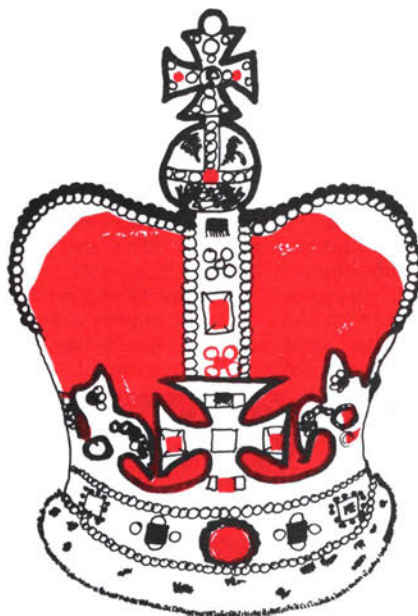


JS JOURNAL

June 1977

What did you do in the jubilee daddy?



Our jubilee competition gets all lit up! Who's won the £50? See centre pages

JS JOURNAL

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What's happening on the front page?

Top left: Mike Holloway clowns his way through the great Lappmark Road street party.

Top right: Sittingbourne branch takes a long walk in the country for love—and money!

Bottom left: Ancient and modern combine at Camberley for a mediaeval it's a knockout.

Bottom right: Patriotism goes to the heads of revellers at the SSA grand ball.

For the full story (and lots more JS jubilee news) see pages 14 and 15.

Camberley's jubilee joustabout

KINGARTHUR would have been proud of the crusader quartet who took up the gauntlet on behalf of JS's Camberley branch at a mediaeval it's a knockout held on June 4.

The gauntlet was thrown down by the local Round Table who invited retailers in the area to enter a team. 'We were the only shop to accept the challenge' says Sir John Pointer (who also doubles as deputy manager at Camberley). Squire Roger Stoakley (assistant manager), Lady-in-waiting Jackie Tilt (senior display assistant) and Lady Julie Richardson (weekend student) made up the rest of the mediaeval team.

Their authentic-looking costumes were the work of Mistress Barbara Herbert (BPO), Mistress Daren Morrison (display assistant) and Lady-in-waiting Jackie.

'We worked from a reference book to get the details right' says Mistress Barbara and went to the Oxfam shop for hats, chains and bits of fur for the dresses.

They also found out that the higher the bell on the end of the long pointed toe of a Knight's shoes could be curved over, the higher the distinction of the knight.

The bells on the tinkling toes of Sir John's shoes were duly made to curve over almost to his knee—making him the most distinguished knight of the day!

During the 'tournaments' the foursome stripped down to a clean 'n' fresh JS T-shirt and shorts. The JS team were a great success with the crowd and provided some of the best publicity the branch has ever had; and it gave morale (and no doubt sales) at the store a real boost.

It was certainly a success that was well deserved. Only a few days before staff at the branch had to abandon at the eleventh hour their plans to enter a float in the local carnival. The trolley collection vehicle they had built their float around broke down and could not be repaired or replaced in time.

Says manager Bryn Page 'Spirits at the store were extremely low but this latest triumph has put us all back on form.'

From left to right: Sir John (note the bells), Lady Julie, Lady Jackie and Squire Roger.



Unofficial strike disrupts distribution

AN UNOFFICIAL STRIKE by warehouse and production staff at JS depots is currently disrupting the distribution of goods from Buntingford, Basingstoke and Hoddesdon.

The strike, coinciding as it does with the jubilee holiday period and the beginning of a period of aggressive competition from Tesco, could have a serious effect on the company's hard-won advantage in the High Street.

On June 2, the Thursday before the extended bank holiday weekend, warehouse and production staff at Buntingford and Hoddesdon withdrew their labour following a meeting between the company and representatives of the warehouse section of the distribution division, at which the question of increased payments was raised. (The strike action was unofficial and ignored accepted dispute procedures.) Pay negotiations with the section had already been settled and the

company refused to agree to further payments on the grounds that these demands were outside Phase Two of the wages policy. (On June 3 Hoddesdon returned to work for 24 hours.)

Immediately after the holiday, on June 8, warehouse and production staff at Basingstoke also withdrew their labour.

On June 10 a meeting was held between the trade unions involved (USDAW and T&GWU), the company, and ACAS representatives. (The Advisory Conciliation and Arbitration Service was set up as an independent body under the 1975 Employment Protection Act.) The seven-hour meeting ended in stalemate. ACAS did however establish that the major demand, ie for a flat rate payment, did in fact fall outside Phase Two.

'We surmounted the holiday trading period splendidly in spite of the problems and had record breaking takings which considerably exceeded our forecasts' says

director, branch operations, Joe Barnes.

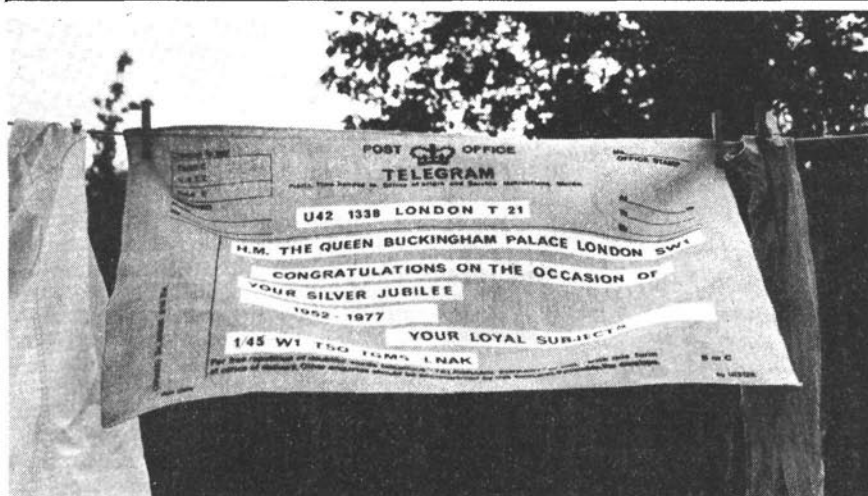
'However this unofficial strike has meant that we have had to postpone our plans to meet the increased competition in the High Street started by Tesco, and for a time this is bound to affect volume.'

'Our goodwill is always damaged by a shortage of goods in the shops. After a period of reliability it is terribly disappointing to see our recent gains—and more—in very real danger of being taken from us by our competitors.'

'To recover from our present position is going to be a long hard climb and a lot of thought will have to be given to the best ways of improving the reliability of our delivery service in the future.'

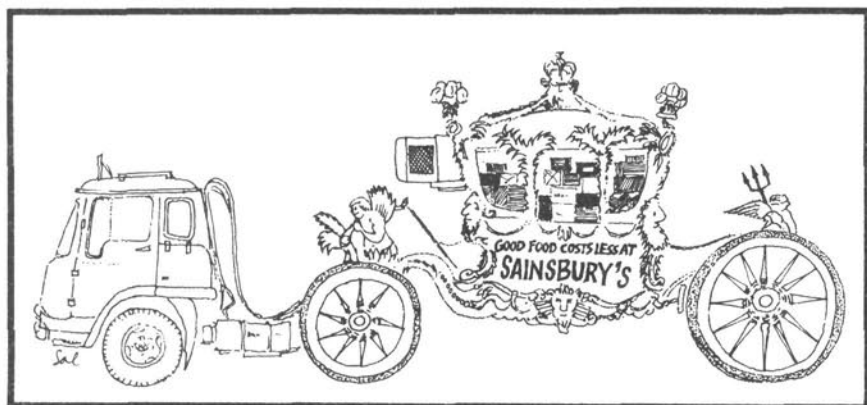
Although the record trading done over the long jubilee holiday left the shelves pretty bare for opening on Wednesday June 8, distribution to the shops covered by the three depots is being maintained through alternative sources.

You wash-I'll fly the flag!



WHO SAYS the monarchy is all washed up? Never—not while there are patriotic messages like this fluttering on washing lines across the land.

A jubilee telegram to the Queen is one of a number of souvenir designs in the range of tea cloths, on sale at JS's bigger stores. They cost 90p each and are made in 100 per cent Irish linen. Purists and royalists need not fear: we've checked—they are made in Northern Ireland where the Queen still reigns supreme.



All is safely gathered out

CUSTOMERS KEEP OUT for safety's sake is the clear visual warning given out by a new safety barrier which will soon be standard equipment at JS branches.

The barrier is made of metal and painted a bright orange. It stands about waist high and opens out, much like an old-fashioned clothes-horse, to become an effective and stable barrier between customers (and staff) and any potential hazard, on or off the shopfloor.

Branch engineers working on the shop-floor will find it useful for keeping customers at a distance! And customers will find it useful in keeping branch engineer's feet/fingers/tools from under their feet!



A demonstration of one of the many uses of the new safety barrier.

The art of gracious giving goes up

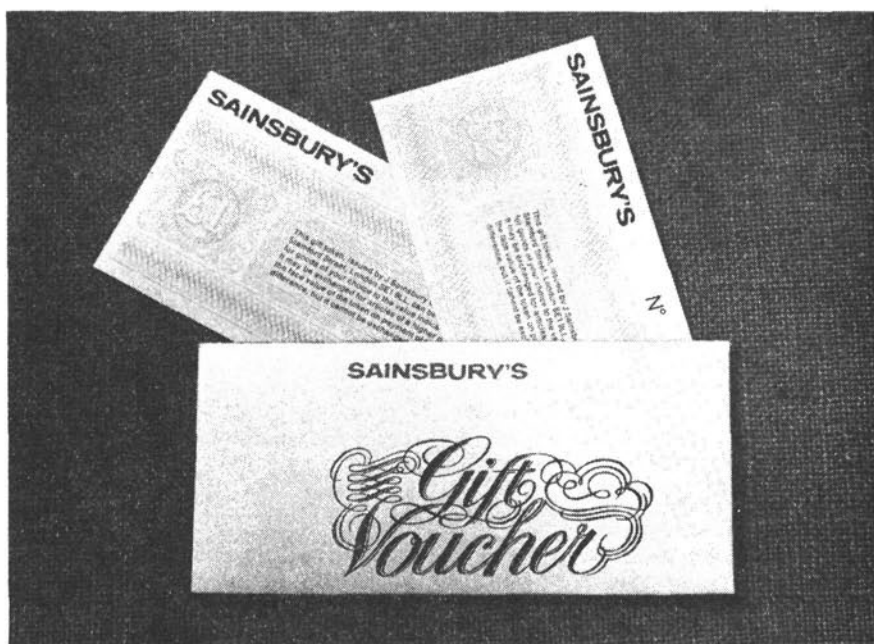
THERE'S A TOUCH OF CLASS about JS's new gift vouchers, from the silver presentation envelope to the vouchers themselves printed in delicate pastel colours.

They come in £1, £2 and £5 units, the latter only available (to people who buy them in bulk) direct from Streatham. The £1 and £2 units will go on sale at the branches later this month.

It was decided to completely re-think JS gift vouchers when inflation made the existing 50p unit almost obsolete. Starting the new vouchers at a £1 unit offers a great deal more flexibility to customers. While the new design and the introduction of a presentation envelope makes them easier to handle at the branches and on the accounts side at Streatham.

All round the new vouchers are a great improvement on the old and the silver envelope makes them a particularly apt gift in jubilee year.

The newly designed JS gift vouchers and presentation envelope. (There is also a £5 unit available direct from Streatham.)



Managers and deputies come up with the ideas



Deputy managers from the Woking area consider new ways to deal with common problems in their stores.

THIS YEAR DEPUTIES as well as managers attended an end of year meeting in their area to discuss the company results and future development. Deputies generally approved of their new meeting and came forward with plenty of ideas and lots of searching questions for senior management to answer.

