

JS JOURNAL

March 1977

Would jubilee've it!
£50 of groceries to be won—see page 16

Sandy steals the show!



JS JOURNAL

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Front page picture:

Sandy Meek gets a congratulatory kiss from boyfriend John after she was voted Miss J Sainsbury 1977. More about the Miss JS finals on pages 4, 12 and 13.

Two new directors join the board

DEPARTMENTAL DIRECTORS
Peter Davis and Bob Ingham have been appointed to the board as part of the reorganisation following Peter Snow's retirement last month. The changes include a move for Joe Barnes to take over Mr Snow's former responsibility for branch operations.

Bob Ingham will assume full board responsibility for his present departments—dairy, bakery, wines and spirits. He will also assist fellow director Robbie

Roberts in his work with all the buying departments, and deputise for him when necessary.

Peter Davis will take board responsibility for advertising, design, market research and the non-food departments. He will also take responsibility for the public relations department with the chairman and deputy chairman.

Mr Davis started his career at the age of 17 as a salesman with an engineering firm.



All set to shoulder the extra responsibilities of their new appointments are Peter Davies (above) and Bob Ingham (below).

In 1962 after he won the highly prized Drexler award for top student to study in the USA for three months.

Three years later he joined General Foods and later became their desserts marketing manager. 'My main claim to fame was launching Angel Delight'. In 1973 he became marketing director, and later managing director, for Key Markets.

Mr Davis is 35 and has been with Sainsbury's since last May. He is married with two young sons. For relaxation he enjoys sailing.

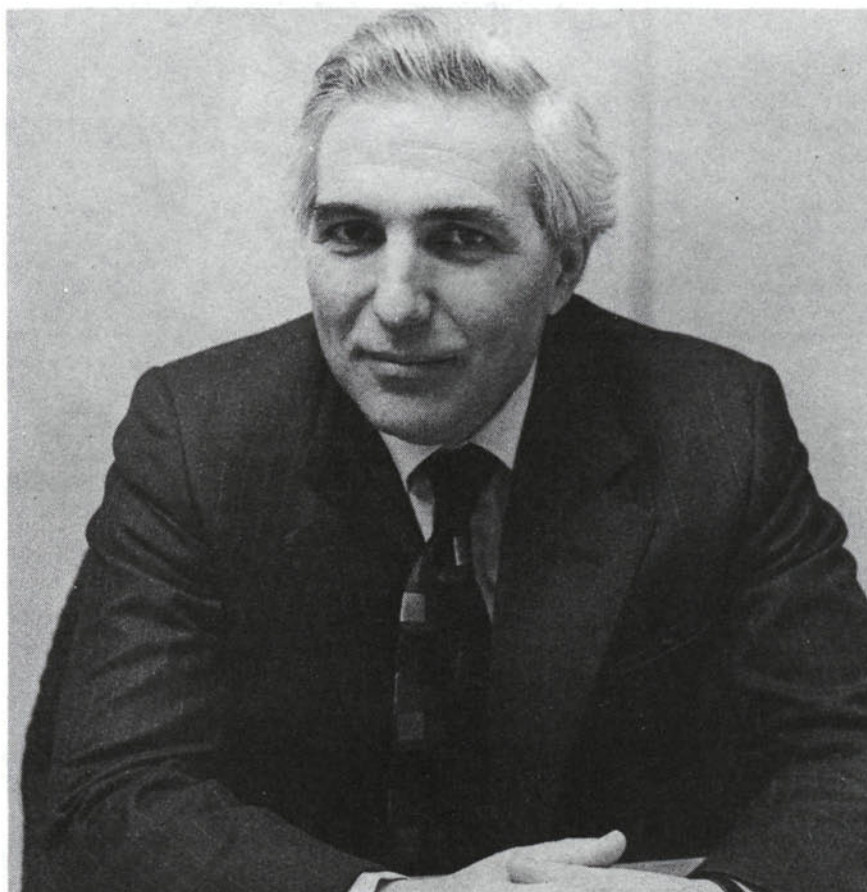
So how does he plan to steer his course in his new job? 'We need to be even more responsive to changes in the market place. It's exciting. Times are always changing; markets are always changing. I'm very happy to be in a better position to influence that change'.

Mr Ingham was one of the first entrants to the company's graduate management training scheme when it started in 1952. At the end of his training period he chose to become a buyer in the dairy department. 'It was where the company started and I like being in the mainstream of things.'

In 1961 he was made head of the dairy department, and ten years later departmental director, with additional responsibility for the bakery and off licence departments.

Mr Ingham, who is 48, is married and has two children. He enjoys opera and boating.

How does he see his new appointment? 'My job will be to maintain quality and style in those areas of trade where JS has always led, whilst looking to develop new opportunities.'



Should JS opt out of the new state scheme?

NOW IS THE TIME for us to start thinking seriously about whether or not JS should contract in or out of the new state pensions scheme which comes into effect on April 1978.

From that date all employees will be entitled to two pensions: the state flat rate pension; and an earnings related pension paid either by the state or by an employer's scheme which meets statutory requirements.

On March 1 JS announced its intention to contract out of the new state scheme. But during the next three months staff will have the opportunity to make known their

own views on whether this is the right decision.

In accordance with the legislation and recommendations laid down by the Social Security Act 1975 (which embodies the new state scheme) details of the company's intention to contract out went up on notice boards throughout JS on March 1, together with an outline of the consultative programme for that particular location.

All JS staff, whether they are currently in the company pension scheme or not, have been given a consultative handbook setting out the implications of the Act.

Members of the JS scheme have already been given a pension guide and the annual report of the company fund to help them understand the issues at stake.

The consultative programme is slightly different for each of the company's three major divisions—central offices, branches and depots.

At the central offices senior managers will discuss the new scheme at departmental meetings with their staff. Staff will be also encouraged to consult with their JCC representatives, who will put forward their views collectively at meetings with the personnel department, the first of which is arranged for March 25.

Consultation at the depots will be through management trade union representatives.

Branch managers will arrange for staff to be nominated to represent weekly paid staff. Both the manager and BPO will also represent their branch at pensions meetings to be held on a district basis.

All the information gathered at the individual locations will be brought together and discussed by a central pensions committee who will then make their report to the board. The board will then make the final decision, news of which will be published in the *JS Journal*.

SSA chief to sit on government committee



ALAN KETLEY is a real expert on recreation, so much so that he has just been asked by Dennis Howell, minister for Sport and Recreation, to join a government committee on the subject.

But it's not going to be all fun and games. Alan is going to be helping the committee to assess the needs and opportunities for the training of recreation managers. That's a subject he knows plenty about since Alan has been secretary

of the SSA for 22 years.

How did the minister come to choose him? As Alan explained: 'I was a founder member of the National Association of Recreation Managers, and had been its chairman for a number of years. The minister asked the association's newspaper editor to suggest possible candidates, and my name came up!'

How does he feel about the honour? 'Well, I'm really chuffed.'

Making a Jubilee display of yourself

THERE ARE STILL three months to go to the big day but already some Sainsbury's branches are thinking about those Jubilee celebrations. Stores will be taking part mainly in window display competitions organised on a local level. A basic display kit, which should be ready sometime in April, will be available from head office on request. It will consist of various posters, stickers and streamers, and although supermarket windows

aren't ideal for unusual displays there promise to be a few surprises!

Not to be outdone, most of the depots will be participating in local events. Buntingford already reports that it is planning to challenge the town to an 'Its a knock-out' style competition.

The *JS Journal* would like to hear about all your Jubilee preparations, whether as individuals or branches, in order to feature the most interesting nearer the time.

£2,000 cheque for Ironbridge museum

TELFORD'S industrial museum is to receive another donation from Sainsbury's—this time for £2,000. The company previously gave £1,000 to the Ironbridge Gorge Museum Trust in 1974 when it was used to restore working examples of Britain's industrial past. The latest cheque is to be presented to the museum on March 16 by Mr George Evans, manager of JS's Telford branch.

In the last three years the museum has expanded considerably and is now entertaining up to 200,000 visitors each year. The relics which have been returned to their former splendour are scattered over a six mile area.

The latest restoration to be completed on the site is the gothic warehouse which occupies a central position in the museum's grounds on the banks of the river Severn. In the days of the industrial revolution, when Ironbridge was the centre of new discoveries in iron smelting, the old warehouse was the loading point for sending the smelted iron downriver on barges.

In its newly restored state it will become the reception for the museum's visitors, and will contain models, maps and diagrams to explain the history of the area and its exhibits. Sainsbury's £2,000 will be used to complete these internal displays ready for the official opening in May by the ex-chairman of the British Steel Corporation, Sir Monty Finneston.

Great night finals!

SANDY MEEK is the winner of this year's Miss JS finals, held at the West Centre Hotel, London, on February 26.

'It's like a dream' she says, 'I can't believe that it's happening to me.'

Sandy is 22 and works as a security operator, based at Bromley area office. As Miss J Sainsbury 1977 she has the chance of competing for the Miss Great Britain title later in the year.

'I'm not sure about that yet' she says. But she is sure about what she is going to do with the £100 cheque that was part of her prize. 'It will go towards a holiday in Canada, where my sister lives.'

Second was 23-year-old Elaine Davies, catering manageress at Cowley; Annette Bannister, a 17-year-old student who works at Walsall branch, came third.

Over 1000 people gathered at the hotel to dine and dance until the early hours, with the Miss JS finals as the high spot of the evening.

The judging panel, chaired by SSA secretary Alan Kettley, comprised: Miss International 1976 Joanna Booth; Karen Pini from Australia, runner up of Miss World 1977; manager of the Guys 'n' Dolls pop group Brian Langley; and footballer Alan Taylor, who plays for

West Ham.

Chairman John Sainsbury and his wife were unable to be there so director Joe Barnes and his wife ably stepped in to present the prizes. All the finalists, and the two lady judges, were given pocket-sized automatic cameras (which were a great success). The gentlemen judges were given cut glass decanters.

Basingstoke depot won a two week holiday to Greece worth £400. (The depot plans to raffie it on April 19.)

Five other mini holidays were raffled on the night, including a cruise to Denmark and a trip to the Weize Beer Festival in Belgium.

The whole evening was voted a tremendous success, but rising prices make it an increasingly difficult one for the SSA to arrange. 'There are only a few London hotels that can cope with dinner for this many people' says SSA organiser Bill Allen 'in our price range that is, if we want to keep the cost of the tickets within most people's pockets. The price of the ticket this year just about covered the cost of the meal.'

That makes the entertainment and the pleasure of watching the Miss JS finals first hand one of the best JS supersaves of the year!

Introducing journalist Jan ...



JAN WALSH joins the *JS Journal* reporting team this month. Her first job after leaving university was as a reporter on the *Eastern Evening News*.

Jan, who is 26 and comes from York, has also been a producer for LBC radio and most recently worked on *Player's Post*, John Player's (of cigarette fame) house journal.

Keeping her red Spitfire well tuned and generally tinkering around under the bonnet of a motor car, is one of the things she likes doing, as well as skiing and cooking.

