Officers of the City of Durban are drawn from both Ellermans and Harrisons; a unique and highly successful arrangement.

Two captains

A man who knows all about this is 57-year-old, Yorkshire-born Operations Manager, Colin Hainsworth, who was the very first Chief Officer of the City of Durban. Indeed, he was involved with the vessel long before it went to sea, spending almost 12 months in Bremen helping to supervise its building.

"Captains of the City of Durban, one an Ellerman man, the other Harrison, have always done two voyages out to South Africa and back, and then changed over," he says. "The rest of the officers, on the usual two-third to one-third basis, have alternated in the same way."

Colin, who has now given up his seagoing life, is today responsible for all EHCL operational activities. A keen golfer, enthusiastic amateur photographer and inveterate country walker ('most people who've been to sea like to stretch their legs when they can'), he served 19 years in ships and was Chief Officer of the City of Durban until 1981 when he took up his present job at Ellerman House.

Miles of boxes!

Despite the clearcut Ellerman-Harrison image throughout the entire operation, the EHCL management team is basically an Ellerman City Liners responsibility, though quite a few of those who helped to launch the container line in the mid-seventies were recruited outside Ellermans. One who has been with Ellermans since long before the container era is Sales Manager John Mendham who, like many of his calling, talks freely and enthusiastically about his work — and backs up the salesmanship with statistics which roll readily from his tongue. He will tell you, for instance, that:—

Seventy-two per cent of everything carried by EHCL from UK to South Africa comes from 30 top exporters. If the 2,350 boxes carried by the City of Durban were placed end to end, they would stretch for nine-and-a-half miles. Also, that (this with hardly a second's glance at the calendar on his wall), he had completed, on the very day that 'Contacts' talked with him, exactly 32 years and 33 days with Ellermans!

The fact that Brian Croft, John's Assistant, has served even longer with the company — his record is 33 years, after joining, like many of the others, as a 'post-boy' straight from school —

AT THE TOP of the Ellerman building in London, girls of EHCL look out across the rooftops of London. Ann Lawrence, second from left, and Catherine Felle (right) are both in Chris Davies' Container Control team which ensures that containers both in Britain and South Africa are turned round as quickly as possible.



COMMERCIAL MANAGER Derek Hampton (right) with his deputy David Cassidy. Derek was Commercial Manager of the Ellerman conventional service to S. Africa before containerisation.

speaks volumes for the loyalty and talents of the men concerned.

A big share of the freight carried southbound by EHCL is negotiated through groupage agents, and along with John's own team of eight salesmen and two administrative 'bods,' something between 240 and 290 slots are filled on the SAECS vessels every week.

John himself did his National Service in the Royal Air Force, and on demobilisation joined Ellerman Sea Staff personnel department. After a spell on the engineering side, he went over to sales and was Southern Area Sales Manager for

(CONTINUED ON PAGE 8)



YORKSHIREMAN Colin Hainsworth (left), EHCL Operations Manager, was once First Officer of City of Durban, the company's vessel in the SAECS fleet.



SALES MANAGER John Mendham (seated) and his assistant, Brian Croft, both bring years of shipping know-how to the 'new' container business.

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What you want to know about those golden

IN a Court case some years ago, a miner sued the National Coal Board after a pit accident. The Court decided both parties were to blame and when the miner protested, the Judge turned to the miner's counsel and asked: "Does your client not fully appreciate that the doctrine of Tortfeasors mutual liability applies in this case?" Counsel promptly replied: "M'Lud, they talk of little else in Barnsley!"

This tale could as easily have concerned pensions jargon, to some extent because most of us give no more than a passing thought to our pension arrangements until consideration of them is pushed to the fore by the imminence of retirement or by a change of job. There are, after all, more pressing matters...

That is why, in the last issue of 'Contacts,' readers were asked if they had any questions they would particularly like to have answered. Some points have been dealt with directly. After looking at others I felt the best way of explaining the pension scheme would be to summarise a few of those most frequently asked and to give the answers in what I hope will be an understandable way.

