

JS JOURNAL

September 1976

See page 2:
On the water front

We're going to the zoo, zoo, zoo



WHO BETTER to show off some of the natty numbers from JS's autumn range of children's clothes than six boys and girls whose mums all work at JS's Dudley store.

Where better to go to show them off—and put the clothes through their wearability paces—than at Dudley Zoo, only a zebra crossing away from the branch.

Dudley is one of the latest JS stores to

stock the full range of children's wear. The mums liked the quality and the price of the clothes and the kids thought they looked great and were easy to wear.

Our thanks to mums Mrs Marcia Benbow and Mrs Betty Elcock, both evening shift supervisors, and Mrs Janice Bull and Mrs Valerie Mason, both evening display assistants at Dudley.

All ready for the off (from left to right): Gillian Elcock (11), Alex Bull (6), Amanda Benbow (11), Jeremy Benbow (6), Erica Benbow (4) and Kevin Mason (8).

Join them all at the zoo on page six.

JS JOURNAL

is published every four weeks
for employees of
J Sainsbury Limited
Stamford House
Stamford Street
London SE1 9LL
Telephone: 01-928 3355 ext 2804

Editor

Diane Hill

Assistant editors

Antony Moore

Glenn Gale

Designed by Sue Lamble
in the JS design studio

Printed in England by
Alabaster Passmore & Sons Ltd
London & Maidstone

Contents

General news/pages 1-5, 24
Features/pages 6-17
Letters/pages 18-19
People/pages 20-23



With all the talk of shortages of fresh vegetables at least one customer is making sure he doesn't go short of his mixed veg. He was spotted carrying high his prized can at Sheffield.

JS puts the plug in

SAVE WATER—but don't put JS's standards of hygiene at risk. That is the simple message that the 'Save Water at Work' poster (pictured below) is now putting across in kitchens, washrooms, preparation areas and laboratories right across the company.

Every week, JS uses millions of gallons of water. In order to drastically cut the company's water consumption in line with the national campaign a number of measures have been, or are about to be, put into effect. These include the banning of exterior cleaning and car and lorry washing, and the reduction of the amount of cooling water we need for air conditioning and refrigeration plants. The general reduction of water consumption in offices and shops and canteens is also seriously considered wherever it is practicable.

The 'save water at work' initiative has been started in JS on the orders of chairman John Sainsbury who says: 'Everyone can play their part in the initiative by paying extra attention to the amount of water they use.'

'But' he stresses 'it is vitally important that JS's established standards of cleanliness and hygiene are not eroded in any

way during the water crisis. Our prime responsibility is for the health of our customers and staff.'

Water will still be used for the machine washing of trays and utensils in preparation areas; similarly, there will be no reduction in cleaning programmes in any areas where food is handled, prepared or sold.

JS technical staff are now busy looking at ways of saving water in the three divisions of the company and further announcements of water saving measures are expected.

Staff respond

The central offices were quick to put the campaign into action under the guidance of office manager Dick Hill.

'We've banned the washing of company cars, suspended our window cleaning contract, emptied the pool in the staff restaurant at Stamford House, and are currently carrying out a detailed technical survey of all equipment and processes that use water. We are also checking for leaks' says Mr Hill.

Other measures include turning off automatically flushing lavatories when the building is not in use. Says headquarters engineer Ken Comte: 'We're thinking of putting bricks in the cisterns to reduce the amount of water they use.'

'Staff responded so well to our other campaigns, to save electricity and cut telephone costs, I am certain they will react just as fast and as sensibly to this national crisis' adds Mr Hill.

If Stamford House runs out of water, the country's really in trouble. The reason is that the soil would need to be dry to a depth of hundreds of feet before the building's artesian well stopped working.

The well, bored in 1912, is a 450-foot hole down to the subsoil, and from it is pumped all the water the building uses, except drinking water.

continued ▷



Ken Comte, headquarters engineer, examines the head of the artesian well, which supplies Stamford House with most of its water, and the sump pump, which stops the building being flooded.

SAVE WATER AT WORK

- 1 Think before turning on the tap but not before turning it off!
- 2 Report all leaks and drips immediately
- 3 Re-use water when possible without loss of hygiene

These simple rules could save many gallons of water. But remember... at Sainsbury's

HYGIENE MUST COME FIRST

Two branches to close this autumn

ERDINGTON AND ST ALBANS branches are to close this autumn. The closures are part of the company's overall plan to phase out smaller, outmoded stores in favour of bigger, more efficient JS supermarkets trading in the same area.

The decision to close St Albans was made known over a year ago, at the time of a public enquiry into JS's proposal to build a new supermarket on the outskirts of the town, at Napsbury Lane. The proposal was rejected, but whatever the outcome it still would not have affected the decision to close the old store.

The old manual shop, opened in 1922, is no longer economically viable in today's tough, competitive trading climate. And it can no longer offer the service that customers have come to expect through contact with other JS supermarkets in the area.

The 50 full- and part-time staff at the store are being helped to find new jobs.

Where possible they will be found work within JS. Says manager William Savager: 'We are, of course, all very sad. Some of the staff have been here for 25 years plus. A few are close to retirement, and they will now be able to retire that little bit earlier'.

Mr Savager himself has only been at the store a few weeks. He transferred from Central Luton when the previous manager, Fred Molyneux retired.

Petrol station

The date of the St Albans closure, October 16, was chosen to fit in with the sale of the property.

Erdington, which is just outside Birmingham, will close at the end of September to coincide with the opening of the petrol filling station at JS's Sutton Coldfield supermarket and freezer centre, just a few miles away.

The Erdington store, opened in 1967, is

a relatively small one and it can no longer provide customers with anything like the service offered at Sutton Coldfield, which has recently extended its range to include textiles, car care, greeting cards, stationery, health and beauty and hardware.

'The general feeling is one of disappointment that the store has to close' says Richard Archer, deputy manager at Erdington. (Manager Norman Wilson is currently acting as a relief manager at another store.)

'A lot of the staff have married people who first met here. In the meat department the wives of the manager, assistant manager and the head butcher all work at the branch.'

Mr Archer calculates the average length of service of all the staff works out at nearly six years, which he says: 'I think is pretty good for a supermarket these days.'

Of the 78 full- and part-time staff at Erdington, all those in the management grades will be offered jobs with JS. For the rest, as at St Albans, they will be helped to find new jobs, retire a little earlier than planned or, if they wish, be found jobs elsewhere within the company where this is possible.

In line with the new legislation, redundancy notices of 12 weeks have been given at both stores. The terms, however, are overall higher than those laid down by the new Act. ○

Prices you can't beef about!

TOP QUALITY BEEF, at prices so low they looked like a misprint, kept freezer cabinet lids in perpetual motion at JS freezer centres last month.

Home produced beef was that month's supersave (there is a different frozen meat promotion every four weeks) and at a time when most meat prices were going up and up, JS was offering a range of top quality cuts at rock bottom prices.

Rump steak for instance was being offered at £1.45p a pound, 33p cheaper than fresh rump steak of the same quality at the time. Braising, stewing, mini-bone and minced beef were all being offered at about 10p a pound cheaper than their fresh meat equivalents.

There is also a freezer variety pack. This is a new idea and consists of around 2lbs silverside, 2 x 1lb packs braising steak, 2lb of back and top rib, 2 x 1lb packets of mince and 4 x 6oz sirloin steaks at 82p per lb. Bought individually at fresh meat prices, the price would work out at around 95p per lb.

Exactly how JS was able to achieve

these supersave prices is a trade secret. 'Our competitors would love to know how we do it!' says Stan Kennett, assistant manager of commercial development in JS's meat department at Blackfriars.

'It's really all down to buying ahead of the market' he adds, understandably reluctant to say more. 'Since we started to go into the freezer market in a big way, with the opening of the first freezer centre two years ago, we have been able to buy home produced beef ahead.'

This growing involvement with the home freezer market has meant that JS's fresh meat buying team, headed by chief buyer Bob Wallis, now buy beef with the freezer trade in mind. The meat they buy is then matured, processed and frozen to JS specifications; to be sold later at highly competitive prices, when other beef prices are high and rising.

'The frozen meat is the same quality as that sold in our fresh meat departments' says Mr Kennett. 'Our competitors may be able to match our price, but not our quality—at the same price. ○

continued JS puts the plug in

During August, when the supply of home-grown fresh vegetables was uncertain, sales of frozen and canned vegetables went up.

Says head of frozen foods Eric Nicholls: 'There was a significant increase in the sale of large packs of vegetables, particularly around the third week in August.'

But sales are now reported to be back to more normal levels and there is no shortage of frozen vegetables.

Keith Worrall, senior manager, canned goods buying II, however, says it is still too early to say how big the increase in canned vegetable sales will be.

The most powerful rainmaker in the world—a British bank holiday—once again worked its magic. Heavy rains fell over the holiday weekend and flooded many parts of the country.

Newsplash!

'The rain's come in the nick of time, provided we get some more' says JS horticulturist Mark Savidge. 'Most crops could be saved by rain if they're already well established and if we get lots more rain and gentle warm weather.' ○

Roy is one degree nearer his goal



ROY PALARAM, of branch financial control, has obtained an external degree in English from London University.

Mr Palaram, who has been with JS for two years, did all his swotting in the evenings to get his degree and take him one step nearer his ambition to become a university lecturer. ○

New rules don't go far enough

A STEP in the right direction but regrettably not far enough. That's what Bill Ponter, hypermarket manager in JS's estates department, thinks about the recent Government directive that eases the restrictions that have slowed down the development of super stores in this country.

Mr Ponter has been seconded to SavaCentre to look for sites, so news of this sort is very much his business.

From now on local authorities will not have to consult the Government over any retail development with a gross floor space of less than 9,290 square metres (100,000 square feet). For the past four years councils have had to notify the Department of the Environment about all retail developments over 4,645 square metres

(50,000 square feet).

'Unfortunately it won't really make much difference to JS or SavaCentre developments. All the SavaCentres planned so far have a total area of over 100,000 square feet. Washington for instance is nearly 150,000 square feet and Hempstead is 132,000' explained Mr Ponter. 'Whereas all the JS stores planned are under the original 50,000 square feet restriction.'

He nevertheless sees the directive as encouraging. 'It means the Government are thinking along the right lines. Further representations are being made to the Government to seek even more relaxation on control guideline meantime. We also have to convince local authorities that it is right to adapt the new policies.' ○

The breeding season...



FIRST, a JS shopping trolley mysteriously arrived on a Cambridge traffic island. Next day another turned up, and on the third day a sign appeared indicating that 'At certain temperatures Sainsbury shopping trolleys have been known to breed prodigiously'.

That, to the eye of Venezuelan student

Garcia Castro was English humour at work. He took the photograph above and the *JS Journal* got to hear about it.

Despite the persisting hot weather, no road report is to hand that the streets of Cambridge are over-run by JS shopping trolleys of all shapes and sizes.

Red triangle goes as six-month price curb ends

THE GOVERNMENT'S voluntary price restraint scheme, which came into effect in shops on February 16 ended its six-month run in August. During that period shoppers became familiar with the red triangle symbol that spotlighted the scheme and guaranteed no price increases on a number of items while it lasted.

In order to support the Government in its effort towards reducing inflation, JS supported the scheme—though with strong reservations as to its relevance and usefulness.

According to an official report, out of the 47 product groups in the scheme the price of 15 remained static, 16 increased by less than two per cent, six went up between two and five per cent and the prices of ten groups went down.

But, as JS's annual report stated, what is really needed to keep prices down is 'more reliance on encouraging competition, initiative and enterprise by those whose very existence depends on how well they serve their customers'. ○

Football season could dry-up

IT'S NOT JUST the big boys like Leeds, Liverpool and Leicester who've kicked off to another season of league football. Joining them in Britain's favourite winter sport on September 26, when the Griffin Sunday morning league commences, will be 12 teams from JS's offices, branches and depots.

But with the kick-off date fast approaching, a problem has arisen. Says Len Starling of the SSA office: 'Unless we have some rain fairly soon the players are going to have to contend with some very dry pitches during the early part of the season.'