Jan takes over from Antony Moore, who has forsaken the written word to become a photographer on the *Oxford Journal*.

Battersea to close

A COMPULSORY PURCHASE ORDER on the site of JS's Battersea branch means that the store will have to close on May 28.

There has been a Sainsbury's in Battersea for nearly 50 years and the company is looking for a new site in the area, so far without success.

Local people are distressed by the Council's decision. They say that 'North Battersea will become a shopping wilderness' and that the old and disabled will, when Sainsbury's close, have a difficult bus ride to get to the nearest alternative shopping centre.

Where possible the 40 or so staff at Battersea will be found jobs at other JS stores.



LOVE BLOSSOMED amid the groceries for Rose Chandler and Steve Bass when they both worked at North Cheam branch.

On February 26, 18 months later, their friendship became firmly cemented when they got married at St Dunstan's church in North Cheam.

Rose, deputy chief cashier at North Cheam, and Steve, now grocery manager at Wandsworth, have set up home in Sutton but will carry on working at their respective locations.

There were two other JS connections at

the wedding. The best man was Dave Robb (deputy manager of Wandsworth) who also worked at North Cheam and was 'around when it all began'; and the mobile disco at the reception was under the capable control of DJ Derek Hawgood (provisions manager of Wandsworth)—who, we are told, is available for weddings, parties, bar mitzvahs, etc.

Incidentally, news of this happy event was passed on to us over the telephone by a feminine voice calling from North Cheam. Rose is still trying to track down the caller!

New role for star of Dad's Army

STAFF AT STAMFORD HOUSE were surprised one morning to see Uncle Cyril taking his nephew Steven on a guided tour around the building. Uncle Cyril, better known as Arthur Lowe of Dad's Army fame, was helping to make an audio visual aid for school leavers which will be distributed to careers masters by the Central Office of Information.

Arthur Lowe was photographed in the reception area, and the personnel department of Stamford House, and in the computer room of Rennie House. As the camera crew went round they included JS staff in the shots to add authenticity to the final result.

The link between the COI and Sainsbury's was provided by Sheila Horwood who used to work on the audio visual section of staff training at JS and is now in charge of this project for the COI.

When the slides are finished they will be one of a series on careers, which will also include engineering, factory work, catering and construction. It is hoped that the part made at Sainsbury's will give school leavers a good idea of the typical environment they can expect if they choose to work in a large office.

But for Arthur Lowe it's a subject he doesn't know too much about. After all he's used to working at the bank when he's not out on manoeuvres with the rest of Dad's Army. In this film he plays the part of a 'typhoon'—his version not ours—a big businessman who tends to put the wind up everybody. With his experience of battling with the impossible what advice would he give to potential office staff? 'I think we should all stand with our faces firmly up against the wall and march forward.'



Arthur Lowe and his 'nephew' meet JS receptionist Deborah Bebbler.

News from around and about

TRADING AND OFFICE hours for the Easter period have now been announced.

All stores, with the exception of Victoria, will be open on Good Friday but will close for Tuesday April 12 giving most staff a three-day Easter break.

There will be no late night shopping on Friday, apart from at Telford branch, which will remain open until 8pm.

Depots will close on Saturday night as usual, but will not resume working until Monday night in order to make deliveries to shops on Tuesday.

Office staff in Blackfriars, Streatham and Clapham will take Good Friday and Easter Monday as their Easter holiday.

HIGH PRAISE for Bell Green, Coventry, branch was received last month from the environmental health inspectors.

They carried out a full food hygiene inspection at the branch in December, during the pre-Christmas rush.

Despite the timing the officers found 'all aspects of food hygiene, cleanliness, stock control and hygiene practices to be of a very high standard'.

The commendation came in a letter to the JS head office in Blackfriars and ended with the hope that 'these commendable standards can be maintained in the future'.

We'll echo that—keep up the clean work!

WINTON'S PERFORMANCE in defeating Poole in a darts match was in the eyes of its manager, Gordon Chant, sheer poetry.

So below is his match report—in verse.

*Gauntlet down, faces grim,
Both teams barrack, what a din,
Winton minnows stem the tide,
Poole one down, nowhere to hide.
Ivor rages, 'It cannot be'
Winton relax, one each of three.
Battle continues, final leg is on,
Poole's chances, alas, they've gone,
Frank toes line, knees a-knocking,
Second dart, two sixteens, Poole
are rocking.
Just a game of darts, and lots of
fun,
But Poole's pride is dented. Winton
have won.*

Double Dutch week makes sense



SAINSBURY'S WENT DUTCH for two weeks, commencing February 21, when fresh foods from Holland were promoted in JS branches.

Called 'Dutch Fresh Food at Sainsbury's' the promotion centred on cheese, butter, ham and bacon.

Says JS advertising manager Mike Conolly: 'Following the success of last year's French food promotion it was thought desirable to have a similar promotion of food from another country.'

'Holland was chosen because of the importance of Dutch products, especially its cooked meat and dairy products.'

The promotion was backed by radio and TV advertising, financed by the Dutch Dairy Bureau. The Dutch Cooked Meat Board contributed towards other costs including national press advertising.

Pull the other leg

THE NAME JAKE was the only clue to the nature of a complaint from a customer who returned a pair of JS one-size tights.

Those of you who are acquainted with Mr Jake (the peg) will be way ahead of us when we say that—yes—the tights had three legs!

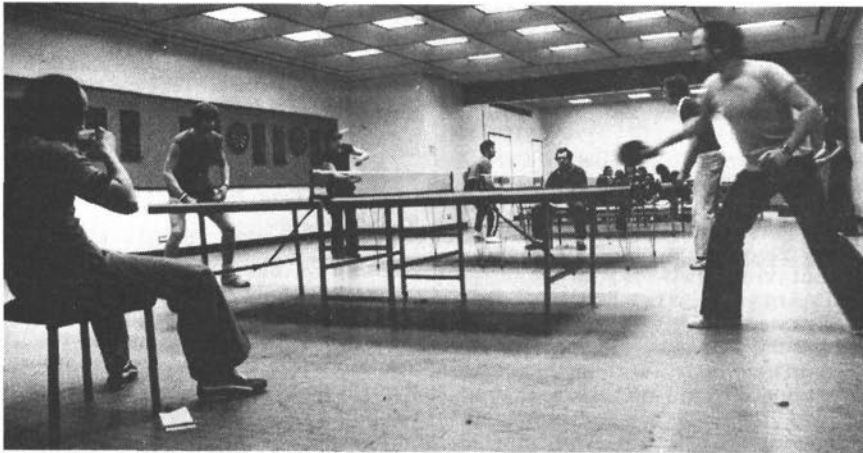
The customer did not actually say what was the matter with the tights, merely that her name was not Jake. The suppliers were contacted, and they were concerned that the tights had got through examination at their factory, saying that it was a very isolated incident.

The JS labs, in their report to the customer relations department, ended with a succinct:

'The complaint is justified.'



Finals keep players on the ball



IT TOOK TEN HOURS of non-stop play to decide this year's SSA table tennis finals, held in the recreation room at Rennie House on Sunday 20 February.

Two ace players, Margaret Bowyer and Simon Fisher, were unable to compete through illness, which left the field wide

open for this year's 60 contestants.

Ken Haywood (Haywards Heath) won the veterans' singles for the sixth year running. A veteran is anyone who is over 38 years old. Jean Torr (Blackfriars) and Margaret Lemon (Guildford) retained their trophies by once again winning the ladies' doubles.

Champ of the day was John Payne (Holloway), who won the men's singles from last year's winner Alan Bennett (Streatham). When serving John put a spin on the ball that left his opponents standing.

Rescued from chain gang

SOMEONE OBVIOUSLY THOUGHT a lot of this JS trolley to chain it to the railings outside a block of flats in Fulham.

The picture was taken by a sharp-eyed customer who said the 'owner' had previously taken possession of a tattler model but had swapped it for this one when the local Sainsbury's received a consignment of shiny new trolleys.

Taking pity on the lonely trolley Fulham branch soon rescued it from its sad plight and restored it to comfort and safety with its fellows in the store.



JS fairy cakes rise to the occasion

FACED WITH AN OVEN made out of a tin box resting on four bricks, with a wood fire underneath and hot ashes on top, Linda Brooks' heart fell; but not her JS cupcakes, which rose splendidly to the occasion and created quite a sensation in the mud hut village of Bihar in India.

Mrs Brooks (who lives in Putney and shops at JS) went to the village to see two little girls she is sponsoring. She asked the sisters at the convent where she stayed, what they would like her to bring them as a treat. They replied—the ingredients to make a cake.

'I took several packs of Sainsbury's fairy cakes with me, thinking they would be the most convenient' said Mrs Brooks, who was so pleased with her purchase she wrote and told JS about the success of her tin box cooking.

The good results she said were like a miracle, as it was impossible to gauge if inside the tin box it was regular six or 66! And you couldn't look inside to see how things were getting on.

The sisters at the convent, said Mrs Brooks, were fascinated with the lemon icing on the cupcakes, which they had never seen before.

Sue's prize helps the housekeeping



MEET LUCKY HOUSEWIFE Sue Willmott whose weekly shopping bill up to £5 will be paid for the next two years by *Living* magazine.

That was the prize Sue (seen above with manager Stan Stanford), who shops at JS's Brighton Churchill Square branch won in a competition run by the magazine.

She says: 'I've never won anything before—I thought I'd probably get one of the many tea towels being offered as consolation prizes.'

To win the top prize readers had to answer some questions and think up a slogan on the section of the magazine they liked best. Sue and her husband Nick chose the practical living section. And the prize winning slogan—'Practically useless without it'.

Is the Bullock report the answer...?

From: D T Condon, pork products, Blackfriars

Now that the dust has settled, we have been invited to comment on the Bullock report (*JS Journal* February issue.)

Some common ground seems to have been established. Employer and employee spokesmen agree that there should be more to work than just performing duties for payment, that there should be involvement in decisions which affect employees and the running of their companies.

Criticism has come from both sides of industry, but by far the most vociferous has been the employer organisations. Their criticism centres on the alleged narrow terms of reference and most of the majority recommendations.

They oppose representation being confined to trades union members. A company would have a very long hard search to find members of their staff willing to form the employee section of a board, and who might at some stage have to vote against the employer section, without some kind of protection against pressure. They believe that the recommendations will lead to worker control. The report lays down that a board will be formed of three sections: employer side; employee side; and shareholders acceptable to both sides to break any deadlock, all sections to be of equal numbers. How can that make-up result in worker control?

They say that boards should be made up of members chosen for their ability and experience. Many board members in industry and commerce are: very old people who are hanging on to office long after their value to their companies has ceased; those whose only claim to the position is that they bear the company name; and celebrities who collect directorships as other people collect stamps and who have no ability whatsoever in running a company.

The saddest criticism I have read so far is that the employee side would renege on decisions to which they have been a party. This statement sums up the wide gulf which exists between both sides and does much to explain the sad state of our economy.

