

JS JOURNAL IS PUBLISHED FOR EMPLOYEES OF J SAINSBURY, SAVACENTRE AND HOMEBASE

JULY ISSUE 1992

Journal

S

Your bonnie babies

- page 19





COVER STORY

AIMEE BONNICK, WINNER OF THE JOURNAL'S BONNIE BABY PHOTOGRAPHIC COMPETITION. SEE PAGE 19.

EDITOR
YVONNE BURKE

ASSISTANT EDITOR
ANDY SZE BENI

EDITORIAL ASSISTANT
KERRY COHEN

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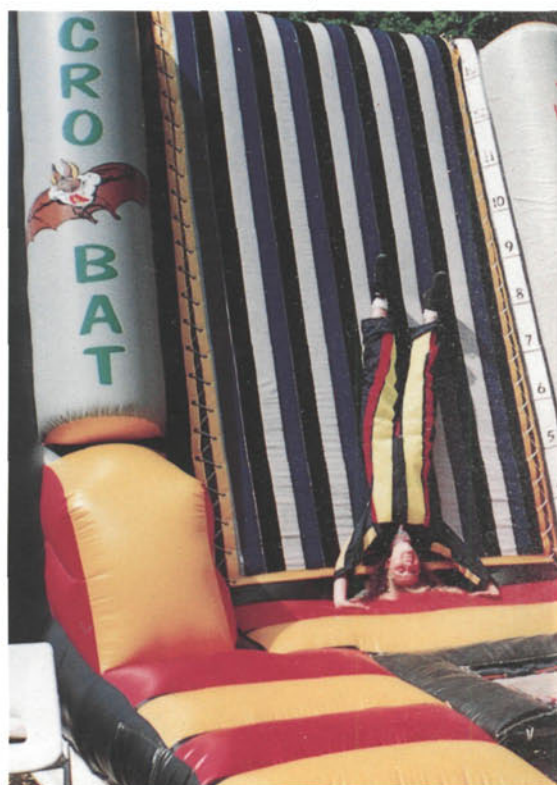
JS JOURNAL
J SAINSBURY PLC
STAMFORD HOUSE
STAMFORD STREET
LONDON SE1 9LL
TEL: 071-921 6660

F R O N T I N E

This is a competitive month for the *Journal* readers. This issue contains the results of one major competition and launches a further two. Turn to page 19 if you're a sucker for bonnie babies. We have 11 little cuties (in addition to our cover girl) whose proud parents, aunts, uncles or grandparents have won a prize in the *JS Journal* Bonnie Baby Photographic Competition 1992.

For all those photographers out there who had no mini models at hand, turn to page 18. The 1992 *JS Journal* Photographic Competition is launched, and there are hundreds of pounds to be won.

The second competition launched in this issue calls not so much for artistic talent as a vivid imagination. We are looking for eye-catching ideas for the company's new health and safety posters. There are more cash prizes and the opportunity to see your handiwork in print. See page 25.



Summer madness!

The *Journal*'s Kerry Cohen takes a different view of life. What have the rest of you been up to? See pages 16/17.

Sylvia O'Connell, art editor of *Practical Parenting*, was the judge of our Bonnie Baby Photo Competition. Here she does a spot of modelling herself with a borrowed baby who likes to travel in style.

An Invitation



Chesham branch will be celebrating its 21st birthday with a dinner and dance on September 12.

Anyone wishing to attend should contact Sandra Jones or John Hebbard on 0494 771960

HEAD LINES

The entrance to Caledonia House.

JS HAS THE KEYS TO CALEDONIA HOUSE > HOUSE

The new Northern area office was handed over to JS by the developers on July 1. The newly built two-floor building in the Lawnswood area in the north of Leeds will house the 130 staff who will run the area. Initially, only one floor of the 15,000 sq ft building will be occupied by around 60 people under area director, Graeme Naylor. They will serve the first two districts - Dave Robb's and Peter King's - which are moving over from the Midlands area to form the new area. The first staff will move into Caledonia House on August 3.

The name of the new building, 'Caledonia House', reflects the inclusion of the first Scottish JS store this year. Darnley represents the furthest north of the stores covered by the new area. The office was carefully located to cover the current and future stores in the North. 'The choice of location was far from a hit and miss affair', explains Northern area services manager, Dennis Jones. 'Several considerations were put into one of the distribution division's computers and, after taking into account the travel times to



store's and other factors, this logistics exercise revealed the best potential sites. The estates division then searched for likely options and we were eventually able to pick this one in Lawnswood. We are right at the end of the M62 so have excellent links both to Blackfriars and the branches.'

FOUR GRADUATE IN SECOND YEAR OF MANAGEMENT MBA

Four Sainsbury's employees have graduated in this year's Management MBA programme - twice that of 1991. Dick Hibbard, Peter Sirman and brothers Dilip and Bharat Popat represent the second year of JS graduates who have spent around three years demonstrating their learning through tough work-based projects. They benefit from the support of a 'company coach' - usually a senior member of the company - and a 'mentor' from the City University Business School (CUBS).

Sainsbury's joined several other large businesses in 1987 to help establish the scheme in conjunction with CUBS, and to tailor the course to be of maximum benefit to both the student and the company by developing skills and knowledge for all concerned.

Joint managing director, David Quarmby, expressed a hope that the graduates would be an inspiration to the 12 students currently on the course.



Dick Hibbard.



Bharat Popat (left) and Dilip Popat.

Joint managing director, David Quarmby (left), with Peter Sirman.

HEAD LINES



Holmer Green Middle School, High Wycombe, were winners of the younger group.

Castle Secondary School, Bristol, were winners of the senior group.

Nine finalist teams came to London on June 17 to make presentations to the judges. The primary school category was judged by Chris Leaver, director of public relations, and Gary Foskett, headmaster of Evelyn Lowe Primary School, London. Of the four schools, Holmer Green Middle School, High Wycombe, were the winners with their project to improve their local village pond by adding ducks, renewing signposts, and adding new vegetation.



In the senior class, Castle Secondary School, Bristol, were awarded the winning prize by the judges: personnel director, John Adshead; Hazel Hardy, head of Lilian Baylis School, and Daya Moodley, deputy head of Lilian Baylis School. The school's project was to improve a playroom adjoining the waiting area

SCHOOLS LEAD THE GOOD LIFE

For the second year, JS has given schools the opportunity to get involved in a project to help their local community. The Good Life Competition, launched last year for Year Nine (13/14 year olds) at secondary schools, was this year extended to encompass pupils in Year Six (10/11 year olds).

at a local health centre.

All the teams were given funding of up to £1,000 to initiate their projects, and all team members were presented with a copy of Jonathon Porritt's 'Save the World' book. The winning teams were given an additional £1,000 for their school.



Left to right: Diane Melville, project manager in charge of the new system; Steve Moysey; Sarah Roberts; Rodney Parkinson, senior manager, retail logistics and data control, with Howard Ross from Inference - the company providing the software.

< NEW IMAGE FOR ANALYSTS' FRIEND

Two members of the retail service desk have earned themselves a total of £90 by designing a new image for their latest computer system.

Steve Moysey, service desk senior analyst, came up with the new name (CASE) and slogan ('unlocking the knowledge for you') while he and Sarah Roberts, retail systems support analyst, jointly designed the logo. The new system, CASE (Computer Aided Service desk Expert), will help analysts by asking them questions and then suggesting solutions to the branch's computer problems according to the replies.



Computer Aided Service
desk Expert

UNLOCKING THE
KNOWLEDGE FOR YOU

CASE



Lord Prior.

RETIREMENT

LORD PRIOR, non-executive director of Sainsbury's since 1985, retired at the Annual General Meeting held on July 1 in London.

(Chairman pays tribute pg 14).

A DAY OF ROYALTY AND REGALIA FOR THE CHAIRMAN

The Chairman, Lord Sainsbury of Preston Candover, has been installed as a Knight Companion of the Most Noble Order of the Garter.

The investiture ceremony took place at Windsor Castle on June 15 when Lord Sainsbury received his insignia from Her Majesty the Queen. The ceremony was followed by the traditional installation service at St George's Chapel, attended by other members of the Order.

Lord Sainsbury, who is due to retire as Chairman in November, was knighted in 1980 and created a Life Peer in 1989.

Appointments to the Most Noble Order of the Garter, Britain's most esteemed order of chivalry, are the personal gift of the Queen, who is Sovereign of the Order.



Following the investiture ceremony, there was a procession to St. George's Chapel. Pictured front left is Viscount Ridley, and behind him, Field Marshall Lord Bramall. Behind the Chairman on the right is Edward Heath and, behind him, Lady Lavinia, Duchess of Norfolk. Far right is the Duke of Wellington.

Her Royal Highness the Queen, who is Sovereign of the Order, with HRH The Duke of Edinburgh.



Other royals taking part in the ceremony included the Prince of Wales, accompanied by the Princess of Wales.



The Case of The Big Chill

SHOWING ON A VIDEO SCREEN
NEAR YOU

In a barn just outside Watford, Dolly the cow munches patiently on a bale of hay as her fellow actors film a scene for JS's sequel to its highly acclaimed food safety video, The Case of the Hidden Enemies.



'This is my best side' - Dolly the cow is a true professional as she poses for the camera.

The latest production, entitled *The Case of The Big Chill*, follows on from the previous film with its original star, detective Dick Rosco, investigating the cold chain. He enlists two funky new characters, Mr Chill and Mr Freeze, with a little help from Dolly, to follow one chilled and one frozen product from supplier to customer. They help him to discover the importance of keeping such foods at carefully controlled temperatures and show what a key element the cold chain is in food hygiene.

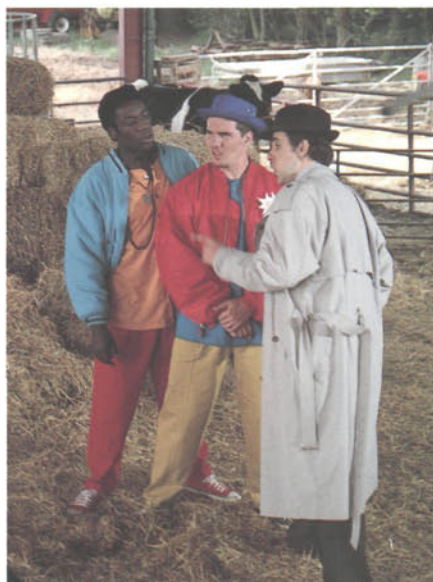
A copy of *The Case of The Big Chill* will go to each location in the company to be seen by all those involved in handling food in the cold chain. It is intended as a brief introduction to a training session, unlike the previous film which was part of a package leading to a certificate.