Q. How will my pension be calculated when I retire?

A. When you reach retirement age, you will get a pension of 1/60th of your basic salary for each year you have been with

By John Cove

the company. For example, if you have 30 years' service and a salary of £5,000, your pension will be — $\frac{30}{60}$ ths of £5,000 = £2,500. You can, of course, turn part of this into a cash lump sum.

Q. What happens if I have to retire early or if I decide to retire before the normal date?

A. If this happens, the pension scheme will pay a pension originally calculated in exactly the same way as in the previous answer, but reduced by a margin for each year still to elapse before normal retirement age.

Q. What is the pension position if I resign from the company?

A. If you leave the company, the first call on

SO THIS IS HOW YOUR PENSION WORKS

your pension rights comes from the Government. The Scheme has to ensure that the State's earnings related pension or an equivalent amount is preserved. After that has been taken care of, you may be able to take a refund of your contributions, but there are statutory limitations on this option. If you choose to take a pension payable at normal retirement age, the amount will depend on your length of service.

Q. The Government operates a pension arrangement linked to earnings. How does the company's scheme fit in with it?

A. The ACTS Pension Scheme has contracted out of the Government's earnings related pension arrangements. This

means that your own National Insurance contribution and the company's are reduced and the Scheme has to provide at least as much earnings related pension as would have arisen from Government sources. The basic state pension (formerly the Old Age Pension) is not affected and you are entitled to this in addition to your company pension.

Q. Why are men and women still treated differently under the pension scheme rules, despite moves towards equality of the sexes?

A. Some progress has been made towards pension equality. For instance, eligibility age is now the same. The only significant difference between the sexes is that men retire at 65 and women at 60. Death benefits for married men are different

Tradition sails to Africa in 1982 style

Ellerman City Liners when, in 1974/75, the South Africa trade went containerised.

He and his wife, Iris, have two married daughters, Jacqueline and Elaine, with three grandchildren. The fact that he does not really enjoy gardening ('that's why I have wall-to-wall lawns') doesn't mean that he is idle in his spare time. An enthusiastic woodworker, his family gets the coffee tables he makes, and he has already built for himself one canoe and one dinghy. At the time of writing he was waiting for the weather to go bad so that I have an excuse to get back into the workshop.

There's another pretty impressive longevity record in the Commercial Department of EHCL, where Commercial Manager Derek Hampton and his deputy David Cassidy, can between them claim 67 years with Ellermans.

Thirty-seven of those years have been served by Derek himself who joined during the Second World War (in April, 1945) when the company had moved its headquarters to a country house at Cobham, in Surrey. After a short spell, he volunteered for the Navy and served for three years before returning to Ellermans and joining the Australia Department, of which he eventually became Manager.

For five years from 1970, he was manager of the company's conventional services to South Africa and carried on as commercial manager after containerisation. He and wife Zena have three married daughters and one grandchild. Squash every Friday night is his method of keeping fit.

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Derek's able assistant in the commercial arena is David Cassidy, who joined EHCL four years ago after a number of years with the South African conventional documentation department.

While it is true that EHCL is lucky to have people like John Mendham, Brian Croft, Derek Hampton and David Cassidy who can not only look back with pride on years of service to

shipping in general and Ellermans in particular, but can put the benefit of that long experience at the disposal of the 'new' container business, there is also a balance of youth in the team, in the person of Alan Goldman, who is yet to reach 30.

Alan joined the company as Container Controller early in 1977 from OCL, one of the SAECS partners, and after a later spell as Operations Manager, was promoted to Deputy Manager in January 1981, when Jerry succeeded Anthony Dalzell.

In its own brochure outlining the facilities it offers, EHCL says it has been careful to ensure that the reputation built up over the years in conventional shipping by both Ellermans and Harrisons has been perpetuated. A bold Page One headline proclaims:—"It is the modern service of today with the finest traditions of yesterday."