'The worst thing that could happen is for us to postpone the start of the league programme, but we're keeping our fingers crossed that it won't be necessary.' ○

Package deal

A SUNTAN that doesn't stop where a bikini starts is like Sainsbury's packaging—clear and uncluttered. This piece of body philosophy comes up during a short divertissement currently being performed at the open air theatre in London's Regents Park.

This preoccupation with JS, as well as with love and life, continues, for later the same character declares that he knew a German peccadillo of his had finally been forgiven when his wife came home with a bottle of Sainsbury's Liebfraumilch! ○



Photo by Sydney Orleans Harding

Just the weather for pretty girls

GARDENERS may be having a rough time at the moment but lovers of pretty girls have never had it so good. The months of summer sunshine have brought forth a fine crop of sun-tanned, long-limbed lovelies at JS.

Karen Thurber (pictured left) was talent-spotted by JS's ace photographer Sydney Harding.

Karen, who is 20, works in the data processing department at Blackfriars. She has been with JS for two years. Cooking and swimming are among her many interests.

New slant on going straight

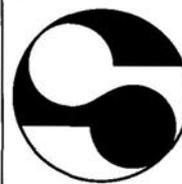
'CONSCIENCE MONEY for goods stolen from your store over the years by a group of people who should have known better and who have now decided to go straight.

'Please forgive us.'

Branch manager John Langrish found that typed note in a parcel posted to Taunton branch. With it were 17 £10 notes.

Four other shops in the town also received smaller 'refunds' to a total of £100. The money had not been stolen, as far as police know.

Mr Langrish said: 'I just don't know what to think.'



SavaCentre
helps revive
Oldbury

NEWS of another SavaCentre—this time at Oldbury in the West Midlands.

Negotiations with the Sandwell District Council are well ahead for a site that forms the major part of phase one of a new Civic Centre to be built at Oldbury. The SavaCentre store would have a sales area of around 6500 square metres (about 70,000 square feet) and there would be car parking for approximately 1000 cars.

Oldbury suffers from an almost classic case of 'planning blight'. Plans to redevelop the town centre have been in the air for a number of years, some say 20. Developers were therefore reluctant to do anything until something definite had been decided. Consequently the town centre has fallen into decay.

The planned new Civic Centre will change all that. The old and dying town centre is to be demolished to make way for a new town centre with the SavaCentre as its lynch pin—plus lots of new shops, a church, a pub and other civic amenities.

Bread—costs up, subsidy down

BREAD PRICES went up by 1p a loaf on August 9. Half the increase is due to a reduction in the Government bread subsidy and half to increases in bakers' costs.

The 1p increase applies to both large and small loaves. As an example of how it affects JS bread prices, JS's large white medium sliced loaf now costs 17p against 16p; and JS's small white 14 ounce sliced loaf went up from 10½p to 11½p.

The bakers' ½p is due mainly to the high cost of wheat, which in turn has pushed up the price of flour. The other ½p is the result

of a reduction of the Government food subsidy on a sack of flour from £4.06p to £2.96p per sack.

Government saving

Reducing the bread subsidy it is estimated will mean a £10 to £11 million saving to the Government during the current financial year. The subsidy on a large loaf now stands at roughly 1½p. The total bread subsidy for the current financial year is estimated to be £53 million.

A day at the zoo.



First we met a real ~~big~~ live chimpanzee called koto.



Later we explored a old ruined castle on a big hill in the zoo.

who's wearing what...

Using the photograph with the chimp as a guide, the clothes are as follows (working from left to right): **Amanda** (next to the chimp) wears an acrylic polo neck skinny rib sweater, available in four colours. Sizes: 22 to 34 inch chest. Price £1.95. This is teamed with a polyester four-gore school skirt, available in two colours. Sizes: 8 to 11 years. Price £2.99. **Kevin** sports an acrylic college crew neck sweater, available in three colourways. Sizes: 26 to 32 inch chest. Price from £1.95. His trousers are Trevira-viscose with a zip front and patch pockets, available in three colours. Sizes: 5 to 10 years. Price

from £4.25. **Gillian** matches a Shetland/polyester polo neck (red only) price £2.99, with an acrylic/wool/nylon flared checked skirt, available in four colours. Sizes: 8 to 13 years. Price £1.99. **Jeremy** snuggles into a marl terry, cotton/nylon hooded jacket. Sizes 3 to 8 years. Price £4.25. His needlecord trews are available in three colours. Sizes: 5 to 12 years. Price £3.95. **Alex** looks good in an acrylic college cardigan, available in three colourways. Sizes: 24 to 32 inch chest. Price from £1.95. His skinny rib sweater is the same as Amanda's. His acrylic knit trews are available in three colours. Sizes: 2 to 6 years. Price £1.99. **Erica** poses prettily in a polyester/cotton smocked bodice cheesecloth blouse, available in two colours. Sizes: 4 to 9 years. Price £2.50. This is topped by an acrylic pinafore dress, available in three colours. Sizes: 6 to 10 years. Price £3.50.



There was a big Goose that was ever so tame.



When it was time to go home we got a ride in Doctor Who's very own car.

The Act that sets our rights to rights

Over the last few months the *JS Journal* has looked at the Health and Safety at Work Act and the Sex Discrimination Act. Now it's the turn of the Employment Protection Act, a far-reaching piece of legislation that came into force at the end of 1975.

In the last issue we dealt with one provision of the new Act—about pregnancy and maternity. This month we're looking at two more of the important areas the Act covers—the protection of individual employees and the extension of the rights and duties of trade unions.

Civic duties: time off for JPs

If you are a JP or a local councillor you may have to take time off work to carry out your duties. The new Act gives you the right to take some time off work to carry out your civic responsibilities under certain conditions.



Payslips: all deductions must be set out separately

You now have a right to a fully itemised statement of your pay, with all the deductions set out separately. This will be effective from 1977, to allow employers time to adjust their payroll systems accordingly.



ACAS: new body to promote good industrial relations

An important new body set up under the Employment Protection Act is ACAS—the Advisory, Conciliation and Arbitration Service, whose job is to promote good industrial relations in Britain.

ACAS will do this by giving advice both to trade unions and to management and by providing conciliation officers in disputes, such as alleged cases of unfair dismissal, between employees and employers.

ACAS also has powers to hold enquiries in particular industries or companies and to report on the state of industrial relations there. In particular, these powers will be used in disputes about union recognition.

Notice: sliding scale according to length of service

The new Act means that the length of notice JS must give you is in a sliding scale according to the length of your service. After four weeks' service you are entitled to one week's notice, and the period goes up in steps to a maximum of 12 weeks' notice after 12 years' service.

Redundancy: time off to look for work

If you are declared redundant the new Act provides for time off work to look for a new job or get some more training.

Illness: sick leave on normal pay if illness breaks law



Sometimes an employee can't return to work because the nature of their illness means that they would be breaking some law or regulation. At JS for example, you couldn't work with open food if you had an infectious disease. The new Act provides for up to 26 weeks' medical suspension on normal pay.

Procedures: the various stages before dismissal

At JS the procedures vary from division to division. As an example, here is how things are done in the retail division. Your own personnel officer will be able to explain the procedures that apply to you.

Disciplinary procedure

Informal verbal warning
Formal verbal warning
Written warning
Final warning
Dismissal

Appeals procedure

1st stage:
Branch manager and BPO

2nd stage:
District manager and area personnel manager

3rd stage:
Area general manager and divisional personnel manager

4th stage:
A director

Trade Unions: the opportunity to take part in union activities

The Act gives more rights to trade unions and their members. The new rights are:

- the right for officials to have time off for some of their union activities
- the right to be consulted if a company is thinking about making people redundant
- the right to have access to certain information about company results and plans

These new rights probably won't make much difference to JS, as JS policies already cover them.

It's a JS policy, in the areas of the company that are unionised, to ensure that trade unionists are given opportunities to take part in union activities and that union officials can take advantage of relevant training opportunities offered by the union movement.

It's also JS policy to disclose to employees as much information as possible about the company's performance. Some information, of course, could damage the company's prosperity if it were leaked, but this is the exception rather than the rule.



Discipline and grievances: the five fair reasons for dismissal



The new Act strengthens the basic protection against unfair dismissal that was written into the Trade Union and Labour Relations Act of 1974.

Now there are five fair reasons for dismissal:

- Lack of capability or qualifications to do the job
- Misconduct while doing the job

- Legal restrictions on someone doing a job
- Redundancy
- Some other substantial reason

What is more, an employer must be able to show not only that he has a good reason for dismissing someone but also that he acted fairly and reasonably in the circumstances in carrying out the dismissal.

For example, if an employee's behaviour or work was unsatisfactory, the employer must show that the employee was aware of the fact and, except in a very serious case, was given a chance to improve.

To help employers to comply with the Act the Advisory Conciliation and Arbitration Service has drawn up a code of industrial relations practice, which lays down guidelines about dismissals.

JS has reviewed its disciplinary procedures to ensure that they comply with the Act.

The same goes for the grievance procedure, for anyone who feels that they have been unfairly treated or who wants to make a complaint.

continued ▷

▷ continued

The principle of both procedures is that the matter can be heard by a manager of high enough level to stand back from the day-to-day considerations and take an impartial view. And someone from personnel services is always on hand to advise the manager and the employee on the best course of action.

If you have a complaint or a grievance, in the first place you should take it up with your immediate manager. If the matter can't be resolved to your satisfaction, then you have recourse to higher levels of management and, in the end, to a director of the company.

After the informal stage of either the disciplinary or the grievance procedures you can choose to be accom-

panied by another employee, or in some circumstances, by a trade union representative or official. Once again, your personnel officer is the person to ask if you want to know what applies to your division.

The new laws and codes of practice of employee relations haven't changed the company's basic aims and philosophy—which are that employees should be able to air their grievances freely, and that disciplinary procedures should be used to help people to do their jobs better, not to punish their short-comings.

The purpose of the procedures is to make sure that every employee has access to a system that is fair to everybody, and one that is seen to be fair. ○



Roger is the leader of the pack

WALKING THE DOG is no easy matter for Roger Draper, a security chargehand at Buntingford depot. He has five of them—three basenjis and two Ibizan hounds, both comparatively rare breeds in the UK.

Roger's interest goes far beyond keeping them as unusual and lively (very lively) pets. His pack of pedigree hunting dogs regularly wins him top honours at dog shows around the country—including Cruft's.

'About five years ago I heard about a breed of barkless dog, called a basenji. As my wife and I were living in a flat at the time a dog that didn't bark seemed the ideal pet.'

Basenjis originate from the Southern Sudan and the Congo.

'Basenjis are thought to be one of the purest breeds in the world' says Roger 'and look much the same today as they did when they were the hunting dogs of the Pharaohs of ancient Egypt.'

A bell was placed around the dog's neck and it was used to 'beat' the game towards the hunters.

'They won't fight other dogs' adds Roger 'and they are very soft with humans.'

But they are definitely not submissive.'

In direct contrast to the short, sturdy basenji is the long, lean, graceful Ibizan hound, which until this century had rarely, if ever, been seen outside its native island, off the Spanish mainland.

'I first became interested in Ibizans when I saw them at a few of the shows I went to' Roger explains. He now has two, one of them white.