Actor Angus Barnett, who was recently to be seen as a hen-pecked partner in a Kraft television ad, plays Dick. He and production company G & T are retained from the previous video, which won three awards in two major competitions. *The Case of The Hidden Enemies* won the best script category out of a staggering 470 entries and a bronze award in the corporate health and safety category of the IVCA awards - a competition for non-broadcast film and video. Then came a silver award in the education and training category at the Images Festival. Another mark of the video's success is that it is now available commercially - a first for the company.

Steve Walker, senior training officer in charge of food safety at retail training, worked in conjunction with G & T to produce both videos. He comments, 'It is wonderful to see *The Case of the Hidden Enemies*, which has been so well received throughout the company, enjoy such success in the video industry. We look forward to *The Case of The Big Chill* being as popular and effective when it becomes available later this year.'



Director Rod Edge (left) and Steve Walker watch a shot on the monitor screen as the actors wait for the word 'action' in the background.



The three stars of the video (left to right: Hakeem Kae Kazim alias 'Chill', John Johnson alias 'Freeze' and Angus Barnett alias Dick Rosco) rehearse as Dolly the cow relaxes in her dressing pen.

Opportunity 2000 breaks down the barriers

A recently convened Opportunity 2000 Co-ordinating Group is now working to assist women's progress in the company following Sainsbury's founding role in the Business in the Community initiative at the end of last year.

The group comprises eight influential representatives, male and female, from different sections of Sainsbury's and is chaired by senior manager of consumer public relations, Wendy Godfrey. She explains: 'The group is meeting regularly and has identified a number of ways of spurring talented women to climb the management ladder. We will shortly be making recommendations on assisting this process. We can then go on to supplement our existing programmes such as Career Bridge, job-sharing and childcare provision.'

The group already recognises certain specific areas for action. There should be more encouragement for women to apply for internal situations vacant. Family demands may also prevent some staff from moving around the country or spending extra long hours at work; but in many cases these issues can be addressed in order to make the most of women's long-term potential.

Young women's perception of careers at JS will be improved by directly helping those still in education. The schools liaison programme can be used to advertise opportunities traditionally perceived as 'male'. Scholarships will be made available for students working at JS who wish to study subjects in which women are traditionally under-represented, such as engineering.



Jackie Vernon (above) shares her job as deputy manager, services, with Joanne McAndrew (right) at Burton-on-Trent branch. Both are working mothers who were featured recently in a *Daily Mail* article about Opportunity 2000 and hailed as examples of 'an elegant solution' to their career problem.



Sponsorship will also be available for women employees to join the company's vocational schemes.

'One of the jobs for the group is to monitor the progress of women in management and to obtain feedback from them', says Wendy. 'Our work has only just begun. To really be successful we need to know the views of the people the initiative really affects - the women who work at JS.'

You can contact Wendy Godfrey by writing to her at consumer public relations, 6th Floor, Drury House.

BRILLIANT ACHIEVEMENT FOR COMPANY WOMAN



Kay (left) and Jackie, on the way to their presentation lunch.

Jackie Cuthbert is just brilliant, according to Company magazine.

Jackie, who is personnel policy planning officer at Blackfriars, was a finalist in the magazine's 'Awards for Brilliance' run in association with the Diamond Information Centre. She was chosen from over 500 entrants to the competition, which is in its first year, and was set up to

Jackie was chosen for an award after setting up a Saturday school for black children based at her local community centre. The school offers lessons in English and mathematics and is attended by over 40 youngsters aged from five to 16. Jackie, who spent two years at teacher training college after gaining a degree in Business Studies and German, teaches every Saturday with six other teachers and plans to expand the school, which is called 'Black to Basics' by adding computer studies, word processing and French to the curriculum.

Jackie was nominated for the competition in January by Kay Tranter, a Sainsbury's student at Manchester Polytechnic, then on placement in Jackie's department. Kay said: 'I think Jackie is a great illustrator of brilliance. I can only admire this individual who gives so much of her free time to help others help themselves.'

Jackie and Kay attended a presentation ceremony in London on June 17 during which Kay was presented with a diamond brooch pin and Jackie received a camera.

recognise 'women who are making a positive difference to their world.'

write LINES

DOUBLE SIZE DUTCH

Helen Vincent, checkout assistant, Winton

Following the article on the back cover of the May issue of the *Journal* on the shopping trolley, I thought I would send you this photo of my father, who is 6ft 2ins tall, attempting to push this outsize trolley.

The photo was taken in May at the International Floriade Spectacular at Zoetermeer, Holland, which covered 70 hectares and divided into seven fascinating theme areas - trade, transport and distribution, production and energy, consumer, environment (from which this photo came), future and science, and world and recreation.

Each themed area gives a specific picture of what our living planet offers, and was a wonderful sight to see.

WHERE ARE THE NEW UNIFORMS?

From all the staff at Ilford

We've read about the profits,
And although we get our share,
There is a point we'd like to make,
On the clothes we have to wear.

Our uniforms are tatty now,
We've had them far too long.
The order goes in regularly,
But do we get them?
- wrong.

We don't mind if it's old style,
Or even if it's new.
Just something more respectable,
To look our best for you.



Do you ever get that shrinking feeling?

We're working with fresh food all day,
A real need for hygiene.
But when clean clothes we look for,
There are none to be seen.

So come on get your fingers out,
You want us to look our best.
What's the point of all the rules,
If we're not smartly dressed.

Geoff Hall, employee relations manager, retail, replies:

*We're going to change from brown to blue.
Stock of old will soon be new.
Current supplies are very low.
But please remember the Alamo!*

*New deliveries are on their way.
To tide you over until the day*

*You receive the new, so smart and clean.
The like of which has never been seen!*

THE CUSTOMER'S CHOICE

Beryl Marchant, Torquay

Many more environmentally friendly products are appearing on the shelves and customers are buying them, even though, in some instances, these are more expensive than other brands.

The let down comes at the checkouts where quantities of plastic bags are issued, free to the customer, and at great expense to the store.

The solution might lie in having inexpensive cotton bags available for purchase at each checkout, advertising J Sainsbury of course. Many customers would surely rather purchase a reusable bag than

accumulate plastic bags that inevitably get thrown away as they can become tainted by constant reuse.

Mike Samuel, environment affairs manager, replies:

British consumers have actually shown that they really do prefer to use free carry out bags than to purchase their own. One has to remember that we began to give carry out bags free in response to customer requests.

We do offer a range of shopping bags at a variety of prices which may be reused over and over again. We do also operate the Penny Back Scheme which is a very good way of encouraging customers to reuse their bags as well as helping charity at the same time. Since the start of the scheme we have given over £1,000,000 worth of pennies back to our customers and seen the first reduction

in bag usage since we have given them away.

Regrettably, even with Penny Back, and with a good choice of shopping and trolley bags, the great majority of our customers still prefer to use the free issue bags.

RUSSIANS DON'T FOLLOW THE BEAR

Andrew Smith, manager, Salisbury

Sainsbury's reputation travels far and wide - in fact to Russia (now part of the Commonwealth of Independent States). On Friday, June 12, three Russian aircrew, who were part of the Boscombe Down Air Display, dressed in flying kit and with their official interpreter, entered our store seeking directions to the BWS department.

Branch staff checked on the stock position of vodka, but were surprised that the airmen selected large quantities of Sainsbury's lager to take back for other crews. It just goes to prove Sainsbury's lager refreshes pilots other beers cannot reach and that Sainsbury's is obviously every comrade's favourite ingredient.

A LYRICAL WAY TO LEARN

Pam Bowring, fresh food replenishment assistant, Newbury

What is this? Something in code?

No, it's the JS Health & Safety Ode

Don't think we're moaning or trying to shout

But if it's mucky, PLEASE wipe it out!

L-Shapes.... Please empty of all rubbish and DON'T OVERLOAD

If you do, you'll break this code

Clean as you go and leave no mess

We are sure this policy is best

Report that accident or that fall

Go to the office and tell them all!

Report again if something is spilt

Then no-one will fall and there'll be no guilt

Your checkout chair is not a couch

Sit comfortably and straight there's no need to slouch

Our last and remaining factor

Is about the JS box compactor

If you fill only to the line Everybody will be fine.

THE CASE FOR DISCOUNT CARDS

Roger Hetherington, company architects office, Blackfriars

I was very interested in Tony Nugent's letter to the *JS Journal* with his proposals for the improvement to staff discount, and in Mr Adshead's response.

Over 12 months ago the Joint Consultative Committee staff members presented the company with four different proposals for improving discount, and the one considered to be most appropriate was very similar to the one described by Mr Nugent. It was for a simple card which entitled the holder to an infinite rate of discount on any purchase, albeit at a slightly reduced rate. There would be no need for any technical handling facilities or for accommodating the differences between the group company's checkout operations.

Although the company have occasionally reported the progress of their consideration of three of our proposals - books of 50p only vouchers, increased discount and an 'electronic' discount card - there had been no further mention of considering an 'all-time' card. Thank you, Tony, for your letter and particularly for the rather encouraging response it evoked.

CAN SHARE-HOLDERS SHARE REPORTS?

Gill Seymour, service desk shift manager, Blackfriars

As a shareholder, I am concerned about the costs incurred by the company in sending out the Annual Report.

As my husband and I are both shareholders, we receive two copies of the Annual Report. Would it not be more cost effective to send one copy per household, and if the shareholder actually works for JS (which I am sure the majority do), could the report not be sent through internal mail?

I wonder how many small shareholders even look at the report. Would it not be a better option to advise them that it is available and can be sent if they wish?

Nigel Matthews, company secretary, replies:

We share your concern over the cost of sending out duplicate copies of the annual report, but can assure you that within the strict requirements of the Companies Act, we have taken all possible measures to avoid unnecessary duplication. Under the Act, the company is obliged to send to every shareholder, a copy of the Annual Report together with the notice of the Annual General Meeting. Failure to do so renders the company, and every officer who is in default, liable to a fine.

On your second point, approximately one third of our 100,000 shareholders (including profit share participants) are employees. Our share registers only contain details of participants' names and addresses (a statutory requirement) and not places of work, so without a completely separate set of records we could not, even if we wished, use the internal mail system. However, we are able to avoid sending two copies of the report to profit share participants who are also on the main share register, a saving of 16,000 copies together with the associated postage costs.

(CONTINUED OVERLEAF)

P.S. . . .

LETTERS ARE WELCOMED AND SHOULD BE SENT THROUGH THE INTERNAL POST TO THE EDITOR, *JS JOURNAL*, 10TH FLOOR, DRURY HOUSE, OR BY ROYAL MAIL TO THE ADDRESS ON PAGE TWO.