If the majority Bullock report will help to bridge this gulf, it should be implemented without delay.

'... new legislation is essential to ensure the interests of employees are taken into account ...'

From: Maurice Wells, central personnel department, Blackfriars

Although the company has not yet commented directly on the Bullock report it is likely that Sainsbury's views will be broadly similar to those already expressed by organisations such as the Confederation of British Industries and the Retail Consortium.

In essence these bodies have said:

The response to the invitation to let the Journal know what you think about the Bullock report on worker participation (see February issue) has been so great there just isn't enough space to print them all this time round. We will therefore be publishing them over two issues.

This also gives those of you who are still pondering the implications of the report, time to get your views on paper and in the post to the Journal office.

Comments on the correspondence will be published along with the last batch of letters.



Guardian

- They are opposed to having employee representatives forced on to the boards of directors of companies.
- The best way to involve employees would be to adopt a gradual flexible approach agreed by everyone within each company.
- If employees' representatives are given places on boards they should not come through democratic trade union machinery.

The limitations imposed by existing company law mean that new legislation is absolutely essential to ensure that the interests of employees are, directly and specifically, taken account of by boards of directors. At the moment employees are only considered indirectly in that this may have some bearing on the way in which the

board discharges its fundamental responsibilities; namely to the shareholders and to the law.

Similarly, as far as employee participation is concerned, directors are not able to introduce changes which dilute their own power and influence without the specific approval of the company ie the shareholders.

All companies have had ample opportunity to gradually move towards involving employees in decisions at all levels in the past.

As an active member of ASTMS I should like to know how else, other than through trade union machinery, could one ensure that employee directors would be sufficiently independent both to faithfully and fearlessly represent employee interests and to be directly answerable to their fellow employees?

In Sainsbury's the opportunity to introduce an imaginative scheme of employee participation, drawing upon the experience of Scott Baden, the John Lewis Partnership etc. was missed in August 1973. Instead the company followed the same dreary path and went public, thinking no doubt, that since a parcel of shares were earmarked for employees this represented participation.

A large number of employees who decided to participate and further expressed their loyalty to the company by investing their savings are still counting the cost of that decision.

Could anyone really suggest that employee shareholders have any real feeling of participation other than in the narrow, limited, financial sense?

'Let's not upset progress by introducing more legislation'

From: D L Radlett, research and scientific services division, Blackfriars

Someone once told me, although it was probably a long time ago, that democracy is something to do with giving all people a say in what affects their daily lives. The main Bullock report seems to endorse this idea—provided one is a trade union member.

Also under the democracy banner, I suspect that many worker directors would feel obliged to report to their unions on boardroom meetings. What a gift this information bank would be if ever there were to be a union leader unscrupulous enough to use it to undermine the operation of private industry.

Many leading companies are moving toward greater industrial democracy and others will need to follow if only to be in a position to attract employees. Let's not upset this progress by the introduction of yet more legislation, particularly of the type that, it might be argued, could be manipulated to hasten the demise of the private sector in our united economy.

The Streatham connection

For the second in our new series of close-up stories we take the minibus to Streatham to find out how JS's central accounting and internal auditing departments add up . . .



The vital link—Bill O'Connell (centre) and his daily minibus service between Blackfriars and Streatham.

EVERY WEEK-DAY MORNING at nine, a minibus pulls out of Rennie House and heads towards Streatham High Road where JS's accounting department and internal audit department are ensconced in Norwich House. Behind the wheel is Bill O'Connell who has been travelling 'the Streatham connection' since 1968, carrying post (and staff) between Blackfriars and Streatham.

The 380 JS staff at Streatham keep the company's purse strings neat and tidy and the purse itself perfectly balanced. The work at Streatham comes under two main headings: accounting and auditing.

At the helm of the accounting department, since 1970, is chief accountant Frank Netscher. Mr Netscher has overall responsibility for the department and the development of its systems whilst his deputy Derek Pretty directs the day to day operations.

Mr Pretty explains the specific functions of the department, which he divides into four main areas.

'Our first function is a strict accounting one. In terms of the human resources involved the payment of suppliers is our biggest area of operation. We pay out for goods received by JS—though we don't see the goods ourselves. We don't only pay out for goods. Our creditors also include

builders, hauliers, and those terrible twins—the vat man and tax man!'

The department's third function covers an area that must be dear to the heart of every JS employee. Mr Pretty explains: 'We control the total company payroll (though the department itself is at Blackfriars so as to be within close proximity to the main computer). Other duties of this section include deductions of income tax payments and keeping of tax and national insurance records.'

Handling JS's banking arrangements and controlling its bank accounts is the fourth function. Says Mr Pretty: 'When you consider that here we are talking of money amounting to hundreds of millions of pounds, the responsibilities are enormous.'

The accounting department also acts as an information service. Says Mr Pretty: 'We provide information on financial matters to those responsible for making decisions and then monitor the results when these are made. It is important that the information we provide is timely, accurate and concise.'

'Accounting systems have to adapt to changing conditions, and in this connection flexibility is the key word. For example, recently JS has introduced discount prices and extended its range into

hardware and other new products, so we've had to adapt our systems to cope with them' says Mr Pretty.

Management accountant Chris John, financial accountant Doug Capper and purchasing accountant Bill Anderson head the three main sections within the department.

Chris John's department has two responsibilities—management accounts and engineers costing. The former entails providing regular control reports for management on expenditure against budget, whilst the latter involves processing payments for architects' and engineers' work and costs. It also produces four-weekly revenue control reports, detailing costs against budget and commenting on variances.

Doug Capper, who has been with JS since 1960, heads financial accounts—its role extends from preparing the corporate accounts of the group and borrowing and investing money at the best rates, to keeping a record of all JS equipment (worth nearly £70 million) and liaising with the tax and customs and excise authorities.

The chief cashier, the payroll office and the payment of JS pensioners all come under the fold of financial accounts.

continued ▶

The purchasing accounts can lay claim to being Streatham's 'paper factory'. Bill Anderson (with JS for eight years) explains: 'We receive documents from the buying department telling us what goods have been ordered and the price arranged. The suppliers send us invoices of what has been delivered and the amount they expect to be paid. Branches, depots and other locations then send us receiving notes showing what has been received.'

Says Derek Pretty: 'The Streatham year reaches its climax with the publication of the annual report and end of year accounts (to be published this year on June 1). These cover the year from March to March, not a calendar year, so we can get Christmas out of the way before the annual accounts are required.'

'We have to check that everything we have received is correct and accurate, and that tabulations and figures represent what has happened during the year.'

'It is our peak period because at the same time we are collating budgets for the following year. So, in effect we are looking back and working forward at the same time.'

With a tight schedule like that, speed and accuracy is essential. This is where the computer department (which also incorporates the punch room and data control) comes in.

'We work three week-ends running to get it all finalized. The end of year accounts is really hectic for us' says computer department manager Paddy Griffin who has been with JS since 1935.

Prior to moving into the computer field in 1961 he was in mechanized accounts which he refers to as 'a less sophisticated version of computers'. Since then he's had to learn all about flow charts, programming and other technical terms.

'Fortunately' he says 'my responsibilities are mainly managerial and administrative. The technical side is more the province of Bernard Mark (chief systems analyst).'

Mr Mark switched careers and went into computers at the age of 45 because he couldn't resist the challenge of 'a younger person's game'. In fact, when he started he was about 15 years older than any of the others in the computer department.

He says: 'In the early days computers had a bad name. But now all that's changed—computers now have an excellent reputation especially at Streatham.'

JS's Streatham operation moved into Norwich House in 1963 on a 42 year lease. JS rents the first, second, third and sixth floors and part of the fourth and fifth floors. The rest of the building is occupied by other businesses, including one which sub-lets part of the fifth floor from JS.

In such a situation office manager Malcolm Watkins finds the job requires him to wear many hats.

He says: 'In addition to being responsible for the working conditions of all JS staff I'm also acting as tenant and landlord.'

'So if we decide to stage something like a fire drill, or even sort out a security problem, we have to be aware that there are others in the building too and involve them. And because we are surrounded by other people around the building we've got to get on with each other, resolving the occasional problem that may arise between us amicably.'

▷ continued



From facts and figures to food . . . in Streatham's friendly restaurant.



Girls in the punch room play the light fantastic at great speed and with dexterity.



A well-earned break away from it all in the comfortable coffee lounge.



Above: Olive Cain (standing) in JS's 'unique' typing pool.

Right: The computer room where they've got the numbers game taped!

Below: Norwich house where it all adds up... takes away, multiplies and divides...



These 'occasional problems' have included requesting the residents of a block of flats at the back of the building to keep to the parking spaces allocated to them, and requesting the manager of the Odeon cinema next door to reduce the volume of the soundtrack during the matinee of 'Earthquake'.

The typing and addressograph department and staff restaurant are all part of the office manager's empire. And the typing pool is, in the words of its supervisor Mrs Olive Cain, 'unique in the company'.

'It's different to any other typing pool in the company' she proudly claims, 'because, in addition to audio and copy typing, we also do scheduling and form design. So there's a fair old job to do.'

Taking care of appetites built up by all the hard work of 'end of year' accounts are chef manager Harry Page, assistant man-

ageress Christine May and a team of happy, helpful staff. The restaurant facilities are also used by branch staff from down the road at Streatham Hill.

A welcome additional facility is a spacious coffee lounge, with intimate decor and cushion-comfort furniture. Here staff relax after lunch and take their coffee/tea breaks away from the rigours and intense concentration required in their work.

The lounge also has a mobile dance floor and therefore doubles as a ballroom or disco—depending on age or enthusiasm!

Social gatherings are arranged by a six-strong committee of SSA members, and, 'on behalf of the committee' Joan Murphy told us about their plans.

'We've tried to move away from the cheese and wine type of function and organise more varied social evenings.' A recent success was a "saints and sinners"

evening. Tickets for these evenings go very quickly.

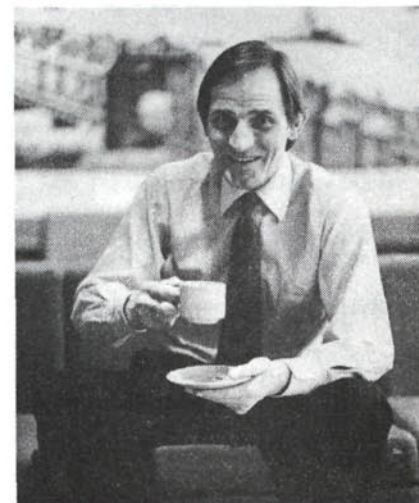
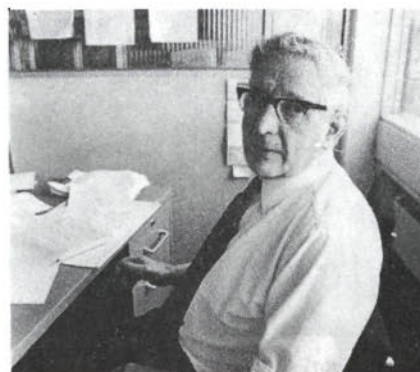
Sport isn't neglected, either. Two dart leagues operate during the lunch break and two table tennis teams play in the central league. The A team have, in fact, won all their matches to date and are top of their division. They also have a cricket and football team.