The only negative comment about the deputies' meetings (held on May 16) was that they were slow to get off the ground. In Bromley area Eddie Ricketts said: 'The deputies were subdued at first but as the meeting got under way they worked up steam.' Coventry area also found the deputies were 'passive' and AGM Tom Haynes is hoping they will be 'more aggressive' next time.

Romford area's deputies had far more financial questions to ask than ever before according to AGM David Smith, who found their participation 'very encouraging'. All the deputies felt some increase in status by being invited to their own conference, although Graham Sherwood of Rugby branch was concerned that the store's departmental managers 'could feel they have been squeezed out'.

This problem may have been solved by one of the managers' end of year meetings (held on May 11). Romford area discussed the possibility of holding seminars for each of the departmental managers so that they could get together to talk over common problems. Bill Savager, manager of High Barnet, thought the idea a very useful one and the conference 'exceptionally good and very informative'.

John Jennings, manager of Ealing branch, had some 'heated discussions' in his workshop sessions and thought 'the whole programme was very enlightening'. One of the topics at the meetings was the training of future managers. Tom Haynes was pleased that his managers 'accepted their responsibility to develop managers of the right calibre for the future'.

Both conferences came up with many good suggestions which are now being studied by the area offices. The deputy managers' conferences were thought to be very worthwhile and as Ron Yeates AGM of Woking said: 'It is hoped that these meetings will become a permanent feature.'

Germany's loss is SavaCentre's gain

JOHN HERBERT will go down in the JS/BHS book of records as the first store director of the first SavaCentre.

Mr Herbert, who is 36, has been appointed to the top job of running the SavaCentre store which opens at Washington, County Durham later this year. He was previously deputy general manager of an 11,148 square metre (120,000 square feet) Continent Hypermarket in Bielefeld, West Germany.

Mr Herbert was born and educated in York where he also started his career in retailing, with the Co-operative Society. Later he joined the army. In 1965, while serving in Germany, he left the army and joined the NAAFI. (The NAAFI is the official trading organisation for Her Majesty's forces.)

From 1968 to '70 Mr Herbert managed a NAAFI superstore in Germany. This was followed by a year's management course in England. He soon progressed to district manager with 15 units under his control. His next step was to join Continent Hypermarkets.

'They are a French/German company and are in many ways similar to the JS/BHS set-up' he says.

About SavaCentre he says: 'It was the high calibre of the parent companies that first attracted me. The fact that I would be totally responsible for what I buy, what I sell and what price I sell it at, clinched it.'

'I think it is the total autonomy of the job that really decided me to leave Germany and come back to the UK.'

Mr Herbert is married with a three-year-old son. His family will be joining him shortly—when they will look for a house in the Washington area.



Around and about . . . meat on Mondays!

'HONEST TRIMMING—honest value' was the slogan seen in all JS branches in the recent quality meat campaign. Eye-catching posters and barker cards told customers about the high standard of cutting and trimming techniques used in JS stores.

The four week message was designed to attract even more customers to the JS meat cabinets and to improve JS's share of the national trade. Although the first week of the campaign coincided with the New Zealand Lamb special offer, first reports have been favourable which just goes to show meat manager Ron Topp was right when he said: 'Meat well presented is meat half sold'.

TO COPE WITH the increasing summer trade Great Yarmouth branch will be open on Mondays for the summer period. The store started its six day trading on June 13, and expects to be packed with self-catering holidaymakers. Great Yarmouth is the eighth JS store to open its doors regularly on Mondays.

A SCHEME just started at Blackfriars invites new employees to take part in a half-day course to find out about the workings of JS. The courses, to be held monthly, include a guided tour of head offices and provide new staff with the opportunity to ask any questions they may have about their rights as set out in the employee handbook.

Rodney enjoys the challenge of using his loaf

SINCE JS INTRODUCED its first in-store bakery at Telford branch in October '73 the idea has gone from strength to strength. JS now has six in-store bakeries and has just appointed a co-ordinator to supervise their future development. His name is Rodney Parkinson and he is a qualified food technologist.

Rodney, who is 29, learned his skills at the South Bank Polytechnic where he studied for two years. 'We learned all about the physical properties of raw materials—how cookery works, technically.' His first job was with United Biscuits in 1970 where he helped to develop new cake and biscuit lines. 'If we got a new idea for a cake we would first try to bake one in the lab, then if it was successful, we had to see if it was possible to make it in large quantities. Quite often a cake that we could bake perfectly in the lab just wasn't suitable for baking in the factory.'

Cake products are not often popular with the consumer for long but one product that Rodney was very involved with has proved extremely successful: 'Wig Wams, and they're still on the market.'

It was 1973 when Rodney joined JS as a bakery development technologist. He was working on the new bakery products but inevitably as the in-store bakeries got off the ground he found himself drawn in to give his advice on equipment and layout. He also helped to train staff and iron out the first teething troubles.

As more bakeries were opened and the scheme was seen to be successful it was soon realised that a co-ordinator was needed. Rodney was the obvious man for the job. He finds the work 'a big challenge' and says there is 'a lot of scope for expansion'.

As well as his previous duties Rodney is now responsible for the overall profitability of each in-store bakery. He is on the scene as a new bakery opens, training the staff and making sure the department runs smoothly. He is always on the lookout for new equipment as well as keeping an eye on what his competitors are doing. He is still responsible for de-

Just the job

For the second in our new series we follow the aroma of freshly baked bread to find out about Rodney Parkinson's new job

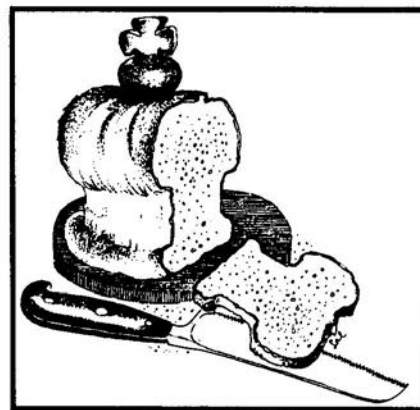


veloping new products and explains to each bakery how they should be made and ordered. He tries to make regular visits to each bakery: 'I think it's important that they see me once a month so that they can ask me any questions they may have.'

Of the present six bakeries, three use frozen dough, and three make their own dough (known as the conventional method). His next project is at Lords Hill, Southampton, which opens on July 26, where they will have an in-store bakery using the conventional method.

Before then he has an important department of his own to set up. On June 11 he married Anne Neville who also works for JS in the laboratories and they have just moved into a new home in Isleworth. But Rodney is not noted for his prowess in the kitchen: 'My specialities are beef-burgers and beans on toast.'

Even so we can expect to see Rodney's bloomers, split tins and Old English blossoming out all over JS in the future. ○



Developing a new doughnut at Broadfield, Crawley—Rodney (centre) supervises while Peter Budgen, bakery manager, and Marion Crofts weigh out the ingredients.

They're changing clothes at Buckingham Palace

Summer is here at last and the JS textile department is all ready to face the sunshine with a great collection of summer clothes. This year's JS look is a frilling affair. Anne Heath, manager of the department says: 'We've gone for a casual look. Most of the skirts have frills or tiers and there's lots of good quality cheese

cloth which is always so popular.'

Already JS's 'summer collection' is proving a great success and the *Journal* thought it would be a good idea to show off the best-selling lines so with the help of staff and children from Paddington branch we went for a fashionable stroll down the Mall.



Left: When in doubt ask a policeman, and this pc thought Tracy's pinafore dress looked fit for a princess. It's denim blue with an embroidered motif and is just going into JS stores now (£2.95 ages 2-5). Her polo-neck top is acrylic and comes in red, blue, beige and navy (£1.75 ages 6-9; £1.99 ages 10-12).

Szuzsanne is wearing a lovely little cheesecloth skirt with an attractive striped frill and tie belt (£2.95 ages 5-10 in natural, denim and navy). The basic T-shirt top is selling very well and at only 99p it's not surprising (ages 3-12 in white, navy, mid-blue and red).

Policeman's clobber consists of tailored trousers with matching tie, slimline shirt with new-style rolled up sleeves, and trendy hat with silver trim all available on joining the Metropolitan police force.



Above: Richard is pleased with his denim shorts (£1.50 ages 2-4) and they look really good with a short-sleeved poly-cotton shirt. (£1.99 ages 3-6; £2.25 ages 7-9).



Above: A very sporty top that looks great on Michael teamed with his own trousers. It's just in the shops, costs £2.95, and comes in white, cream and blue.



Above: Two very pretty skirts for ladies that look smashing worn with simple cotton T-shirts.

Sheila is wearing a checked cheesecloth skirt with broderie anglaise trim (£4.95 sizes 10, 12, 14, in green, blue or navy). Her scoop-necked T-shirt is a very good buy at only £1.95 and comes in lots of pretty colours including apple green.

Tina looks very feminine in a tiered poly cotton skirt with a ric-rac trim (£4.95, sizes 10, 12, 14, in denim, natural and red). The T-shirt has a 'U' neck, only £1.50, again in lots of pretty colours. The two scarves are colourful cotton squares that brighten up almost anything and cost just 65p.

Left: Our fashion models—'Vogue' magazine here we come!—from the left, Tina Evans (junior cashier), Tracy Brum, Sheila Carroll (cashier), Szuzanne Asher, Michael Perrett (tradesman) and Richard Brum.

Buntingford's family affair

THE WHOLE FAMILY got a look in at Buntingford depot's birthday celebrations on May 22.

When the depot opened in 1967 an 'open day' was held to mark the occasion. Ten years later to the very day the depot once again opened its doors to the families and friends of staff.

Consequently on a hot, sunny, Sunday morning there were kids in the cold stores, mums in the motor engineers and grannies in ops planning. All of them keen to see for themselves a big JS depot from the inside

and all thoroughly enjoying themselves.

During the morning between eight to nine hundred people were shown around the depot. 'And we didn't lose one' says Biff Rogers, slowly uncrossing his fingers.

Biff, who is a technical services officer at the depot, and administration manager Peter Armfield were joint chairmen of the Depot Ten committee, which was set up to make sure the open day ran smoothly. And it did.

The cleaning staff came in at six am to get everything spick and span. By the

time the first visitors arrived the depot positively gleamed. As someone said: 'It didn't look as good as this for the chairman's visit!' When the hundreds of visitors began arriving—many of them in pushchairs—'guides' were ready and waiting to take them on a tour of the depot.