It very soon becomes obvious as you talk to them that the staff of EHCL, from Manager through all levels, is determined to prove that this is no idle boast.

Father and son both doing well

PRESENTING baby Kevin, new star of the Southampton Family Ashley. Kevin weighed 9lb 8½oz when he was born at Princess Anne Hospital in Southampton.

His father is a section leader in Documentary Services at Richmond House.



BIG BRAIN SHOW

—:~

1 Hannibal, 2 Mount Ararat, 3 Plasso, 4 Hydra, 5 Youth Hostel, 6 John Wayne, 7 1973, 8 White of an egg, 9 Boadicea, 10 Mercury, 11 John Le Carré, 12 Alexander the Great, 13 The Mona Lisa, 14 Fidel Castro.

years ahead

from the benefits for single people and married women. These differences arose because, like many other Schemes, the ACTS Scheme was designed when social attitudes and structures were different. They will, I am sure, be the subject of gradual change over the years.

Q. Will the retirement age come down in the foreseeable future?

A. Like most pension schemes, the ACTS Scheme's normal retirement age is linked to the state retirement age. Despite current high unemployment, I think it is extremely unlikely we will see a reduction in state retirement age in the foreseeable future, simply because of the astronomic cost involved. The cost of the company altering its retirement age in isolation would also be extremely high.

DEATH BENEFIT

Q. What happens to my contributions if I am still with the company and die before reaching pension age?

A. A lump sum death benefit of twice your salary is payable to your dependants. In addition, a pension of 1/3 of salary per year is payable, or if this does not apply, your dependants will get a refund of your contributions, plus interest. If you had left the company with a deferred pension, a lump sum equal to 5 1/2 times the amount of the deferred pension would be payable.

Q. What if I am taken ill and cannot work for a long period?

A. If you are off work continuously through illness or disability for six months, you qualify for benefit under the Company's Permanent Sickness & Accident Scheme. If this happens, your membership of the Pension Scheme will be maintained and you will continue to pay contributions based on your last active salary, increased in line with annual benefit increases. If you are still sick at normal retirement age, the permanent sickness benefit will cease and you will get a pension linked to the contribution level. If your illness is not of a continuous nature you may still be able to retire early on a reduced pension.



I hope these answers have shed some light on the complex business of the Pension Scheme. Finally, as the lawyers say: "the usual disclaimer." I have tried to keep the answers simple and, in doing so, may have omitted some of the "fine print."

You must always rely on the rules of the Pension Scheme for definitive answers, but if in any doubt, don't hesitate to ask Personnel!

2-in-1 Puzzle

How's the old brain working to-day? If you feel it's in anything like sparkling form, try the following (writes Carter Leonard).

Firstly, sort out the following ten letters to make a word in common use:

EHIRSTAGTN

Secondly, with your ten-letter word in front of you, make a list of all the printable words of four and more letters you can make from the same letters — using each letter only once.

No prizes — but anybody with a score of 50 or more gets a Carter Leonard pat on the back ...

HOTWATER HALL

Answer to the puzzle on page 5 is ACTS — Basildon Headquarters, Northgate House.



BEHIND THE SCENES girls of the Richmond House quiz. Left to right: Scorer Gill Creed; Miss Quiz herself, Sue Arnold; and timekeeper Chris Potts.

Three from 'Ops' win big brain show



MEET THE WINNERS

THE BRAINS of Richmond House — the winning Operations quiz team. Left to right: Hugh Townsend, George Lang and Brian Appleton.

EIGHTEEN teams of three, all from Richmond House, competed over a six-week period in a quiz competition organised by Head Office Sports and Social Club and eventually won by the Operations Team of Hugh Townsend, George Lang and Brian Appleton.

The quiz was the brainchild of Sue Arnold (secretary to Operations Manager Bruce Conchie). Sue set all the questions.

Ian Drinkwater, Audit Assistant at Richmond House, acted as adjudicator, and other officials included Gill Creed (scorer) and Chris Potts (timekeeper). All are members of the Sports Club committee.