One of the most striking features about Streatham is the happy atmosphere that permeates right through the staff.

'I hope this is so' says personnel officer Vera Curtis 'because it's one of my jobs to ensure that staff are happy. And as most of our employees live locally it builds up a good community spirit.'

The efficiency of the Streatham operations and the happy spirit there was best summed up by a young member of the staff. 'Everything is well organised,' she said 'and we're all one big happy family.'

Some of the people behind the scenes



Names to the faces are (clockwise)—Paddy Griffin, Chris John, Derek Pretty (left) with Frank Netscher, Malcolm Watkins, Vera Curtis, Bill Anderson (enjoying a cuppa), Bernard Mark and, above him, Doug Capper.

The internal audit department

'We've come a long way since the days when we were regarded as spies of the chief accountant' says chief internal auditor Ron Dooze.

He continued: 'In broad terms, the internal audit department makes an independent audit appraisal of the financial and operational controls within the company. The concept of internal auditors adding up figures and checking ledgers is

outdated. The department today is a multi-disciplined team—with data processing, work study and accounting experience.'

Mr Dooze, who has been with JS for 25 years, started his career in the accounting department. He has been an auditor for 12 years. His experience in accounting has stood him in good stead for, as he says 'accounting is still 25 per cent of our

work.' Practical knowledge of JS and its methods is also important.

The department has a total staff of 25 including five mobile branch auditors, one for every area, who each travel up to 25,000 miles a year. Streatham is the base where they report to and Mr Dooze is aware of their movements and can contact them at any time.

The Streatham end consists of an office where reports are written up, and a small clerical support section which checks the cash documents that, principally, branches prepare each week.

'When internal audit staff visit branches or depots, they are likely to be spending as much time at the back door and warehouse floor as in the office' says Mr Dooze.

'We complement the work of the external auditors who rely on us for an appraisal of internal control particularly at branches and depots.'

'Management has sometimes been suspicious of us, and it is impossible to do our job if we are regarded as a threat. However, we like to feel we are offering a service. A mark of our success is when managers themselves come to us for assistance.'

'But if an auditor doesn't upset someone somewhere he isn't doing his job' he adds. ○



Ron Dooze and part of his clerical support section based at Streatham.

Take ten pretty girls



Beauty and the lucky beast! The beauty (from left to right): Karen Pini, runner up of Miss World 1977 and one of the judges; Miss JS 1977 Sandy Meek; Miss JS 1976 Wendy Boutwood; and Miss International 1976 Joanna Booth, another of the judges. The lucky beast: SSA organiser Bill Allen who compered this year's finals.



Elaine Davies (left) and Chris Romaine-Evans experiment with their make-up as they relax in their room at the hotel before getting ready for the big night.

BUTTERFLIES inside, confident outside, the ten Miss JS finalists wait in the wings. In a few minutes one of them will be richer by £100 and proclaimed Miss J Sainsbury 1977.

The judges confer. The 1000-strong audience cross their fingers for their favourite filly. The winning three names are announced.

... third Annette Bannister ... second Elaine Davies and finally the winner of this year's Miss JS contest is—Sandy Meek ...

Amidst a flurry of flowers, congratulatory kisses, gifts and excited confusion, Sandy's year in 'office' begins.

For all the girls taking part, the settling of the crown on the winner's head is the climax of a day that has given them a taste of what being a beauty queen is all about; and a glimpse behind the scenes at the hard work that goes into what is the biggest night out in the SSA calendar.

The finalists travel to London's West Centre hotel in time for lunch with the SSA organisers and to run through the programme for the evening.

'At lunch we put the girls at ease and help them overcome any nervousness' says SSA organiser Bill Allen.

After lunch a draw is held to see which number the girls will carry. The huge, empty banqueting hall echoes to the sound of cutlery and china, as the tables are laid ready for the evening.

A careful run-through of how they should parade for the judges.

'Remember to smile at them, walk tall and well, don't hurry—you're not catching a bus' calls out SSA secretary Alan Kettley.

Using a microphone is not easy. 'Speak up we can't hear you at the back' says SSA organiser Len Starling from a strategic position in a far corner of the vast hall.

Is...



Every one a winner! This year's ten finalists:

- 1 Chris Romaine-Evans—Miss Office—who works at Blackfriars
- 2 Yvonne Duke—Miss Southern—from Winchester branch
- 3 Elaine Davies—Miss Western—from Cowley branch
- 4 Pam Turner—Miss Buntingford depot
- 5 Sandy Meek—Miss South East—based at Bromley area office
- 6 Carol Cheeseman—Miss Charlton depot
- 7 Annette Bannister—Miss Midlands—from Walsall branch
- 8 Michelle Cheate—Miss Eastern—from Great Yarmouth branch
- 9 Irene Fields—Miss Hoddesdon depot
- 10 Hilary Bowden—Miss Basingstoke depot

'Stand closer to the microphone, we still can't hear you' adds Bill as he goes through the questions he will ask the girls and the answers they will give.

'I'd like to travel'

'Where to?'

Long nervous pause.

'It's not going to sound so good if you say you like travelling and then can't think of anywhere you'd like to visit' says Bill.

'Make your answers slick and snappy, make them up if necessary' advises Alan. 'Remember the judges will be out there and what you say and how you say it counts.'

Soon the patter flows easily, and the girls gain confidence and begin to swing down the catwalk with style. Rooms have been arranged for them so they can spend the rest of the afternoon relaxing and getting ready.

Wendy Boutwood, last year's Miss JS, recalls how nervous she was. 'But everything went right in the end.' She spoke of the excitement of winning and the wonderful year that followed. 'My children kept writing essays at school about their mum being a beauty queen. I thoroughly enjoyed it. One of the nicest things was, on the night I won as I left the stage someone asked for my autograph.'

Keyed-up with excitement the girls, their make-up perfect and every hair in place, meet the judges for the first time at an informal party in the cocktail lounge of the hotel.

After dinner in the banqueting hall, most of the girls are too nervous to eat much, the moment arrives when the spotlight falls on them and the minutes tick by like hours before the words... the winner of this year's Miss J Sainsbury title is... a pause, and come the summer the search for Miss JS 1978 begins.



After lunch the girls draw for the number they will carry. Bill Allen holds the cards while Alan Kettley offers advice and helps them overcome their nervousness.



The Great Race

WITH MORE THAN a little help from BBC TV's Nationwide programme, Putney branch was transferred into 'own Brands Hatch' on January 14, for the staging of the first ever supermarket trolley Grand Prix, shown on Nationwide's 'pigeonhole' spot on January 21.

One of their viewers, Edna Williams of Bristol, wrote to complain about the manoeuvrability, or otherwise, of supermarket trolleys.

So Nationwide promptly wheeled Mrs Williams up to London to show her just how well a properly loaded, regularly serviced supermarket trolley—from JS of course—could behave under the tough conditions of racing.

And now it's over to our commentator, Burstin Gasket, strategically situated with a tin's eye view at Roast Duckham's Corner.

'Well, this is exciting. The first Trolley Grand Prix, "Le Monte Carlo Trolley" is just about to start. The watching crowd is going wild with excitement as the four contestants—TV presenter Richard Stilgoe, in the Safeway Lotus, number 57; Alice Gaskin in the FineFare Ferrari, number 13, unlucky for some but we hope not for her; René James in the Tesco McLaren, number 49; and Mrs Williams in the JS Ford, number two, line up for last minute instructions from the starter.

'The engines race as they line up for the start and . . . they're off! And it's Mrs Gaskin who's away to a marvellous start, closely followed by Mrs James. These two certainly know their way around this tough Grand Prix course (they ought to—they're both part-timers at Putney—ed.). Behind them comes Richard Stilgoe, puffing already—he seems to be having trouble with his exhaust—and last is Mrs Williams, having difficulty controlling her high-performance JS trolley—she's used to inferior models back home in Bristol.

'It's Castrol Sugar Corner, and Mrs Gaskin (number 13) takes it wide, followed by the others in hot pursuit, their highly-tuned trolleys standing up well to the pounding which they're taking from the bone-dry, sparkling clean track, which the course stewards spent hours lovingly preparing for this great race.

'Another lap gone and Mrs James (number 49) has pushed through to the lead—she's obviously learnt the advantage of putting her Corn Flakes at the front to lighten the load on the driving wheels.



'Oh, no! Stilgoe (number 57) has crashed! He was trying to slip through on the inside but his trolley glanced off a loaded gondola, spun, and overturned, blocking Mrs Gaskin and Mrs James. It looks as if they're all out of the race. Mrs Williams, now driving the JS Ford like a pro, leaps smartly into the lead as . . .



' . . . Putney's Supersavers—Christine Neal, Ann Abbs, Sandra Larder and Jill Woolgar begin to wheel the crash tenders from the pits to pick up the battered TV man.

'Well, it's all over, Mrs Williams, this novice from Bristol, driving the Sainsbury Ford for the first time, races round the final laps showing breathtaking control, to take the laurels to the applause of the ecstatic crowd.'



A right royal competition

and would jubilee've it, a £50 hamper to the winner!

WIN YOURSELF a hearty hamper with a royal flavour—a jubilee feast—including a crown of lamb, a majestic stilton, smoked scotch salmon, a princely ham, bottles of champagne, whisky, sherry, gin, and lots more patriotic produce to the value of £50 (sorry, prize does not include the hamper basket); PLUS silver jubilee mugs to the runners-up.



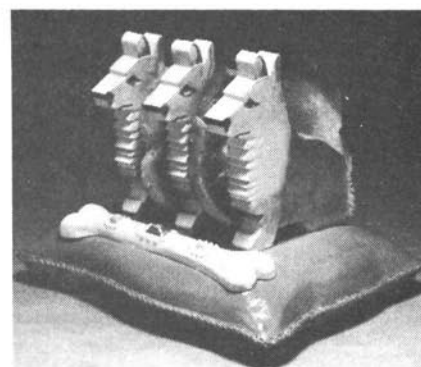
'God save the Queen' jigsaw.

What you have to do:

Designers have been vying with each other to produce the most expensive, the most useful and the most ridiculous jubilee souvenirs. But we think you can do even better. We want your ideas for a really memorable jubilee souvenir.

The small pictures above and right are just two of an amazing collection of unusual jubilee novelties on show at the Design Centre. Some are practical, some are exotic, but they are all original ideas.

We don't expect you to make your souvenir, you can either draw the design or write a careful description of it, and we will feature the best we receive in future issues.



Corgi toast rack designed by the Royal College of Art.

Fill in this form, attach it **securely** to your competition entry, and send to: JS Journal, 5th floor, Stamford House, Stamford Street, London SE1 9LL, to arrive not later than Monday 23 May 1977.