Charlotte Thomas tries a seat for size.

START THEM YOUNG

Lynn Gummer, store instructor, Hereford

Here at Hereford, we believe in training at an early age - in fact, very early - like our own Charlotte Thomas, aged 11 months. Charlotte is the daughter of cash office clerk, Wendy Thomas. Can any store beat this for the youngest trainee cashier?

RETIREMENT RHYME

Beryl May, BPM, Winchester

Our restaurant supervisor, Joyce Taylor, is retiring after seven years. One of the restaurant assistants made up the following ditty:

In the canteen, at good old Sainsbury's
Worked a cook, by the name of Joyce
When the time came for her to leave there
She had to go, she had no choice.

Left behind were Freed and Elke
No more thumping must they bear
Cos the Thumper, has now retired
Poor Freed & Elke, shed a tear.

We will miss her, we will miss her
Especially her Thursday roast
But her pension she'll soon be drawing
Free bus rides will be her boast.

The canteen staff will have to manage
To train the new cook to

their way
She'll have to get on with our Duncan
Mr Mitchell and Beryl May.

So good luck on your retirement
Don't forget us as you rest
You are an expert and you taught us
You really are, one of the BEST!

WITH THANKS

Melvyn Cole, secretary, Buntingford Transport Charity Appeal for Jubilee House

Thank you to all the Sainsbury's staff for their support at the All Stars versus P&G charity football match for Jubilee House on May 10 at Welwyn Garden City. Especially to Mr K Jaynes, manager of Thetford. He travelled all the way from Diss that morning. The day was an excellent success. Thank you all.

Maggie Morgan

The charity I represent - Family Link in Woolwich - was chosen to receive £250 from your Good Neighbour Scheme.

Family Link really do appreciate community initiatives, such as yours. It also shows that you care about disadvantaged people living in the area.

The £250 we received will help pay for one of our playscheme weeks this summer. We take out 25 children each week, to parks, swimming, the sea-side etc. All the children need one-to-one care, as they have profound disabilities.

Thank you for your goodwill.

Write LINES

(CONTINUED)

To Letchworth from the RSPCA: 'I would like to thank you most sincerely for allowing us to collect outside your store. The sum raised was £395.38.'

CUSTOMERS' LETTERS

To Doncaster branch from Mrs Grey: 'I have shopped at your Doncaster branch for 15 years and I would like to express my thanks to your staff have always been obliging, cheerful and ready to help, in particular the packers, namely Jean, Barbara etc.'

Also to **Doncaster** branch from Betty Pearson: 'I am a sucker for your toffees; one packet every week. They ease my throat, soothe my cough and are my special treat. I've sampled many others, but they don't taste the same. They're obviously 'best butter'; they live up to their name. Sorry it's taken me this long to say 'I'm glad you're here'.

To Northampton from E M Bradshaw to thank **Phil Cooper**, deputy manager, fresh foods, for returning her lost bank book containing £500: 'He has restored my faith in the human race with his honesty.'

To Exebridge from Wendy Bauer to thank **Betty Ackrill** for helping her manage with her shopping and baby daughter: 'Nothing ever seems too much trouble for your staff. I find it a pleasure to shop in your store. As you may be aware, shopping with a baby is not always very easy.'

To Loughborough from Mrs Mary Jennings after shopping at another supermarket on one occasion: 'I

shall no longer take for granted your polite, friendly and really considerate staff. I really cannot find the words to praise them highly enough.'

To Beeston from Mrs Clyde-Watson to thank **Damian Silkstone** for helping her to change a flat tyre in the car park. The store says: 'This was the first time Damian had ever changed a tyre!'

To Bracknell from 'a very happy customer': 'I popped into Sainsbury's to pick up a few bits, and left feeling a much happier person. Firstly, I was recognised and greeted by one of your 'special' packers, who was happy and keen, going about his work. I think we should all take a leaf from his book.

'Then, as I walked around your shop, on two occasions I saw and heard a lady assistant helping two disabled people around with such care and patience. They had so much time for those people who are less fortunate.

'Again, on reaching the checkout I was greeted by one of your special packers who took such pride in his work and was a great help.'

Elaine Smith to Tamworth branch: May I congratulate your staff on their standard of customer care. I came in to your store looking for creamed coconut. None was to be found on your shelves despite the searches of three assistants. As I was checking my other purchases through the checkout some time later, one of your assistants dashed up to me waving a box of creamed coconut. They had not dismissed the matter but had continued to search after I had moved on. Thank you.

SUPERMARKET

OPENING

WINTERSTOKE ROAD

Bristol's newest Sainsbury's has opened in the south west of the city. It occupies a ten acre site by the A4 and replaces the Bedminster store.

Sainsbury's has been trading in Bristol for over 30 years; its first shop, opened in the Broadmead shopping centre in 1961, was then the biggest self service store in Britain.

The new building was constructed using traditional materials such as clay tiles, locally produced brick and Bath stone. The detailing of these has been designed to reflect the Brunel connections of the Bristol area, including a glazed walkway and sculptures from local artist, Barbara Ash, which are set into the external walls.



The staff restaurant was busy serving breakfasts on opening morning.



Easy riders - these new trolleys are custom built for toddlers and babies.



One of the four mural sculptures set in the front of the store.



Opening date: June 9, 1992

Address: 111 Winterstoke Road, Bristol

Opened by: Chairman, Lord Sainsbury

Manager: Martin Oakley

Staff: 328 (277 new jobs)

Sales area: 31,927 sq ft

Car park: 652 spaces

It's a dog's life for the only one not welcome in the store.



The queue on opening morning wound round the store and all the customers were delighted that Lord Sainsbury was there to welcome them.



H O M E B A S E

O P E N I N G

HOVE

The Sainsbury name is familiar to Hove as Timothy Sainsbury, the Chairman's brother, is the local MP. He visited the new Hove Homebase on opening day, as did thousands of his constituents.

Temporary checkouts had been installed to cope with the first surge of trade, and they were certainly needed. Customers also clustered round the Spend & Save card application point. Homebase is hoping to increase membership of the loyalty card scheme to one million by the end of the year and Hove must have helped there.

The first 500 customers were given a free Homebase DIY or gardening book as well as Homebase metre rules, money saving coupons and balloons for the children.

Hove's opening was an occasion for one lady's very best bonnet.



Opening date: June 19, 1992

Address: Old Shoreham Road, Hove, Sussex

Opened by: Homebase Chairman, Dino Adriano

Manager: David Ward

Staff: 46 (44 new jobs)

Sales area: 29,395 sq ft

Car park: 190 spaces



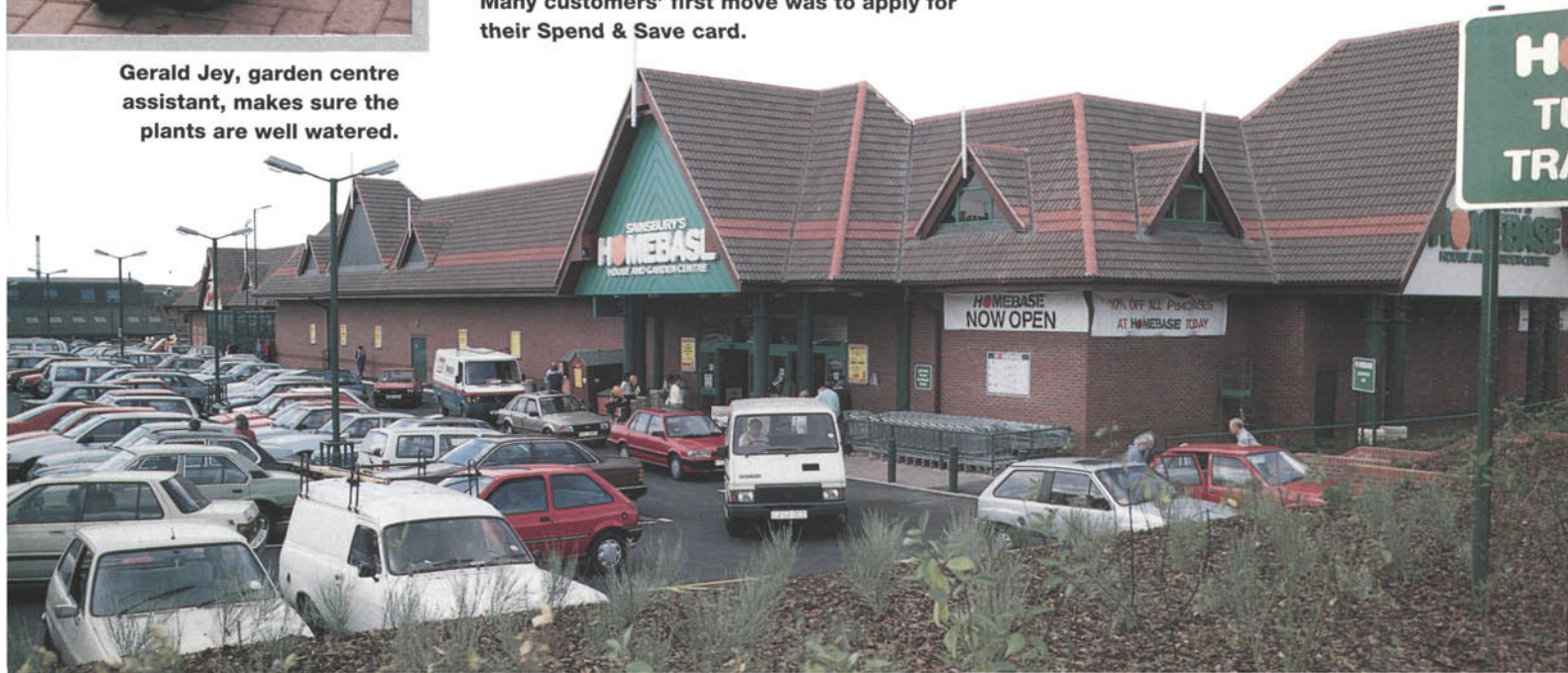
Gerald Jey, garden centre assistant, makes sure the plants are well watered.



Many customers' first move was to apply for their Spend & Save card.



The first customers were presented with pot plants.



SUPERMARKET

O P E N I N G

WATCHMOOR PARK

For customers who want to stock up on their groceries and get back to nature at the same time, Camberley's new Sainsbury's is the ideal place. The company is creating a 13 acre nature area next to the supermarket at Watchmoor Park. It will be formally opened in the autumn, and run by the local authority. The area used to be scrubland but now contains an outdoor classroom for children, a butterfly habitat area, a turfed viewing mound and a 70 x 30 metre lake with reed beds and its own bird sanctuary island.