After the final, Contacts invited Sue, who joined ACTS in 1980 when her husband, an accountant with Southern Gas, moved to the area, to choose 14 of the questions that had baffled the majority of contestants.

Here they are. Try them yourself and see how well YOU would have done.

(Answers are printed, upside down, at the foot of column 3 on opposite page.)

FOURTEEN PUZZLERS

1. Who was the Carthaginian General who crossed the Alps on elephants to fight the Romans?
2. Where did the Ark come to rest after the flood?
3. Which artist painted "Guernica" and was a leading exponent of cubism?
4. In Greek mythology, what was the name of the monster with nine heads, each of which, when struck off, was replaced by two new ones?
5. On an Ordnance Survey map, what is denoted by a red triangle?
6. Which film star was born Marion Morrison?
7. In which year did Hampshire last win the County Cricket Championship?
8. What is Alben better known as?
9. Who was the Queen of the Iceni Tribe in Britain who poisoned herself after being defeated by the Romans?
10. Which planet is closest to the sun?
11. What is the pen name of David Cornwell?
12. Whose horse was Bucephalus?
13. What is the more common name of La Gioconda?
14. Who is the Prime Minister of Cuba?



SARAH'S SMILE SAYS IT ALL

IN the last issue of 'Contacts,' we reported how a 14-year-old boy suffering from a crippling disease had got a new, electrically-propelled wheelchair thanks to the fund-raising efforts of Southampton ACTS Sports and Social Club.

Now the club has done it again! Our picture shows little Sarah Jones, head girl of Cedar School, Nursling, with a Sports and Social Club cheque for £250, presented to her on the club's behalf by Chris Farmer and Alan Bird. In the centre is headmaster Brian Hart. The money will help with the purchase of another special wheelchair.

Even the heavens opening couldn't put a damper

BRUM — BY TWO POINTS

THE sportsmen (and women) of ACTS are nothing if not enthusiastic. After the success last year of the inter-region 'Olympics Day' organised by Basildon, Birmingham came up trumps this year with a humdinger of an event which they called a 'Free For All' and everybody else called a resounding winner.

Guiding genius behind the occasion was, I am delighted to report, the 'Contacts' correspondent in Brum, GAYNOR SMITH. Under an occasional bit of pressure from Basildon and Head Office, Gaynor had made splendid arrangements with Birmingham University not only to house and feed the horde of official contestants and their friends, but also for the use of excellent facilities for sports



A PROUD MOMENT — and one that was well-deserved — for Gaynor Smith, who organised the Birmingham sports weekend so splendidly. At the end of the final day, Gaynor (right) was there to receive the trophy on behalf of the winning team — BIRMINGHAM. John Cove (left), a director of ACTS and head of Personnel at Richmond House, was there to do the honours.

results, there is an indisputable yardstick of social success. Takings at the University Bar before, during and after the Saturday night disco totalled more than £600 — and a round of £78 was the highest ever recorded there. I am not surprised. After all we were pushing the containership out!

A measure of dignity was given briefly to the Saturday evening proceedings when John Cove, head of Personnel at Richmond House and a director of ACTS, thanked Gaynor Smith and her colleagues for all their efforts and presented prizes to the winners — one of them (surprise, surprise) to Gaynor herself, whose Birmingham team finished the day outright winners by just two points over Barking.

Those who actually took part in and watched the sporting activities will perhaps most remember.

The friendly enmity which made the 5-a-side football final such an exciting affair. Despite the efforts in goal of the indefatigable and much-travelled Mike Mackay, Richmond House ran out easy winners over ACTA by six (I repeat SIX. Mike) goals to two.

The twist of fate that threw Birmingham Regional Manager John Hodgson and his wife against Deputy Regional Manager David Clark and his wife in the mixed badminton final. (It could be described as seniority justice that the Hodgsons ran out as winners — or it COULD be that David knows which side his bread is buttered).

How nice it was to see so many 'family' pairings in this event. Mike Creed and Gill also took part.