Name _____

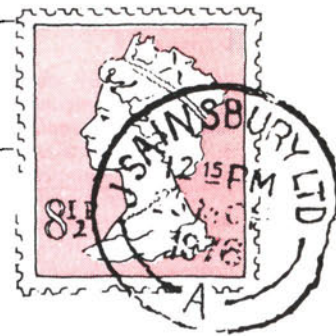
Dept./address _____

_____ 'phone no. _____

Conditions of entry: The competition is open to all full- and part-time employees, except members of the JS design studio who, headed by chief designer Peter Dixon, are kindly acting as judges.

Entries are limited to one per person. The judges' decision will be final. The closing date for entries is Monday 23 May 1977. The results will be published in our June issue due to be published on June 9.

Your letters



Letters are welcome and should be addressed to the editor. Don't forget you can use the Journal's ring-in service on 01-921 6221

Making allowances

From: W J Cole, grocery manager, Trinity Street, Coventry

I believe we are about to miss a golden opportunity here at Coventry. With the opening of the new store at Cannon Park, branch productivity services have provided the Trinity Street store with a new staff allowance of 15 per cent, not effective however until the opening of the new store. No doubt they have many precedents for doing this and could argue that they could project a 20 per cent reduction in trade.

However, it is a well known fact that this branch has grossly overtraded for many years and could well do the 15 per cent more trade if it had the facilities. While hoping that the new store is a great success (that's what our future is all about) would it not be prudent to leave the staff allowance as it is for a short period in case the drop is not so sharp. This would give the branch the opportunity to prove that as a city centre store we want to continue to give the best service.

I am sure the cost involved would be more than compensated by retaining customer goodwill.

John Casey, manager, branch productivity services, replies:

When a new store opens in a location that is likely to affect trade in an existing store it is normal practice for the site potential statistics department to provide an estimate of the effect that the new store will have on the existing one. This data is then used by the directors (Mr Ramm and Mr Snow) to set the takings level for both branches. They also use the experience gained from similar circumstances, for example:

*Coldhams Lane and central Cambridge
Kempston and central Bedford
Broadfield and Crawley
Blackpole and Worcester*

and bearing in mind that those mainly affected are car customers who take advantage of better parking and the greater range of goods available. Branch productivity services then produce an allowance based on that information which becomes effective on the day the new store opens.

The levels at which the allowances for all new branches are set are reviewed (and amended if necessary) on a weekly basis by the manager, BPS and the director of branch operations division, and the same procedure is followed for any branches affected by them.

It is therefore true to say that Trinity Street allowance has been based on a drop in trade of 15 per cent but this is only an initial estimate and will be reviewed weekly

and revised immediately that the actual level of trade at the branch indicates it to be desirable.

In addition to this the allowance when revised will be based on a level above the actual trade to an extent which will not in any way prevent growth.

The end result at which we aim is a balance between the two stores which together can take a greater share of the total available trade.

Wearing the trousers!

From: Mrs C J Smith, chief display assistant, Blackpole, Worcester

Re the letter from Mr D Wilsher in the February issue, poor Mr Wilsher, Mr Snow really shot you down didn't he? Mind you I agree with his views on white shirts for male employees. What I deplore is the company's refusal to allow ladies to wear trousers in winter!

Managers had problems galore in the days of the mini skirt, but now one sees skirts of all colours and lengths hanging below unfashionable overalls. How much neater and more uniform we would look during the winter months if we could wear smart navy blue trousers with tunic top!

The February *JS Journal* was full of praise for our textile department's new spring collection, surely our talented designers could design a uniform acceptable to the company and employees?

The trousers could be supplied by the company in the same way as the men's white shirts. I'm sure I speak for 95 per cent of JS ladies when I say we would be prepared to buy them! Dare I suggest that the company put it to the vote to prove me right or wrong?

A reply is in the pipeline Mrs Smith—
Editor

Christmas box up

We don't normally publish letters without knowing the sender's name but the one below is the result of a technical hitch. It was left on our ring-in letter service and just as the name and address was being given a gremlin got into the machine and all we got was '... branch.'

It was obviously a mechanical fault as the letter itself was recorded without a break.

The tax man and I would like to thank the company for 'our' Christmas bonus this year. However, I do feel the tax man comes off better considering that he does not have to cope with the increase in trade and extra work.

I have also spent a week listening to other staff grumbling about the same subject and would like to suggest that the

company give us gift vouchers instead of money.

This would be a lot better for the staff and the company as we would get the full amount stated on the Christmas bonus list and the company would eventually get the vouchers spent in one of their stores and thus deprive the tax man of a merry Christmas.

A Clarke, manager remuneration and benefits department, replies:

I am sure everyone at JS will sympathise with your views about the tax man. Unfortunately, you have under-estimated his capabilities in that the Inland Revenue would still view giving gift vouchers to staff as a taxable benefit. So once again, we lose.

It is an idea we have had before, but we welcome hearing from staff about the employee rewards they wish to suggest.

Paper money?

From: Leonard Hammond, ex JS manager

I am prompted to write about the new currency which the company now accepts. Whilst waiting in a queue at a JS checkout recently I observed a customer being attended to by the checkout operator. The customer accepted her change, then handed the cashier a wad of newspaper and magazine vouchers—issued one assumes, by a variety of firms to encourage the sale of their products.

The cashier added up the total value of the vouchers and then called her supervisor who rechecked the vouchers. There was obviously a disagreement. They rechecked again and ultimately agreed upon the total value of these slips of newspaper, which came to the astounding sum of 85 pence. None of the vouchers were checked against the customer's purchases.

Where is the profitability to the company for all that nonsense involving the checkout operator, the supervisor and the cashier in the office? The coupons have to be sorted out into the variety of firms. The claims have to be made to the firms issuing the vouchers etc, etc—and for what? Has JS enhanced its sales? All I can assume is that we now have a new currency of the realm, pieces of paper being exchanged for cash.

Jack Cornwall, manager, branch administration, replies:

The straight answer is yes, and we don't like it either. Unfortunately the issuing of coupons by manufacturers to encourage sales of their products is so well established that we are unable to avoid accepting these coupons in isolation from other retailers. We would much prefer that any promotion

continued ▷

▷ continued

carried out by the manufacturers was passed on by means of cheaper prices to retailers which could then be passed on to all customers in a straightforward manner without any gimmicks.

The writer is perfectly correct in saying that there is no advantage to JS in handling these vouchers. We merely recover from the promoters a handling charge which goes some way towards covering the extra costs involved but certainly this cannot compensate for the nuisance value at the check-outs or in our cash office operations.

The point that has been made about not checking vouchers against customers' purchases is in fact declared company policy. Vouchers are accepted in our supermarkets provided we sell the particular goods in that store. This policy has been arrived at as a result of trying to reduce the delay to customers to an absolute minimum. No doubt you can imagine the delay there would have been in the instance quoted if each item had had to be checked individually to the customer's purchases.

Initial response!

From: Mary Harold, engineering design

In response to the letter published in the last issue from Mrs Flaton, suggesting that it was about time JS had a new slogan, how about the following:

S—earching for a brand new motto
A—s our image changes shape
I—nflation, rising makes us desperate
N—othing seems to stop the spate, of
S—oaring prices, tightened purse strings
B—ut may I venture this to say, while
U—nderstanding the maxim—and
R—eassuring those who'd stray—
Y—ou are safer shopping the
S—ainsbury way

You seek them here . . . they seek them there . . .

From: T A Tate, deputy manager, King's Lynn

I feel compelled to put pen to paper and complain about the following:

1977 at last is here
It's the Queen's Silver Jubilee Year
How pleased we all were to see
A donation sent by Sainsbury's
To help swell funds for such a good cause
Surely does deserve applause.
Now although it may seem a pity
Let's get down to the nitty gritty
From where we ask does this money come
That's going to such a worthy fund
From profits surely is the answer.
Now spare a thought to this end
And ask the buyer why he does not send
Jubilee mugs and goblets too
To be bought by me and by you,
They came in once then alas no more
Please tell us why we cannot buy
Mugs and goblets from our store
When competitors stock them from ceiling
to floor
We are here to take customers' money
So send us mugs and goblets
— there's a honey.

Hardware buying department replies:

Thank you for your witty rhyme
We're glad it doesn't happen all the time
We have our problems to be sure
Including getting goods in store
'77 Year of Jubilee—
You're right, it's bound to be a spree
Gifted merchandise galore
Should be stacked from roof to floor
Until of course June sixth at bay
The buyers meet their own 'D' day
With stocks arriving very late
They meet their just and only fate
Poor B . . . s they really are the mugs
Always standing where they pull the rugs

Having strained to their full extent
Only to find the money's been spent
Where is the milk?
Where is the honey?
Our faces are red!
And it's not very funny!

Additional supplies have been despatched during recent weeks to help combat the tremendous demand . . . and long may she reign.

Homage to fromage

'ONE OF THE finest Camemberts I have ever tasted' wrote a customer at JS's Farnborough store in a letter of praise to manager Ray Clark, about a cheese she had recently bought at the store.

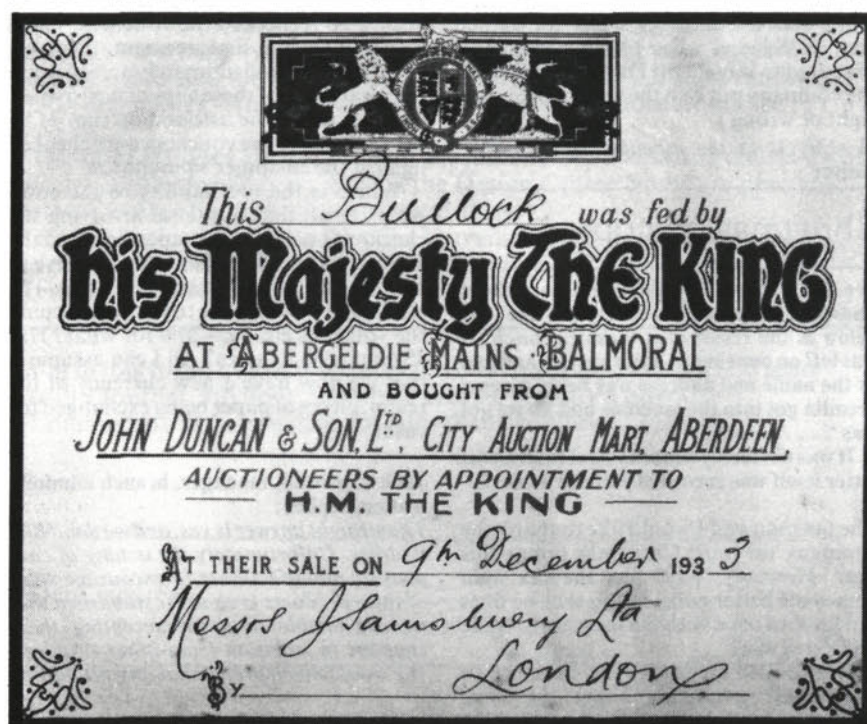
Explaining that as she had been born in France and therefore had 'quite a fair experience of Camemberts' she went on: 'I think it is remarkable that you are able to serve cheese to such a high standard in a country where, generally, there seems to be such ignorance of the way foreign cheeses should be treated.'