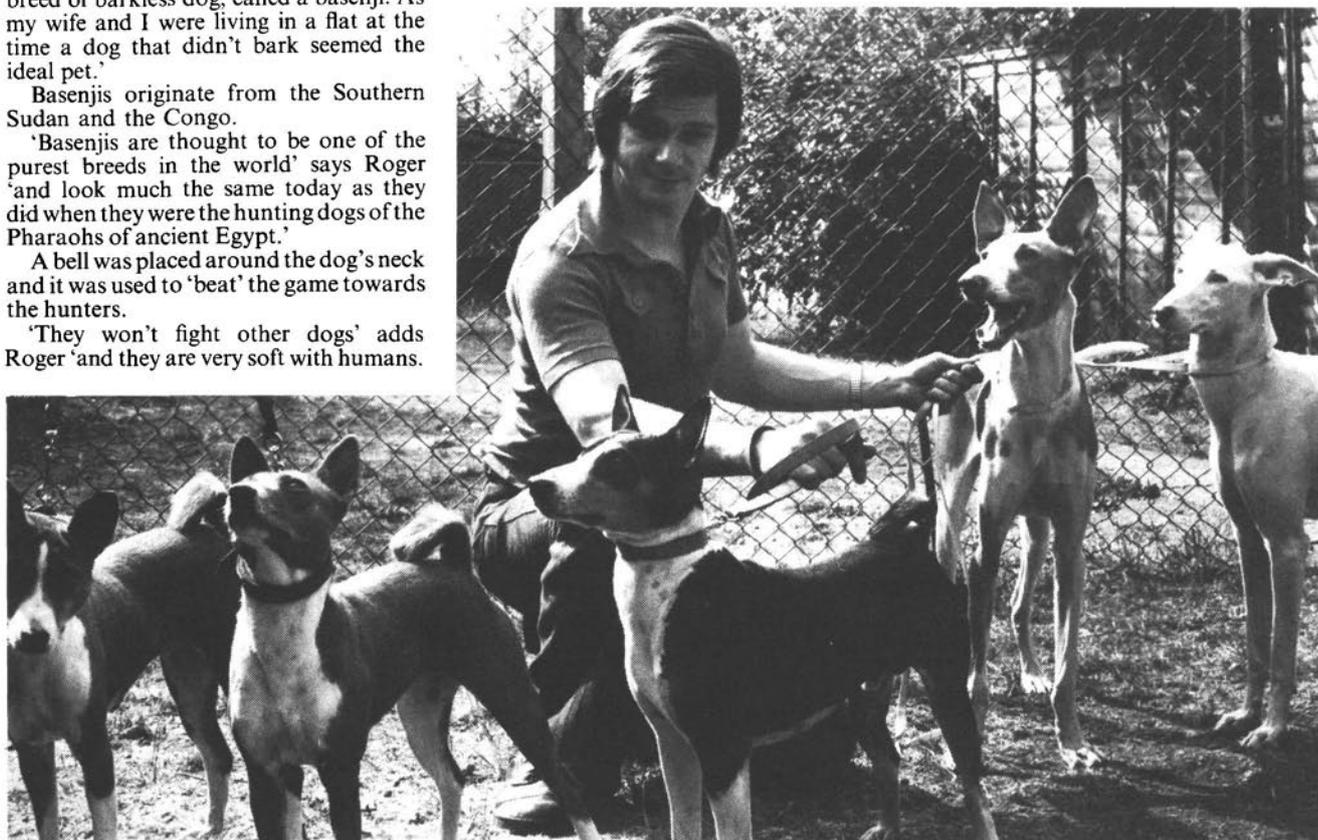
'There are very few pure white Ibizans about' he says. 'I can only think that they were put down in the early days, as a white

dog is not a good idea when hunting as it would stand out.'

Unlike basenjis, Ibizans actually chase and catch small game. They are also raced like greyhounds.

'I think one of mine must be almost the fastest thing on four legs. Unfortunately we don't get any prize-money—only cups' he jokes with just a tinge of regret.

'I don't believe in fancy dog foods or pills' adds Roger 'so they are surprisingly cheap to feed. I should think under £4 a week for the lot.' ○



Roger Draper with Batumba, Kivuma and Kelaway his three basenjis and Fallen Leaf and Moonlight Spectre (known in the family as Speck and Sandy), his two Ibizan hounds. (For dog-spotters the basenjis are on the left.)

Part of life's rich tapestry goes on show

AN EXHIBITION of tapestries made by JS veteran Thomas Wilkerson has been staged at the Willow Hale library in Bognor Regis.

Mr Wilkerson, who served with JS for 45 years and retired in 1963 as manager of Burnt Oak branch, took up tapestry making on moving to his retirement home at Bognor Regis in 1967.

'Just seeing some tapestries sparked off my interest, and soon I was trying my hand at them too' says Mr Wilkerson. 'Once I had mastered the technique (which is very similar to embroidery) I found it a very relaxing hobby. In fact, when a doctor visited my house to see my wife, he noticed an unfinished tapestry on the table and referred to it as "wonderful occupational therapy".'

The exhibition came about as a result of a conversation Mr Wilkerson had with the librarian. 'There was an exhibition of paintings at the library and when discussing them with the librarian I happened to mention that I did tapestries. He asked if he could have a look at them, and when he did he was quite keen that they should be exhibited.'

Mr Wilkerson, who lists painting, woodwork and making ceramic pictures among his other hobbies, has had plenty of cash offers for his tapestries, but as he says 'I couldn't put a price on them'.

The tapestries go up under the watchful eye of Mr Wilkerson.



Over a hundred quid's worth but no chips!

FIRST PRIZE in the Schools of Chesham carnival draw was a two-minute grub grab at Sainsbury's Chesham branch won by Mrs Sheila Taylor.

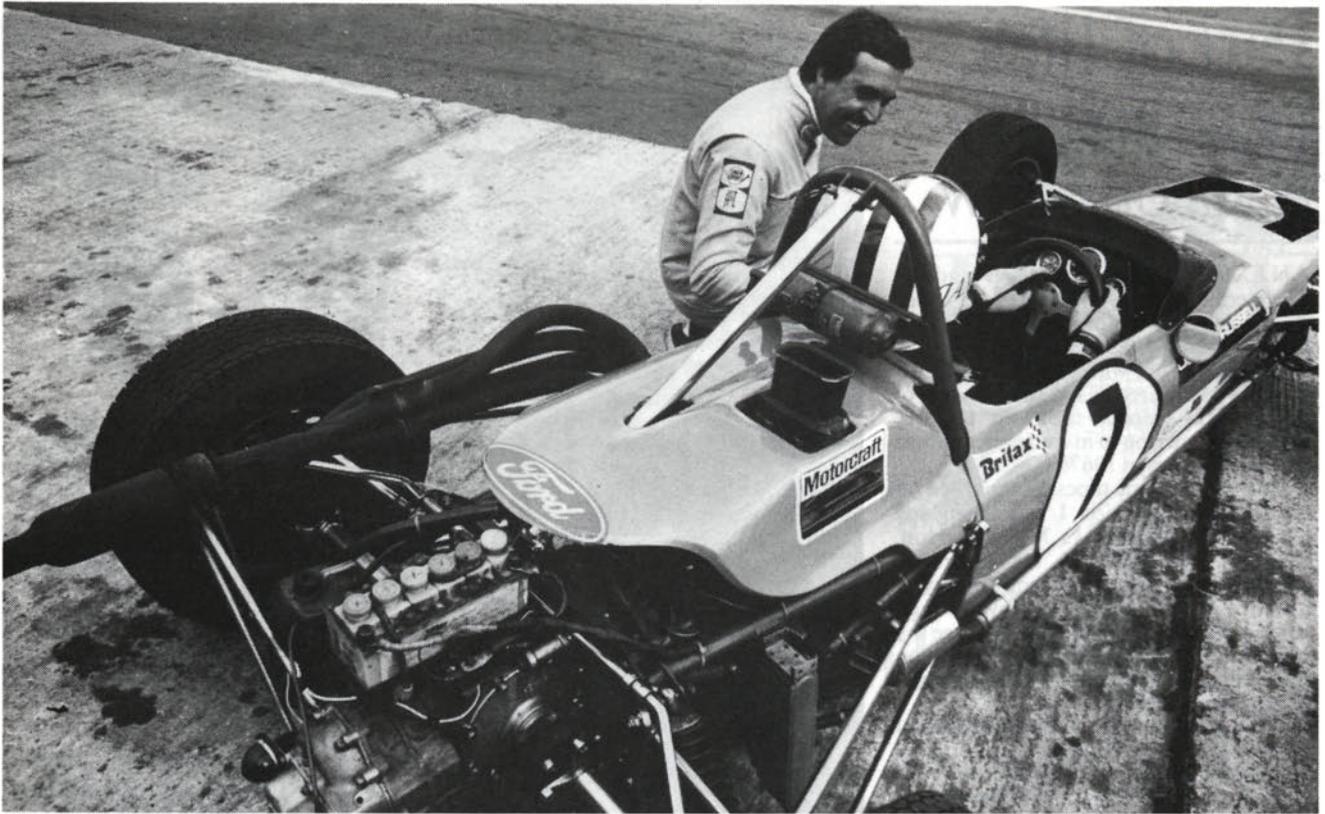
Altogether she managed to grab £128.19-worth of goods ranging from joints of meat to packs of butter. An

additional present was a bottle of wine, presented to her by branch manager, David Collis.

After the grub grab, the local newspaper quoted Mrs Taylor as saying: 'I forgot to get some chips to go with the steak.'

Far left: It's ready . . . steady . . . go . . . as branch manager, David Collis brings Mrs Sheila Taylor under starters orders. Centre: Mrs Taylor grabs as valuable seconds tick away. Below: An out of breath Mrs Taylor and her son Michael, Mr Collis and trolley loads of JS grub.



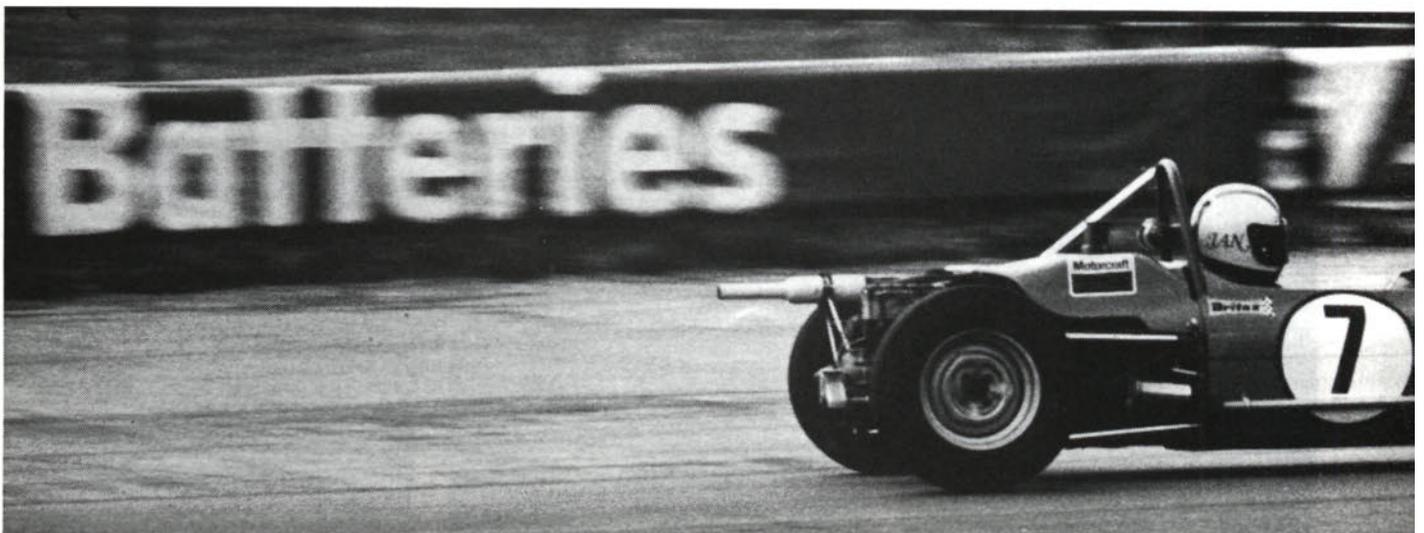


Above: a final word of encouragement before the race for Ian from Tom Barnes.
Below: Ian amid the bustle of the pits.



A RACER CERT

At weekends Ian Harrison swops his
a black one-piece racing driver's su



IAN HARRISON slips the short, stubby gear lever into first, slowly lets up the clutch and accelerates out of the pits for eight laps of Silverstone.

He is practising for the afternoon's Formula Ford 1600 race. With any luck this will be his last race in that formula, but for the moment the practice is serious: the practice times determine the positions on the starting grid for the race itself.

Eight laps later he cruises back into the pits with the third fastest time, having earned himself a place on the front row of the grid. Now, for the moment at least, Ian, who is deputy provisions manager at Oxford branch, can relax and talk about his high-speed hobby and the new racing team he's started with his friend Tom Barnes.

'We're moving into Formula Ford 2000, which is the top national formula. After that you get the international Formulas, Formulas 1, 2 and 3.'