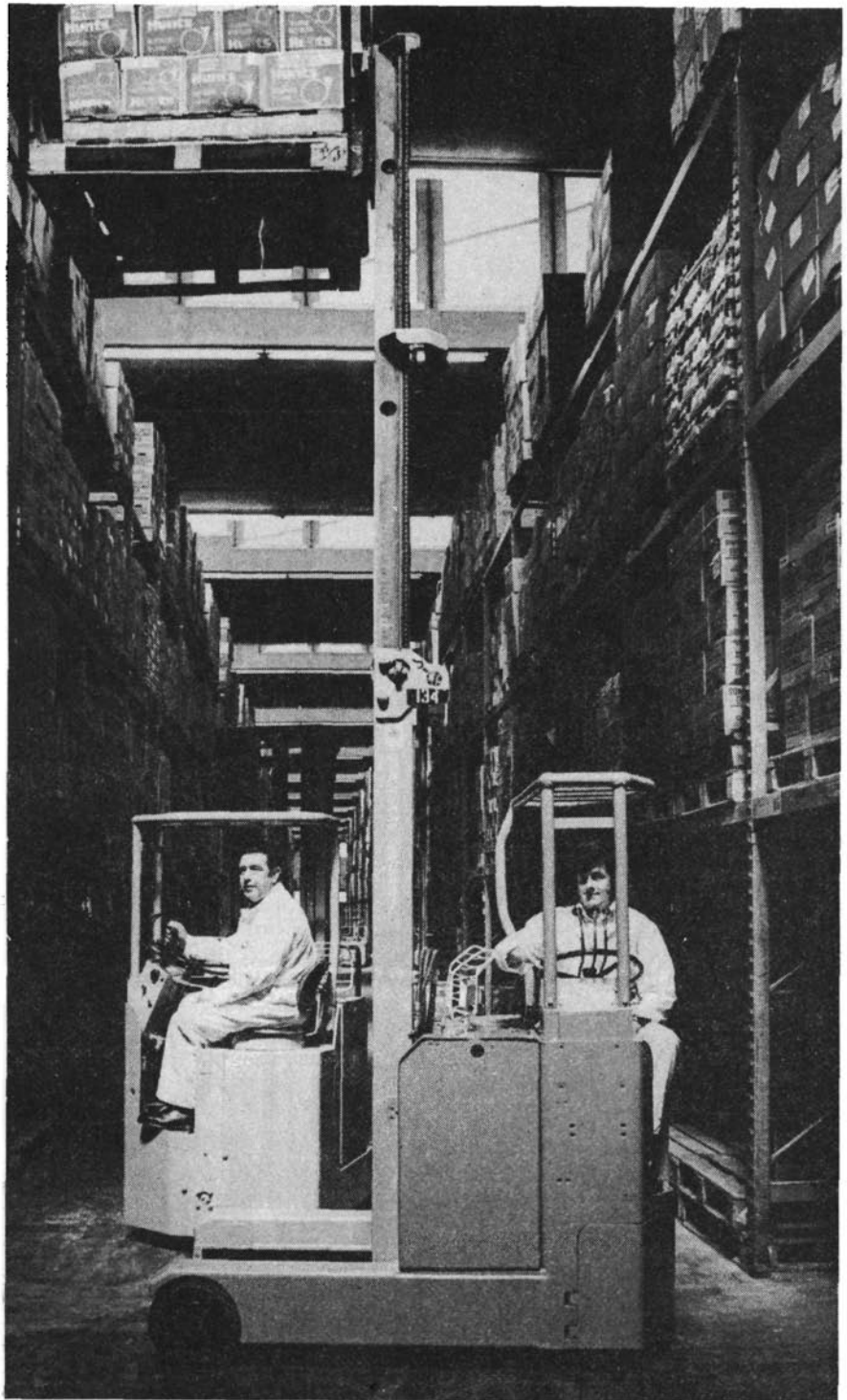
'The guides were volunteers from every department in the depot' says Peter. 'Notes were prepared for them to work from in case they were asked technical

continued on page 10 ▶





Above: Brrr baby it's cold inside! No tour would be complete without a quick shiver around one of the cold stores.



Above: Those wonderful men in their flying machines have nothing on reach truck drivers Ken Dedman (left) and Ken Rose who demonstrated their skills lifting goods high above the heads of their audience—who were safely behind a special barrier erected at each end of the aisle.



Left: There's plenty to see in the motor engineering section, from the impressive workshops to the monster lorry wash. Here chargehand Mick Kernaghan expertly explains to a rapt audience some of the bits that make JS lorries purr.



Right: One-by-one the groups arrive back at first base where refreshments are ready and waiting for them. There was ice cream and pop for the kids and wine and sandwiches for the grown-ups in proper birthday party style.



Above: The pictorial archives display brought back vivid memories for JS veteran Percy Povey (left). 'I started as a delivery lad. First time I got on the bike I couldn't see over the basket and I drove straight into a public house!' Left: 'Guide' Paul Buckingham (in the white coat) takes his party into the land of non-perishables.

▷ continued

questions about departments they didn't come into contact with during the normal course of their job. And to make sure they all said the same thing!

Precision planning and timing made sure none of the 'tours' bottlenecked, got mixed up or missed anything.

There was a reach truck display by Ken Rose and Ken Dedman in the non-perishables warehouse and plenty of experts on hand in the motor engineers sections to explain the intricate workings

that make an artic's wheels go round.

Like clockwork the tours ended back at the canteen where there was wine and sandwiches for the grown-ups and soft drinks and ice cream for the youngsters. The catering staff gave up their Sunday morning lie-in to get things ready and put on a good spread.

Depot manager Owen Thomas made a short speech of welcome and re-capped on the achievements of the depot over the past ten years.

At the appointed hour the moment that

everyone had been waiting for arrived—the cutting of the cake.

Weighing in at nearly 100lbs the cake was an exact replica of the depot. Buntingford's Miss JS Pam Turner did the honours and made the first cut, helped by chef Brian Lawrence and catering manager Harold Reeves.

The cake was whisked away behind the scenes to be cut into hundreds of slices for the waiting crowds.

It made a delicious end to a perfect birthday. ○



Happy birthday Buntingford! From left to right (adults only): Peter Armfield, Biff Rogers, Owen Thomas, Harold Reeves, Pam Turner and Brian Lawrence.

Fort Debden—first with the custard creams!



WHEN THE QUEEN came to the throne in 1952, Britain was still recovering from the crippling effects of a world war. Any celebrations had by necessity to be done on a small scale. And if we think life is hard 25 years later it was, it seems, even harder then.

During 1952 JS opened just two new shops. One at Eastbourne to replace an existing branch that had been bombed and one at Debden, a new trading area for the company.

Although a new supermarket has replaced the original self-service store at Debden memories of when JS first opened in the area are as vivid as ever.

FORT DEBDEN opened on 3 November 1952. The new JS self-service store was dubbed 'Fort' Debden because at the time it was a new trading area for the company and one of the company's more outlying trading posts.

Fort Debden also aptly hinted at the battle that went on behind the scenes to get the store ready in time—indeed open at all. Building licences were scarce, some thought they had become extinct! There were shortages of building materials, the like of which we are told has never been experienced since. Most foods were rationed or unavailable.

A leak flooded the basement a week before the opening, but on the day cus-

tomers were welcomed into the most up-to-date self-service store they had ever shopped in. A couple of photographers were on hand during the first week and every child that came in with their mother had their picture taken free.

To those first customers the store was like an Aladdin's cave. 'They couldn't

believe their eyes when they saw custard creams on sale. They were the first they had seen since the war' says Irene Ingram.

Mrs Ingram was a packer/weigher at the store when it opened and has the distinction of being the only member of staff who has worked a whole 'Silver Jubilee' at Debden. (She is now a cashier/display assistant at the new supermarket which opened in 1969 when the old shop closed.)

'It was a very austere time' recalls Mrs Ingram. 'We still had rationing and everything, but everything, was very short. There wasn't much money about either. We complain about today's high prices but in those days you just didn't have the money to spend, no matter how much, or little, things cost. Today at least we have the money.'

There was a special counter for goods that were rationed. 'We had to weigh and pack all these ourselves. Everyone was allowed two ounces of butter a week, one egg, two ounces of cheese, so much sugar and so on' explains Mrs Ingram.

'Not that there was much pre-packing anyway. You name it and we had to pack it—biscuits, the lot.'

Offsetting the hardships, Mrs Ingram recalls the 'family' spirit among the staff in the old shop. 'Management was strict. But we all worked together and took a pride in what we did. The manager was almost like God. Nevertheless we had a laugh. I can remember going home aching and almost unable to walk because I had laughed so much during the day.' ○



Irene Ingram looks back on 25 happy years at Debden.

Results of our
Jubilee competition



The winner Terry Killick with his £50 jubilee surprise.

Among

THE £50 FIRST PRIZE in our jubilee competition goes to a jubilant Terry Killick of the internal audit department at Streatham. He designed a jubilee candle which was divided into sections, one for each year of the Queen's reign (see left).

It wasn't just the clever idea that clinched the top prize for Terry. He also designed the display packaging for the candle which Peter Dixon thought was 'highly sophisticated'.

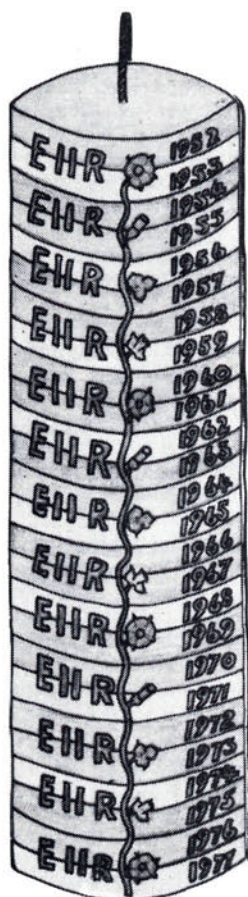
Terry got the idea for the candle from his wife Carole who makes them for a hobby: 'I spent a long time thinking out ideas and then on the last weekend before the competition closed I sat down and designed it.' Photography is Terry's real hobby—he was runner-up in last year's photographic competition. 'I also enjoy painting and I suppose designing is connected.' After spending so much time working on his entry Terry really hoped it would do well: 'but I didn't think I'd get first prize—it's really smashing.'

Because the standard of entries was so high the Journal has decided to give a second prize worth £25. This goes to Phyllis Ford, a cashier at Boscombe branch, Bournemouth. Phyllis made a beautiful drawing of her design—a cheeseboard in the shape of a royal shield (right). The judges commented that it was 'extremely well presented' and 'a very well thought out, attractive idea'.

Phyllis has been with JS for ten years and took up art with her husband as a hobby. 'My husband got the books so we taught ourselves, but I certainly never expected it would help me to win a prize.'

Top among the runners-up was Derek Crago who was featured in the April issue of the *Journal*. Peter Dixon agreed with him that his idea for a stoneware jubilee ginger beer bottle would be a sound commercial proposition. Derek ought to know what he's talking about as he's a collector of old Victorian bottles. 'All the old breweries used to make special bottles for the jubilees, and they used to be really good selling lines so I thought it would be a good idea to bring them back.' Derek, who is the grocery manager at Bognor branch will receive a £5 gift token and a jubilee mug as his first runner-up prize.

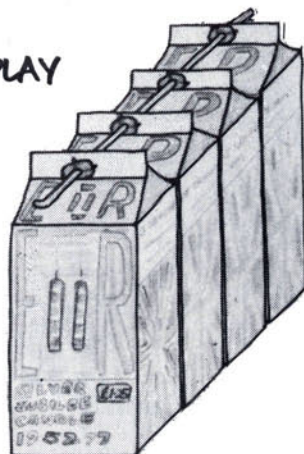
DEPARTMENT 37 COMMODITY 350 PACKSIZE 36x1 JUBILEE CANDLE



PACK DESIGN



DISPLAY



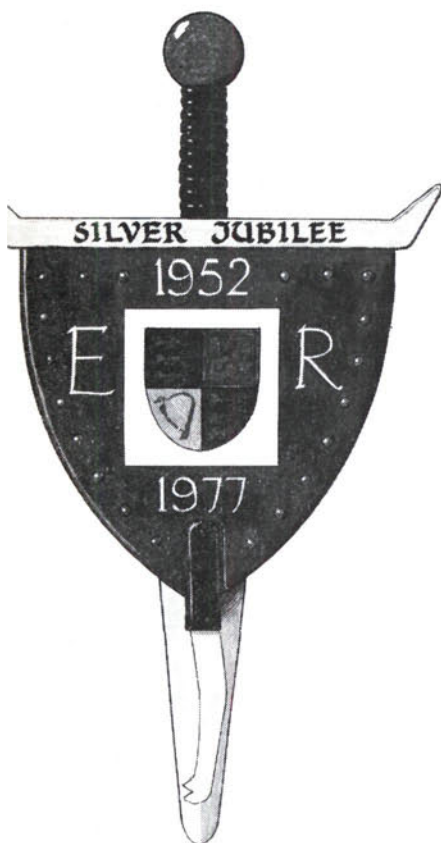
It took each member of the JS design team (right) an hour of careful study to decide on the winner. The *Journal* was overwhelmed by the number of entries and as Peter Dixon, head of the design team, said: 'So many were of such a high standard—it was very impressive.'