Is there a secret warehousing technique behind Farnborough's way with Camemberts? Do they mature them to the sound of the Marseillaise?

'We don't do anything special that I know of' says Mr Clark. 'They are kept in cold storage until needed and used in strict code order.'

'The real credit should go to the buying departments and the distribution side for getting good cheese to us in good condition.'

The bullock report... JS archivist Honor Godfrey comes up with a piece of surprisingly topical documentary evidence



THIS SIGNIFICANT PIECE of ephemera, lavishly illustrated in red and gold, has recently been donated to the archives by JS veteran, Cyril Wood.

In December 1933 at their Christmas fat stock sale, John Duncan & Son Ltd auctioned twelve Aberdeen Angus bullocks and six heifers consigned by the King. All were bought on behalf of JS by William Donald of Aberdeen. William Donald wrote to Mr J B 'The prices range from £62 to £160 per head and the total cost amounts to £1,746. This is the first occasion that all the King's cattle have been bought by one firm, and I think it will be a long time before it is allowed to happen again'. Sainsbury's telegram read: 'Delighted Hearty Congratulations'.

Cyril Wood was working in South Harrow branch as head butcher in 1933. Part of one of the King's bullocks was the centrepiece of a window display plus this certificate and accompanying rosettes.



People pages

Appointments

K Sisk, formerly chief specialist programmer, has been appointed deputy technical services manager at Blackfriars.

R Sims, formerly manager of Feltham, has been appointed manager of Lords Hill (Southampton) which opens in the summer.

G Smith, formerly manager of Christchurch, has been appointed manager of Feltham.

D Richmond-Cole, formerly manager of Shirley, has been appointed manager of Christchurch.

K Fitzpatrick, formerly manager at Southampton, has been appointed manager of Shirley.

D Anderson, formerly project manager in the data processing department at Blackfriars, has been appointed deputy systems and programming manager.

J Renshaw, formerly buyer and deputy head of the dairy department at Blackfriars, has been appointed deputy head of pork products.

D S Lockwood, formerly analyst II (complaints), has been appointed complaints officer (RSSD) at Blackfriars.

Long service

Jack Graves, assistant manager, Muswell Hill, celebrated 40 years with the company on March 1.

Mr Graves commenced with JS at Ipswich. After serving seven years with the Royal Field Artillery, he rejoined JS at High Barnet. Before his present position he has worked in thirty-one branches which have included Holloway, Whetstone and Golders Green.

Bert Covey, assistant meat manager, Paddington, celebrated 40 years with the company on March 1.

Starting at Worthing, he was later transferred to various branches which included Seaford and Haywards Heath. Army service in Italy, Austria and Germany followed. He rejoined JS as butcher at Swiss Cottage.

Stan Hart, senior stores serviceman, celebrated 25 years with JS on March 3.

Joining the firm at Leatherhead as a porter, he served continuously there, except for relief duties at Epsom, Sutton and Cheam. In 1969 he transferred to Worthing.

Ivy Bushell, chief clerk at Camberley, celebrated 25 years with JS on March 10.

She joined JS as a clerk at Camberley. A few years later while on relief to Woking was made chief clerk. Two years later she returned to Camberley where she has remained.

Jock Robertson, assistant meat manager, Aveley, celebrated 25 years' service on March 3.

He started with JS at Romford and then worked at most branches in the Ilford area.

One of his interests is ballroom dancing, and as an associate of the Imperial Society of Teachers of Dancing he has taught many adults and children.

Thomas Wilson, manager Bedford, celebrated 25 years' service in November 1976.

Starting with JS at Burnt Oak, he worked at many of the manual shops in the area. His first appointment at a self service branch was to Kentish Town. He has also worked at Stevenage, Harpenden and many Midland branches.

Cyril Cox, manager of Farnham, Surrey branch, celebrates 40 years' service with JS on March 30.

He started as a learner at Guildford, later moving to Tolworth and Kingston. On returning from military service he went to Farnham from where, in 1961, he became assistant manager at Guildford. He was promoted to management of Farnham in 1966 and in the same year gained experience of opening a branch at Chelsea.

Eric Webster, section leader, supply control, celebrated 40 years with the company in December 1976.

Starting with JS in the sales office, he moved on to the poultry distribution department. He returned to sales office, from where in 1967 he took up his present appointment.

Before the war he was an active member of the JS rowing club.

Bert French, perishable warehouse instructor at Charlton depot, celebrated 25 years with JS on February 18.

Commencing at Stamford House, he transferred to Union Street, from where he moved to Basingstoke depot. He returned to Union Street where he remained before transferring to Charlton when it opened.

Richard Hunter, meat manager, Kingsland Road, celebrated 25 years with JS on February 18.

Starting as a trainee butcher at Ballards Lane, he has worked at most branches in North London. He worked as head butcher at various East London branches including Stratford, East Ham and Walthamstow, moving to Kingsland Road in 1974.

Derrick Gloster, meat manager, Central Croydon, celebrated 25 years with JS on March 17.

He started with JS at Streatham, after completing his military service. He was promoted to meat manager of the service branch at Wimbledon.

Before his present position, Mr Gloster

worked at East Sheen, Chelsea, Victoria, Kingston and Wandsworth.

Donald Shrubsole, assistant manager, supply control, Blackfriars, celebrated 40 years' service with JS on March 5.

Mr Shrubsole started with the company in the bacon office at Gravel Lane, Blackfriars and later transferred to the poultry department where he was a clerk. As this job was located at Stamford House in the winter and Union Street in the summer, his bike was essential, and was occasionally left in the care of 'Brownie', one of the few remaining horses at that time.

He rejoined JS after military service and was employed in the poultry sales office. In 1951 he was a contact clerk and later in 1954 was in charge of the pork sales office and has been associated with meat ever since.

Gerry Ogle, manager at Burnt Oak, celebrated 40 years' service with the company in February.

Mr Ogle commenced with JS at Haymarket, Norwich. After service with the RAF, he returned to the company's Westbourne Grove branch and after completing five years was appointed assistant manager. He has also worked at Marble Arch, Marylebone, Kilburn and Ealing. His first managerial position was at Haverstock Hill in 1960. Before his present position he was manager at Honeypot Lane and Colindale.

Richard Salmon, manager at Teddington freezer centre, celebrated 40 years with JS in February.

'Pinky' as he is known to his friends, commenced with the company at Victoria and was later transferred to Hampstead. After seven years' army service he returned to Hampstead and was then transferred, this time to Belsize Park and later 101 Golders Green. Before his present position, Mr Salmon worked at 97 Kingston and various other branches in the area.

Pearse Hurley, meat manager at Oxhey, celebrated 25 years with JS in February.

Mr Hurley commenced with the company at 128 Kilburn, and has also worked at various branches which include 96 Kilburn, Cricklewood and Hemel Hempstead. He was at one time meat instructor at Blackfriars.

Taffy Wride, meat costings, Basingstoke depot, celebrated 25 years with JS in February.

Mr Wride commenced with the company as a butcher at Guildford branch, and has also worked at Woking and Basingstoke shop.

Wally Roberts, customer service assistant at Eastbourne, celebrated 25 years with the company in February.

Mr Roberts commenced with JS in 1952 as a porter at 10 Eastbourne.

Mick Michael, customer service

continued ▶

▷continued

assistant at Eastbourne, celebrated 25 years with JS in February.

Hilda Talbot, supply assistant at Chesham, celebrated 25 years with the company in February.

Mrs Talbot commenced with JS's Honeypot Lane shop, and was later transferred to Kingsbury. Before her present post, Mrs Talbot worked at Amersham until its closure.

Fred Speed, abattoir liaison officer at Blackfriars, celebrated 25 years with JS in February.

Mr Speed commenced with the company as a trainee butcher at 44/46 Lewisham and was later deputy head butcher at 132 Lewisham. He spent some time at the head office training centre and also on Smithfield market.

Before his present position he was at Charlton depot.

Bill Pocock, warehouseman at Basingstoke depot, celebrated 25 years with JS in February.

Mr Pocock commenced with the company as a cleaner and later became cold storeman at Blackfriars. He transferred to Basingstoke depot where he has held various posts, including chargehand on roll pallets.

Retirements

Jim Rose, warehouse manager at Christchurch, retired in March, after 45 years with JS.

Mr Rose commenced with the company in 1932 at 32 Croydon and later worked at 146 Bournemouth. In 1940 he served with the RAF as ground wireless operator and was stationed in what is now known as Bangladesh. In 1945 he resumed work at 146 Bournemouth. Before his present position, Mr Rose carried out relief work at various branches, which included New Malden, Guildford and Winchester.

Charlie Hacker, traffic supervisor at Buntingford depot, retired in March after 42 years with JS.

Mr Hacker started as a grocery packer at Stamford House in 1935. In 1936 he was

transferred to the drivers section and in 1938 after obtaining his HGV licence he became a relief driver. In 1940 he served with the Royal Fusiliers and then rejoined JS in 1946 as a driver.

Before his present post, Mr Hacker was transport supervisor.

Harry Smart, meat costings, Basingstoke depot, retired in March after 42 years' service with JS.

Mr Smart joined the company as a butcher at Wood Green in 1935. In 1940 he was transferred to Cockfosters and was promoted to head butcher.

National service followed in 1941 until 1946. Mr Smart rejoined JS and went to work at Holloway branch. He also worked at Tottenham. He started his job at the depot in 1967.

Alfred Alderson, chargehand—perishables department, Charlton depot, retired after 22 years with JS.

Mr Alderson commenced with the company in 1954 at Union Street. He was later transferred to Charlton depot, where he remained until his retirement in January.

Sylvia Elford, display assistant at Guildford, retired on February 25 after completing 14 years' service with JS.

Dolly Pell, a cleaner at Stevenage, retired in March, after completing 14 years' service with JS.

Madge Lovelock, display assistant at Ruislip, retired in March, after 12 years' service with the company.

Miss Lovelock commenced with JS's Eastcote branch as a saleswoman. When Eastcote closed in 1968, Miss Lovelock was transferred to her present post.

Bessie Scotcher, delicatessen assistant at Golders Green, retired in December, after 15 years' service with JS.

'Scotch' as she is called by her friends, commenced with the company at Brent Street, Hendon. Before her present post she worked in Golders Green manual shop.

Edward Silverthorne, fresh meat trading, retired on March 4 after completing 45 years' service with JS.

Mr Silverthorne commenced with JS in the accounting department. After completing six years' wartime naval service he

rejoined JS in 1953.

Dorothy Griffiths, senior stores service-lady at Forest Hill, retired on March 12 after completing 11 years' service with the company.