BARKING'S Ian Wallace was winner of the men's squash event and duly received his trophy from John Cove.

and so did Paul Dines (Barking) and Shelley. Unfortunately the opening of the Heavens late on Saturday put paid to a Fun Relay which was to have provided a lighthearted climax to the event.

The thanks of all go to Ian Drinkwater (Audit Assistant at Richmond House), who acted as adjudicator, and the hopes of all are that Leeds may be able to organise a similar event for next year.

Men's squash: 1. Ian Wallace (Barking); 2. Jim Cadbury (Leeds); 3. Ian Stewart (Leeds) and John Hodgson (Birmingham).



THE RICHMOND HOUSE 5-a-side football team, who won the final 6-2 against the ACTA team, celebrating afterwards with a few friends.

which on this occasion included men's and ladies' squash and mixed badminton in addition to the more usual table tennis, darts, five-a-side football and tug-of-war.

Leeds, Barking, Richmond House, Southampton Terminal, Basildon and ACTA in London (led by our old friend Mike Mackay) all accepted the Birmingham invitation to take part and, with everybody (including 'friends and followers') eligible to participate in the individual events, it is for once absolutely true to say a good time was had by ALL.

And if it is a little difficult to measure the success of an event like this by the actual sporting



ALTHOUGH THEY FINISHED only in third place, Regional Manager Ken Thomson (left, second row), his team and their supporters saw no reason why they should not celebrate with a song at the end of the day.

on this great sporting weekend!



ONLY 'OUTSIDERS' at the Birmingham sports weekend — and by 'outsiders', we mean not *actually* in the ACTS family — were the team from ACTA, led by former ACTS man Mike Mackay (right, front row). They came in fourth but made a major contribution to the life and soul of the party weekend.

Ladies' squash: 1. Karen Hauff (Leeds); 2. Janet Roast (Basildon); 3. Lynne Hughes and Maggie Gale (Southampton Terminal).

Men's darts: 1. Roger Jealous (Birmingham); 2. Tom Smith (ACTA); 3. Paul Naicker (ACTA) and Tom Jenkins (Southampton Terminal).

Ladies' darts: 1. Shelly Dowle (Barking); 2. Lynne Painter (Birmingham); 3. Joan Groom (Basildon) and Christine Garvey (Leeds).

Men's table tennis: 1. Ian Wallace (Barking); 2. Paul Dines (Barking); 3. Dave Saunders (Basildon) and Roger Jealous (Birmingham).

Ladies' table tennis: 1. Shelly Dowle (Barking); 2. Ann Fedorko (Leeds); 3. Collette McColl and Karen Hauff (both at Leeds).

Five-a-side football: 1. Richmond House; 2. ACTA; 3. Southampton Terminal.

Mixed badminton: 1. The Hodgsons (Birmingham); 2. The Clarks (Birmingham); 3. Dave Saunders and Janet Roast (Basildon) and R. Whitty and A. Douglas (ACTA).

Tug-o-war: 1. Birmingham; 2. Leeds; 3. Barking.

Final places in full: 1. Birmingham (36 points); 2. Barking (34); 3. Leeds (30); 4. ACTA (16); 5. Basildon (15); 6. Richmond House (12); 7. Southampton Terminal (11).

HOW TO REACH A FINAL WITHOUT EVEN WINNING

FLUSHED with (or perhaps inspired by) their success at the Sports Weekend (reported opposite and above), Birmingham ACTS decided to enter a team in the Institute of Freight Forwarders' five-a-side football competition.

The well-oiled — and take that which way you like — Brum team first went into action at the beginning of August and were finally beaten 3-2 by Sutcliffes in the September semi-final.

They got off to a flying start in their first round match with Stewart and Esplen and were leading by two goals at half time. After the interval, however, their opponents pulled back to finish level.

At the next stage, ACTS were beaten 3-0 by Frans Maas, and all seemed lost until an extraordinary stroke of fate saw them safely through to the next round. While Frans Maas and Stewart and Esplen were playing for a quarter final place, one of the Frans Maas players, apparently mistaking the swollen ankle opposite him for the ball, tried delicately to chip the self same ankle past the goalkeeper!