The design team took great care to make their judging as fair as possible. Each entry was awarded marks out of ten for its description and or design, presentation and originality. The judges did not see or discuss the entries beforehand and the winner was simply the idea with the highest number of marks.

your souvenirs

er Jubilee Cheeseboard.

Approx. 1/3 Scale.



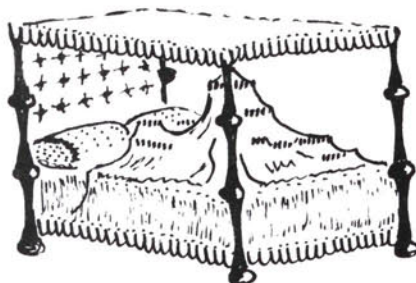
Designed by Phyllis M. Ford.



GRAND JUBILEE GIFT SOUVENEER

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THE AUTOMOBILE



OR :-

THE BEDROOM

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Specially commended for humour and originality was Alan Myers, a project/site engineer at Basingstoke. His idea for a jubilee souvenir was a solid silver model of Windsor Castle (above) which could be used as a decorative roof-rack or a hot-water bottle (how you get the water in the solid silver he doesn't explain but perhaps it's got something to do with the fact that the model is stocked by Nippon Products, Shanghai).

The judges' opinion was that his entry was refreshing: 'It shows the humorous side of the jubilee.' Alan who has been with JS for ten years is noted for seeing the funny side of things: 'I think having a laugh now and again keeps the firm rolling.' The Journal agrees so Alan's prize is a miniature set of the Crown Jewels (not solid silver) plus a £5 gift token.

Other runners-up will receive a jubilee mug and all the entrants will have their entries returned with a special thank you from the JS Journal for taking part in a splendid competition.

Jubilations from across the nation . . .



SILVER TEA SERVICES and silver wine goblets were among the glittering prizes to be won at the SSA's jubilee ball, held on June 4 at London's West Centre hotel.

It was an evening for dancing and dining in a fabulous whirl of red, white and blue! Above the whirl slows down for a jubilee style late night line up.



The cutting of the cake—manager George Evans cuts himself a slice of the action helped by JS customer Joan Worrall.

IT WAS RED white and blue all over at Telford. Manager George Evans joined in his local jubilee street party in his village, Wheaton Aston, wearing a patriotic hat and waistcoat made for him by one of his customers—even the buttons were red white and blue. But it didn't stop there.

A matching jubilee cake was the centrepiece of the party specially baked and decorated by Telford's bakery manager Ken Dodd. Beautifully iced in all the right colours it weighed in at 17½ lbs. More than half the cost of the cake was donated from the JS jubilee fund.

Over 60 children attended the party which was held outside as the weather improved. Many of their parents who had their own party till one in the morning are regular JS customers in Telford and as George Evans reports: 'A good time was had by all.' ○



A 'pit stop' for some of the Sittingbourne jubilee marchers for a thirst quencher and a quick foot inspection, before setting out on the next leg of their sponsored walk.

PUTTING their best feet forward 29 staff from JS's Sittingbourne store marched ten miles on June 6 and raised about £200 towards the cost of a colour television for a local hospital.

The sponsored walk was the beginning of an exhausting round of jubilee jaunts that ended with a lively disco and barbecue in an old barn. The barn was also the starting point of the walk that led over stiles and through a flock of sheep. 'They had just been sheared and were a bit frisky I can tell you!' says manager Eric Thompson, who was on the walk 'and I've got the feet to prove it' he adds.

The walk ended at about six in the evening and an hour later the numbers at the barn had swelled to over 150 members of staff their families and friends, ready for a jubilee-up that consumed well over 400 pints of beer ('after we had sent out for more').

Chief clerk Jean Eames and meat manager George Hooker prepared the food helped by Jean's father, warehouseman Jim Eames. (Mother and sister also lent a hand and a brother on leave from the navy took pictures for the *Journal*.) ○





Jean Lambden (wearing the name tag!) and May Blower in their winning red, white and blue bloomers!

'EVERYBODY DECORATES HATS, let's do something different.' And the something different as far as staff at JS's Reading branch were concerned was a decorated patriotic pants competition.

'It was all in aid of a bit of fun' says branch personnel officer Mrs Mary Boardman, who organised the competition and gave it a leg-up by blossoming out briefly with an elegant rose, daffodil, thistle and shamrock design on royal blue Lycra.

The winner was display assistant Mrs Jean Lambden, who sportingly wore her entry which consisted of dozens of red, white and blue rosettes scattered fetchingly over a pair of 'three-quarter' John's.

Second was produce assistant Mrs May Blower who showed off to the best advantage her tri-coloured frilled Long John's. '... borrowed from the old man next door' May explains.

Balloons and flags gained third prize for store serviceman John Kurton. (Although the design proved to be more patriotic than wearable!) ○

THE FIRST SIGN that Canvey Island was going to hold a street party to end all street parties was the exquisite jubilee programme sent to the *Journal* offices in May. The organiser behind all these careful preparations just had to be a JS man. And of course, he was.

Mike Holloway, deputy manager at Southend branch started arranging the great Lappmark Road street party 16 weeks before. It was a mammoth task. There were numerous events before the big day to raise money for the food and prizes, including raffles and competitions.

On the day there was never a dull moment with a fancy dress competition, a

treasure hunt, tug of war, slow bike race, a scrounge, and a gentleman's lovely legs competition. There was entertainment by a magician, a group, and not least by a troupe of clowns. Under the funny hats, Mike and two other dads from Lappmark Road had the kids in stitches while their mums got a well-earned break. There was no break for Mike though. As he said: 'I just wound myself up in the morning and kept going till the end, about 2.30 am.'

The Sainsbury connection came in useful as Mike bought almost all the food for the party, enough to feed 85 kids, at JS. 'We've got some beer and ice-cream left so we're going to have another party!' ○

Below: Mike Holloway, clowning about in the midst of the fancy dress competition.



THERE WAS A LOT to celebrate in Macaulay Road, Rugby, over the holiday. It wasn't only three cheers for the Queen but congratulations for Coventry's grocery manager Wally Cole and his wife Marjorie. They had their own silver occasion—25 years of happy married life.

Wally who lives in Macaulay Road helped to organise the festivities which included a kids' tea party, a magician's act, and a fancy dress competition.

Wally's own 'kids' Michelle (16) and Elaine (21) (centre of pic) were a little too old for the tea party but they did join him in a toast to 25 glorious years.

Bill's son makes Chelsea shine

BILL LANGLEY is one of Basingstoke depot's most well-known football celebrities. Not as a player but as the father of Chelsea footballer Tommy Langley. It was Tommy who not so long ago scored the goal that put Chelsea back in the first division.

The Langleys are a sporting bunch. Bill used to be a professional boxer before he joined JS. (He is now a driver.) 'Tommy went in the ring a few times as a little lad' recalls Bill 'but he was football crazy from the beginning.'

Bill started at Blackfriars over 13 years ago. He transferred to Basingstoke shortly after the depot opened, bringing his family with him. (His wife Freda and their two daughters, Tina and Susan all work at Basingstoke branch.)

'Interest in football is very strong down here' says Bill 'and Tommy got plenty of encouragement from the Basingstoke FA and different schools in the area.'

Bill is justifiably proud of his son's success. 'When Tommy was nine or ten he was playing in teams with 15-year-olds. He was way ahead of them all. He played for the depot a couple of times with players who were many years older and far more experienced than him but more than managed to hold his own on the field.'

Tommy is now 19 and lives at home with his family. 'I go and watch him play



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whenever I can, but it is not always possible. Recently he went to Finland and now he is in America playing for England' says Bill, glowing with his son's current triumphs.

Above: Bill Langley, the proud father of Chelsea football wizard Tommy Langley. Left: Tommy gets a congratulatory bearhug from Chelsea captain Butch Wilkins (wearing number eight).

Anyone for tennis? Or football, or netball or . . .

THEY'RE SPORTS MAD at Basingstoke depot. You name it—badminton, golf, netball, judo, table tennis, bowling, football—someone at the depot plays it and plays it like a champion.

But football is favourite. Many of the ace players in Basingstoke's local and county teams work at the depot. The depot itself boasts over half-a-dozen teams. The most successful one this season is Griffin Arms, who made the finals of the

Basingstoke Sunday League.

'We were beaten 2-1' says the team's manager Mick Barton. 'Next season we are going all out for the winner's cup' adds Mick, who works in the non-perishables warehouse. He also has his eye on a couple more trophies he is sure his lads will take next season.

With so much sporting talent around the place driver Pat Mills, as the depot's sports secretary, would like to see more of

it being harnessed for the depot's own sporting activities.

'We've got some real champions working here' says Pat 'but it's not easy to lure them away from the teams and clubs they belong to outside JS where the facilities are better.'

If there is any JS team who's interested in matching their sporting skills against the Basingstoke champions, Pat would be pleased to hear from them.

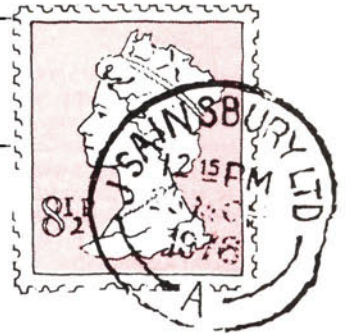


Photograph by Taymen Polden

Griffin Arms (in the striped shirts) put the pressure on during the final of the Basingstoke Sunday League.

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



Women's wrongs

From: R A Clark, departmental director, personnel

The report you carried in the May issue about new regulations covering National Insurance contributions for women was confusing. I should like to take the opportunity to clarify the position.

It is now no longer possible for any married woman or widow to pay a reduced rate of National Insurance contribution. Those who are presently doing so can elect to pay the full rate from April 6 in any year. If a woman paying a reduced rate gives up work for longer than two years, she will have to pay at the full rate whenever she returns to employment. If she returns to employment within two years, she can continue to elect to pay at the reduced rate.

The government are gradually eliminating this reduced rate facility through these regulations. Any woman needing further information should contact her personnel department, who have the relevant leaflets from the department of health and social security.

Overtime/underpaid?

IN APRIL WE PUBLISHED two letters on pay and overtime, which arrived too late for us to get a reply in time for the same issue. Since then we have received a third letter (printed below) on the same subject. This is followed by personnel manager (retail) Jim Perry's reply to all three letters.

From: Mark Lee-Barber, Walton on Thames

Can you please clarify the position of the management on so-called guaranteed overtime during holidays and sickness, in reference to the reply by Mr Perry in the April issue of the Journal?

Jim Perry, personnel manager (retail), replies:

It is probably better that I reply to all three letters in a single letter, since they all refer to the payment of overtime.

We have examined and discussed the situation with regard to certain overtime payments being guaranteed for junior management. It is an area where there is a case for review. This has become obvious primarily through the application of government pay policy, and that same policy of wage restraint makes any changes to arrangements inadmissible at the present time. We shall review this matter when government policy towards pay allows.

An average increase in earnings of 15½ per cent for our employees during the last financial year went some way to recom-

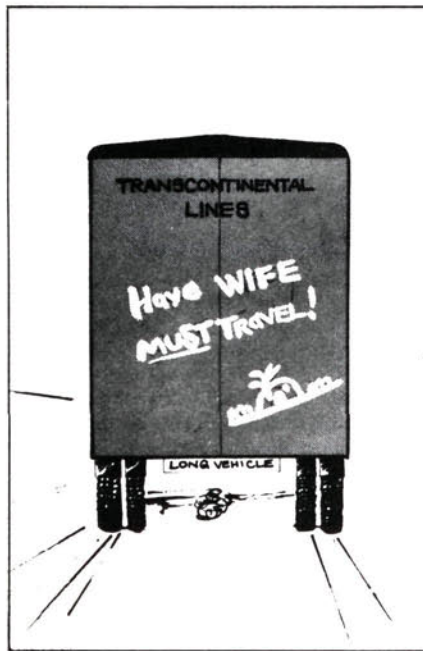
pense staff for the effects of inflation. It was all that national policy permitted us to do, and we have to relate our feelings about earnings to what is happening to everybody in the country. In this context we are doing the same as every responsible employer has been called upon to do.