Mrs Griffiths commenced with JS as a packer and weigher and relief cashier and was later promoted to chief cashier.

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

Mrs Lydia Anthony (10 years)

Mrs G Tattam (10 years)

Ernest Deards (9 years)

John Devers (9 years)

Mrs D Pilgrim (8 years)

Mrs Nancy Wright (7 years)

Mrs I Strutt (7 years)

T Dudley (7 years)

Mrs C A Peak (7 years)

Ruth Clark (7 years)

Mrs E M Shortland (6 years)

Albert Payne (5 years)

C Marshall (5 years)

Mrs E Philpot (5 years)

Mrs H Price (4 years)

Mrs W Matthews (4 years)

Mrs D Scotter (4 years)

Mrs M Grech (3 years)

Lil Giles (2 years)

Obituary

Wally Turner, cleaner, Buntingford depot, died suddenly on January 31. He had been with JS for six years.

Mr Turner leaves a wife and two sons.

Bob Jaggard, assistant meat manager, Wood Green, died peacefully in his sleep on January 31. He had been with the company for 43 years.

Mr Jaggard commenced with JS at Palmers Green in 1934 and was later transferred to old Kingsland Road and Wood Green, where he was employed as leading butcher.

After national service he rejoined JS in 1946 and later in 1974 was promoted assistant meat manager.

Mr Jaggard leaves a wife.

Glynis is a guest at the Palace

A VISIT TO BUCKINGHAM PALACE was an important part of a day that 18-year-old Glynis Parker spent recently in London.

Glynis, a scheduling clerk and cashier at JS's Churchill Road, Brighton branch called in at the Palace to receive the Duke of Edinburgh award.

'I love outdoor life, so taking part in the award scheme was a very enjoyable experience' she says.

Among her interests are sport, dancing and working with children and old people.

Back at work Glynis Parker remembers the day she was a guest at Buckingham Palace.



Retep Wons sets sail for Acrojam

PETER SNOW was born above Sainsbury's in Crouch End where his father was the manager. At the age of 15, in 1939, he too started work at JS, as a junior salesman at Whetstone.

On March 4 he retired from JS as a director, to go and live in a villa he is having built on the Mediterranean island of Majorca.

'There was no pushing from my father to join JS—I was fascinated by the retailing business and it satisfied my competitive spirit' says Mr Snow. 'When my father became a district manager—the equivalent of an AGM today—I would go with him on visits to branches during my school holidays.'

Looking back on his long, varied and successful career, Mr Snow says he entered the business at just the right time. 'Food retailing in the late thirties was still a very traditional business. Although I seemed to spend my early years at JS doing nothing but scrub out the shop and candle eggs, I also learnt how to bone-out bacon, dress poultry and got to know the business inside-out.'

Another trick of the trade he learnt was backslang. 'My mother did not work in the shop but she and my father would talk together in backslang, particularly in front of us children. To me it sounded like—indeed was—a foreign language.'

'Backslang' explains Mr Snow 'was still, up to recent years, in regular use in London shops, a carryover from the heyday of the London markets I suppose.'

Dog switching!

From his childhood Mr Snow remembers the familiar warning cry 'Wons pu' from the staff as his father entered the shop.

A cry that was heard again many years later when Mr Snow himself was made a manager. But as a young lad, with the reputation of being a bit of a tearaway, backslang was a very useful way of talking about the customers without them being aware of it!

In 1943 he was called up and joined the RAF. He served overseas until 1947, going out there as a boy, he says, and returning as a man.

After the war it was back to JS, this time at Worthing, where he met up with Len Lewis. (Mr Lewis is now a departmental director and retires in May.) The antics of the two of them are now legend at JS. Not the least of which is how when customers came in with dogs—branch hygiene would never allow that today!—they would switch the leads over. 'Unsuspecting customers would go out with the wrong dog' recalls Mr Snow 'but we never had any complaints.'

In between the pranks there was a lot of hard work and by 1950 Mr Snow had progressed up the ladder and been made manager of Northwood. In quick succession he managed Haverstock, Ruislip, Watford, Eastbourne and Southampton. While he was manager, the latter was the first JS shop to take £1 million in one year. 'There were eight checkouts at Southampton at that time' says Mr Snow 'and the



Peter Snow and his wife Marnie at the surprise retirement party held for him aboard the HMS Belfast, moored near Tower Bridge.

statistics department have worked out that on today's values we were taking the equivalent of £66,000 a week through them.'

Every new appointment meant a move for Mr Snow and his family. 'We moved house eight times in seven years' says Mr Snow. 'My son attended seven schools before he took his 11-plus and my daughter went to six different schools during this period.'

In 1958 Mr Snow left the branches to set up a retail trading department at Blackfriars. The setting up of the department enabled all the different strands of the trading side of the business to be drawn together into one division. Slowly the retail trading department, with Mr Snow at its head, absorbed other related responsibilities.

By now Mr Snow was well established as a senior manager. In 1969 Mr Snow was appointed director of branch operations. The cry of Wons pu! was heard again in the branches, heralding Mr Snow's Tues-

day visits as the division's top man.

At the end of last year Mr Snow decided to retire early. 'During my time with the company' he says 'I have seen the move away from counter service to supermarkets, the computer taking over from the telephone for branch ordering, and the necessary decline of some of the traditions and craftsmanship of my younger days. For me some of the fun has gone out of retailing and I now want to see a bit more of the world.'

The move to Majorca is part of Mr Snow's plans to travel. 'It is a lot nearer to the UK than many of the places I want to visit.'

Always a keen sportsman, horse-riding now keeps him fit and he intends to take up sailing the seas around his new home.

But the cry Wons pu! will no doubt be heard again at the branches. Mr Snow's son Andrew, who is currently deputy manager at Blackpole, takes up his first management appointment next month, at Worcester. ○

Not a man for marking time . . .

MARK ROBINSON is a travelling man. Over the past 14 years he has covered roughly 600,000 miles (that's equivalent to 22 times around the world) as stores and materials inspector for the purchasing department at Clapham. At weekends, accompanied by his wife, he clocks up quite a few more miles as an enthusiastic walker. In his younger days, cycling 30 miles before breakfast was not out of the ordinary for him.

Characteristically when he retired from JS on March 11 his plans included putting the knowledge and experience he gained during his 44 years with the company to good use by setting himself up as a freelance roving consultant on materials, engineering and engineering design.

Quick to learn and hardworking, it didn't take Mark long to progress from his first job, as a junior clerk at Blackfriars, to being made pa to the chief engineer, who at that time was Ralph Hall.

'I had been attending Borough Polytechnic three nights a week' says Mark 'studying electrical and mechanical engineering and applied maths.'

He got his national certificate in all three subjects and quickly put his learning into practice by helping to design items like light fittings and cutting and slicing equipment. (Later in his career he had a hand in perfecting the plastic egg box used at JS today.)

In the late thirties he joined the 'terriers'—the territorial army. 'We were called Saturday night soldiers' he recalls. 'I don't know why, perhaps it was because some of the lads wore their uniforms at the weekends as it was the best suit they had.'

He spent the war years overseas. 'We didn't get any home leave for nearly five years and when we returned to England we were a pretty uncivilised bunch. After years of living rough in the wide open spaces of the far and middle east, the



claustrophobia was terrible.'

A short period of readjustment and he returned to JS to pick up where he left off. By the fifties his job had expanded and he was asked to head and set up a new equipment section, responsible for designing and specifying everything that wasn't a permanent 'fixture or fitting' at the branches.

In 1963 Mark took to the road as stores and materials inspector and trouble shooter. The job involved visiting JS suppliers, of things like trolleys, staff uniforms, the mechanical equipment and the packaging used within the company. These visits helped sort out any snags on the spot and his engineering knowledge enabled him to work with suppliers to develop an item especially for JS. Regular visits also keep suppliers up to the JS mark.

'There is a general lack of self pride in

the things we do today' says Mark 'not just a lack of pride in our work but a lack of pride in our lives.'

However Mark realises that an over-developed pride in doing things right and taking on too much can be just as bad.

'When a few years ago I found that my work and home life were getting out of balance because of my total involvement in my job, I took up a more contemplative approach to life.'

Mark now tempers his natural inclinations to steep himself in whatever project he is working on with quiet meditation. With his wife he now enjoys an internal peace gained through visiting the sick and an interest in spiritual healing.

'After 40 years of the discipline of the sliderule and the micrometer I am applying the same logical approach to spiritual healing which takes us outside our normal material world.' ○



Mabel sticks to it for 45 years!

'STICK IT FOR SIX MONTHS, it doesn't do to keep changing jobs' was the advice given to Mabel Aylmore when she started work as a junior clerk at JS's Bexhill branch in 1932. The job, paying £1 per week of which nine shillings was stopped for meals, was the start of a long career with JS which ended on March 11 with her retirement.

'I think it was my father's concern over the long hours of the job that made him say that' she says. 'I thought I was lucky to even get a job, seeing as it was in the days of the depression.'

For the next six years she worked in the office, carrying out the many clerical duties. These varied from accepting the meat vouchers at the butchers' counter to keeping the ledger and pay books up to date.

'The butchers once put a couple of sheep's eyes into the cash drawer when they saw me coming to empty it—it did give me a fright.'

In 1938 she was transferred to Hay-

wards Heath where she lived in the staff hostel—an old manor house called Brenteleigh. 'I spent three very happy years there' she says. 'And the hostel was great fun. We used to play tennis on the large lawn of the house'. The shop was quite near the hostel but on many occasions staff had to sleep in the shop during an air raid. Mabel's favourite resting place was the butcher's block!

It was also at Haywards Heath that the manager made an unsuccessful attempt to turn her, under protest, into a first aider. 'He finally persuaded me to go to first aid classes but within ten minutes I had fainted and had to be carried out' she states.

Following three years' service with the WRNS, she returned to JS at Eastbourne where later director Peter Snow became the manager. When the branch went self-service she moved to Southampton where again she linked up with Mr Snow.

continued ▶

▷ continued

She was promoted to auditor in 1957 and for the next two years travelled extensively around JS branches in London, the Midlands and East Anglia. She then became responsible, for auditing purposes, for 37 branches on the south coast, from Bournemouth in the west to Folkestone and Hythe in the east. Working from Bromley area office, her work sometimes involved staying away from home one week in four.

She says: 'It was a very detailed job, but very satisfying. My stay at each branch varied from two days to three weeks. I

advised clerical staff on procedure and their duties, and assisted them in every way to do the job better'.

Then came a change, though, as she put it 'it was only a change of job title, the work was the same'—she became clerical supervisor for the area. It was whilst she had this appointment that the clerical training course was introduced, pioneered by Bromley area office.

The past two years have been spent in branch administration at Blackfriars where she has been overseeing the programme for replacement of cash registers.

'I was apprehensive at first about the

move because I thought I'd lose contact with the people I met at the branches. But in this appointment I was able to keep in touch with branches—and there has been a bit of travelling involved.'