The supermarket itself, built on land which used to be a household rubbish tip, has been landscaped extensively. Throughout the whole development, around 1,500 trees and over 80,000 shrubs have been planted.



Chairman, Lord Sainsbury, talks to customers on opening morning.

Trainee manager, Monika Thompson moved to Camberley from Basingstoke Central after working on relief at two other openings.



Manager, Carole Oldham, presents a plant to the first customer of JS's 'greenest' supermarket.



Opening date: June 23, 1992

Address: Blackwater Valley Road, Camberley, Surrey

Opened by: Chairman, Lord Sainsbury

Manager: Carole Oldham

Staff: 366 (323 new jobs)

Sales area: 36,000 sq ft

Car park: 751 spaces



In the 'dead and decaying' section of the nature area this wooden beetle sculpture will be deliberately allowed to decay so that children can study the process.





Chairman, Lord Sainsbury.

Question time

It was Lord Sainsbury's last Annual General Meeting as Chairman, and a record number of people - over 650 - turned out on July 1 to attend the historic event.

The Chairman asked the gathered shareholders: 'I wonder how many of you here today were present at our first Annual General Meeting as a public company. It was June 26, 1974, in the Connaught Rooms. Our share price on that day, if we adjust for Rights and Capitalisation issues, was around 6p, and the company's market capitalisation was below £100 million, which compares to today's figure of over £8,000 million. That was the first time I addressed shareholders at an Annual General Meeting and today, as you all know, is to be the last.

'Little did I think at that first AGM that one day the company would have the largest sales and the highest profits of any retailer in the country. But that indeed is what has happened.'

'LITTLE DID I THINK AT THAT FIRST AGM THAT ONE DAY THE COMPANY WOULD HAVE THE LARGEST SALES AND THE HIGHEST PROFITS OF ANY RETAILER IN THE COUNTRY. BUT THAT INDEED IS WHAT HAS HAPPENED.'

The meeting at the Queen Elizabeth II Conference Centre in Westminster began with

the usual informal gathering as directors welcomed the shareholders and invited them to sample the delicious array of cakes, pastries and home-made chocolates.

The formal proceedings began with a resolution to adopt the Report and Accounts. This was the shareholders' opportunity to ask questions on a wider range of subjects.

Four shareholders expressed concern about Sunday trading, questioning its legality and calling for assurance that no staff were being forced to work on Sundays. The Chairman confirmed that all Sunday working is voluntary and went on: 'When we did decide to do Sunday trading in our supermarkets it was with great regret that the law was not clear. Two thirds of our customers from every poll... favoured Sunday trading. We thought it was not in the interests of our customers to ignore that opinion.'

Another shareholder asked about the closure of the Blackfriars laboratories. The Chairman said this move, which affects a small part of the scientific services division, was very important in



A shareholder takes the floor to ask a question.

The formal proceedings began.



developing our scientific control and was due to 'technology of scientific analysis being absolutely revolutionised...it was quite irresponsible for us not to recognise that we had to use the very latest and the most efficient technology.'

'We determined the right approach was to keep a small number of key qualified staff in the centre, but use a whole host of laboratories, including some of our suppliers which specialise in particular types of analysis...I believe as a result we have got better scientific advice and better scientific control than we could have had before.'

A shareholder who had written a book called *Stop Food Giants Destroying Open Green Spaces* claimed that at East Dulwich eight acres of open green space were built on. The Chairman told him that 42 trees had been removed 'but in place of those we planted 280 trees, of which 36 were semi-mature...A great number of our stores are built on urban wasteland and redundant industrial land and we are proud of how we are improving the environment.' Shareholder Bill Azzi then rose to remind fellow shareholders that the East Dulwich supermarket was built on private land with no access to the public and that JS had built a public park and a new stadium for Dulwich Hamlet Football Club. Mr Azzi was a member of the football club and the Chairman said he was also proud that Dulwich had been promoted to the new league.

One shareholder asked what Sainsbury's could do to help the Russian retail trade and would the board consider opening a branch in Moscow. The Chairman replied that he had been involved in discussing the problem with the Ministry of Agriculture, and one member of staff is working on a project to improve supplies of bread in Moscow; there were no plans for expanding in Europe.

A female shareholder welcomed the new finance director, Rosemary Thorne, and asked about the progress being made in improving prospects for women at JS.

The Chairman believed there was good news in this area: 'there are 85 deputy store managers and eight branch managers...it is gathering momentum.'

Lord Prior, non-executive director since 1985, retired at the AGM and the Chairman paid tribute to him: 'We have greatly valued his wise counsel over the past seven years and I should like, on your behalf, to thank him for his contribution to our affairs.' The Chairman also paid tribute to the two directors who had retired since the previous AGM - Gurth Hoyer Millar and Derek Henson.

Following the formal business, Sir Martin Jacomb, Chairman of one of the company's large institutional shareholders, paid a personal tribute to the Chairman, including: 'Your dedication to the business was total, with both major policy issues and the last details. Those Tuesday store visits, you may have enjoyed, but I'm not sure every manager felt quite the same enjoyment - nothing seems to have escaped you...You set the standards for everybody in Sainsbury's and, if everybody in business followed them, we would have far fewer economic troubles than we do.'

The meeting concluded with the Chairman's speech and he reflected upon the development of the company since 1969. He then brought the proceedings up to date by looking to the current financial year: 'I am pleased to say that this year has started well. Inflation is lower than we had expected and sales volume slightly higher. The year's new stores opened to date are trading well, and we anticipate opening the 22 supermarkets listed in the Annual Report before the year end.'

'I have left to the last any reference to our company's greatest strength, our outstandingly able, highly motivated and efficient staff. It is they who have brought the company to the pre-eminent position it is in today. It is they whom I thank as their Chairman, and whom I suggest all shareholders should thank for their achievements, especially in the last year.'

The meeting closed on a high note with a standing ovation for the Chairman.



David Sainsbury was attending the AGM for the last time as Deputy Chairman. He assumes responsibility as Chairman in November.

The refreshments - every shareholders' favourite ingredient!



Sir Martin Jacomb pays tribute to Lord Sainsbury for the achievements of his 23 years as Chairman and for his 'munificence in charitable work'.

'I HAVE LEFT TO THE LAST ANY REFERENCE TO OUR COMPANY'S GREATEST STRENGTH, OUR OUTSTANDINGLY ABLE, HIGHLY MOTIVATED AND EFFICIENT STAFF. IT IS THEY WHO HAVE BROUGHT THE COMPANY TO THE PRE-EMINENT POSITION IT IS IN TODAY.'

Central and Western show the way to a perfect day

There was plenty of clowning around inside and outside the 'arena' at Stoke Place near Slough where Central and Western area's Family Day was taking place on Sunday June 21. Dingle Fingle and Aero the clowns were on hand to entertain any children that were not already tired out by the bouncy castle and rides.

In the arena, a thrilling finale to the inter-district 'It's A Knockout' saw the Kilburn team surge into the lead with 48 points after winning the tug-of-war final. By using their joker they were able to double up their points and leave three teams sharing second place on 36 points. Kilburn's result in the last game, the frantic and dusty haystack race, was just enough for them to take home the shield by the narrowest of margins - only one point ahead of second-placed Watford.

Equally energetic pursuits were available for non-team members, particularly the Dads, who took part in a special Father's Day sprint. A clay pigeon shooting range was a popular attraction, even to Leon the Harris hawk who was displayed by the Sussex Falconry Centre. But Leon had little to fear from the budding marksmen since their guns were only capable of shooting harmless lasers.

More sedate pursuits, such as boating, a skittle alley and music from the Egham Brass Band, were on hand to keep those people entertained who just wanted to gently bask in the hot summer sun.

A taste of the high life for Aero the clown.



Children enjoyed watching the fun as much as taking part.



The Kilburn Avengers celebrate their It's A Knockout victory.

Egham Brass Band adds pomp to the opening ceremony.



A change of pace for those who like to mess about in boats.



There must be easier ways to eat your packed lunch.

E

Eastern area goes bonkers at Bank Holiday

'Looney Lympics', a donkey derby, balloon racing and a weekend of sunshine, made the Eastern area's fun weekend at Kessingland a roaring success.

Over 1,500 staff with their families, invaded the Park Dean Holiday Village for a weekend of great value entertainment.

The fun included pool, snooker, darts and a yard of ale competition. The evening entertainment was of the highest standard with the cabaret being provided by district managers giving an out-of-key rendition of 'Da Do Ron Ron' in fancy dress.

The Looney Lympics saw branch teams dressing up to complete the games which had the emphasis on Looney. Looniest were Bishops Stortford who came out on top.

Overall, the weekend was agreed to be the best so far, and bookings are already being made for next year.



Clowns Trickie and Dickie amazed the children with their magic tricks.



Area director, John Phillipson, hands out the drawing competition prizes. In the background is district manager, Alan Bonner.



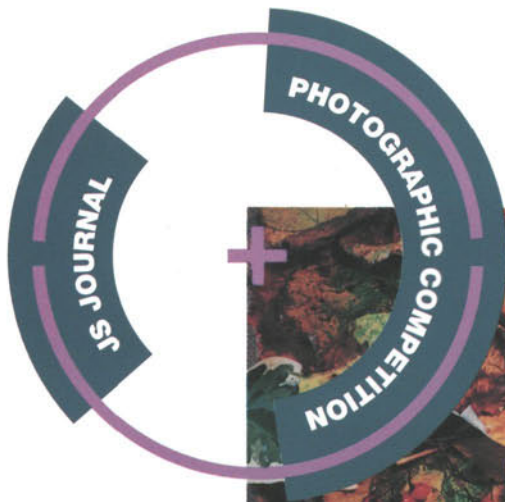
Chadwell Heath managed to combine style with talent. They were winners of the Best Dressed Team prize.



Measuring success in the Yard of Ale competition.



Barkingside's team showed just how crazy golf can be.



PAUL BURKE

Rules

- Closing date is Friday, October 23.
- Entries are not limited but please be selective.
- Each print must have a completed entry form attached. (Extra forms will be available from the *JS Journal* office. Tel: 071 921 6486.)
- The 1992 competition is open to all JS, Savacentre and Homebase employees, full or part-time, who are employed at the time of judging. The competition is also open to veterans of these companies.
- Photographs previously entered for *JS Journal* photographic competitions will not be accepted.
- All photographs will be returned after the competition is judged.

ENTRY FORM

NAME

FULL JOB TITLE

LOCATION

TELEPHONE NO

CATEGORY

Please carefully attach an entry form to the back of every photograph entered for the competition. Entries should be sent through internal post to *JS Journal*, 10th floor, Drury House, or by Royal Mail to the address on page two.