The chairman's statement in the year-end handbook makes the point that we are not happy about the consequences of the policy we are having to apply. Nevertheless, we must accept the policy when it has been determined, and join with others in pressing for the restoration of some flexibility in the future.

Off in a cloud of dust!

STAN KENNETT spotted this marital message written in the dust on, as he says '... a much travelled stained vehicle which was proceeding with great haste towards Harwich'.

Remembering that the *Journal* was interested in any not so dusty, dusty messages Stan, who works in the fresh meat trading department at Blackfriars, made a note of it (Chad an' all) and sent it to us.



Spots before the eyes

From: Ruth Day, branch operations training department, Blackfriars

Head office has come down with a virulent outbreak of orange 'spots'. 'Spots' are sprouting everywhere, on cupboards, on screens, on walls—even, God help us—on ceilings! All telling us to say 'Yes to ASTMS'. You may be sitting peacefully in

the toilet, gazing reflectively at the back of the door and your meditations are disrupted by a leering round orange sticker. You go downstairs and a 'spot' ogle you from the end of the handrail on each side.

I object, I dislike being confronted every minute of the working day with the slogan 'Yes to ASTMS'. I know nothing much about ASTMS and care less, so I have nothing against them, but these stickers are the lowest form of graffiti, a crashing bore and an increasing irritant.

I have considered various prophylactics, such as carrying a marker pen for various editings and revisions to break up the dreadful monotony or even obtaining a tacky-backed two fingered gesture to stick over the Yes.

Who knows? I may even be driven to such desperate measures but first I seek the hospitality of your columns to appeal to this modern typhoid Mary who goes round sticking spots on everything. For the sake of our sanity—stop it. Stop it at once, before we all have spots before the eyes!

Fitting end

From: Jeanne Hamilton, Wimbledon branch

Further to the saga of the JS 'uniform' worn in our branches—I must very strongly disagree with Jim Perry on the attractiveness, and in fact suitability of our overalls. (See April issue.)

Why, oh, why do we have to have 'fitted' overalls—far from being comfortable to wear—in the winter when we need extra woollies underneath we feel bundled up and in the summer when it's hot—we boil. The loose box-shaped overalls are far smarter and give room for extra clothes to be worn underneath in the cold weather and allow freedom in the hot weather.

Also let's face it, so very many of our staff are not young dolly-birds with attractive slim figures—and the loose type of overall is far more flattering to the fuller figure. I'm sure we would all gladly wear a plain navy-blue skirt or slacks under a loose three-quarter style of overall and look so very much smarter.

One other comment I would like to make—why do we have blue check overalls which are similar in material to so many of our high street competitors? Surely since the firm's colours seem to be orange and brown judging by the lorries and trolleys, etc.—why not stick to the same colour scheme throughout?

Jim Perry, manager, personnel (retail), replies:

The writer really does highlight the problems in trying to find a suitable style of protective clothing that is acceptable, and

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indeed, suits everybody.

It is an interesting fact that more than 50 per cent of the women employed in JS branches are under 26 years of age.

The style of protective clothing is reviewed regularly and I am sure that the committee whose job it is to recommend changes, would be happy to consider any design submitted.

From: 'Les girls' at Bexleyheath branch

We'd like to raise a question
A protest, point of view
About our protect clothing
Which isn't very new!

We need a new design you know
Not flash but fairly neat
To keep us warm in Winter
And cool in any heat!

So could someone take pity
And design an overall
That meets with all requirements
And fits us one and all

Someone who thinks that girls like us
Are right to raise the issue
And please if poss... could they design
A place to put a TISSUE!

The above arrived after Mr Perry had written his reply to Mrs Hamilton. However I think it wraps up in one fell swoop all the moans and groans on the subject of what we wear at work.

This correspondence is now closed.

It's designs not words that we're now after. There is a new JS £1 gift token for every sensible design suggestion we publish over the next few issues. The editor's decision is final. **Editor**

Proud feeling

From: F W Tack JS veteran

I wanted to say how proud I felt when I opened my *The Times* newspaper on May 5, and read the wonderful trading report of the firm, it is indeed an honour to be associated with such an undertaking, especially the very large sum put into the pension fund. I am sure all vete.ans will most gratefully send their best wishes to all the people at JS who have made this possible.

Not allowed!

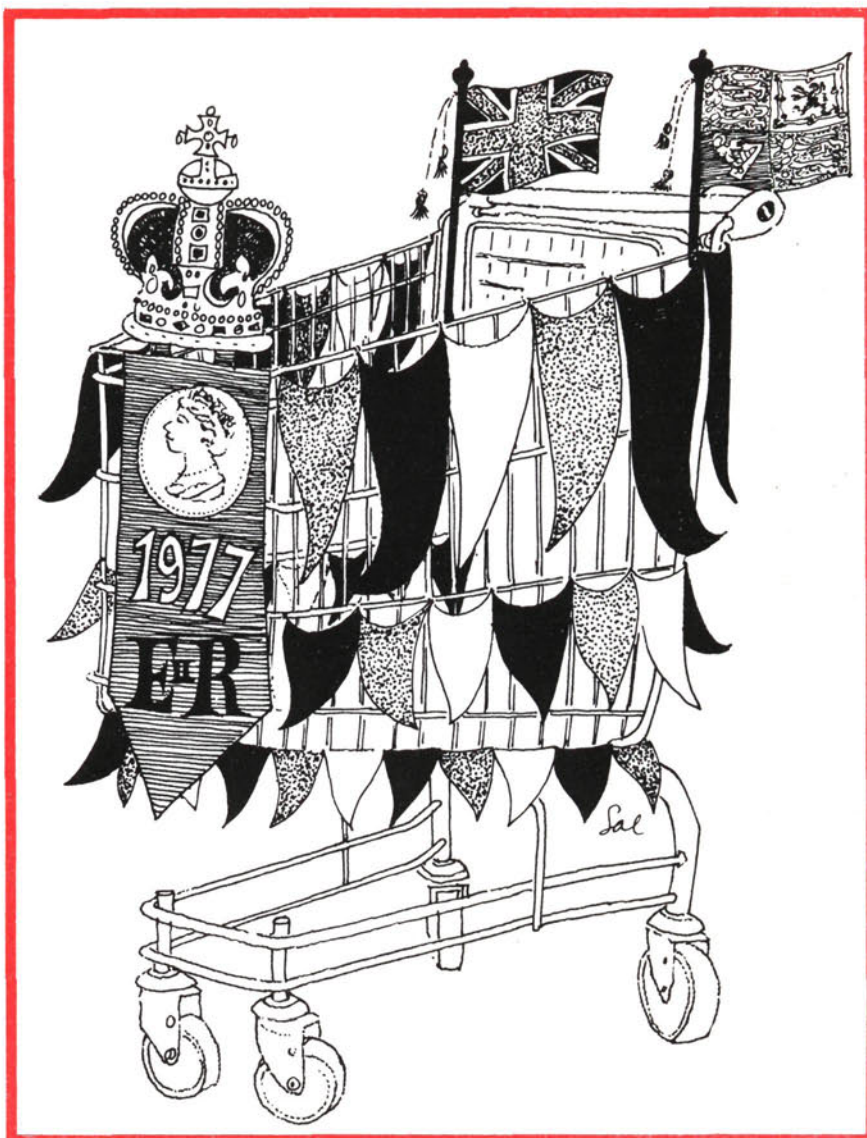
From: A C Welch, JS veteran

The feature on Rye Lane branch in the April issue of the *Journal* I found most interesting and enjoyable. There is however just one word that I would dispute in this excellent picture of the good old days.

The caption for picture six: said the manager 'allowed the first customer in'. In the good old days we never allowed a customer in, we welcomed her, as I am sure Len Hurford did.

A salesman always welcomes his customer, so please change that word.

I'm glad you didn't allow us to get away with that one Mr Welch. You are quite right! Every branch manager, indeed every member of staff we have met, has always put out the welcome mat for customers, from the first in to the last out. Editor



Good advice?

From: M Hogsden, Dudley branch

Once every four weeks salaried staff at JS receive their salary advice slip and this, I am afraid, is where the advice stops. For if you are interested, and who isn't, in knowing exactly how your pay is made up, there is no way of checking this without spending a couple of days working out if the amount shown in the 'other pay' box on the slip is correct. (This amount is the total of phase one, shift and now earnings related percentages payments.)

There is already a box headed 'shift' and room for an extra box to be added without too much trouble, leaving the 'other pay' box free to show the percentage earnings on its own.

It may only be a small point to make but for the non-mathematicians in our branch it would save us a lot of time. Better still how about a new and different form that really does 'advise' us of our salaries.

Dorothy Paterson, payroll manager, replies:

The present computer system used for processing the salaries payroll is eight years old and was not designed to cope with the complexities of Phase One and Two etc. It was proposed some time ago to write a

new salary system but since then priority has been given to enhancing the weekly payroll system and to coping with the various changes in legislation affecting earnings related contributions, minimum rates, PAYE, pensions and pay policy. The new employee record document which provides a comprehensive record for branch weekly paid employees is also computer produced and this took considerable resources to introduce.

With the formation of the payroll office and the recent merging with the salaries office we are better placed for the introduction of an enhanced salary system, which should take place within a year.

A query answering service has always been provided by the payroll and salaries offices and the new address and telephone extensions of the merged office have been notified to all departments.

All retire at 60?

From: K Bexley, Haywards Heath branch

As we are all being asked to think about pensions at the moment, I wonder if this is not a good opportunity to also discuss the possibility of all JS staff being given the option of retiring at 60; with maybe voluntary contributions from those wish-

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ing to take up the option to make up the difference.

Peter Fryer, pensions manager, replies:

The reduction in pension as a result of voluntarily retiring five years early is much more than most people think, not only is the pension being paid earlier and therefore over a longer period, but the scheme loses five years' contributions, when contributions tend to be highest, and substantial investment income is also lost. The extent to which such losses could be made up by additional voluntary contributions is limited, unless these commenced early in the member's career. These are some of the financial reasons why women do not get an identical benefit package.

Something brewing!

From: Stan Meekoms, off licence department

With reference to the recent correspondence regarding home brewing (see May issue) we are currently appraising the market with a view to stocking kits in a limited number of stores.

No soft option

From: C W Edwards, Streatham

Amid all the welter of facts and figures, one thing has emerged in my mind—it is cheaper, both to the company and to its staff, not to opt out of the state scheme; (incidentally, there is no such thing as 'opting into' the state scheme).

We all know that companies in food retail are on a sticky wicket and that costs must be pruned in every direction. Why does JS go on struggling to opt out? Obviously to get its hands on our pension contributions to finance its property expansion (JS shops). Does that do its staff any good? It hasn't safeguarded any jobs in this division. We have a redundancy situation.

If anyone is dazzled by the fact that, at present the JS scheme gives a bigger pension at the end of 45 years' faithful service than the state scheme would, let them consider that they will be paying a lot more to earn that extra 9½ per cent instead of six and a half per cent. 9½ per cent! There are better ways of investing the difference so that there is a supplement to the state pension.

How long will JS in present market conditions, be able to keep ahead of the state indexed pension? Will it, in some future year suddenly discover that even to keep up with the guaranteed minimum pension (state) it will have to increase the contributions?

To me, it seems a case of a bird in the hand, and a safe and certain commitment to stay with the state scheme—as well as being less of a headache to understand.

Peter Fryer, pensions manager, replies:

There is no doubt that the cheapest option for JS would be to participate in the new state scheme and terminate the JS scheme. The effect of this would vary between employees, depending upon age and earnings but in general it would lead to a considerable reduction in the pension and other benefits which employees could look

forward to. It was the view of the working party that this would constitute a serious deterioration of JS employees' conditions of employment.