The car, a Dulon MP18, was due to be ready on Friday, August 13. 'We reckon that if it'll go that day, it'll go any day' says Ian. 'We're getting Mike Beckwith, who's an ex-international racing driver, to test it. If it's all right, it'll make its debut at Brands Hatch on August bank holiday Monday.

'The car's got a two-litre engine and it's got a top speed of 145-150 mph. It'll do 0-100 mph in six or seven seconds. One of the main differences between 1600 and 2000 racing is that the 1600s have road tyres while the 2000s have slick racing tyres which have no tread.

'Racing tyres cost about £160 a set but they're like skates when it's wet, so you need a set of wet tyres as well, and they're £240. And tyres only last about five races.

'The car is costing us £4,500. We're being sponsored by DMS Transportation, a Reading company, but we're always on the look-out for other sponsors. All offers and suggestions are welcome.'

The team is called Dromos Motor Racing. "'Dromos" is Greek for a race-track' says Ian. Tom adds: 'It's also English for the entrance to an underground tomb. That's cheerful!'

Ian, who is 21, started racing two years ago, and he's a pupil at the Jim Russell racing drivers' school, which has already produced a world champion in Emerson Fittipaldi.

'You start off with a test to make sure you're competent. Then there are corner-

ing lessons, and after that you start doing complete laps, gradually building up speed. I've also been on a skid control course.

'Racing gives you better technique for ordinary driving, too—you're definitely safer. You know how to get out of trouble, and you set the car up better for corners.

'I've had three races so far. I've come third twice, and there's one race I don't like to talk about! I've never crashed and I've never spun.

'The steering on the cars is very positive—it's only 360 degrees from lock to lock. You walk round the circuit to work out the braking points for the various corners—loudspeaker poles and so on. The idea is to brake as late as possible. You do heel-and-toe changes when you're changing down, so that you can keep the revs up while you're braking. There's no synchromesh.

Dancing feet

'You need to be fit to race. You need to keep your arms straight against the g-forces on corners, and your feet are dancing up and down on the pedals all the time.

'You've also got to keep your head straight on corners, otherwise you'll find yourself looking out at the side of the car, and that's bad news!

'But it's basically a mental thing. I get butterflies before the starter's flag drops, but it's a great feeling when you finish if you've had a really good dice with someone—you want some more.'

The cars, even Grand Prix cars, use ordinary five-star petrol and ordinary off-the-shelf oil. But that petrol can be lethal if it ignites in a crash, and the drivers are well protected.

Ian's gear consists of full-length fireproof underwear (costing about £25) worn under a one-piece fireproof suit (£70), fireproof shoes with flat soles and steel protection for his toes (£18), a fireproof balaclava (£10), fireproof gloves (£15), a helmet (£50), and a visor (£10). Total cost—just £200.

Now it's time for the race. The competitors have been allocated the cars at random and there are time penalties for spinning and for revving the engine over

continued ▷

Left: the final preparation, fastening the gloves. Below: at speed—Ian leaves the advertisements a-blur.



ICING AINTY

deputy provisions manager's jacket for
the *JS Journal* joins him in the pits

◁ *continued*

5,500 rpm, so the race should be a test of just the drivers' skill.

As the flag drops the cars roar away from the grid, jostling for position for the first bend.

The positions settle down. Ian is in fifth place, but four of the drivers in front have over-revved to get there, so he's well placed, driving compactly and well in control.

Then, with one lap to go, a race official makes a mistake and gives him the signal to pull into the pits. Ian does so, discovers the mistake and is furious. He dashes out again and finishes the race, but the time he has lost puts him into fourth place.

The official apologises, but Ian is very disappointed. In the end he consoles himself with the knowledge that he had second place in his pocket and that now he's moving up a formula.

Looking to the future, he says 'Put it like this. If the opportunity arose to drive full-time, I would think about it very seriously'.



Ian leans against the g-forces as he sets the car up for a corner.

New employee handbook says it all

AM I ENTITLED to sickness payment? How much holiday is due to me? What are my contractual obligations with JS? What is the company policy on safety, overtime, dismissal or absenteeism?

You will find the answers to these, and many, many more, questions in the new JS employee handbook. Copies of the new book have already been distributed to staff in the central offices and in the retail division. The distribution division should have theirs in the near future.

This is the third edition of the handbook. The first was issued in 1972. This was updated in 1974 but the mass of new

and complicated legislation concerning work since then made it necessary to not just update the handbook but completely revise it.

Producing the handbook is not one but three jobs, as there is a different handbook for each of the company's three divisions—central offices, retail and distribution. This is so that JS staff don't all have to wade through a lot of information that may only apply to one division.

'The main purpose of the handbook is to clearly state the rules for working together for everyone employed by JS' says Jim Perry, manager, retail personnel. 'It puts in simple terms both contractual and general information and lets staff know where they stand with the company on all important issues.'

'Most of the new legislation is in the employee's favour. And part of the new legislation is that companies now have a much greater obligation to keep staff informed and make them aware of the rights they have at work.'

All the information contained in the

new handbook has in fact already been published. Not as a neat booklet but in the form of hundreds of notices and statements. A working committee, with Mr Perry at its head, was set up in March this year, to bring all these separate bits of information together.

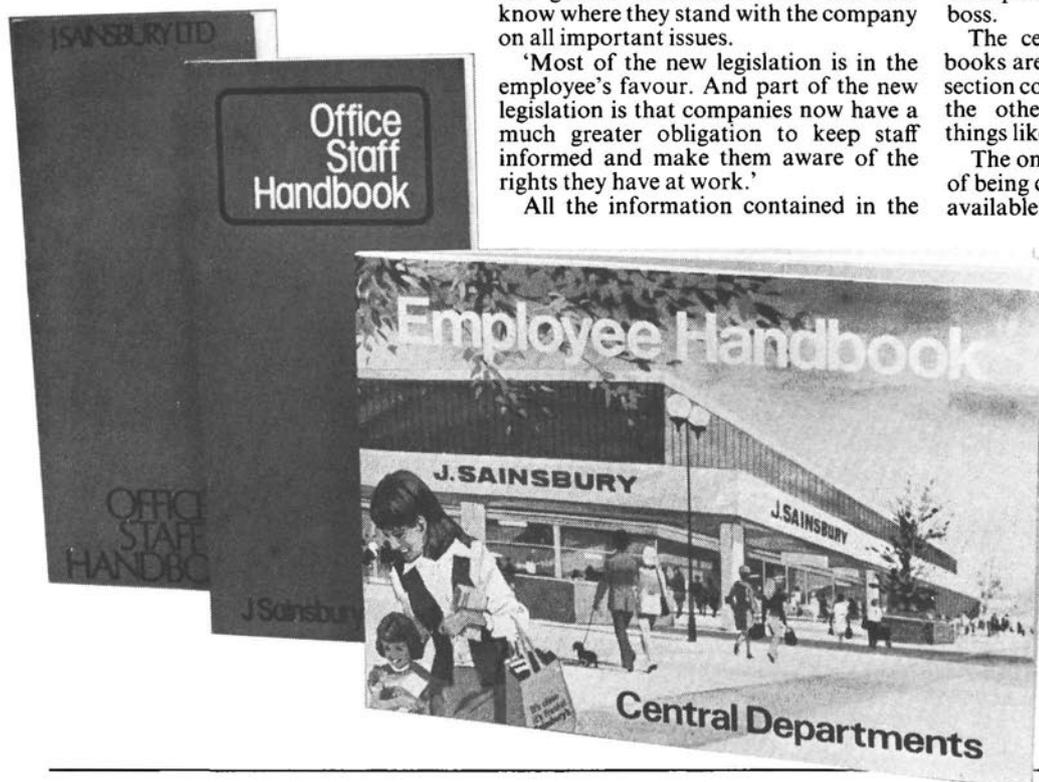
In July they saw the fruits of their labours with the distribution of the first copies at Blackfriars.

It looks quite different from the previous two editions—deliberately so. 'We wanted something that was immediately recognisable as new' says Mr Perry.

Staff are requested to acknowledge receipt of the new book by filling in a tear-off slip at the back and handing it to their boss.

The central offices and retail handbooks are divided into two sections. One section contains contractual information, the other general information about things like private phone calls.

The one for the depots is in the process of being compiled and it is expected to be available soon.



The three editions of the handbook so far in order of appearance, the latest being at the front. Those prepared for the other two divisions look just the same, except of course for the difference in the identifying cover title.

Malcolm's poetic world goes into print

PLENTY OF PEOPLE write poems—very few have them published. But Malcolm Napier, skilled tradesman at Camberley branch, has just published a book of his own poems—'Poet's Portrayal'.

'I went to some London publishers, but they all wanted large down-payments. So I did it myself' he says. He had the poems typed out and then arranged for the printing and binding with the help of friends. The book contains 22 poems that he has written over the last two and a half years, and already almost 100 copies have been sold.

Malcolm, who is 19, says 'These poems are based on reality. I write about what I see going on around me.'

'Most people at the branch didn't know I wrote poetry until the book appeared—now about half of them have bought a copy. And, since the local press did a

story, customers have stopped me and asked where they can get copies.

'I never change a poem once I've written it. If you write something, you've put down what you're mind's thinking. If you changed it, it wouldn't be true.'

'There's a particular place I go to, sometimes at lunch-times, to think and write. It's about the only place with trees near the branch.'

Song lyrics

'Once I was writing a poem when someone came up and asked me the way. By the time I'd told them, I'd lost the thread completely. The poem's still in my bottom drawer, but I'll probably never finish it.'

Malcolm also writes short stories and song lyrics, which a friend sets to music,

and he helps run a poetry circle in Camberley. People come from as far afield as Basingstoke. There are 20 or 25 people who come, of all ages from 15 to 50.

'My ambition always was to publish a book. I write poems about fantasy, too, about the after-life and re-incarnation. They wouldn't fit the theme of Poet's Portrayal, so I may publish them separately.'

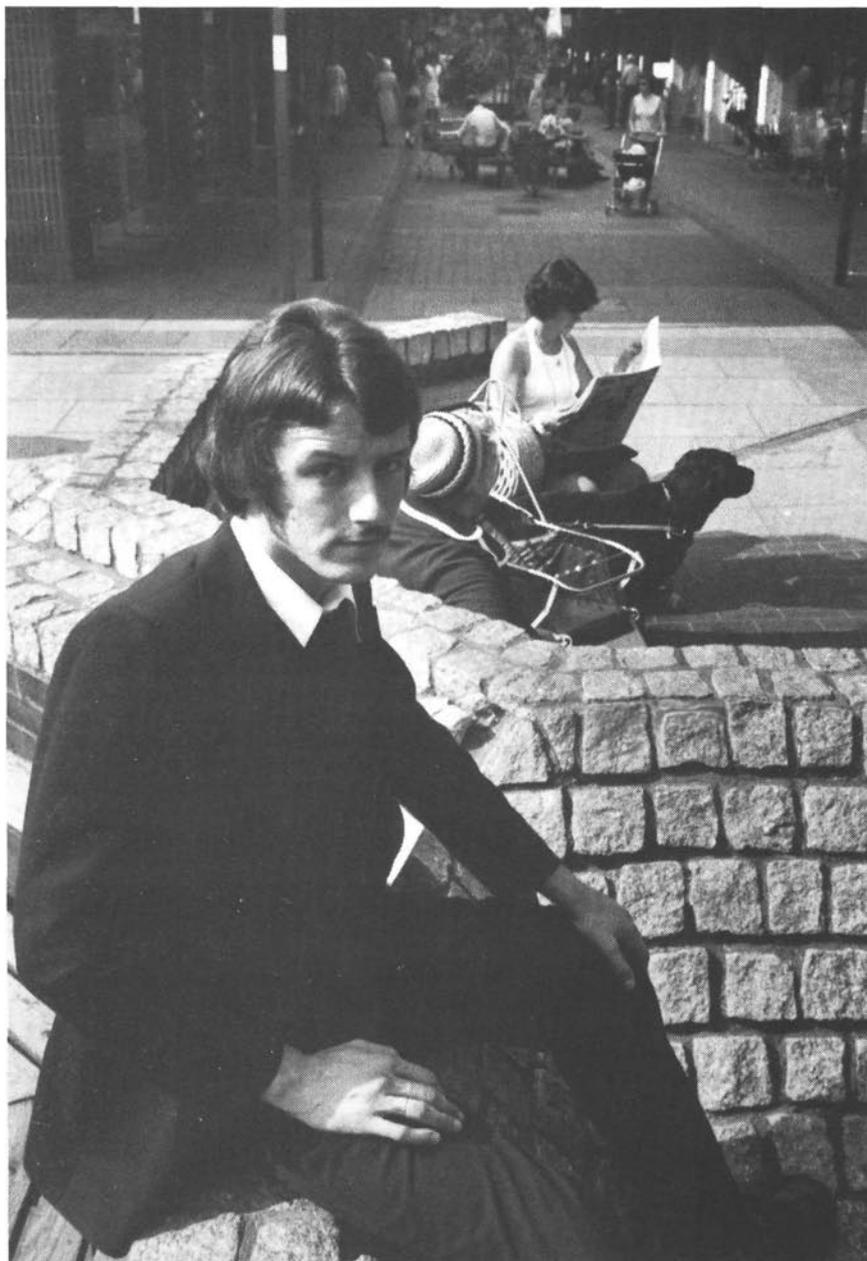
The writer Malcolm admires most seems to be Leonard Cohen—'Beautiful Losers' is his favourite novel. He admires other songwriters, such as Bob Dylan, Judy Collins and Ralph McTell, but he has 'a mixture of tastes' that also includes Roger McGough, Hugo Williams, Ian Hamilton and Sir John Betjeman.