The top prizes in the *JS Journal* Photographic Competition have always been worth winning - £100 is not to be sneezed at - but this year the non-winners will be more pleased than ever that they sent in their photos. On offer to everyone who enters the competition is a unique *JS Journal* floating picture pen. It depicts an old style Sainsbury's delivery vehicle which travels up and down a 1930s street with its own JS shop.

With a pen like this you will positively enjoy writing that report.

There are just two categories this year and you may enter black and white or colour photographs for either. They will be judged separately.

Watch out for news of the competition judge in the next *Journal*.

Categories

GOING GREEN

The subject could not be wider - it is our beautiful world. Your picture may be a celebration of nature in its finest glory or it may depict man's role as caretaker, either doing a good job by recycling materials or cleaning ponds, or causing harm by creating litter black spots. We want to know what 'green' means to you.

PEOPLE

It takes all sorts to make a world, and all sorts is what we are looking for. You may know them, you may not know them from Adam, they may even be called Adam for that matter; we want portraits with character. Try to make your photograph say something about the subject's character, job or hobby.

Prizes

There will be a £100 prize for the best photograph overall, whether black and white or colour. Each category will then carry a prize of £50 for the best colour photograph and the best black and white photograph - four prizes of £50. There will also be a number of runner-up prizes.

Baby, you're the best

'I'm looking for the greatest "pick up factor",' said Sylvia O'Connell as she sat down to wade through the piles of baby pictures in the Journal office.

Sylvia, art editor of *Practical Parenting* magazine, had been asked to use her experienced eye to select our cutest little baby face. The pick up factor, she explained, was that quality which made you want to pick up a baby and give him or her a big hug.

Well, they all looked huggable to us, and Sylvia had to agree: 'I think it's sad that they can't all win - they are all special.' We assured her that everyone would receive a *JS Journal* pen and she soldiered on.

Sylvia has looked at thousands of budding baby models in her time and she goes for personality over pure looks. 'Of course, here we're judging the photograph, not the baby. As with adults, some babies are more photogenic than others. If a baby's personality comes across, and particularly if they make you laugh, you're onto a winner.'

Aimee Bonnick was the bonnie baby who really caught Sylvia's eye, and Aimee's dad, Mike Bonnick of the Blackfriars in-store advertising department, wins a professional photographic session for the family. He was delighted, saying: 'I've never won anything before in my life!' Aimee makes a wonderful cover girl for the *Journal*.

Our ten runner up photographs, printed here, each wins £25 worth of Mothercare vouchers.

Congratulations to them all.



● Gregory, son of Sally Daines of Thorley

• • • Bonnie baby photo competition results • • •



● Michael, son of Susan Twigg of Red Bank Road



● Abigail, daughter of Janet Tippett of Prestwich



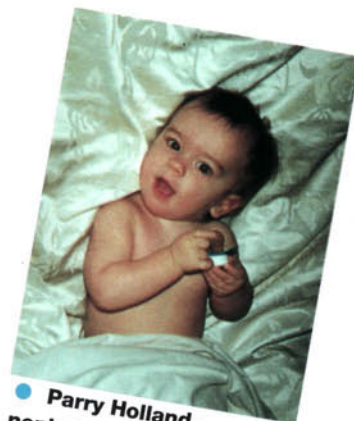
● Daniel, son of Angus Silvie of systems development, Blackfriars



● Jade India, daughter of Debby Elkins of Lordshill



● James Feldmar, grandson of Violet Feldmar of Croydon Central



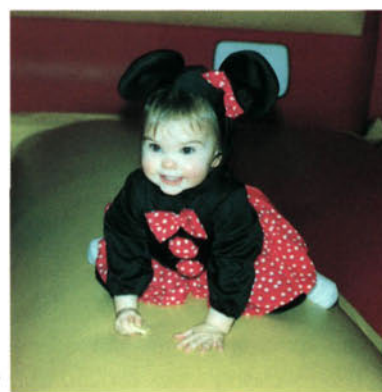
● Parry Holland, nephew of Jason Holland of Croydon (Purley Way)



● Stacie, daughter of Sharon Warriner of Cannock



● John and Edward Gayfer, grandsons of Tony Gayfer, veteran of Blackheath



● Amy Jane Stubbs, niece of Amanda Stubbs of Maidstone Homebase

Romanian

children will have brighter smiles

Eight months ago, Fiona Paton joined JS as a trainee manager at Haywards Heath, leaving behind her previous career as a dental hygienist. But her dental past has since been drawn upon to help relieve the suffering of Romanian children.

Fiona with some of Scoala 13's children.



Fiona enjoyed branch life and settled in well at JS, while keeping in touch with her old friends from dental circles. Then one of them approached her to join a dental team going to Romania with Medical Aid for Free Romania (MAFFR) as a volunteer. The charity had been set up in December 1989 to help the many institutionalised Romanian children that came to light after the country's dictator, Ceaucescu, was overthrown. The charity was looking for volunteers to help with the work, and also for donations of equipment and supplies.

The charity realised it could not possibly help all the schools, or find solutions to all the problems. Their aim was to concentrate on two schools, turning them into role models, in the hope that this would influence the national authorities to raise standards in the other schools.

Fiona discussed her plans with her store manager, and planned a week's holiday to travel to Scoala 13 in Slobozia, Romania. The school is home to 150 orphan boys and 30 boys with families, who board for nine months of the year. The boys, aged seven to 18, are classified as 'medium mentally handicapped', however, many found their way into such institutions as babies merely because their families were poverty-stricken.

Fiona was delighted when the Sainsbury's community investment department offered to pay her air fare, and also donated £600 worth of toothbrushes, toothpaste and mouthwash. She pointed out that 'To those children this donation will form part of the key to the door of a better way of life.'

On May 2, Fiona and the dental team departed for the unknown. From the airport they travelled for an hour in a hired bus, passing numerous peasants walking their heifers along the lush green verges, finally arriving at the school at dusk. 'From out of every shadowy corner came soiled hands and faces, wanting to touch, feel, hear and help you.'

After settling into the dormitory of Scoala 13, Fiona checked under her bed for cockroaches then fell fast asleep, exhausted after the journey.

The following week proved to be extremely demanding. All the children were given a Sainsbury's toothbrush and

toothpaste. After engraving the names of the children on the toothbrushes (due to an increasing black market they are kept under lock and key), one of Fiona's main duties was to teach the children how to use them. 'The bathroom facilities were basic, but the novelty and the chance of a photograph produced some gleaming smiles. Coming to terms with who you are through a simple routine such as brushing your teeth all adds to self-esteem. The use of a toothbrush became a psychology lesson as well as a self sufficiency class'.

Not only were the children taught about dental health care, but they were offered the special sort of love and attention they had known so rarely.

Much of the school had been refurbished with materials supplied by British companies enabling Romanian workmen to install heating, sanitation and laundry facilities as well as the dental surgery and medical room.

The national authorities have now recognised the surgery and are installing a salaried Romanian dentist to continue with the work. The practice codes there are very different from those in England, few drugs are available so surgery

can be very painful and frightening for children. Sorina (the Romanian dentist) soon learned about 'tender, loving, care' under the guidance of the volunteers.

Fiona concludes: 'At the end of any trip the thought of returning back to reality is often too much to bear. The sun was bright, and the shabbiness had become a home

of smiling giving souls. Within a week we had received more from those people, who have nothing, than a millionaire could have given. Our overflowing self esteem was the reward of our trip. Giving is a wonderful thing when it is accepted as it was in Scoala 13 Slobozia. As we left the school under a blazing blue sky, we were content in the knowledge that we had achieved a lot and would return to give much more again willingly.'

The new surgery proves popular with patients.



If you would like to know more about Medical Aid for Free Romania, then write to: Peter Adorian, Medical Aid for Free Romania, Gibbons Mill Farm, Billingshurst, West Sussex, RH14 9BL.

BEHIND THE LINES



RECORD BREAKER MATTHEW IS WALKING TALL

It came as no surprise to **Matthew Langmaid**, fresh food replenishment assistant, **Colchester Avenue**, when he was asked to stack the top shelves in the store, as he is 7ft 1½ inches tall.

Matthew has now been officially certified the tallest man in Wales by the Guinness Book of Records and this will be recorded in the next edition of the book. He is also a member of Britains Tall Person Club.

Matthew says: 'I'm used to comments like "what's the weather like up there?", but I don't worry about what people say anymore and it is a good job too, as doctors think I will continue growing for quite a while yet!'

It is no tall order for Matthew to stack the top shelf. Looking after the lower shelves is **Brenda Williams**, provisions assistant.



Godalming staff enjoy the benefits of their river-side location.

< AND SO TO BED!

Staff at the **Central and Western area office** took part in a sponsored bed push race around Uxbridge.

Thirty local firms competed in the race and, although the area office did not win, they made a grand job of raising £190 for Hillingdon Hospital Scanner Appeal.

The JS team having a well earned rest - outside the pub!



< GODALMING GETS OFF TO A SOCIABLE START

On May 31, staff at **Godalming** had their first social evening since the branch opened in March.

A barbecue was held on the banks of the River Wey just in front of the store and the evening was a great success. The fun included children's races, which gave as much pleasure to the watching adults as it did to the children, and there was plenty of food.

All the staff are looking forward to their next event.

BEHIND THE LINES

Left to right: Glen Knox, deputy manager, Lancaster, who organised the event; Andy Scanlon, winner; Cliff Wilson; Mike Porter, Vaux Regional Director.



POT BLACK

Since the beginning of the year, **Lancaster** branch has been heavily involved in raising funds for the Royal Lancaster Infirmary Children's Ward Appeal. So far, the store has raised £5,000.

Different events have taken place, including a sponsored slim, but the main event was the Snooker and Speed Pool Open sponsored by JS and Vaux Breweries on May 27 at Morecambe in which players paid to take part. The day was a great success with Vaux providing free facilities.

The snooker tournament winner was **Andy Scanlon**, produce warehouse assistant, **Denton**, who was presented with a trophy by Cliff Wilson (ranked

28th in the world), and also a selection of snooker equipment including a top-of-the-range cue. **Dave Chatterton**, warehouse assistant, **Archer Road**, was the runner up, also having the highest break of the day - 47.

Cliff Wilson gave some of the other players a run for their money, and managed to beat all those brave enough to take him on.



Joanne tries out the keyboard of her new computer.



Carolyn, with the support of her new flexi-stand, is pictured with Janet Wren, food safety officer, and the head of the local League of Friends.