The suggestion was made that JS wants the members' contributions to the JS scheme for financing its property expansion. However, over the years JS has itself contributed to the JS scheme more than twice the total amount invested in property. In fact all the pension fund properties were bought as assets for the old Sainsbury Supplementary Pension Scheme which was financed solely by the company; members' contributions and further company contributions at the time being passed to the Standard Life Insurance Company for investment in the usual way. No further pension fund properties have been acquired since 1970, the last pension fund property to open was Kingsland in 1972, since when 54 branches have opened (excluding freezer centres). The only JS pension fund activity in this area since 1972 has been the extensions to Forest Hill, Bitterne and Muswell Hill. Currently JS owns properties of £134.6 million (see company annual report) as against the pension scheme's £10.2 million invested in property (see pension scheme annual report). Incidentally the JS scheme has done better from its property investments than from any other sector of

its investment portfolio.

Obviously persistent inflation creates serious difficulties for occupational pension schemes. If the government is unable to control inflation then not only will the future of the JS scheme, but that of the whole economy of the country be in jeopardy. In the long run, state pensions as well as occupational pension schemes depend on a healthy economy.

The government has made it clear that it wishes to encourage good occupational schemes to contract out, and this is reflected in the abatement terms and the various safeguards for which the government have provided in the '75 Act.

When thinking about members' contributions, it must be borne in mind that contributions to the JS scheme secure income tax relief, but contributions to the state scheme do not. Allowing for this point contributions do not approach 9½% and will be less than they are at present for employees paying the 5¼% ERC and JS pension contributions.

To sum up, JS wishes to contract out because the JS scheme offers better benefits to employees than the earnings related part of the state scheme and, although no one can foretell the future, it has confidence in the future of the company and its ability to maintain the JS scheme.

Fond farewell to a 'good friend'



Sorry to see the old store close are (left to right) Jean Eggleton, deputy cashier, Denzil Jones, manager, Alice Buckle, customer, Paula Cottier, chief display assistant and Bella Steer, chief cashier.

'IT'S LIKE PARTING with a good friend.' That's the opinion of Bella Steer who has worked at Battersea branch for 11 years. When Falcon Road closed on May 28, Bella knew the store would be sadly missed.

The local council forced the closure by putting a compulsory purchase order on the shop, and with no other suitable site in the area JS has had to move out of Battersea.

72-year-old Alice Buckle has shopped at Falcon Road since it opened in 1938: 'It's such a friendly shop, people meet here and for me it's only five minutes down the road.'

The manager, Denzil Jones, is also sorry to see the store close: 'It's a very

personal shop—it's become a part of the local community.' Mr Jones, who is known as 'Jonesy' by many of his customers has managed the branch since 1971: 'I hated it when I first came here but I grew to like it.'

When the store closed he knew many of his customers by name, and could even tell some of them what they had on their shopping lists.

Paula Cottier feels sorry for the elderly customers: 'There's no other similar shop in the area and if they have no car I don't know what they're going to do.'

All the staff have been offered jobs at other JS stores and most have decided to accept, but they all agree with Bella that they will miss their 'good friend' Falcon Road.



People pages

Appointments

George Abrahams has been appointed depot manager, contractors and relief. He was previously manager of Charlton depot.

J E Eagleton, formerly deputy head buyer, pork products, has been appointed head of canned goods department one.

M J Bates, formerly head of canned goods department one, has been appointed head of bakery department.

N A Franks, formerly assistant area estates manager, Clapham, has been appointed area estates manager.

P F Miller, formerly chief administration assistant and cost controller in the architects department, Clapham, has been appointed manager of project economics, architects department.

J S Ralston, formerly buyer, deputy head of grocery department three, has been appointed buyer, deputy head of grocery department two, Blackfriars.

A N Branson, formerly financial analyst financial appraisal, Streatham has been appointed audit manager, internal audit department.

N Francis, formerly senior systems analyst, dp technical services has been appointed statistical specialist, data processing, technical services department.

S E Goodman, formerly administration supervisor, company car centre has been appointed administration manager.

D B Adriano is manager of branch financial control and not **GS Davis** as stated in the May issue. Mr Davis was appointed manager, revenue expenditure control within the branch financial control department.

Long service

Vic Rawcliffe, reserve manager, central Croydon, celebrated 40 years with the company on May 3.

Mr Rawcliffe joined JS's Lordship Lane, Tottenham branch in 1937. After completing national service from 1939 to 1946, he rejoined JS, this time working at Ashford; later transferring to work several branches. He attended the training centre for three years and after assisting at numerous branch openings, he was appointed to the management of West Wickham, Stockwell and later Drury Lane. Due to illness Mr Rawcliffe was appointed

reserve manager at Orpington before his present position.

Bob Muckle, branch engineer supervisor, Clapham, celebrated 40 years' service with JS on May 24.

At present Mr Muckle is dealing with branch plumbing and heating.

Frank Soan, senior skilled provisions tradesman, Hastings, celebrated 40 years' service with JS on May 3.

Mr Soan has spent most of his time working in branches in and around Hastings but has carried out short reliefs at Bexhill, Eastbourne and Tunbridge Wells.

During his national service, Mr Soan was a wireless operator with the Royal Signals stationed in the Middle East.

Bob Smith, customer service assistant, Bexhill, celebrated 40 years' service with the company on May 18.

Mr Smith commenced with JS in 1937 as a porter. After serving with the Royal Fusiliers (Infantry) from 1940 to 1946, he returned to JS as warehouseman. Before his present post, Mr Smith carried out relief posts at Hastings, Eastbourne and Brighton.

Ken Stoner, senior skilled meat tradesman, Churchill Square, Brighton, celebrated 40 years with JS on May 31.

Mr Stoner started with the company at 14 Hove as a porter. After national service, he rejoined JS and worked at several branches including 24 Brighton and Portslade before taking up his present post.

William Gibson, meat manager, Aylesbury, celebrated 25 years with the company on May 26.

Mr Gibson joined JS in 1952 and was a trainee tradesman at 96 Kilburn. He was later transferred to Joel St, Northwood, where he was promoted to meat manager. Before his present position, Mr Gibson was meat manager at Berkhamstead manual branch until its closure.

Brian Johnson, assistant manager, Poole, celebrated 25 years' service with the company on April 15.

Mr Johnson started with JS Winchmore Hill in the grocery department. After completing national service, he rejoined JS as a butcher at Cockfosters. Numerous relief posts followed in and around north London after which he was promoted to assistant head butcher and, later, senior leading butcher at Bournemouth, Winton and Poole.

It was during his employment at Boscombe that he was promoted to his present position.

Gerald Norman, stores serviceman, Sutton, celebrated 25 years with JS on May 19.

Mr Norman started with the company

in 1952 as a trainee poulterer at Rosehill branch. In 1967 he was regraded to senior serviceman and transferred to Wallington branch before taking up his present post.

Bill Lewis, warehouse tradesman, Eastbourne, celebrated 25 years with JS on May 19.

Denis Barwick, meat manager, Wembley, celebrated 40 years' service with JS on May 3.

Mr Barwick started with JS as a learner butcher at 367 Harrow, transferring to Joel Street and later Eastcote. National service followed, after which he rejoined 367 Harrow.

Before his present appointment, Mr Barwick held managerial positions in various branches including North Harrow, Swiss Cottage and Marble Arch.

Ron Few, meat manager, Guildford, celebrated 40 years' service with the company on May 31.

Mr Few started with JS in 1937. RAF service followed in 1941 but in 1947 he rejoined JS's Guildford branch. After several relief posts he became meat manager at Farnham, and two years later took up his present appointment.

Reg Weeks, district manager, Coventry area office, celebrated 40 years with JS on May 18.

Mr Weeks started with the company as a junior at Kettering. In 1940 he joined the RAF which took him to Bengal. Upon returning to England he rejoined Kettering and later worked in several branches including Coventry, Folkestone and Rye Lane.

Before his present position Mr Weeks held several posts as assistant manager, deputy manager, and manager.

Retirements

Bill Barrett, an instructor/driver at Buntingford depot, retired on May 13 after 42 years with the company.

Mr Barrett has been a driver for most of his working life. In 1960 as well as driving for JS he became a HGV driving instructor for the company.

John Nash, store serviceman, Holloway, retired on May 28, after 17 years' service with the company.

Mr Nash started with JS in 1960 at 43 Islington and later transferred to the Islington supermarket. Before his last post, he worked at Seven Sisters branch.

Ivy Gardener, grocery clerk, Golders Green, retired on April 30, after 30 years' service with the company.

Mrs Gardener started with JS in 1947 as a sales assistant at 101 Golders Green and

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later transferring to 164 Golders Green branch. It was in 1975 that she took up her post as a grocery clerk.

Theresa Chamberlain, supply assistant, Fulham, retired on May 20 after nearly 16 years' service with the company.

Mrs Chamberlain started with JS's West Kensington branch in 1961. It was in 1974 that she took up her last post.

Gladys Barden, fresh meat assistant/display, Nuneaton, retired on May 21 after 11 years' service with the company.

Mrs Barden started with JS in 1965 at Coventry and later transferred to Nuneaton. Before her last post, she was employed in the preparation room.

Violet Ford, a clerk at Streatham, retired (due to ill health) on May 27, after 16 years' service with the company.

Miss Ford started with JS in 1961 as a clerk in the personnel department at Blackfriars. It was in 1972 when she transferred to her job at Streatham.

Lydia Bentley, senior clerk, Stockwell, retired on June 6, after 15 years' service with JS.

Mollie Williams, invoice clerk, perishables department, Streatham, retired on June 11, after 12 years' service with the company.

Mrs Williams started with JS in 1965 in the tax section. When the department closed in 1973 she took up her job in the perishables department.

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

Mr L Holding (10 years)
Mrs Margaret Dent (10 years)
Mrs L Elliot (10 years)
Mrs A Munro (9 years)
Mrs M Phipps (9 years)
Mr W Payne (9 years)
Mr W Woodcock (9 years)
Mrs M Bishop (9 years)
Mrs J Parrott (8 years)
Mr A Wilson (8 years)
Mrs A Cronin (8 years)
Mr R Sutherland (7 years)
Mrs J Cotton (6 years)

Obituary

Dennis Keen, meat manager, Langney, died in hospital on April 24 after a short illness. He had been with JS for 40 years.

Mr Keen started with the company in 1937 as a trainee butcher at Worthing. National service followed in 1938 after which he rejoined JS in 1946 as a butcher at 66 Brighton.

He was promoted to leading butcher in 1949 and later assistant head butcher. Further promotion followed in 1956 when he was appointed meat manager at Hove. Before his last post Mr Keen was meat manager at Churchill Square.

Mr Keen leaves a wife, and family.

George Campbell, warehouseman, Central Croydon, died on April 30 after a short illness. He had been with the company for 18 years.

Dennis Smith, warehouse foreman, Basingstoke depot, died suddenly on April 26. He had been with the company for 14 years.

Mr Smith leaves a wife and a son.

Ken rides the crest of the waves

WE ALL HAD our own ideas on how to celebrate the jubilee but one JS man spent the great day sitting in his garden shed listening to the radio. But branch engineer Ken Young wasn't trying to avoid the jubilees. He is an enthusiastic radio ham and he was taking part in two-way conversations with other hams around the world.

This year is a very special one for Ken because all the British radio hams have been given a rare call sign to mark the jubilee. This means that instead of introducing himself as G3ZCG when he speaks to the world he's now got an extra E—GE3ZCG. It also means that Ken is in demand by foreign hams who value the



An historic moment in Ken Young's garden shed—his first ever conversation with Liechtenstein.

chance to speak to someone with an unusual call sign.