If pressed, he names 'For Fiona' as his favourite poem from his own book.

*A vivid portrait of my past,
first day at school, the chiming of bells,
gathering of children, new playmates,
I knew then as I know now
that you were my lover, that you are my
lover,
how you were the girl to steal my heart.*

*Then many Janet and John books later
you left, kissed me once,
but never kissed me twice,
you were stolen from my childhood,
an unwelcome feeling of loneliness
followed
condemning me and my conscience for
years.*

*Until one day, on my birthday,
just recently
I noticed you had escaped your childhood
and developed nicely
into the adult world we now live in,
it's a pity you have no sense of recognition.*



'People pushing their shopping trolleys over the concrete mosaic of paving stones' Malcolm Napier and the Camberley that is the subject of many of his poems.

Brave steps towards a good cause

VERA POWELL, for four years on the staff at JS's Chelmsley Wood branch prior to resigning due to ill health, recently undertook a 400 metres walk for charity.

The distance may, at first, not seem very much until one is made aware that Mrs Powell is now severely disabled and in the past year has hardly walked at all.

Over £20 was raised by her effort, the proceeds going to the society for the handicapped. The JS staff at Chelmsley Wood sponsored Mrs Powell to the tune of £10.40. She says: 'I'm always grateful for the help and friendship I still receive from my former JS workmates even though it's two years since I left.'

Due to the heatwave conditions the walk had to be postponed from the original date. 'I know it seems strange' says Mrs Powell 'but I could never have walked in that hot weather.' ○

Hardly enough leftovers to feed a flea!

We find out how JS catering staff cope if we don't ask for more

EVER WONDERED what happened to the leftovers at your staff restaurant? Contrary to popular belief they do not constitute next day's 'chef's special' soup or hot pot. In fact, we found that there was hardly any waste at the office, branch and depot restaurants we checked on.

At Stamford House, catering manager Brian Reed heads the operation that provides between 500-600 meals each day. What steps does he take to eliminate waste?

'We eliminate waste by following a four-point programme' says Brian. 'They are, in order of importance, one, careful menu planning, two, a turnover chart, three, batch cooking and four, re-using.'

A detailed breakdown of the four-point plan shows not only how waste is almost non-existent, but the care taken to provide varied fare for a multitude of palates.

Says Brian: 'Good menu planning plays a big part. We always make sure that the

vegetables prepared complement the main meat or fish course. For instance, if it is fish then cabbage would be a non-starter as a vegetable dish—and if we do serve it there's going to be plenty left over. So we make sure the vegetables are a natural accompaniment to the main course.

'The chart records the customer turnover each day and the food they eat. Every item of food on the menu that is sold is recorded—from new or saute potatoes to Spanish or mushroom omelettes. We also note the daily weather conditions. With all this we have found we can make a pretty accurate guess of the stock we need to meet daily demands.'

Point three in Brian's plan brings us to 'batch cooking' and hot stove level where it all actually happens.

'This is where we really score when it comes to wiping out waste' says Brian. 'We have a Mealstream oven (cooking by micro-wave) and two convection ovens.

These advance cooking times by about a third—eliminating waste on power and energy, and making the preparation of food more immediate.

'For example, if we calculate that on a certain day we need 150 portions of roast chicken, we may prepare only 100 portions and leave the rest until they're needed. It's the same with vegetables. We put frozen peas, beans and mixed veg in the Mealstream in small portions—2lbs equals about eight portions—and they are ready in about 10 minutes. With the help of these cookers we have made a considerable cash saving by not over-cooking.

Trifling wasted

'The final point concerns re-using. This covers a roast that is used next day as shepherd's pie and on the cold meat counter or pies that are served as cold sweets and sponges used for trifles. We only dump gravy, sauces and custard, but these are recognised wastage.'

Next, the *JS Journal* visited Kingsland branch, where for the past two years Mrs Sue Long has been housekeeper.

Sue, who leaves JS shortly to have a baby, finds that the structure of catering within a branch takes care of the problem of food waste.

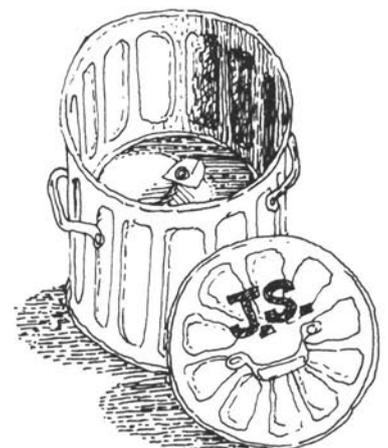
She explains: 'All staff see the day's menu during breakfast or their mid morning break and put their names down should they want a meal. All orders have to be in by 11 am, so when we start cooking we not only know exactly how many portions we need to cook, we even know who we're cooking it for.'

'The only things we don't prepare to order are sweets, but any left over after lunch time are usually on offer at tea time.'

The kitchen here, too, is equipped with a convection oven which, according to Sue, brings a problem of its own. 'I've got to have my eye on it all the time because it cooks so fast. One minute something's uncooked, next it's burnt to cinders. In fact, any waste we have is when that happens!'



Stamford House catering manager Brian Reed and chef Des Penney go through the weekly menu as part of their four-point programme to eliminate waste.





Depot staff restaurants have to cope with a wide range of appetites and shift work. Catering manager Harold Reeves (above) takes note of the eating habits of his customers at Buntingford depot (top picture) and plans accordingly.

Right: Housekeeper Sue Long checks her deep freeze at the Kingsland branch to make sure her 'store cupboard' is at just the right level.

Depot restaurants probably have the widest clientele—from figure conscious secretaries to hungry warehousemen. We asked Harold Reeves, catering manager at Buntingford, whether bridging this 'grub-gap' causes problems, and results in waste.

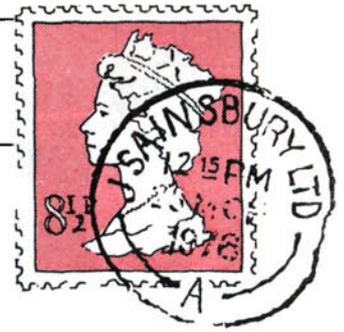
'None at all' he says. 'The hungry warehousemen usually have a big breakfast and go for light meals at dinner time. So by observing this trend, and shift strengths and their eating capacities, we are now able to cater accordingly and cut out any waste that might otherwise be incurred.'

'We serve around 300 meals during summer and about 500 in the winter. And with the exception of roast joints, which can be used in salads, anything left over is destroyed. But if we have a bin full of waste, including preparation waste, then that would be considered a bad day.'

The kitchens at the depot are fitted with standard equipment. 'So' says Mr Reeves 'cutting out waste depends a lot on experience and co-operation of my staff.' ○



Your letters



Letters are welcome and should be addressed to the editor. Don't forget you can dictate one by using the Journal's phone-in service on Blackfriars extension 2363

Credits and debits

From: B R Lucas, deputy manager, Nun-eaton branch

It gives me great delight to see that the company has at last begun to question the value of the branches claiming credit and debit on price changes. (Reference daily bulletin dated July 9, under heading 'price alteration'.)

Unfortunately the progress so far seems to me, to be a little half-hearted. If the system that is used were to be abandoned completely, the effect on the branch stock results would be noticeable admittedly, but the effect on the net profit figure would be minimal. The savings made, were the system to be abandoned, must surely be substantial enough to warrant greater consideration. An additional advantage of course, would be that the branch stock results would reflect a more accurate picture of the rate of leakage.

May I take this opportunity to also suggest to the relevant department that 'special introduction' sheets are somewhat outdated, time consuming and only duplicate information collected by the computer holding branch issues information. I realise the information is required for forecasting future supersaves etc., but the Plessey machines are by no means overworked.

Dino Adriano, branch financial control, replies:

Consideration is being given to the full range of internal applications for debit and credit raised by branches, with a view to measuring the administrative costs incurred in processing, against the effect such claims have in the control of branch stock results. This includes consideration of price alteration claims of which a large proportion represents comparatively small sums of money.

The action taken so far, in respect of perishable commodities, is the first step of elimination of small value claims. The intention is to restrict claims to commodities where substantial stockholdings are held at branches or where the size of a price alteration is significant.

This means that claims will continue to be required for supersaves and other commodities on promotion and A and W lines.

These changes will result in a substantial reduction in administrative effort and paperwork which it is considered will not undermine effective control.

The writer admits that complete abandonment of the system would have a noticeable effect on branch stock results but at the same time would enable the results to more

accurately reflect the rate of leakage. The contrary would be the case if all claims were abandoned because this would lead to an erosion of the basic principle in our stock charging system, namely that commodities are charged to branches at the prevailing retail price. Large stocks at the end of a supersave offer can result in a significant price alteration, and if not actioned could lead to genuine losses not being detected.

Overall I think it is fair to conclude that the steps that have already been taken and those which are planned to be taken will go a long way to satisfy the writer and to ensure that the effectiveness of our control systems is maintained.

R A Champion, supply controller, distribution division, replies to Mr Lucas's second point:

The writer will be pleased to know that special catalogue inserts will be issued each week starting in late October to take the place of 'special introduction' sheets. Branches will then use these to send the stocks back to Blackfriars via the Plessey equipment. These stocks will be totalled by the computer to calculate branch sales.

Getting acclimatised

From: Phyllis Lane, distribution division, Blackfriars

On a humid summer's morn
When the sun's rays slant across the lawn
And we've tossed and turned all night in bed
Unable to sleep in the heat, half dead
Oh how we hurry down the lane
Fight and push to catch that train.
Seeking Sainsbury's hallowed halls
And once within those sound proofed walls
We note with a contented grin
The breezes that caress our skin
Never mind those petty restrictions
That smack of Pentonville or Brixton
As long as those old fans are going
Puffing, panting, booming, blowing
(Sometimes we can't hear on the phone)
But so what? we dare not moan!
Outside the heat is something cruel
But in Rennie House we're cool man, cool!

Persons or people?

From F W Tack, JS veteran

On page nine of this month's JS Journal there is a drawing of Sainsbury's gingerbread persons, over 70 years ago I went to a Church of England school and was taught that the plural for person was people. Am I correct or are JS wrong?

People is indeed the plural of person—but not always. Somehow the 'missing people bureau' doesn't sound quite right and the phrase 'person or people unknown' doesn't sound as villainous. So I hope you will forgive our artistic liberty with gingerbread homo sapiens.—Editor.

At the third stroke...

Anonymous phone calls don't usually turn us on, but this one, left on our dial-a-letter-service by a sweet-voiced young lady, caught our fancy and set us wondering.