Unfortunately, the leverage placed on the ankle caused the victim's fist to make contact with one eye of the offender, resulting in loss of blood. A second involuntary movement of the fist missed the other eye, but broke two fingers of the player's hand — due to an unyielding wall which appeared to move into the way at the last minute.

The two players were sent off at this stage and, after an inquiry, it was decided that both teams should be rested for the remainder of the tournament!

On merit (!) therefore, ACTS, who at this stage had still not won a game, went through to the quarter finals. Presumably because they (the ACTS team) looked so formidable on the day in question, only four of the opposition five turned up. Not wishing to take advantage of such a numerical superiority, ACTS still failed to score, the final result being a goalless draw. Largely due to their having an extra player, however, they were finally unable to avoid winning the tie-break penalty competition.

The day of the final eventually dawned — and with it the sudden, dreadful realisation that it was being played on a

Saturday. At this stage, three of the ACTS team discovered that they could not make themselves available, and rather than disappoint the opposition, the team decided to 'throw' the game.

This ended all dreams of immortal footballing fame.....
SPORTS EDITOR'S NOTE: It all goes to prove the truth of the old saying: NEVER START SOMETHING YOU CAN'T FINISH!

BOWLS ON THE WIRRAL

This year's ACTS Northern and Midlands Bowls Tournament, with Liverpool, Manchester, Seaforth and Birmingham all competing in force (as usual), had to be shifted to the Arrow Park Hotel, on the Wirral, because building work was playing a little havoc at the time with our usual pub, the Good Companions at Holmes Chapel (writes Manchester ACTS manager Ted Clayton).

The change of venue did not, however, affect our luck with the weather. The sun shone brilliantly, the facility of more than one green enabled the competition to go apace — and, indeed, the only cloud on the horizon was the fact that I did not win!

This was due almost entirely to the fact that, as a perfect gentleman, I let Elaine Pritchard, daughter of Liverpool Senior Transport Assistant Ron, beat me in the semi-final. Second losing semi-finalist was Liverpool Senior Commercial Assistant Peter Hiron who, despite all the advantages of age, good looks, experience and playing skills, let his colleague, Liverpool Cargo Assistant Alan Reeves (incidentally the far better player!) pip him to the post.

In the all-Liverpool final, Alan Reeves, like the true gentleman and well-known male chauvenist that he is, threw gallantry to the winds — and thrashed Elaine.

All in all, another great day...

THIS IS HOW I DO IT STANDING UP!

HAVING put a long Territorial Army career behind him — as we reported in 'Contacts' last year — Barking Regional Manager Norman Cooper was not the type to idle away the extra leisure time at his disposal. Hence, like many another young man before him, he has taken up windsurfing! We asked him to tell us all about it.

WE do it standing up! At least that's what the car stickers say. I am, of course, referring to the world's fastest growing sport.

Sadly, my horse riding career came to an end when the poor beast I have ridden for the past four years suffered from navicular disease and had to be put down.

Meanwhile, my son Simon had been encouraging me to buy a windsurfing board. I should warn anyone contemplating taking up this apparently exhilarating occupation that the "doing it standing up" bit only comes after many, many hours of arduous and frustrating efforts and the involuntary imbibing of many, many gallons of salt water.

One thing is for sure, despite two months of practice, I still am not a proficient windsurfer but my swimming has improved beyond measure!

On one occasion when the wind and tide had taken me some two miles off the beach, a would-be rescuer's first words to me were "you should be wearing a lifejacket," to which I retorted "it is not swimming that I have a problem with."

I would have been more impressed if he could have told me how to stand up, and stay up, on the board!

However, those rare moments when I have managed to do all the right things and keep the board skimming across the surface of the water have been pure magic, the thrill of achieving the necessary degree of balance and balletic dexterity is sufficient stimulation to keep me at it.