After a conversation radio hams send each other specially designed postcards to confirm their contact: 'Some hams collect these like cigarette cards' added Ken.

The garden shed (Ken's wife won't allow his equipment in the house) has been the scene of much international chit-chat over the years. Although he speaks fluent Chinese most of the conversations are in English. 'I keep in regular contact with Hong Kong, South Africa, and Venezuela, but I'm always trying to make contact with new parts of the world.'

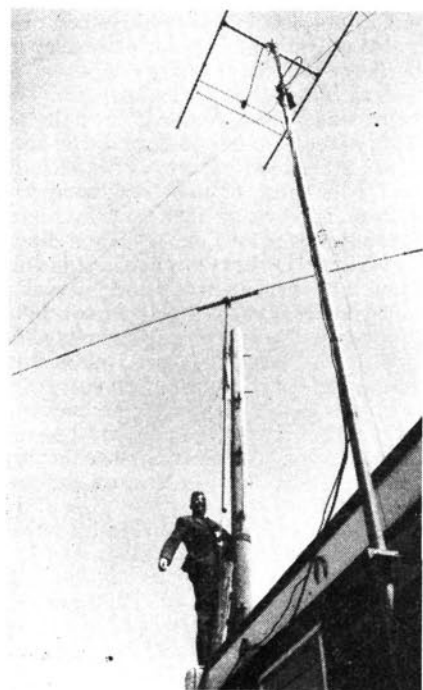
When the *Journal* watched him in operation Ken made his first ever contact with Liechtenstein: 'What a piece of luck—I haven't made a new contact for about six months.'

Surprises are one of the attractions of amateur radio for Ken. 'You never know

who's going to talk to you next, that's what's so marvellous about it.' Ken has also spoken to hams in Russia, Vietnam, and even the Antarctic. He once spoke to a ham on the tiny Icelandic island of Jan Mayen which has a population of 36 men, three dogs and a cat.

Radio hams also provide a valuable service in an emergency. Ken is a member of Radio Amateurs Emergency Network which can set up battery operated radio stations on the scene of a disaster and at local police stations and hospitals, to provide extra communication channels.

Understanding a radio ham's conversation is no easy task. They use a lot of abbreviations to keep their talks as brief and as clear as possible. Ken explained: 'A young lady is a YL but a wife is an XYL. Love and kisses is 88s.' How would he finish a conversation, or a *Journal* feature? 'To sign off we say 73s.' O



Up on the roof. Ken's revolving aerial can pick up radio signals from all over the world.

Len looks forward to his next campaign



Len Lewis relaxes with his wife Alice in their new home at Shoreham by sea.

LEN LEWIS retired on May 27 after 45 years with JS. In that time he progressed from lard-boy to departmental director and learned every aspect of retailing in between: from decorating a pat of butter to dealing with awkward customers, from carving a ham to delivering a baby.

Len started with the JS Eastbourne service branch in 1932 working on the butter block. He was 15 years old and earned 25 shillings a week. His first assignment was to knock up lard which in those days was a very messy job: 'I had the greasiest pair of shoes ever seen.'

But it didn't take him very long to discover an even messier job. Eggs. Because they were so cheap, eggs were bought in large quantities and there was quite an art in an egg-boy's quick flick of the wrist as he closed the bulging paper bag. Unfortunately it was an art that Len found difficult to master: 'I had left a job where I was covered in lard to cover everyone else with eggs.'

By the time war came Len had worked his way round all the shop-floor departments. Three days after war broke out Len and other JS staff from Worthing squeezed into a car and drove enthusiastically along the coast to Brighton to join the Navy: 'But on the way back I discovered I was the only one who had signed on the dotted line.' His call up papers arrived on his wedding day and a few weeks later he was at sea.

Len spent most of the war in the Navy, attached to the Merchant Marine protect-

ing merchant vessels and enabling valuable supplies to get through. On one occasion enemy sabotage blew up the ship's engine and he spent two weeks drifting aimlessly off the west coast of Africa before being found and towed in to Lagos.

He returned to JS in 1945 as meat manager at Goring branch. 'During the war I had matured and I had determined to make a good living.' He made his way along the career path as an assistant manager at the first self-service branch in Croydon, and then at Eastbourne which was the first purpose built JS self-service store.

He spent 15 months on a management training course, one of the first of its type, which took staff and graduates: A lot of good people were on that course—Bob Ingham (now a director), Bob Wallis (chief meat buyer), Keith Curtis (supply and resources co-ordinator) and a chap now called Keith Fordyce (ex-JS).

Persian market

Len's first managership was at Golders Green. 'It was a great shop to manage, very busy and plenty of trade around.'

After a short period at Finchley Road, Len moved to Paddington branch: 'It was just like a Persian market and probably the most cosmopolitan square mile in London.' And it was at Paddington that Len learned a little known aspect of retailing—how to deliver a baby.

A very fat Irish maid had just arrived to

help the overworked housekeeper: 'But instead of getting down to work she went straight up to bed.' The next thing Len knew the housekeeper walked out informing him on her way that the new maid was about to give birth. Len tried to get the girl to hospital but with no success. He ended up with a five point plan given to him over the telephone by a JS nurse on how to bring a baby into the world. The baby, when it was eventually born in the foyer of the hospital was named after him.

With this sort of experience behind him, and a lot more besides, Len became a district supervisor, then area superintendent and in 1973 departmental director. For the last four years he has dedicated himself to reducing waste and increasing efficiency. He was the driving force behind many effective campaigns including the popular 'smiler' campaign and the 'save-it' campaign. One of his most successful operations was in securing the back entrances to stores: 'If managers operate according to our instructions then they are totally secure, and the savings are immense.'

Len is not going to retire in his retirement: 'I don't have firm plans, I'm just going to enjoy myself.' He and his wife Alice intend to spend a lot of time abroad. They are going to spend this winter in Italy and are planning frequent trips over to France to visit friends. 'I'm also going to improve my sailing as I've always loved the sea, but I don't think I'll go so far as crossing the Channel.'



Monarch of all they purvey

THE YEAR IS 1887, Queen Victoria is celebrating her Golden Jubilee to mark the 50th year of her reign. She is 68 and already has great grandchildren, sons of the future Kaiser. Her reign has marked a period of almost unbroken peace at home, growing prosperity and social reforms.

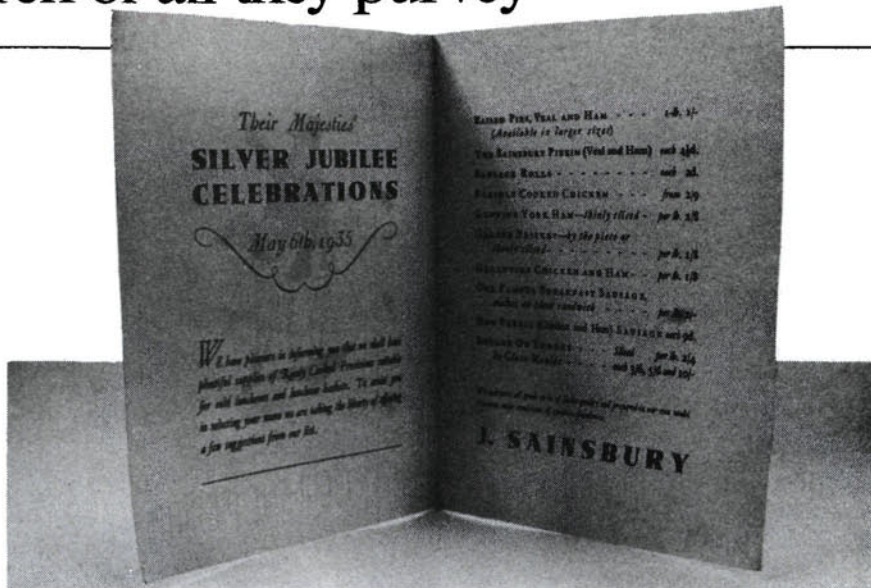
Sainsbury's has been going for 18 years and the founder now has eight shops in the London area. London Road, Croydon, which opened in 1882 has astounded the local people who have never seen a shop so elaborate, and lit by gas. And Sainsbury's is about to show the public their first piece of advertising—a printed paper bag.

Ten years later, in 1897, Queen Victoria celebrates her Diamond Jubilee. There is a grand procession and a service on the steps of St Paul's. It has been the longest reign in British history and is the climax of imperial prosperity.

Sainsbury's have now moved out of London—to Sutton and Enfield. This jubilee year they are opening Chapel Market, Islington with some dynamic advertising saying 'Bacon and Hams, quality perfect, prices lower' and 'J Sainsbury's shilling butter is the best value in the world'. Also this year Mr JB, the founder's eldest son is a newly married man, the Blackfriars depot is operating smoothly and the milk trade has begun pasteurisation.

It's 1935 and the popular King George V is celebrating his Silver Jubilee. His 25 years on the throne have seen great social changes. Women have got the vote, penicillin has been discovered, and a Labour government has held office.

Sainsbury's are advertising Irish Free State Turkeys at 1s 8d per lb, JS unsalted butter 1s 2d per lb, one dozen new laid eggs 1/- The company is proud of its 'value, cleanliness, freshness, courtesy, quality and reliability'. Across the road from Stamford House a concrete factory build-



A jubilee price list from 1935 of ready cooked provisions.

ing is rising. Motor vehicles are now being used for moving the goods, though horse drawn vans can still be seen. Mr JB is in control, and the pension scheme is one year old.

A new age. 1977 sees George V's granddaughter, Elizabeth II, celebrate her 25th year on the throne. There is a grand procession through the streets of London and her subjects pack the route.

Sainsbury's decorate their stores with jubilee posters and Union Jacks. They now have 220 stores of which 18 are freezer centres. Butter costs 8s 7d per lb, one dozen new laid eggs cost 9s 5d and turkey costs 11s 2d per lb. Their latest advertising slogan says 'Sainsbury's for today's super shopper'. Mr JD is in control and a new venture is about to be launched called SavaCentre.

Twenty-five years ago from wine to locusts!

APART FROM SOUVENIRS, all that remains of the Queen's jubilee day is a red, white and blue blur, but while you were relaxing with your glass of JS wine in one hand and a union jack in the other, did your thoughts go back to 1952? Ours did! We suddenly remembered that the delicious wine we bought to celebrate this grand occasion cost on average £1.20 and back in the good old days of the accession a similar bottle of wine would have cost 6s 6d. That's 32½p would jubilee've it!

READING BETWEEN THE LINES of the daily bulletin was as popular 25 years ago as it is today. In May 1952 the JS Journal published a useful list of bulletin phrases followed by a 'between-the-lines' translation. Below are just a few of them: 'Further information has now come to hand'

(What we told you yesterday was wrong)
'It has come to our notice'
(Who's spilled the beans?)
'Ample stocks available'
(The buyers have slipped up)

LIFE is just one big struggle, or so it would appear when we take note of all the things we have had to endure over the past couple of years—droughts, heatwaves, shortages, strikes, unemployment and, of course, inflation.

But take heart, back in 1952 things were not exactly troublefree. Locusts were on the loose, millions of them. According to the anti-locust research centre, they were exceptionally hungry little mites too, for it was estimated that the value of crops they destroyed during the year was in the region of £15 million.



The earliest known piece of JS advertising was this engraving on a paper bag dating back to the 1880's. It shows JS's small depot in Allcroft Passage.

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

Opening programme for next two years

Cowley (Oxford)	Supermarket with integral freezer centre: first stage scheduled to open in July 1977, second stage scheduled to open late autumn 1977.
Welling-borough	Supermarket with integral freezer centre scheduled to open July 12, 1977.
Lords Hill (Southampton)	JS district centre development scheduled to open July 26 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 summer 1977.
Haverhill	Supermarket scheduled to open autumn 1977.
Solihull	Supermarket with integral freezer centre scheduled to open summer 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 early 1979.
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 early 1979.
Norwich (Bowthorpe)	Supermarket with integral freezer centre, surface car park and petrol filling station, scheduled to open autumn 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 with integral freezer centre, 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 late 1978.
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.
Winton	Supermarket scheduled to open spring 1979.
Welwyn Garden City	Supermarket with integral freezer centre, scheduled to open late 1979.