'Would it be possible for someone to let us know when afternoon ends and evening begins? A lot say six o'clock and some say five o'clock.'

Anyone know the answer? The dictionary definition of evening is: 'Close of day, sunset to bedtime'.—Editor.

Harvest time

From: R J Harris, JS veteran, Devon

May I have the benefit of your columns to air the grievances of pensioners, and JS veterans in particular. I know that compared with some firms the JS scheme is quite good, but with rates now up 350 per cent, oil up over 400 per cent and electricity 400 per cent since I retired nine years ago, how can you maintain a reasonable standard of living?

I know that compared with the majority I should not complain but you are led to expect to retire on two-thirds salary; I actually received just over 50 per cent after 45 years' service. We are the only section of the community which has not secured an increase this year.

I well remember Mr R J Sainsbury saying at one of the reunions, that it was us 'the pensioners' that were responsible for the firm's success. How about reaping a little more of the 'fruits'?

Stuart Parker, company secretary, replies:

This letter hardly does justice to the company's record in reviewing pensions: a recent survey, which was carried out independently by the consulting actuaries of the pension scheme, showed that Sainsbury's did in fact come top of the list of comparies for its record in reviewing pensions.

Apart from the increases granted during the 1960's, since 1970 the JS pension has been reviewed four times—in October 1970 pensions were increased by 15 per cent, in October 1972 by 17 per cent, in June 1974 by a further 17 per cent and in June 1975, only 12 months ago, by another 15 per cent. ▷

▷ continued

In addition to these increases pensioners have also had substantial increases in their state pension.

The company is, however, currently reviewing pensions, but obviously have to take into account the general economic situation, when the standard of living of the national work force is being badly affected.

A final point which is brought out incidentally in the letter—no-one is led to believe that they will retire on two-thirds salary quite simply: the formula set out quite clearly and extensively communicated, is that the maximum that one can obtain is two-thirds after taking into account a single person's social security pension after 40 years' pensionable service.

Our postbag also included a letter from a deputy manager and one from someone who once worked at a JS store but is now a customer of long standing. Both these letters have been passed to the appropriate senior manager and the points raised are being considered.—Editor.

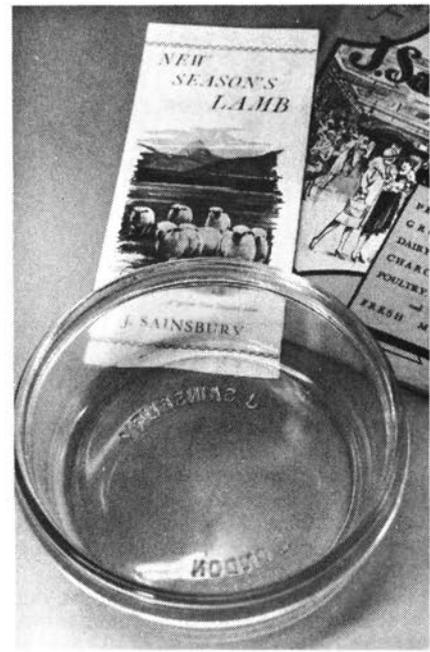
This glass dish needs looking into

THE BIGGEST MYSTERY yet from the JS archives is this glass dish. We don't know anything about it, except that it's six inches across and two-and-a-half inches high and has 'J Sainsbury', 'London' and 'R-7563-5' impressed on the bottom.

There's a groove in the rim that was presumably for a piece of string to hold a covering.

(Incidentally, the price lists in the picture aren't there to suggest a date but to give you an idea of the size of the dish.)

So what was it used for? And when? If you know, please get in touch with Honor Godfrey on the sixth floor of Stamford House, extension 2737.



Into the valley of death rode...

It is not, I hope, unduly cynical to suggest that history is made more by ignorance, misunderstanding and accident than by good judgement, far sighted statesmanship and a clear understanding of fundamental issues.

More battles have been lost through bungling than have been won by bold leadership. The charge of the Light Brigade, for example, glorious though it may be in the annals of military heroism, was a tragic mistake. The Commander-in-Chief, Lord Raglan, issued ambiguous orders which were misinterpreted by his subordinates and, in Churchill's stark phrase, the Light Brigade charged the wrong guns. Two-thirds of the Brigade perished.

Now why, you may ask, do I offer these reflections in the *JS Journal*? Well, it has come to my ears—not for the first time by any means—that there are readers of this respectable journal who believe it is censored; moreover, that it is the chairman who censors it.

This apparently means that the chairman takes it upon himself to go through all the stories, in proof, to decide whether they are fit for publication.

Now I am not suggesting that what people believe or do not believe about JS or about the chairman is going to be a major influence on the history of mankind. But one might as well not leave more misunderstandings lying around than necessary. You never know when they might mislead others into charging the wrong guns.

Let me make it quite clear to begin with that my life would be a lot quieter if the chairman *did* read all the proofs and decide what was to be published. You probably would not get such a good journal (sorry Mr JD! no reflection on your editorial skills) but at least we (that is, the editor, her staff and assorted hangers-on and camp followers) wouldn't have to worry about dishing up

the sort of thing that you lot want without incurring the displeasure of others (who shall be nameless).

We see our task in very simple terms. It is to keep JS staff informed as best we can about what's going on in the company and to provide some opportunity for people to air their views and ask questions—to which we do our best to get replies. There are clearly some restraints on what we can publish—and in this we are no different from the national and local press. We would not want to disclose information which would be useful to competitors, for example. (Defence correspondents of national papers no doubt frequently withhold information which would be of value to potential enemies.)

Co-operation

Very occasionally we respond to a letter privately rather than publish it, but this usually only occurs if it is of very local interest, is perhaps too long or has some 'political' implications.

It is entirely up to the editor and me how we proceed. When one of our intrepid reporters gets on the trail of a story, he usually gets all the co-operation he could want. He gets the facts, writes a story and checks it. Eventually it is published. Sometimes there is discussion with our informant about the balance of the story or the wisdom of including certain passages, but usually we reach a satisfactory compromise. Occasionally there is a convincing reason why the whole thing should be put aside.

But I don't need the fingers of one hand to count the number of occasions in the year when the chairman sees a story before it is published in the journal.

Why do I tell you all this? (Of course, you may not believe me. You may think this article is a very clever piece of propaganda inspired by the chairman in

order to give you an entirely false feeling of confidence in what you read. It's possible. Every man has his price, they say, but I'm not being paid *that* much.)

I tell you all this because it is just possible—I would not care to stake much on it however, knowing man's infinite capacity for believing what he wants to believe—there is just the remotest chance, however, that this journal will be more effective if you, dear readers, believe we are just simple journalists trying to do an honest, responsible job—that we are not interfered with by Machiavellian powers—and that our shortcomings are more than anything the product of having limited resources (only 24 pages, published every four weeks) with which to satisfy a potential readership of 31,000 (more if you include families) scattered over 200 branches, four depots, five area offices and three central office locations.

I tell you *that* because many of our readers clearly wonder why at least two-thirds of the journal is not regularly devoted to the interests of the particular department in the depot, branch or office to which they belong.

Well, you can't please all of the people all of the time. Maybe we'd please more of the people more of the time if we tried to model ourselves on *The Sun*—but somehow we don't seem to feel that we ought to be putting all that. . . . that. . . . you know! in the *JS Journal*. Rightly or wrongly, we have deliberately decided *not* to report on some of the more bizarre lives that we assume (and hope) at least some of our readers lead.

Having bared our editorial soul, we will now retire once more into decent obscurity, leaving you with one profound and consoling thought—you don't have to pay for it.

Peter Ireson
public relations manager



People pages

Appointments

J C Litrizza, formerly personnel officer (recruitment) head office, has been appointed office recruitment manager.

Dorothy Paterson, branch personnel officer of West Wickham, has taken up her new appointment as payroll manager, accounts department, at Blackfriars.

B Clarry, senior systems analyst, data processing, has been appointed project manager, data processing, head office.

Long service

John Williams, manager pork products, head office, celebrated 40 years with the company in August.

Mr Williams started with the company as an egg boy at Brondesbury branch, also working at Willesden Green and 96 Kilburn before joining the Army. Returning to JS in 1945 he worked at both 95 and 57 Kingston respectively then on to Esher,

West Kensington, Weybridge and Byfleet. In 1947 he transferred to bacon buying at head office. He became senior manager of the department in 1966, and in 1972 he became responsible for pork products.

Bernard Mark, assistant manager of dp systems Blackfriars, celebrated 40 years' service with JS in August.

He started his career in the retail sales department and then went into the depot stock office. In 1950 he transferred to the statistical department at head office and then to the computer department in 1965.

John Spence, a district manager at the Bromley area office, celebrated 25 years with JS in August.

Mr Spence joined the company straight from school. He worked in a number of branches in north London with a two year break in 1953 while he did his national service.

A three year spell as pa to Romford AGM Dick Davis was followed by promotion in 1969 to manager of Paddington. Mr Spence subsequently managed several branches in the Ealing and Romford areas, including old and new Lewisham, which he opened last year.

Earlier this year he was further promoted to his present position as a district manager.

Bill Mitchell, deputy manager at Bath, celebrated 25 years' service with JS in August.

Mr Mitchell joined the company at New Malden, and after his first year he moved to South Harrow, returning there after his national service and working in numerous branches in that area. He transferred to Cowley in 1963 and then three years later he moved to Bath.

John Irestone, manager at West Wickham, celebrated 25 years' service with the company in August.

Mr Irestone has worked in at least 20 branches during his career and became a manager in 1968.

Derek Pettet, manager dp operations, Charlton depot, celebrated 25 years' service with JS in August.

After two years as a trainee, he joined the RAF and returned to depot, stock, in 1955 for one year. He transferred to the sales office for five years and in 1961 moved to retail trading. He joined Bunt-

continued ▷

Margaret remembers the 'gentry' of Kensington

'EVERYBODY SAYS THE SAME—there's nowhere like Chelsea. It's a branch with a different atmosphere' says Margaret Campbell.

She originally went to the branch in 1946. She was supposed to be there for a fortnight, but she stayed for 30 years and retired on August 6.

She started with JS back in 1933 at 189 High Street, Kensington as a telephone clerk. 'When you were taken on as office staff in those days you had to go up to Blackfriars to see Mr Goldup, who interviewed you. Then a man came round to see your parents and your home environment.

'There was a medical and tests of your English and your arithmetic. They were very particular over their staff.

'Upstairs in the dining room there was a sepia photograph of the founder wearing a wing collar—I think it was him—with mottoes on each side. One always stood out—"Walk on the sunny side, laugh and fear nothing, for life holds the greatest treasure for those who woo her with the greatest courage".

'We used to work till ten on Friday and Saturday nights—there was a terrific order trade. Each clerk had her own telephone in a little booth, and one clerk just took orders from account customers.

'The war finished the account trade, really, though the deliveries went on into the fifties, I think.'

After 18 months she moved to Paddington and then to Marylebone. 'Marylebone was the branch then. They were picked staff at that shop. There was even a commissionaire on the door.

'I can't remember his name now, but he had a navy blue uniform and a peaked cap with "J Sainsbury" on it—not Limited in those days. He had a big moustache and white gloves and you could see your face in his boots. He was a very nice man, but very smart and very strict.

'All the other branches had their doors open, but at Marylebone there were swing doors, which he used to open for the customers. The trade there, and at Kensington, was gentry.'

Last V2

In 1937 she was made chief clerk and moved to 2/4 High Street, Ealing. 'I'd still be there now, but the branch was hit by a bomb in 1945. It was a V2, one of the last to fall.'

The branch she moved to was the old manual branch at 56/8 Kings Road, which was replaced in May 1966 by the present supermarket just down the road.

At both shops she has been responsible for the orders of the Sainsbury family. 'This is their branch. They all shop here. There's even an extra till in the manager's office for the family orders. Sometimes their chauffeurs collect them, sometimes

they come in themselves. We never know when they're coming in.

'I love it here. But retirement's got to come. I'm 63 now, and I'm grateful I was kept on.'

Would she be bored? 'Me? Bored? No! I've got plenty to do, gardening and dressmaking. I'm a happy-go-lucky person, but I shall miss the company.' ○



Margaret Campbell

▷ *continued*

ingford depot in 1967 and then moved to Charlton in 1969.