Mabel, who lives in Eastbourne, enjoys reading, sewing, gardening, walking and swimming. Indeed, she recalls many times going for a dip in the sea at 6.30 a.m. before leaving for work.

The long working hours in the early days and the miles of travelling later didn't give much time for pursuing interests.

But, as she expressed, 'I hope to make up for it in the next 20 years!' ○

A life on the ocean waves was not for Cyril

'DON'T GO TO SEA whatever you do' young Cyril Hart was told by his father, who, as captain of many a ship out of Folkestone harbour, knew the hardship of life afloat.

Cyril heeded his father's warning and turned his back on the sea, the first of his family to do so for generations, and looked to the land for his living.

In 1932, at the age of 16, he applied for a job at his local Sainsbury's in Folkestone. 'I was four foot ten inches tall and weighed under six stone at the time' recalls Cyril.

As he peeped over the counter he was told—too small. But the manager saw he was a likely lad and took him on as a 'runner'.

'I was probably the original runner in the firm' says Cyril. 'The job was a sort of experiment. If anyone wanted an errand doing they'd call out "runner" and I'd be there!'

Cyril is now somewhat heavier and considerably taller (nearly six foot) and this month he retired as an assistant manager at Folkestone after 45 years with the company.

The first name in the parish register at Folkestone is Hart and Cyril's ancestors have always lived along this stretch of English coast.

'One of my grandfathers was hanged for smuggling so I'm told' says Cyril.

His close ties with the area made him turn down offers of promotion that would have meant moving to London. 'I don't like London.'

Nevertheless he moved around in the Kent area and worked at a number of branches, including Chatham and Ashford, before finally returning to Folkestone.

He joined the RAF in 1940 and whilst serving overseas in Algiers he found romance.

'I ran a small dance band' explains Cyril 'and I had an arrangement with the bass player that if we saw anything on the dance floor we fancied we would cover for one another.'

One night he saw a girl dancing and... 'I knew right away she was the girl for me.'

They were married in Algiers. 'We had a month's honeymoon in Tunisia and I even persuaded the CO to lend me his car.'

After the war Cyril and his bride set up home in Folkestone and he returned to JS. Shortly afterwards a back injury he got during a raid on his RAF base, became infected and he was in hospital for a long time.



'My wife Edmirilda, known to everyone as Dédé, was born in Spain but educated in France. (Her family went to Algiers during the Spanish revolution.) She speaks about seven languages. I can manage French, which came in handy at the branch because a lot of the customers are from across the channel.'

He adds however '... there's not so many as there were a while back. They say our prices are fast catching up and there is

no advantage shopping over here anymore.'

Rising prices have also hit Cyril's retirement plans. 'It has always been our intention to go and live near my wife's family in Spain or perhaps France. Inflation has knocked that idea on the head but we still hope to go over there for long holidays and now I'm at home they will be able to come and stay with us and we can all go about together.' ○

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

Opening programme to date

Cannon Park (Coventry)	Supermarket with integral freezer centre, opens March 22, 1977.
Cowley (Oxford)	Supermarket with integral freezer centre; first stage scheduled to open in June 1977, second stage scheduled to open late autumn 1977.
Wellingborough	Supermarket with integral freezer centre, scheduled to open summer 1977.
Lords Hill (Southampton)	JS district centre development, scheduled to open summer 1977. JS unit to include a supermarket and integral freezer centre. A petrol filling station included in car park.
Kettering	Supermarket with integral freezer centre, scheduled to open summer 1977.
Uxbridge	Supermarket with integral freezer centre, scheduled to open late autumn 1977.
Haverhill	Supermarket scheduled to open autumn 1977.
Solihull	Supermarket with integral freezer centre, scheduled to open spring 1978.
Wilmslow (Cheshire)	Supermarket with integral freezer centre and surface car park, scheduled to open spring 1978.
Newcastle under Lyme	Supermarket with integral freezer centre, scheduled to open spring 1978.
Northwich (Cheshire)	Supermarket with integral freezer centre and surface car park, scheduled to open autumn 1978.
Worle (Weston-super-Mare)	Supermarket with integral freezer centre, car park and petrol filling station, scheduled to open summer 1978 (district centre site).
Potters Bar	Supermarket with integral freezer centre, car park and petrol filling station, scheduled to open autumn 1978.
Norwich (Bowthorpe)	Supermarket with integral freezer centre, surface car park and petrol filling station, scheduled to open late 1978.
Dunstable	Supermarket with integral freezer centre, scheduled to open late 1978. (Part of JS redevelopment of south-west quadrant of new town centre.)

Hayes (Middlesex)	Supermarket scheduled to open late 1978.
Tamworth	Supermarket with integral freezer centre, scheduled to open late 1978.
Ashford	Supermarket with integral freezer centre, scheduled to open spring 1979.
Dagenham	Supermarket scheduled to open spring 1979.
Maidenhead	Supermarket with integral freezer centre, and rooftop car park, scheduled to open spring 1979.
Harlow	Supermarket with integral freezer centre, scheduled to open late 1979.
Surbiton	Supermarket with integral freezer centre, scheduled to open spring 1979.

Major extensions

68 Croydon	Work has commenced on extension.
Stevenage	Permanent work incorporating adjoining premises, summer 1977.
Boscombe	Approval for extension. Work commences spring 1977.
Guildford	Approval for additional passenger lift at rear of store. Building commences early 1977.
Bishops Stortford	Approval sought for extension.
Broadmarsh	Work on rearrangement of store to include bakery, scheduled to start shortly.
Muswell Hill	Work has started on extension, due to be completed summer 1977.

Planning applications

Colchester	Awaiting appeal result.
Egham	Second application refused. Appeal hearing on April 19.
West Ealing	Application refused. Second application being discussed.
Chichester	Appeal heard, awaiting result of inquiry.
Leicester (Gynsils)	Appeal refused.

We also heard . . . just what the doctor ordered !

ARRESTED FOR SHOPLIFTING from JS's Walsall branch, a customer was told that she was never to enter the shop again.

A few days later she was back there shopping as usual. As she left the store she was stopped, in accordance with company policy, and reminded that she had been banned from the store.

Her reply: 'Oh, if you want a doctor's note I can get one!'

JS SCOTCH EGGS have found the secret of eternal life—well, almost eternal.

According to Edmonton branch certain packets of scotch eggs have been claiming a three year shelf life.

The mistake occurred when 12 packs of scotch eggs sent to Edmonton branch were coded 29th February, and of course that won't arrive until 1980.

The rare date didn't leap to the attention of any customers though, and all the packets were sold without comment.

TRADITION WAS UPHELD at East Grinstead on Shrove Tuesday when a pancake race was held at the JS owned shopping precinct.

The race was organized by a local newspaper with local organizations paying £10 to enter the race. The proceeds were in aid of various charities.

In addition to allowing the race to take

place at Queen's Walk, JS also donated the second and third prizes of £5 each. These were distributed by deputy manager Rick Tucker, deputizing for the manager who was on jury service.

Remember: the copy date for the next issue is Monday, March 28

Take ten pretty girls...



Beauty and the lucky beast! The beauty (from left to right): Karen Pini, runner up of Miss World 1977 and one of the judges; Miss JS 1977 Sandy Meek; Miss JS 1976 Wendy Boutwood; and Miss International 1976 Joanna Booth, another of the judges. The lucky beast: SSA organiser Bill Allen who compered this year's finals.



Elaine Davies (left) and Chris Romaine-Evans experiment with their make-up as they relax in their room at the hotel before getting ready for the big night.

BUTTERFLIES inside, confident outside, the ten Miss JS finalists wait in the wings. In a few minutes one of them will be richer by £100 and proclaimed Miss J Sainsbury 1977.

The judges confer. The 1000-strong audience cross their fingers for their favourite filly. The winning three names are announced.

... third Annette Bannister ... second Elaine Davies and finally the winner of this year's Miss JS contest is—Sandy Meek ...

Amidst a flurry of flowers, congratulatory kisses, gifts and excited confusion, Sandy's year in 'office' begins.

For all the girls taking part, the settling of the crown on the winner's head is the climax of a day that has given them a taste of what being a beauty queen is all about; and a glimpse behind the scenes at the hard work that goes into what is the biggest night out in the SSA calendar.

The finalists travel to London's West Centre hotel in time for lunch with the SSA organisers and to run through the programme for the evening.

'At lunch we put the girls at ease and help them overcome any nervousness' says SSA organiser Bill Allen.

After lunch a draw is held to see which number the girls will carry. The huge, empty banqueting hall echoes to the sound of cutlery and china, as the tables are laid ready for the evening.

A careful run-through of how they should parade for the judges.

'Remember to smile at them, walk tall and well, don't hurry—you're not catching a bus' calls out SSA secretary Alan Kettley.

Using a microphone is not easy. 'Speak up we can't hear you at the back' says SSA organiser Len Starling from a strategic position in a far corner of the vast hall.



Every one a winner! This year's ten finalists:

- 1 Chris Romaine-Evans—Miss Office—who works at Blackfriars
- 2 Yvonne Duke—Miss Southern—from Winchester branch
- 3 Elaine Davies—Miss Western—from Cowley branch
- 4 Pam Turner—Miss Buntingford depot
- 5 Sandy Meek—Miss South East—based at Bromley area office
- 6 Carol Cheeseman—Miss Charlton depot
- 7 Annette Bannister—Miss Midlands—from Walsall branch
- 8 Michelle Cheate—Miss Eastern—from Great Yarmouth branch
- 9 Irene Fields—Miss Hoddesdon depot
- 10 Hilary Bowden—Miss Basingstoke depot

'Stand closer to the microphone, we still can't hear you' adds Bill as he goes through the questions he will ask the girls and the answers they will give.

'I'd like to travel'
'Where to?'

Long nervous pause.

'It's not going to sound so good if you say you like travelling and then can't think of anywhere you'd like to visit' says Bill.

'Make your answers slick and snappy, make them up if necessary' advises Alan. 'Remember the judges will be out there and what you say and how you say it counts.'

Soon the patter flows easily, and the girls gain confidence and begin to swing down the catwalk with style. Rooms have been arranged for them so they can spend the rest of the afternoon relaxing and getting ready.

Wendy Boutwood, last year's Miss JS, recalls how nervous she was. 'But everything went right in the end.' She spoke of the excitement of winning and the wonderful year that followed. 'My children kept writing essays at school about their mum being a beauty queen. I thoroughly enjoyed it. One of the nicest things was, on the night I won as I left the stage someone asked for my autograph.'

Keyed-up with excitement the girls, their make-up perfect and every hair in place, meet the judges for the first time at an informal party in the cocktail lounge of the hotel.

After dinner in the banqueting hall, most of the girls are too nervous to eat much, the moment arrives when the spotlight falls on them and the minutes tick by like hours before the words ... the winner of this year's Miss J Sainsbury title is ... a pause, and come the summer the search for Miss JS 1978 begins.



After lunch the girls draw for the number they will carry. Bill Allen holds the cards while Alan Kettley offers advice and helps them overcome their nervousness.