Who knows — I hope that before too long I shall proudly boast that "I also can do it standing up."



Doing it standing up and (below) sorting things out in the water.



The Singapore Fling

(continued from Page 4)

(Unfortunately, due to censorship regulations, full details of this visit can be supplied only by plain brown S.A.E. to me at Barking).

The finale of our stay was a visit to a floating market involving a ride along canals in a very fast long boat. The pilot, I could only imagine, has been a taxi driver dismissed for extraordinary bad driving.

Compared with Mrs Rees' experience, our flight home was relatively smooth, but we did have a damaged wheel at Sri Lanka, which was changed at Bahrain in only 3 hours, and our first landing attempt at Heathrow had to be aborted at grass level because previous aircraft had not cleared the landing zone.

We therefore circled London in search of our stomachs and eventually landed safely and raring to face the two-and-a-half hour drive across London to home at Southend-on-Sea.

WHOA, THERE, BRAVE MARE!

EGGED on by Southampton Terminal receptionist Lynne Hughes and Accounts Supervisor Wendy Andrews — both of whom (by sheer coincidence) have their own horses and are successful competition riders — ten foolhardy and under-prepared members of Terminal staff recently agreed to try out what Lynne had described as 'an invigorating and totally enjoyable hour of horse riding in the New Forest.'

This reports comes (as you might expect) from Lynne herself:—

THE whole thing took place one Friday evening at Decoy Pond Stables, near Brockenhurst. (Editor's Note: A likely name, indeed!).

On arrival, each potential John Wayne or Doris Day was assigned a mount according to height, size, ability, etc. (Editor's Note: Of the rider, not the horse). The horses' names (Rusty, Misty, Bambi etc) were called in turn and each rider then had to find his or her allotted mount in the yard.

Any initial problem of climbing on to the ever-patient animals was overcome (Editor's Note: The word 'easily' has here been deleted) by an experienced leg-up from a stable lad (Editor's Note: Or girl!), and once aboard the animal the colour seemed to drain away from every face as the newcomers clutched their saddles for dear life.

'Hi, Ho, Silver'

As soon as the entire ride was reasonably secure in the saddle, we set off for the New Forest at a sedate pace. After a few hundred yards, however, when people like Senior Commercial Assistant Tom Jenkins and his pals finally realised they might not be run away with or catapulted into mid air, self-confidence grew and shouts of "Where's the ruddy clutch?" and "Hi, Ho, Silver" were heard from various parts of the Forest.

There was, however, one early mishap when a rather spirited and disobedient horse, realising that perhaps its jockey was not in complete control, turned direction and calmly, but determinedly, marched back towards the stables.