Freezer centres

Eltham	Scheduled to open autumn 1977.
Petts Wood	Scheduled to open late 1977.
Goodmayes	Scheduled to open late 1978.

Major extensions

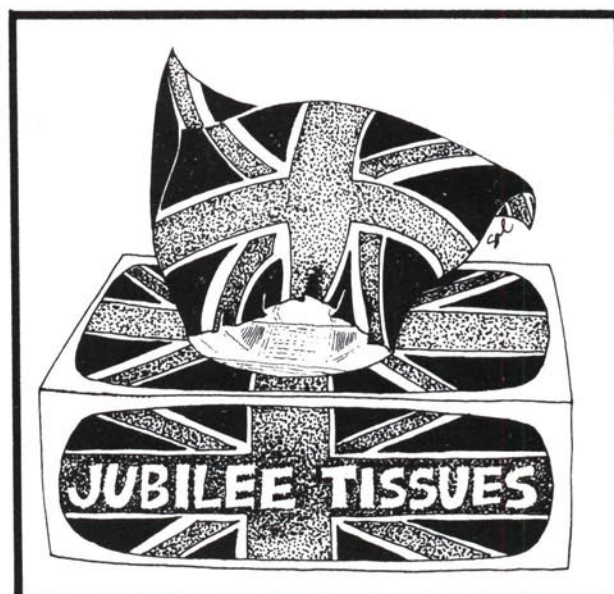
68 Croydon	Work has commenced on extension.
Stevenage	Permanent work incorporating adjoining premises, late 1977.
Boscomb	Approval for extension, work commences summer 1977.
Guildford	Approval for additional passenger lift at rear of store. Building commenced early 1977.
Bishop's Stortford	Approval sought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

Planning applications

Colchester	Appeal refused.
Egham	Awaiting appeal result.
West Ealing	Second application being discussed.
Chichester	Appeal refused. Application made for alternative site.
Kingsbury	Outline application made for supermarket.



Washington	Opens late 1977.
Hempstead	Opens late 1978.
Basildon	Opens 1979.
Reading (Calcot)	Awaiting appeal hearing.



Buntingford's family affair

THE WHOLE FAMILY got a look in at Buntingford depot's birthday celebrations on May 22.

When the depot opened in 1967 an 'open day' was held to mark the occasion. Ten years later to the very day the depot once again opened its doors to the families and friends of staff.

Consequently on a hot, sunny, Sunday morning there were kids in the cold stores, mums in the motor engineers and grannies in ops planning. All of them keen to see for themselves a big JS depot from the inside

and all thoroughly enjoying themselves.

During the morning between eight to nine hundred people were shown around the depot. 'And we didn't lose one' says Biff Rogers, slowly uncrossing his fingers.

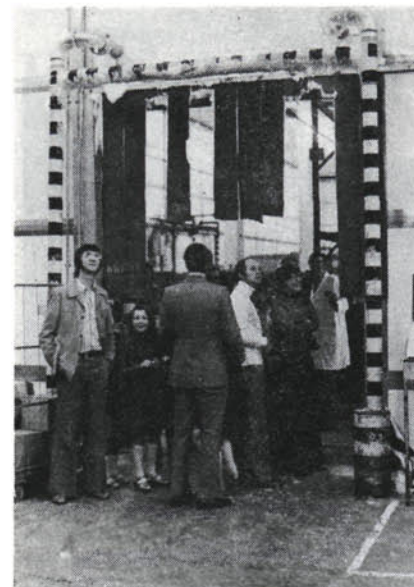
Biff, who is a technical services officer at the depot, and administration manager Peter Armfield were joint chairmen of the Depot Ten committee, which was set up to make sure the open day ran smoothly. And it did.

The cleaning staff came in at six am to get everything spick and span. By the

time the first visitors arrived the depot positively gleamed. As someone said: 'It didn't look as good as this for the chairman's visit!' When the hundreds of visitors began arriving—many of them in pushchairs—'guides' were ready and waiting to take them on a tour of the depot.

'The guides were volunteers from every department in the depot' says Peter. 'Notes were prepared for them to work from in case they were asked technical

continued on page 10 ▷



Above: Brrr baby it's cold inside! No tour would be complete without a quick shiver around one of the cold stores.



Above: Those wonderful men in their flying machines have nothing on reach truck drivers Ken Dedman (left) and Ken Rose who demonstrated their skills lifting goods high above the heads of their audience—who were safely behind a special barrier erected at each end of the aisle.



Left: There's plenty to see in the motor engineering section, from the impressive workshops to the monster lorry wash. Here chargehand Mick Kernaghan expertly explains to a rapt audience some of the bits that make JS lorries purr.



Right: One-by-one the groups arrive back at first base where refreshments are ready and waiting for them. There was ice cream and pop for the kids and wine and sandwiches for the grown-ups in proper birthday party style.

Results of our
Jubilee competition

Among your souvenirs



The winner Terry Killick with his £50 jubilee surprise.

THE £50 FIRST PRIZE in our jubilee competition goes to a jubilant Terry Killick of the internal audit department at Streatham. He designed a jubilee candle which was divided into sections, one for each year of the Queen's reign (see left).

It wasn't just the clever idea that clinched the top prize for Terry. He also designed the display packaging for the candle which Peter Dixon thought was 'highly sophisticated'.

Terry got the idea for the candle from his wife Carole who makes them for a hobby: 'I spent a long time thinking out ideas and then on the last weekend before the competition closed I sat down and designed it.' Photography is Terry's real hobby—he was runner-up in last year's photographic competition. 'I also enjoy painting and I suppose designing is connected.' After spending so much time working on his entry Terry really hoped it would do well: 'but I didn't think I'd get first prize—it's really smashing.'

Because the standard of entries was so high the Journal has decided to give a second prize worth £25. This goes to Phyllis Ford, a cashier at Boscombe branch, Bournemouth. Phyllis made a beautiful drawing of her design—a cheeseboard in the shape of a royal shield (right). The judges commented that it was 'extremely well presented' and 'a very well thought out, attractive idea'.

Phyllis has been with JS for ten years and took up 'art with her husband as a hobby. 'My husband got the books so we taught ourselves, but I certainly never expected it would help me to win a prize.'

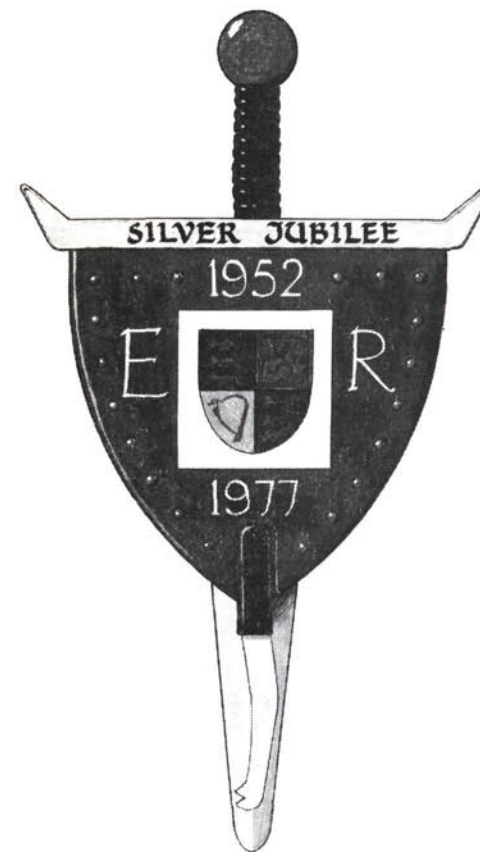
Top among the runners-up was Derek Crago who was featured in the April issue of the *Journal*. Peter Dixon agreed with him that his idea for a stoneware jubilee ginger beer bottle would be a sound commercial proposition. Derek ought to know what he's talking about as he's a collector of old Victorian bottles. 'All the old breweries used to make special bottles for the jubilees, and they used to be really good selling lines so I thought it would be a good idea to bring them back.' Derek, who is the grocery manager at Bognor branch will receive a £5 gift token and a jubilee mug as his first runner-up prize.

It took each member of the JS design team (right) an hour of careful study to decide on the winner. The *Journal* was overwhelmed by the number of entries and as Peter Dixon, head of the design team, said: 'So many were of such a high standard—it was very impressive.'

The design team took great care to make their judging as fair as possible. Each entry was awarded marks out of ten for its description and or design, presentation and originality. The judges did not see or discuss the entries beforehand and the winner was simply the idea with the highest number of marks.

Silver Jubilee Cheeseboard.

Approx. 1/3 Scale.



Designed by Phyllis M. Ford.

GRAND JUBILEE GIFT SOUVENEER

FOR :-
THE AUTOMOBILE

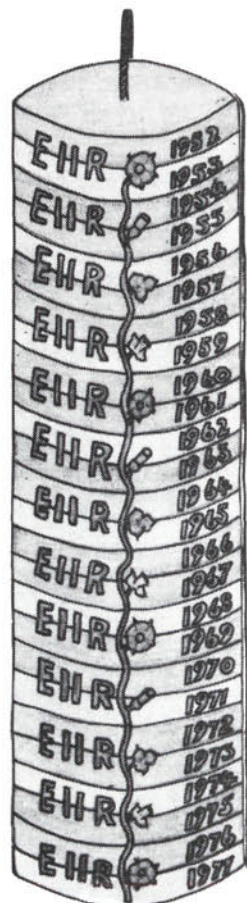
OR :-
THE BEDROOM

DUAL PURPOSE JUBILEE GIFT

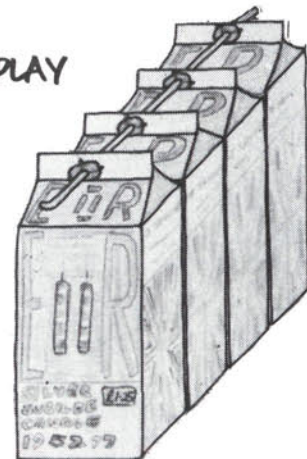
HAND SCULPTED MODEL OF WINDSOR CASTLE.
MANUFACTURED FROM SOLID SILVER (WEIGHT 276.4 TROY OZ.)
DOUBLE FUNCTION AS VEHICLE ROOFRACK OR DOUBLE
BED SIZED HOT WATER BOTTLE.
EASILY TRANSPORTED BY FOUR FOOTMEN.
LIMITED EDITION OF 291 AT ONLY 1,500,000 US\$+VAT
20% WITH ORDER TO:- NIPPON PRODUCTS, EAST ST, SHANGHAI.

DEPARTMENT 37 COMMODITY 350 PACKSIZE 36x1 JUBILEE CANDLE

PACK DESIGN



DISPLAY



Specially commended for humour and originality was Alan Myers, a project/site engineer at Basingstoke. His idea for a jubilee souvenir was a solid silver model of Windsor Castle (above) which could be used as a decorative roof-rack or a hot-water bottle (how you get the water in the solid silver he doesn't explain but perhaps it's got something to do with the fact that the model is stocked by Nippon Products, Shanghai).

The judges' opinion was that his entry was refreshing: 'It shows the humorous side of the jubilee.' Alan who has been with JS for ten years is noted for seeing the funny side of things: 'I think having a laugh now and again keeps the firm rolling.' The *Journal* agrees so Alan's prize is a miniature set of the Crown Jewels (not solid silver) plus a £5 gift token.

Other runners-up will receive a jubilee mug and all the entrants will have their entries returned with a special thank you from the JS *Journal* for taking part in a splendid competition.