PENNY BACK MAKES A STAND

The generosity of customers at Forest Hill was outstanding as nearly £1,500 was raised through the 'Penny Back Scheme'. The money was used to buy equipment for two local children.

Carolyn has cerebral palsy and needed a special flexi-stand so that her joints could be strengthened, and for an hour a day she could be free from her wheelchair.

Joanne has Down's syndrome and was having difficulty learning to read and write until she learned how to use her school computer. After the installation of a computer at her home, Joanne can now continue her good work over the weekends and holidays.



(left to right) Representatives from PHAB accepting the cheque from Gerry Fulcher, Thornhill branch manager, and Ruth Madoc (minus her yellow coat).

< DAFFODILS MAKE PHAB FUNDRAISING

When **Thornhill** branch was looking for a Welsh celebrity to present the proceeds of their fundraising events, they found the perfect answer in Ruth Madoc (alias Gladys from Hi-De-Hi).

Ruth presented the cheque for £805.41 raised by selling daffodils in the branch on St David's Day to PHAB (Physically Handicapped and Able Bodied) on behalf of the store.

STUDENTS' CHARITY GETS LIFT FROM JS >

When Michael Fisher and Dan Slater decided to hitch-hike from Birmingham University to Amsterdam in the hopes of raising £100 for various charities, they thought they would try to make life easy for themselves by arranging a lift beforehand.

The boys contacted the company through **Northfield** branch. They were delighted when the distribution division agreed to let them travel alongside the drivers of five different delivery vehicles to their destination of Sheerness.

When the *Journal* asked Dan if he thought it was not cheating just a little he explained 'I am atrociously bad at hitch-hiking - I once spent a whole day in the same place!'



Driver, Phil Thompson picks up Dan (right) and Michael at Buntingford depot, on their way to Hoddesdon.

MILES OF SMILES

John Spence's district has brought smiles to the faces of the pupils at the Jeanne Saunders Assessment Centre in Hove, with the presentation of a Sunshine Coach.

Eleven branches in the district raised £13,000 to provide the coach for the centre, which assesses the individual capabilities of young disabled people under the age of 19.

The presentation took place at **West Green** on June 11, and Tony Scannell (alias Ted Roach of The Bill) made the presentation to Ann Broome, head of the centre. Tony plays in the Variety Club Golf Society, which raises large amounts of money for the charity, and is regularly involved in events such as this.

The coach will allow the youngsters to enjoy trips such as visits to London, the seaside, and museums.



Tony Scannell (far right) with John Spence and his district's branch managers, present the Sunshine Coach to the Assessment Centre.



Heather Heasman holds up the silverware after winning the Liverpool Women's Ten Kilometre Road Race on May 24 this year.

Heather Heasman has an unlikely ambition - she wants to have something in common with the new Bybrook store due to open in September. As future personnel manager of the Kent store, she will be hoping that the branch will run successfully after its opening on September 29. As an international athlete, Heather hopes that she too will run successfully over the next twelve months.

Since her school days, Heather has been a successful cross-country runner, bringing the county title to her club, Invicta East Kent, last year. But her cross-country successes have started to be eclipsed by her performances in international road-running over the last year.

A recent ten kilometre road-race attracted the award of 'Road-Runner of the Month' from a popular running magazine. Heather was subsequently ranked fourth in the country over that distance behind the likes of the mighty Liz McColgan.

The two met under unlikely circumstances in February at the TSB invitation in Birmingham. Few wanted to be 'cannon-fodder' to the 10,000m world champion but Heather volunteered to compete. She savoured the experience of running indoors against the international athlete despite what she described as an uninspiring performance.

International success escaped Heather initially in February. Illness prevented her turning in a performance good enough to qualify for the British cross-country team bound for the World Championships in Boston - her long-held ambition.

May she run and run

Heather did find success abroad over the following two months when she was selected to run for her country for the first time in China and then Madeira. At the Great Wall International Road Relay in Beijing in March she managed to find the energy between jet-lag and sight-seeing to improve the team's position by a full placing on account of her performance.

An excellent performance at the World Road-Relay Championships in Madeira was, unfortunately, for nought. The British team would have come second overall had they not been disqualified due to an injured team-member.

Heather is philosophical about her performance over the last year: 'I have no doubt that this is my best season ever, despite some disappointments' she says. At the moment the running has to take a back seat to the preparations for the opening of Bybrook. In a few weeks she will resume her 80 mile per week training schedule with the aid of her husband-cum-coach and prepare for even greater international road-running and cross-country success.

Silver star of judo

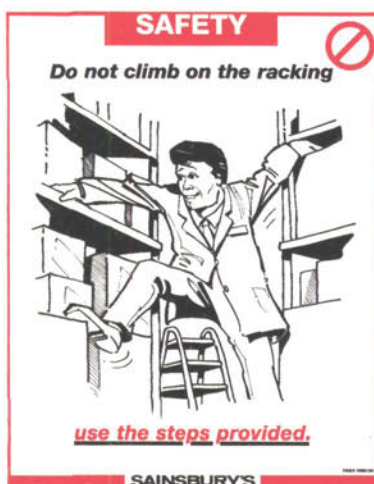
The 'Budokwai' Club may sound like a night club on a beautiful tropical island, but in fact it is a judo club where Helen Davison, training officer, retail systems training, Blackfriars, trains for the British squad.

Helen has been practising judo since she was nine years old, and was in the British Junior Squad while at school. She has now progressed onto bigger and better things and is number two in the British Squad.

She recently entered the Commonwealth Judo Championships and for the second year won a silver medal. She won all her fights with a maximum of ten



These are just two of the old JS health and safety posters.



Send all entries to: Mike Cox, company safety advisor, 7th floor Drury House, Blackfriars, by September 4.

Are the new posters safe in your hands?

Have your paint pallets at the ready, the *JS Journal* is about to launch another competition.

This time we want you to design a safety poster to be displayed in JS and Savacentre stores, to coincide with Health & Safety Week later this year.

There are four main topics:

- 1) **manual handling:** what precaution to take when moving goods and other items around.
- 2) **roll pallets:** how to prevent these bulky cages being a nuisance.
- 3) **protective footwear:** keeping your feet out of harm's way.
- 4) **safety at Christmas:** particular safety points to watch out for during the busiest time of the year.

It is up to you to come up with specific suggestions for safety ideas in each category. Your poster should illustrate it in a bold and appropriate way.

The poster should be A2 sized with no more than three colours used. One poster can be entered into each topic per person, and each category will have a different winner.

The competition is open to anyone working at JS, Homebase or Savacentre. The judging will take place in September by Mike Cox, company safety advisor; Mike Farmer, design manager, point of sale advertising, and Neil Brassington, branch operations senior manager, with prizes of £25 worth of Sainsbury gift vouchers to each of the four winners. The lucky winners will have the bonus of seeing their work displayed in JS and Savacentre stores the length of the country.

John Adshead, personnel director, will make a presentation to the winners on September 16.

SAFETY POSTER COMPETITION

NAME

LOCATION.....

PHONE NO

CATEGORY

.....

PLEASE ATTACH TO THE BACK OF ALL ENTRIES.

Helen Davison

points, but the final was a draw, with the judges decision going to her opponent.

Helen said: 'With the Olympics coming up, training has become really intensive; I spend four nights a week and all weekend practising my technique and improving my fitness level. At the moment I'm a reserve for the British team, but I'm still fighting for my place to get out there!'

PEOPLE



Bill and Heather with Bill's second love - his motorbike.

WEDDINGS

On May 4, the wedding of **HEATHER KENCHINGTON**, technical manager, baked goods, Blackfriars, and **BILL HAILSTONE**, buyer, Homebase HO, took place in Dorking.

The couple met through JS and are both avid sports fans. They were often seen in the Blackfriars gym before Bill moved to Homebase.

After the ceremony, Heather and Bill had a reception at a local hotel before jetting off for two weeks of sun and surf in Jamaica.



Dave and Julia only have eyes for each other.

The wedding of **DAVE LENCE**, customer services manager, St Albans and **JULIA MASON**, grocery manager, new Barnet, took place on May 30.

Dave and Julia met at Waltham Cross branch in 1990. Julia was customer services manager and she had the job of teaching Dave while he was doing his checkout pre-appointment.

The date of the wedding was carefully chosen so they would not have to miss any stocktaking dates!

APPOINTMENTS

IAN BALLANTYNE, from store manager, East Ham, to store manager, Barkingside. **LEN OXLEY**, from store manager, Kingsland Road, to store manager, New Barnet. **TONY REDGRAVE**, from deputy manager services, Harringay, to store manager, East Ham. **BRIAN THIRKETTLE**, from senior deputy manager, Romford, to store manager, Kingsland Road.

LONG SERVICE

Employees who have completed 25 years' of service are:

DENNIS BARNETT, perishable warehouse assistant, Basingstoke depot. **GILLIAN BIGG**, reductions controller, Luton. **ROBERT BULL**, driver, Buntingford depot. **PAMELA CASSIDY**, checkout/replenishment, Dorking. **JOHN CLARK**, driver, Charlton depot. **YVONNE COLTON**, senior checkout assistant, Woking. **SIMON FISHER**, shift manager - DPD, Blackfriars. **PETER GALER**, depot foreman, Basingstoke depot. **NANCY GLUE**, meat preparation assistant, Chichester. **ANTHONY HEATH**, senior store warehouse assistant, Reading. **RENEE HOLMAN**, checkout/replenishment, Derby. **BETTY PIGGOTT**, grocery replenishment assistant, Croydon (Purley Way). **JULIA RACE**, checkout/replenishment, Brentwood. **DEREK SCOTT**, driver, Buntingford depot. **DOROTHY SIMPSON**, checkout/replenishment, Nuneaton. **ALAN SMITH**,

non perishables warehouse assistant, Buntingford depot. **IRIS SOUTH**, fresh food replenishment assistant, Worthing. **ROBERT STRATTON**, non perishables warehouse assistant, Basingstoke depot. **WENDY SUMMERFIELD**, chief display assistant, Kempston. **PETER WEBB**, driver, Buntingford depot. **RONALD WEBBER**, MOT engineers, Buntingford depot. **AUGUSTUS WILMOTT**, non perishables warehouse assistant, Basingstoke depot.

ELIZABETH TOMLINSON, cleaner, Walthamstow (9 years). **JOHN WEBB**, trolley retrieval, Walthamstow (6 years). **LESLIE MAN**, store warehouse assistant, Ipswich (5 years). **VIOLET MEAD**, cleaner, Walthamstow (3 years).

TERRY DELVES, manager of Northfield, has retired after 42 years' service with JS.

Terry joined JS in 1949 at Cheapside branch in Nottingham. From there he worked in most Midland branches and was on relief in all the North London stores.