'Stan' Kennett, assistant manager, commercial development, fresh meat department, Blackfriars, celebrated 40 years' service with the company in June.

Mr Kennett joined the company as an errand boy at Folkestone branch, but soon applied for a vacancy as a trainee butcher. After his war service he returned to Folkestone. He became head butcher at Folkestone in 1953 (after a spell at Hythe) and in 1962 he transferred to Maidstone as meat supervisor. He became the district meat manager in 1972 and in 1974 moved to Blackfriars in the meat buying section.

Retirements

'Bob' Terry, assistant manager at Bexhill, retired on August 7, after spending 39 years with the company.

He worked at Bexhill and the Wealdstone as a salesman—1946 brought his demob and an upgrade to senior leading salesman at Bexhill. He was promoted to assistant manager in 1969 and has done many reliefs including Westbourne, Redhill, Seaford, Hastings, Eastbourne and Wealdstone.

'Tess' Oatham, part-time skilled supply assistant at Hoe Street, Walthamstow, retired after 22 years with the company on June 26.

Mrs Oatham worked at the manual shop at Hoe Street, and then moved to the new supermarket store when it opened in 1964.

Gladys Sproit, chief display assistant at Central Ilford, retired on August 28 after completing 19 years' service.

Starting at Grange Hill, she moved to Barkingside as a grocery girl. She has also worked at both 144 Ilford and Central Ilford, where she was promoted to chief display assistant.

Sue Jones, cashier at Aveley, retired on August 6. Starting at Derwent Parade in 1960, she has worked her way through most departments in the store before becoming a display assistant, then a cashier in 1970.

Bette Emmerson, part-time cashier at Harold Hill, retired on July 9. She had been with JS for 15 years.

Elsie High, part-time skilled supply assistant at Portsmouth, retired on August 28, having worked at the branch for 15 years.

Elizabeth Davies, cashier at Paddington, retired on August 7. She had been with the company for 12 years.

Win Schofield, part-time cashier at Reading, retired on August 8. She had worked for the company for 12 years.

Elsie Bateman, part-time skilled supply assistant, retired on August 11, after completing 10 years' service—all at Portsmouth branch.

Dolly Goodyear, part-time skilled supply assistant, retired from Stevenage branch on June 5, having been with the company 10 years.

Bett Richards, part-time display assistant at Winchester, retired on August 21. She had been with JS for 10 years.

continued ▷

Bill's the last of a long line at JS



For the last time Bill goes through his routine sampling of pre-packed cheeses.

BILL WILLARD'S RETIREMENT from the dairy department at Blackfriars on August 20 brings to an end 67 years' continuous service with JS by the Willard family, starting with Bill's father, who joined JS in 1909.

Says Bill: 'I could rightly say I was born into Sainsbury's, for the house I was born in, at Enkel Street in north London, was JS property—my father paying seven shillings rent each week. In 1913 my father was asked if he would like to move to 87 Gravel Lane (later to be known as Union Street depot) as caretaker. He also took charge of the butter department.'

'When the move was made, that became home for my four sisters, brother and myself until 1923 when work was started to enlarge the existing building onto a piece of land known as the wood yard—because in those days all goods were delivered in wooden boxes.'

Childhood memories for Bill largely circulated around his father's connections and work with JS.

'During world war one my father, who was exempt from service, took pity on the many terrified people who used to shelter under a nearby railway arch and let them shelter in the cold store chamber which was well underground in the old building. This went on for quite a while until Mr JB found out. He sent for my father and gave him a right telling off. Some of the older generation will know what a telling off from Mr JB was really like!'

With an upbringing like that it was obvious that when it was time to start work Bill would join JS. He started off as a 25 shillings-a-week assistant in the butter department at Union Street. From there he moved to the old factory.

'I was the scale boy in the butchery, where we had four loads of pigs (each load numbering 60) delivered. Once they were weighed each pig was laid on a sheet on the tailboard and the head butcher cut its head off and tested the glands for TB—very primitive when you think of the modern methods used today.'

From pigs to cheese

Bill was next transferred to the cream cheese department in Blackfriars, from where he moved on to the cheese department as despatch clerk. He says: 'In the 1930's the cheese trade wasn't as big as it is today. For example, when JS opened a shop around that time at Beaconsfield its weekly cheese sale averaged about 10lbs of cheddar and two Edams per week.'

When world war II broke out, Bill spent five years in the services. On his return to JS he was made manager of the cheese department. When the cheese department was transferred to the depots he became a dairy inspector, visiting creameries around the country to select and grade cheese.

It is from this position that he retired after personally notching up 49 years' service. ○

Chad's life of blood, sweat and tears

'I WAS BORN in a police station. My father, my brother, my uncle, my cousin, my husband, my son and two of my nephews were or are policemen'— Barbara Chadburn has spent all her working life in security. She retired after 20 years with JS on August 13.

Chad, as she is always known, started her career as a store detective with Marks and Spencer at Hammersmith at the age of 18.

She joined JS in 1956, two weeks after Winnie Isaac, the company's first store detective. 'There was very little shop-lifting at the service shops. It was really the supermarkets that brought it in.

'We used to work terrific hours. We'd have to meet at 7.30 in the morning to get down to the shops on the coast, and we wouldn't get back till after 7.'

In 1970 she was made a senior operator in the Kingston area, which involved her more in training, and four years later she became supermarket security officer on the central team.

'I like to do things. If you see a woman going out of the door with a holdall full of stuff she hasn't paid for, you don't just say "Oh, look at that!" You do something. That's why I got into so much trouble—knocks and fights.

'We aren't allowed to stop someone we've spotted; we have to get the manager or assistant manager to stop them.'

The worst piece of 'trouble' for her was when she was stabbed in 1967.

'It was at Church Street, Croydon. One Tuesday I saw a youth, about 16 or 17, walk up to the meat counter, looking left and right. I thought 'Oh, he's at it.' I saw him put two packets of steak into the pocket of his jerkin.

'I ran round the end of the gondola and faced him. I just looked at his eyes and his jerkin. He said "You bastard", threw the

steak at me and walked out. I took the steak to the manager and said "In future I'm going to carry my birth certificate with me."

'That Friday afternoon I was just about to go up to tea. I was by the butter counter, and I knew there was somebody behind me, but I didn't think anything of it. I took a few steps towards the stairs and glanced round. The bloke was there. My feet didn't touch the ground. I flew.

Stabbed

'I reached the third step on the stairs—that's where the blood was, and the knife, like a little vegetable knife. He stabbed me in the leg and the arm. They didn't catch him. I was off work for fifteen months altogether, and I had to have four operations. I still can't close my right hand properly. But the firm were wonderful.'

She has scars on her wrists and hands too, from an incident that spread from Balham branch to a shoe-shop and a do-it-yourself shop and involved her, the branch manager, two powerfully-built women, various passers-by and a quantity of drink and drugs.

She was badly bitten, and had to have tetanus injections. 'I was wearing an expanding metal watchstrap, and it was all chewed up and twisted! I had blood pouring down my hand, but I hung on.'

But she has a softer side too. 'There was an Irishman at Richmond one Christmas. He had me in tears as well as himself. He'd been drinking and stolen a leg of pork.

'Outside the court he was trying to roll a cigarette and his hands were shaking. "Oh missus woman" he said "what'll I do? My mammy won't speak to me now. If he fines me I haven't got a penny piece."

'He was fined £5. I gave it to him. A policeman saw me do it, and he shook his head, but I did it anyway.'

She has a habit of demonstrating things with her hands. Once in court she was showing how someone had surreptitiously slipped a pound of sausages into a bag. 'The devils had unstrung them, and they all fell out. You could say a titter ran round the court.

'I wouldn't have changed my job for the world. Every case is different. It's been exciting—I've chased them on foot, on buses, in police cars, I've even rolled in the gutter with them.' ○

People continued

The following employees have also retired. Length of service is shown in brackets.

Joan Heath (9 years)
Lillian Skeels (9 years)
Mrs E Whiteman (9 years)
Mr F Coldwell (7 years)
Gladys Daborn (7 years)
Mr D Fitch (7 years)
Mrs O Potts (7 years)
Mr J Burlison (6 years)
Lilian Hutchings (6 years)
Elsie Dyer (5 years)
Doris Cole (4 years)
Mrs G Moore (3 years)
Joan Wilkinson (2 years)

Obituary

Steven Mitchell, tradesman at Corby branch died on July 17 after a collision on his motor bike. Steven joined the branch two years ago and was 17 years of age.



Barbara Chadburn, whom everyone calls 'Chad', with two of the retirement gifts from her fond colleagues throughout the company.

Manager looks back on some good times

AFTER A CAREER spanning 39 years, Doug Billings, manager of JS's Bristol branch, retired on August 24. Mr Billings started his working life with a Midlands based provisions firm where many of the managers were former JS staff.

He says: 'Naturally, with so many ex-JS men about all you heard was JS this and JS that. So as an impressionable youngster, I immediately made up my mind to join Sainsbury's. I applied and was interviewed in Leicester together with 14 other applicants. Out of that number four of us got a further interview down at Blackfriars. We then went on a two-week training course where again we were weeded out, with just two of us being selected. I considered myself extremely lucky to be one of those chosen.'

Following his training, Mr Billings went to Tottenham branch as a salesman where he says he quickly realised how little he knew about the finer points of the trade. 'But' he says 'I knew I had made the right move as far as my future was concerned.'

'Very earthy'

Six months of knocking up butter at Tottenham was followed by a move to Chapel Market, in Islington.

'It was a typical market street with typical market people—very earthy. I will remember the district manager visiting the branch and asking me how I was getting on. When I told him I didn't like it there because the customers were always swearing he suggested I should swear back.'

Later he was transferred to Willesden Green, where he took charge of the cooked meat department.

'In the years prior to the war, JS encouraged us to join Civil organisations. So I joined the police war reservists', he says. 'When war broke out I was called up to join the police immediately. I found it rather boring, so I enlisted with the Mari-



Doug Billings in happy spirits as manager at Bristol, prior to his retirement.

nes. I was in the second big convoy to go out round the Cape to the Middle East.'

He returned to JS in 1945 as a salesman in Cricklewood branch. Here he was welcomed back with open arms by the manager because he was the first male to come back to the branch after the war.

Golders Green was the next stop in his career, where he was asked to open JS's first grocery shop—next door to the provisions branch—with the help of eight young girls. Promotion to assistant manager followed, with a wage of £7 per week.

He says: 'I went around relieving at most of the branches in North West London, finishing up at Marble Arch as assistant manager. I was quite proud of that appointment because in those days the Marble Arch branch was one of the important branches.'

'I acted as manager for about two months during the absence through illness of the manager. On his return I was made manager of Temple Fortune branch. I felt on top of the world on being appointed a manager. I spent about three years there and then moved on to Haverstock Hill. Then followed Stanmore where I spent three very happy years. It had a nice type of customer and a family type of trade.'

'I'll never forget the day we heard Mr Alan was visiting—in those days the grapevine was much stronger than it is now. So, the night before, I was making sure everything was spot on when I noticed a price ticket was missing on one of the channels. So I made what I thought was an exact replica and placed it in the channel. But Mr Alan still spotted it. "Billings" he said "You thought I wouldn't notice that." When I said I didn't think he would, he just laughed.'

His first position as a supermarket manager was at Marylebone. After three years there he moved to Edgware branch.

'I enjoyed my stay at Edgware. It was a cosmopolitan area and I got on well with the customers. I moved to the west country in 1973, and the first thing I noticed was the easier pace of life.'

In retirement Mr Billings and his wife Audrey hope to move back to the home counties to be near friends and familiar surroundings. 'It will be nice to take life easy and not have to live by the clock' was a final thought. ○

Reg carves up a dragon



Reg Parrish with one of his carvings and in the background, one of his paintings.

CHISELS AND DRAINING BOARDS are the tools of Reg Parrish's hobby—wood carving. Two weeks of deft manoeuvring of chisel on draining board has produced a carving of St George and the dragon. This is one of three wood carvings he has completed recently since taking up the hobby after a lapse of 18 years.