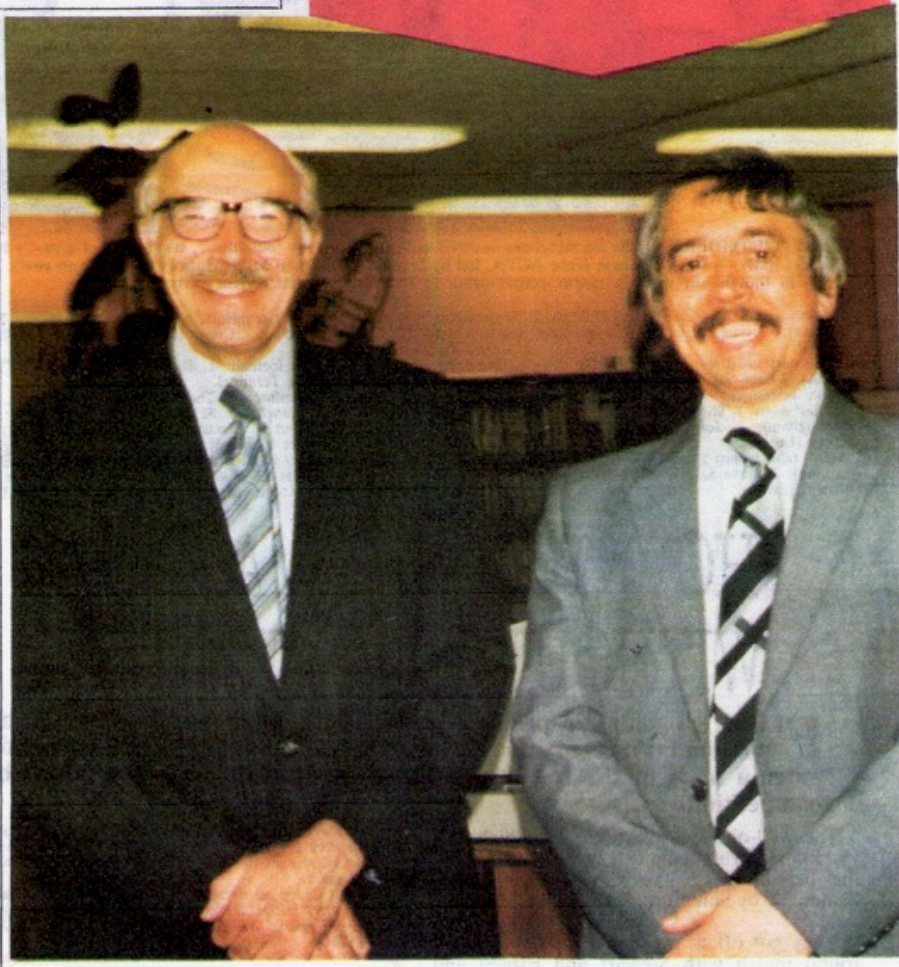
One could hardly blame a novice rider like Telex Operator Julie Wing for becoming slightly alarmed ('terror struck and in a panic of near-hysteria' would be a better description — Editor) and, after being rescued, she spent the remainder of the ride on the leading rein — much to her relief.

I believe, however, that everybody involved would vote the outing not quite as hazardous as they expected, and soon the whole ride was trotting confidently through the woods. A few particularly bold males (led, of course, by Tom Jenkins and Cargo Clerk Martin Eardley) even managed to enjoy a cigarette — though I suspect this brave display was intended to hide the stars they must have seen while trying desperately to master the 'rising trot,' a horse's most agonisingly painful gait.

At the end of the paid-for hour, our courageous ACTS riders hastily dismounted and dived desperately for the nearest pub. As I watched them, I thought how immune they were (or pretended to be) to their unaccustomed aches and pains.

Next day, however, it was amazing to note how many of them — led perhaps, by Commercial Assistant Julie Williamson — made excuses to do their work standing up

The pride and the happiness of two new granddads



'In the red corner — our own 'Big Daddy'

ACTS NOW HAS ITS OWN BIG DADDY, if he will forgive the description. This picture of Kevin Hymas, Tilbury's 'Mr Imports' and noted sportsman, was taken just 24 hours after Kevin's wife, Sue, gave birth to a bonny baby daughter, Laura Jayne. Before Kevin and Sue married, she was in the accounts department at P and O.



NOTE, PLEASE, THE RADIANT SMILES, the jaunty bearing, the rather gay ties — and the hands crossed identically over what might have been an ever-so-slightly-protruding stomach. It's what's known as the First-Time Grandfather Look! On the left, Bill Hall, Assistant in the Operations Department at Head Office, whose daughter and son-in-law, Carolyn and Jeremy Watson, of Kelso, had a 7lb 3oz baby girl, Jemma, in July. On the right, Don Strange, Assistant Management Auditor at Head Office, whose son and daughter-in-law, Dennis and Helen, have also had a baby daughter. And, believe it or not, have called her Gemma, this time with a 'G'.

A HONEYMOON ON THE MOVE

Judy Morris, a credit control clerk in Richmond House Finance Department, was married at St Mark's Church, Woolston, during June to Arthur Bell, an auto electrician. After a reception at the Royal South Hants Social Club, the couple (right) spent their honeymoon moving into their new home.