Terry and Joyce Delves at Terry's retirement party.

RETIREMENTS

Length of service is shown in brackets:

REG CURTIS, manager, Colchester (38 years). **LES PHILLIPS**, meat manager, Winchester (38 years). **GEORGE TREGGIDEN**, meat manager, Bishops Stortford (35 years). **JUNE LONDON**, senior checkout assistant, Lewisham (29 years). **PEGGY HUGHES**, store instructor, Basingstoke Central (27 years). **DORA PEACOCK**, dry goods code controller, Walthamstow (22 years). **IRIS WIFFEN**, senior checkout assistant, Basingstoke Central (21 years). **PEGGY MCINTOSH**, bakery assistant, Basingstoke Central (20 years). **JEFF BARNES**, section manager, Ipswich (19 years). **MARGARET ELLIS**, bakery assistant, Walthamstow (16 years). **JOAN GIBBS**, BWS replenishment, Walthamstow (13 years). **MAUREEN PHILLIPS**, dry goods reduction controller, Walthamstow (10 years).

After doing National Service from 1953 to 1955 he returned to JS and in 1960 was promoted to assistant manager. He joined Solihull branch for the opening as deputy manager and was promoted to manager at Halesowen in 1970.

Since then Terry has moved around branches finally retiring from Northfield.

His intentions for retirement are to improve his flat green bowling, as does his wife Joyce, to visit family in Australia and generally enjoy their new way of life.

Terry said: 'I would like to thank all my colleagues and management for my retirement dinner and the lovely gifts I was presented with. It was certainly a night for both my wife and I to remember.'



NEW LINES

FANCIFUL FRAGRANCES

A unique air freshener has been introduced by JS, in the form of fragranced shells.

The natural shell container is filled with one of two fine fragrances, the floral Azure, or marine Jade, to freshen any room.

The shells are collected by hand from the shallow waters and beaches of South America, the Philippines and Africa, often having been swept in after tropical storms. Because the shells are natural they will vary in size, colour and shape.

Retailing at £1.95 they are available in most branches.



LONG LIFE CONVENIENCE

Three new ambient ready meals are to be added to the already extensive range available in JS.

Lancashire Hot Pot, Chicken Casserole and Sausage Casserole come in microwaveable trays in a carton made from recycled board. They can be kept in the cupboard for up to one year without refrigeration.

Because they are ready in 3½ minutes, the meals are the ultimate in convenience, and are available in most larger branches at £1.79 for the Chicken Casserole and £1.69 for the others.



FAT SANDWICHES ARE SLIMMING!

For customers who are watching their weight, JS has launched a new Low Calorie range of sandwiches with eight different varieties.

The three newest additions are Cottage Cheese and Florida Salad, Mixed Summer

Salad with Fromage Frais and Chives, and a triple pack which includes Chicken Salad, Red Salmon and Cucumber and Ham and Tomato, all made with wholemeal bread. They retail at £1.15, £1.05 and £1.15 respectively.

The range is available in selected stores only.

WINES A WORLD APART

Wine has been in the news with the finals of the Wine Taster of the Year Competition and the wine department has introduced some newsworthy wines.

Chardonnay - Chenin Blanc, Gisborne 1991 (£3.75), is a crisp fruity dry white wine from New Zealand, and is ideal as an aperitif or as an accompaniment to light meals.

Australian Semillon (£2.99) comes from the Riverina region of New South Wales. Made from Semillon grapes, it is best served lightly chilled as a partner to poultry and fish dishes.

From nearer to home, there are three new wines from



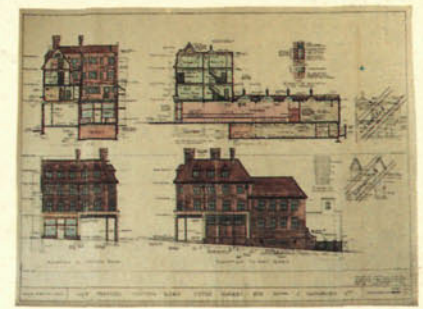
Italy and France, conveniently packaged in wine boxes.

The boxed Chardonnay (£13.95) and Cabernet Sauvignon (£10.95) come from the South of France.

Staying deliciously fresh for several weeks, they are perfect for that odd glass here and there, or to take on a picnic.

The Chardonnay will accompany white meat dishes such as chicken or veal, and is an excellent partner to fish. The Cabernet Sauvignon, a delicious fruity red wine, will accompany most foods, especially roasts and cheese.

Tocai Del Veneto Vino Da Tavola (£10.25) is a traditional
27 fruity dry white table wine from the north east of Italy.



The plans for Oxted (above).
Left: a typical counter shop of the 1930s.

O

n May 16, the shutters finally came down on Sainsbury's smallest branch at Station Road, Oxted. This was the last of the traditional tunnel-shaped shops designed for counter service.

By a strange historical twist, Oxted's last manager, Richard Rawson, was the son of Leslie Rawson, Oxted's first manager.

Oxted was opened on October 21, 1937, by J B Sainsbury, who was then Chairman. Leslie Rawson lived with his family in a flat over the store, which has remained intact. An invitation to the opening of the branch proclaims JS's high standards and quality of service: 'The new store is as up to date as 69 years' practical experience can make it, and everything has been done to ensure perfect cleanliness and hygiene in the handling of goods'.

Customers would have been able to purchase items such as Empire butter at 1s 3d (6p) per lb, thick streaky bacon at 1s 2d (6p) per lb, McVitie's digestives at 7 1/2d (3p) for a 1/2 lb packet, or Kellogg's Cornflakes at 5 1/2d (2p) a packet.

In the archives' photograph of Oxted branch staff, taken on opening day (centre above), on the left of the group is Mr E Simmons and to the right is Mr A Taylor, who were both roundsmen for the branch, delivering to customers in neighbouring areas. The cooked meat salesman in the chef's hat was Mr Crook, who kindly gave the photo to the archives. Mr Rawson is seated in the middle of the group in white sleeves and apron.

Although it had been converted to self-service in 1965, Oxted branch had retained some of its original features, including the 'green dragon' Minton tiles, and the lozenge tiles that were located behind the original marble-topped counters and which were a feature of shops in the late 1930s.

Typical branches of this period had long, narrow interiors with counters along the full length of the shop on each side.



Opening day for Oxted, 1937. Mr Rawson senior, branch manager, is seated centre.

LIKE FATHER, LIKE SON



Closing day for Oxted, 1992. Half a century on and Mr Rawson junior, standing, 7th from right, is the store's last manager.

The front of the counters were covered in dark tiles. Items for sale were displayed on the marble surface allowing space for the sales assistants to weigh, pack and wrap as necessary. Glass screens protected unwrapped foods on the counter. Behind the counters there were marble shelves stacked with products. These displays were frequently tied together with narrow strips of paper carefully concealed to prevent the stacks collapsing.

This distinctive style of interior was standard for JS branches from around 1906 until 1939. The last branch opened to this pattern was Goring Road, West Worthing, which also closed earlier this year.



Chairman, Lord Sainsbury.

Question time

It was Lord Sainsbury's last Annual General Meeting as Chairman, and a record number of people - over 650 - turned out on July 1 to attend the historic event.

The Chairman asked the gathered shareholders: 'I wonder how many of you here today were present at our first Annual General Meeting as a public company. It was June 26, 1974, in the Connaught Rooms. Our share price on that day, if we adjust for Rights and Capitalisation issues, was around 6p, and the company's market capitalisation was below £100 million, which compares to today's figure of over £8,000 million. That was the first time I addressed shareholders at an Annual General Meeting and today, as you all know, is to be the last.'

'Little did I think at that first AGM that one day the company would have the largest sales and the highest profits of any retailer in the country. But that indeed is what has happened.'

'LITTLE DID I THINK AT THAT FIRST AGM THAT ONE DAY THE COMPANY WOULD HAVE THE LARGEST SALES AND THE HIGHEST PROFITS OF ANY RETAILER IN THE COUNTRY. BUT THAT INDEED IS WHAT HAS HAPPENED.'

The meeting at the Queen Elizabeth II Conference Centre in Westminster began with the usual informal gathering as directors welcomed the shareholders and invited them to sample the delicious array of cakes, pastries and home-made chocolates.

The formal proceedings began with a resolution to adopt the Report and Accounts. This was the shareholders' opportunity to ask questions on a wider range of subjects.

Four shareholders expressed concern about Sunday trading, questioning its legality and calling for assurance that no staff were being forced to work on Sundays. The Chairman confirmed that all Sunday working is voluntary and went on: 'When we did decide to do Sunday trading in our supermarkets it was with great regret that the law was not clear. Two thirds of our customers from every poll... favoured Sunday trading. We thought it was not in the interests of our customers to ignore that opinion.'

Another shareholder asked about the closure of the Blackfriars laboratories. The Chairman said this move, which affects a small part of the scientific services division, was very important in

The formal proceedings began.



A shareholder takes the floor to ask a question.



The refreshments - every shareholders' favourite ingredient!

developing our scientific control and was due to 'technology of scientific analysis being absolutely revolutionised...it was quite irresponsible for us not to recognise that we had to use the very latest and the most efficient technology.'

'We determined the right approach was to keep a small number of key qualified staff in the centre, but use a whole host of laboratories, including some of our suppliers which specialise in particular types of analysis...I believe as a result we have got better scientific advice and better scientific control than we could have had before.'

A shareholder who had written a book called Stop Food Giants Destroying Open Green Spaces claimed that at East Dulwich eight acres of open green space were built on. The Chairman told him that 42 trees had been removed 'but in place of those we planted 280 trees, of which 36 were semi-mature...A great number of our stores are built on urban wasteland and redundant industrial land and we are proud of how we are improving the environment.' Shareholder Bill Azzi then rose to remind fellow shareholders that the East Dulwich supermarket was built on private land with no access to the public and that JS had built a public park and a new stadium for Dulwich Hamlet Football Club. Mr Azzi was a member of the football club and the Chairman said he was also proud that Dulwich had been promoted to the new league.

One shareholder asked what Sainsbury's could do to help the Russian retail trade and would the board consider opening a branch in Moscow. The Chairman replied that he had been involved in discussing the problem with the Ministry of Agriculture, and one member of staff is working on a project to improve supplies of bread in Moscow; there were no plans for expanding in Europe.

A female shareholder welcomed the new finance director, Rosemary Thorne, and asked about the progress being made in improving prospects for women at JS.

The Chairman believed there was good news in this area: 'there are 85 deputy store managers and eight branch managers...it is gathering momentum.'