Says Reg: 'I sketch the pictures on the board and carve straight in using chisels. I am hoping to do more carvings next winter, and already I've received two pieces of oak and four draining boards to get cracking on.'

In addition to wood carving Reg's other great passion is painting. 'I'm soon hoping to paint a seascape', he says excitedly.

He should in future have plenty of time to devote to his hobbies as he has recently retired after completing eight years service with the maintenance department at Buntingford depot. ○

An up-dated look at what's in store at JS

Opening Programme for next 12 months

Sittingbourne	Town centre location. Supermarket with integral freezer centre and surface parking for 200 cars. Opens September 21.
Maidstone	Supermarket and adjacent freezer centre in new town centre development. Opens autumn 1976.
Broadfield (Crawley)	Supermarket with integral freezer centre in new district centre. Opens late 1976.
Cwmbran	JS development of supermarket with integral freezer centre, four small shop units and multi-storey car park for 558 cars, forming part of extension to new town centre. Opens late 1976.
Worcester	Edge of town location with supermarket with integral freezer centre, petrol filling station and surface parking for 393 cars. Opens late 1976.
Exeter	Supermarket with integral freezer centre in new town centre development. Opens late 1976.
Poole	Re-location of sales area to first floor linking with multi-storey car park. To include an integral freezer centre. First stage open. Completion early 1977.
Cannon Park (Coventry) and Wellingborough	Supermarkets with integral freezer centres, scheduled to open spring 1977.
Uxbridge	Supermarket scheduled to open spring 1977.
Cowley (Oxford)	First stage of enlarged supermarket with integral freezer centre, scheduled to open 1977.

Lords Hill (Southampton)	District centre development by JS scheduled to open summer 1977. JS unit to include integral freezer centre.
Kettering	Supermarket with integral freezer centre scheduled to open summer 1977.
Haverhill	Supermarket with integral freezer centre scheduled to open autumn 1977.
Sutton Coldfield	Petrol filling station to open late summer 1976.

Planning Applications

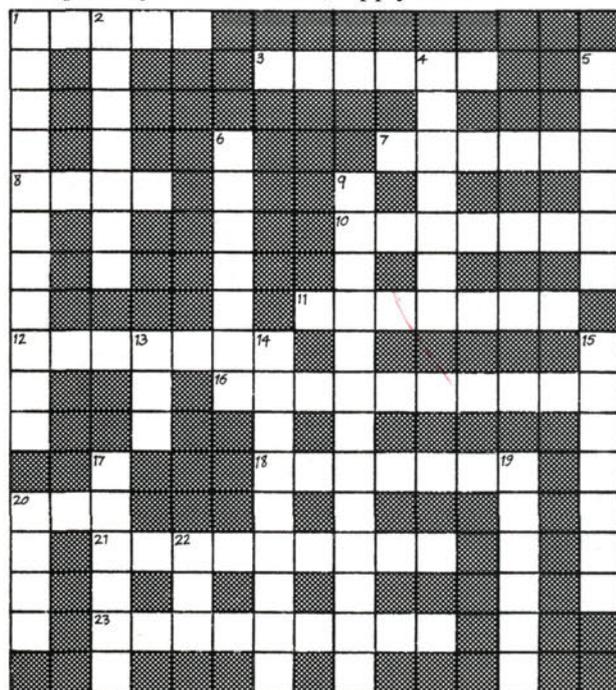
Colchester	Awaiting appeal result.
Egham	Second application refused. Appeal lodged.
West Ealing	Application refused. Second application being discussed.
Chichester	Appeal heard, awaiting result of inquiry.
Leicester (Gynsils)	Awaiting appeal result.
Worle (Weston-super-Mare)	Planning application submitted for district centre on seven and a half acre site.
Wilmslow (Cheshire)	Application submitted for supermarket with surface car parking.
Maidenhead	Application submitted for supermarket with rooftop car parking.

Major Extensions

South Harrow	Appeal heard awaiting result.
Boscombe	Application submitted for extension.
Guildford	Application made for additional passenger lift at rear of store.

Crossword

Compiled by Chris German, supply control



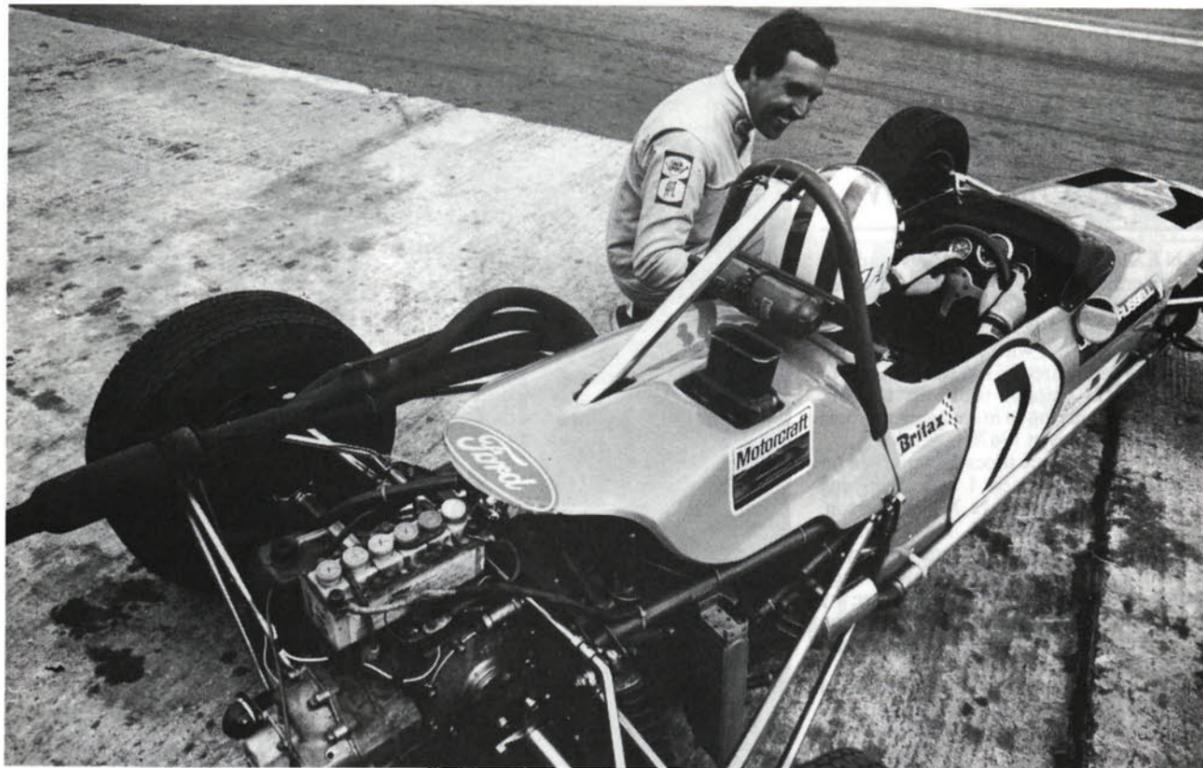
Each answer, except 13 and 22 down, is place name and the location of a JS store.

Across

- 1 Put on after contraband sound (5)
- 3 This hill is wooded (6)
- 7 Gain weight (6)
- 8 Crooked captain (7)
- 10 Painted mound (7)
- 11 Go a long way north for pig-meat (7)
- 12 Oriental bacon (7)
- 16 Good French taken in by Mary Lee (10)
- 18 Stick back ruler (7)
- 20 This street is a garden tool (3)
- 21 Bored town (anagram) (9)
- 23 Our French comes back around bell sound (9)

Down

- 1 Cow-hide boss (11)
- 2 Bridge and road builder to inform American president (7)
- 4 Wind in male offspring (7)
- 5 Tony Blackburn's dog (6)
- 6 Do this (so it sounds) to get to know the girls (7)
- 9 Try tame a rough (anagram) (5,8)
- 13 Article hidden in East Hertfordshire (3)
- 14 House servant with diamond, perhaps (9)
- 15 Can you wade the ocean here (7)
- 17 Little Deborah goes to Millwall football ground (6)
- 19 Road that sounds like wartime German air force leader (6)
- 20 20 across takes Roman five (4)
- 22 Closing caption when 13 down goes first (3)



Above: a final word of encouragement before the race for Ian from Tom Barnes.
Below: Ian amid the bustle of the pits.



A RACING CERTAINTY

At weekends Ian Harrison swaps his blue deputy provisions manager's jacket for a black one-piece racing driver's suit — the *JS Journal* joins him in the pits

IAN HARRISON slips the short, stubby gear lever into first, slowly lets up the clutch and accelerates out of the pits for eight laps of Silverstone.

He is practising for the afternoon's Formula Ford 1600 race. With any luck this will be his last race in that formula, but for the moment the practice is serious: the practice times determine the positions on the starting grid for the race itself.

Eight laps later he cruises back into the pits with the third fastest time, having earned himself a place on the front row of the grid. Now, for the moment at least, Ian, who is deputy provisions manager at Oxford branch, can relax and talk about his high-speed hobby and the new racing team he's started with his friend Tom Barnes.

'We're moving into Formula Ford 2000, which is the top national formula. After that you get the international Formulas, Formulas 1, 2 and 3.'

The car, a Dulon MP18, was due to be ready on Friday, August 13. 'We reckon that if it'll go that day, it'll go any day' says Ian. 'We're getting Mike Beckwith, who's an ex-international racing driver, to test it. If it's all right, it'll make its debut at Brands Hatch on August bank holiday Monday.

'The car's got a two-litre engine and it's got a top speed of 145-150 mph. It'll do 0-100 mph in six or seven seconds. One of the main differences between 1600 and 2000 racing is that the 1600s have road tyres while the 2000s have slick racing tyres which have no tread.

'Racing tyres cost about £160 a set but they're like skates when it's wet, so you need a set of wet tyres as well, and they're £240. And tyres only last about five races.

'The car is costing us £4,500. We're being sponsored by DMS Transportation, a Reading company, but we're always on the look-out for other sponsors. All offers and suggestions are welcome.'

The team is called Dromos Motor Racing. "'Dromos" is Greek for a race-track' says Ian. Tom adds: 'It's also English for the entrance to an underground tomb. That's cheerful!'

Ian, who is 21, started racing two years ago, and he's a pupil at the Jim Russell racing drivers' school, which has already produced a world champion in Emerson Fittipaldi.

'You start off with a test to make sure you're competent. Then there are corner-

ing lessons, and after that you start doing complete laps, gradually building up speed. I've also been on a skid control course.

'Racing gives you better technique for ordinary driving, too—you're definitely safer. You know how to get out of trouble, and you set the car up better for corners.

'I've had three races so far. I've come third twice, and there's one race I don't like to talk about! I've never crashed and I've never spun.

'The steering on the cars is very positive—it's only 360 degrees from lock to lock. You walk round the circuit to work out the braking points for the various corners—loudspeaker poles and so on. The idea is to brake as late as possible. You do heel-and-toe changes when you're changing down, so that you can keep the revs up while you're braking. There's no synchronesh.

Dancing feet

'You need to be fit to race. You need to keep your arms straight against the g-forces on corners, and your feet are dancing up and down on the pedals all the time.

'You've also got to keep your head straight on corners, otherwise you'll find yourself looking out at the side of the car, and that's bad news!

'But it's basically a mental thing. I get butterflies before the starter's flag drops, but it's a great feeling when you finish if you've had a really good dice with someone—you want some more.'

The cars, even Grand Prix cars, use ordinary five-star petrol and ordinary off-the-shelf oil. But that petrol can be lethal if it ignites in a crash, and the drivers are well protected.

Ian's gear consists of full-length fireproof underwear (costing about £25) worn under a one-piece fireproof suit (£70), fireproof shoes with flat soles and steel protection for his toes (£18), a fireproof balaclava (£10), fireproof gloves (£15), a helmet (£50), and a visor (£10). Total cost—just £200.

Now it's time for the race. The competitors have been allocated the cars at random and there are time penalties for spinning and for revving the engine over

continued ▷



Left: the final preparation, fastening the gloves. Below: at speed—Ian leaves the advertisements a-blur.