Lord Prior, non-executive director since 1985, retired at the AGM and the Chairman paid tribute to him: 'We have greatly valued his wise counsel over the past seven years and I should like, on your behalf, to thank him for his contribution to our affairs.' The Chairman also paid tribute to the two directors who had retired since the previous AGM - Gurth Hoyer Millar and Derek Henson.

Following the formal business, Sir Martin Jacomb, Chairman of one of the company's large institutional shareholders, paid a personal tribute to the Chairman, including: 'Your dedication to the business was total, with both major policy issues and the last details. Those Tuesday store visits, you may have enjoyed, but I'm not sure every manager felt quite the same enjoyment - nothing seems to have escaped you...You set the standards for everybody in Sainsbury's and, if everybody in business followed them, we would have far fewer economic troubles than we do.'

The meeting concluded with the Chairman's speech and he reflected upon the development of the company since 1969. He then brought the proceedings up to date by looking to the current financial year: 'I am pleased to say that this year has started well. Inflation is lower than we had expected and sales volume slightly higher. The year's new stores opened to date are trading well, and we anticipate opening the 22 supermarkets listed in the Annual Report before the year end.'

'I have left to the last any reference to our company's greatest strength, our outstandingly able, highly motivated and efficient staff. It is they who have brought the company to the pre-eminent position it is in today. It is they whom I thank as their Chairman, and whom I suggest all shareholders should thank for their achievements, especially in the last year.'

The meeting closed on a high note with a standing ovation for the Chairman.



David Sainsbury was attending the AGM for the last time as Deputy Chairman. He assumes responsibility as Chairman in November.



Sir Martin Jacomb pays tribute to Lord Sainsbury for the achievements of his 23 years as Chairman and for his 'munificence in charitable work'.

'I HAVE LEFT TO THE LAST ANY REFERENCE TO OUR COMPANY'S GREATEST STRENGTH, OUR OUTSTANDINGLY ABLE, HIGHLY MOTIVATED AND EFFICIENT STAFF. IT IS THEY WHO HAVE BROUGHT THE COMPANY TO THE PRE-EMINENT POSITION IT IS IN TODAY.'

BEHIND THE LINES

Left to right: Glen Knox, deputy manager, Lancaster, who organised the event; Andy Scanlon, winner; Cliff Wilson; Mike Porter, Vaux Regional Director.



POT BLACK

Since the beginning of the year, **Lancaster** branch has been heavily involved in raising funds for the Royal Lancaster Infirmary Children's Ward Appeal. So far, the store has raised £5,000.

Different events have taken place, including a sponsored slim, but the main event was the Snooker and Speed Pool Open sponsored by JS and Vaux Breweries on May 27 at Morecambe in which players paid to take part. The day was a great success with Vaux providing free facilities.

The snooker tournament winner was **Andy Scanlon**, produce warehouse assistant, **Denton**, who was presented with a trophy by Cliff Wilson (ranked

28th in the world), and also a selection of snooker equipment including a top-of-the-range cue. **Dave Chatterton**, warehouse assistant, **Archer Road**, was the runner up, also having the highest break of the day - 47.

Cliff Wilson gave some of the other players a run for their money, and managed to beat all those brave enough to take him on.



Joanne tries out the keyboard of her new computer.

PENNY BACK MAKES A STAND

The generosity of customers at **Forest Hill** was outstanding as nearly £1,500 was raised through the 'Penny Back Scheme'. The money was used to buy equipment for two local children.

Carolyn has cerebral palsy and needed a special flexi-stand so that her joints could be strengthened, and for an hour a day she could be free from her wheelchair.



Carolyn, with the support of her new flexi-stand, is pictured with Janet Wren, food safety officer, and the head of the local League of Friends.

Joanne has Down's syndrome and was having difficulty learning to read and write until she learned how to use her school computer. After the installation of a computer at her home, Joanne can now continue her good work over the weekends and holidays.



(left to right) Representatives from PHAB accepting the cheque from Gerry Fulcher, Thornhill branch manager, and Ruth Madoc (minus her yellow coat).

DAFFODILS MAKE PHAB FUNDRAISING

When **Thornhill** branch was looking for a Welsh celebrity to present the proceeds of their fundraising events, they found the perfect answer in Ruth Madoc (alias Gladys from Hi-De-Hi).

Ruth presented the cheque for £805.41 raised by selling daffodils in the branch on St David's Day to PHAB (Physically Handicapped and Able Bodied) on behalf of the store.

STUDENTS' CHARITY GETS LIFT FROM JS

When Michael Fisher and Dan Slater decided to hitch-hike from Birmingham University to Amsterdam in the hopes of raising £100 for various charities, they thought they would try to make life easy for themselves by arranging a lift beforehand.

The boys contacted the company through **Northfield** branch. They were delighted when the distribution division agreed to let them travel alongside the drivers of five different delivery vehicles to their destination of Sheerness.

When the *Journal* asked Dan if he thought it was not cheating just a little he explained 'I am atrociously bad at hitch-hiking - I once spent a whole day in the same place!'



Driver, Phil Thompson picks up Dan (right) and Michael at Buntingford depot, on their way to Hoddesdon.

MILES OF SMILES

John Spence's district has brought smiles to the faces of the pupils at the Jeanne Saunders Assessment Centre in Hove, with the presentation of a Sunshine Coach.

Eleven branches in the district raised £13,000 to provide the coach for the centre, which assesses the individual capabilities of young disabled people under the age of 19.

The presentation took place at **West Green** on June 11, and Tony Scannell (alias Ted Roach of The Bill) made the presentation to Ann Broome, head of the centre. Tony plays in the Variety Club Golf Society, which raises large amounts of money for the charity, and is regularly involved in events such as this.

The coach will allow the youngsters to enjoy trips such as visits to London, the seaside, and museums.



Tony Scannell (far right) with John Spence and his district's branch managers, present the Sunshine Coach to the Assessment Centre.



Heather Heasman holds up the silverware after winning the Liverpool Women's Ten Kilometre Road Race on May 24 this year.

Heather Heasman has an unlikely ambition - she wants to have something in common with the new Bybrook store due to open in September. As future personnel manager of the Kent store, she will be hoping that the branch will run successfully after its opening on September 29. As an international athlete, Heather hopes that she too will run successfully over the next twelve months.

Since her school days, Heather has been a successful cross-country runner, bringing the county title to her club, Invicta East Kent, last year. But her cross-country successes have started to be eclipsed by her performances in international road-running over the last year.

A recent ten kilometre road-race attracted the award of 'Road-Runner of the Month' from a popular running magazine. Heather was subsequently ranked fourth in the country over that distance behind the likes of the mighty Liz McColgan.

The two met under unlikely circumstances in February at the TSB invitation in Birmingham. Few wanted to be 'cannon-fodder' to the 10,000m world champion but Heather volunteered to compete. She savoured the experience of running indoors against the international athlete despite what she described as an uninspiring performance.

International success escaped Heather initially in February. Illness prevented her turning in a performance good enough to qualify for the British cross-country team bound for the World Championships in Boston - her long-held ambition.

May she run and run

Heather did find success abroad over the following two months when she was selected to run for her country for the first time in China and then Madeira. At the Great Wall International Road Relay in Beijing in March she managed to find the energy between jet-lag and sight-seeing to improve the team's position by a full placing on account of her performance.

An excellent performance at the World Road-Relay Championships in Madeira was, unfortunately, for nought. The British team would have come second overall had they not been

disqualified due to an injured team-member.

Heather is philosophical about her performance over the last year: 'I have no doubt that this is my best season ever, despite some disappointments' she says. At the moment the running has to take a back seat to the preparations for the opening of Bybrook. In a few weeks she will resume her 80 mile per week training schedule with the aid of her husband-cum-coach and prepare for even greater international road-running and cross-country success.

Silver star of judo

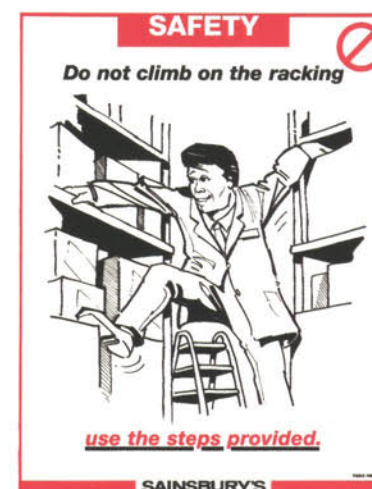
The 'Budokwai' Club may sound like a night club on a beautiful tropical island, but in fact it is a judo club where Helen Davison, training officer, retail systems training, Blackfriars, trains for the British squad.

Helen has been practising judo since she was nine years old, and was in the British Junior Squad while at school. She has now progressed onto bigger and better things and is number two in the British Squad.

She recently entered the Commonwealth Judo Championships and for the second year won a silver medal. She won all her fights with a maximum of ten



These are just two of the old JS health and safety posters.



Send all entries to: Mike Cox, company safety advisor, 7th floor Drury House, Blackfriars, by September 4.

Are the new posters safe in your hands?

Have your paint pallets at the ready, the JS Journal is about to launch another competition.

This time we want you to design a safety poster to be displayed in JS and Savacentre stores, to coincide with Health & Safety Week later this year.

There are four main topics:

- 1) **manual handling:** what precaution to take when moving goods and other items around.
- 2) **roll pallets:** how to prevent these bulky cages being a nuisance.
- 3) **protective footwear:** keeping your feet out of harm's way.
- 4) **safety at Christmas:** particular safety points to watch out for during the busiest time of the year.

It is up to you to come up with specific suggestions for safety ideas in each category. Your poster should illustrate it in a bold and appropriate way. The poster should be A2 sized with no more than three colours used. One poster can be entered into each topic per person, and each category will have a different winner.

The competition is open to anyone working at JS, Homebase or Savacentre. The judging will take place in September by Mike Cox, company safety advisor; Mike Farmer, design manager, point of sale advertising, and Neil Brassington, branch operations senior manager, with prizes of £25 worth of Sainsbury gift vouchers to each of the four winners. The lucky winners will have the bonus of seeing their work displayed in JS and Savacentre stores the length of the country.

John Adshead, personnel director, will make a presentation to the winners on September 16.

SAFETY POSTER COMPETITION

NAME
LOCATION.....
PHONE NO
CATEGORY

PLEASE ATTACH TO THE BACK OF ALL ENTRIES.

Helen Davison

points, but the final was a draw, with the judges decision going to her opponent.

Helen said: 'With the Olympics coming up, training has become really intensive; I spend four nights a week and all weekend practising my technique and improving my fitness level. At the moment I'm a reserve for the British team, but I'm still fighting for my place to get out there!'