



EUROPEAN FINANCE MANAGER'S MEETING

Guernsey was the venue for a recent meeting of the European Finance Managers. Efforts to find suitable accommodation at a more central location had proved unsuccessful and, since a number of participants from Guernsey needed to attend, it made sound economics to hold the meeting on the Island.

Fortunately, the tourist season was not yet in full swing and St. Martins Hotel was able to accommodate the visitors and to provide a suitable conference room. The picture was taken by Don Brook during a break in the proceedings.

The meeting was one of the regular meetings where the Finance Managers have an opportunity to up-date themselves on Tek's financial and accounting procedures and to discuss questions of mutual interest. On this occasion, as in the past, representatives from Beaverton attended, as well as people from disciplines other than Finance.

Picture shows, left to right -

Gary Pollard	Guernsey
Maurice Parker	U.K.
Gote Rockner	Sweden
Bernard Claudon	Guernsey

Harry Korpi	Sweden
Fred Sievers	Beaverton
Homer Speer	Beaverton
Al Graham	Guernsey
Roy Falla	Guernsey
Austin Cockram	Guernsey
Jaap Janssens	Holland
Jerry de Valk	Holland
Bryan Staples	U.K.
Barry Bisson	Guernsey
John Renouf	Guernsey
Ron Bridel	Guernsey
Gerard Starinsky	France
Georges Bucher	Switzerland
David Lindberg	U.K.
Gale Kingsbury	Beaverton
Derek Wise	Spain
Peter Fulwell	Guernsey

VERTICAL HORIZONTAL

Management changes which became effective on the 4th of June accompanied a change from the so-called vertical to horizontal mode of working.

This really means that we have changed from product lines with Managers being responsible for both the Assembly and Test of defined product groups to the whole of Assembly for all products being one Management responsibility to the whole of the Test area being another.

Many people have expressed some criticisms of the vertical or line system and this was the subject of an area rep question at the last meeting.

John Baker answered the question and explained that in 1973 when we introduced the line system we did so knowing that there was disadvantages as well as advantages in both systems. At that time however there seemed to be many advantages in going this route. At that time also Beaverton had adopted the line system and there was a strong current of opinion that this was the thing to do.

Some of these advantages were as follows:-
A manager has control over both the assembly and test of certain products and this can bring direct benefits.

It enables internal scheduling to take place matching assembly skills with test skills.

With a stable build of defined product groups specialist skills develop which makes for efficiency in production.

On the other side of the coin of course we lose some degree of flexibility and interchangeability of people who have concentrated on one product group.

In more recent times there has been the introduction of T900 and TM500 products which made the lines less well defined and with fluctuation in demand we now have seen that there are advantages in reverting to the 'horizontal' system. One of the considerations here also is the rationalisation programme that is taking place between Guernsey and Heerenveen.

We fully realise that each system has merits of its own and equally no one system is without its disadvantages. What we do consider is that the line system at the time it was introduced was to our advantage in obtaining the required output levels. Maybe there is yet a third mode of operation that someone has yet to devise - think about it!

personality.....Janine Smith

Janine Smith is very well known to many of us as she has worked for Tek since July 1961 at Victoria Avenue. What is more, her husband Sid works in Stock, her sister Madeleine works in Component Manufacturing and her step father Alf Rowe works in the Materials office, quite a family affair!



Janine

Mademoiselle Janine Marie Victorine Blin was born in 1933 in a small village just outside Dinard in Brittany and lived in St. Malo, outside the old walled town until 1940 when she was evacuated to St Brelade, also in Brittany.

Janine recalled some of the things she remembers of the war years amongst which was the bombing of St Malo by the US Air Force in 1945 with incendiary bombs. Her mother and Madelienne were in the walled town at the time and all the gates in the ramparts were shut so that no one could gain access or get away.

The heat due to raging fires was so intense that people were running to shelters with wet towels around their heads! The arrival of the US troops that invaded the Normandy beaches were indeed a very welcomed sight recalls Janine.

Having lost everything during the war and with her father having died, Janine, Madeleine and her mother who was Guernsey born came to Guernsey to seek their fortune in 1948.

Janine worked in the hotel industry and eventually met Sid and they were married in 1954 - 25 years ago this year. Her career with Tek started in 1961 and she has spent most of her working time in Components and for the most parts in making the now obsolete Tek wire wound potentiometers. Currently she works in Instrument Assembly at Victoria Avenue and is enjoying the work very much.

Janine says that she has worked in all departments at Vic Ave except Facilities and for six different Supervisors.

Janine and Sid's closest friends are Dave and Joyce Inman and they are god parents to their children. Dave, also a Tek type is at present in Beaverton and Janine and Sid are treating themselves to a visit there to celebrate their 25th wedding anniversary.

Until recently Janine 'waited on' at evening functions at local hotels. She recalled that she served at the Queens banquet during Her recent visit and had also served famous people such as Henry Cooper, Ken Dodd and Billy Butlin.

She has now given that up and has decided to join the local archery club so beware, she is developing some powerful arm and shoulder muscles.

Finally Janine said that she has always enjoyed working for Tek and would probably be with us until she retires.

Thanks Janine its good to know that you will be around for some time to come.

Visitor



from Japan

Akira Kuwaura, Manufacturing Manager of Sony Tek, recently visited the European manufacturing plants and called into Guernsey for two days to familiarize himself with our operations.

Akira was especially interested in activities at Victoria Avenue as he is considering the economics of setting up a component manufacturing operation at Sony.



$$\begin{aligned} \text{Let } x &= y = 1 \\ \text{Then } x &= y^2 \\ \text{and } x^2 &= y \\ \text{also } x^2 - y^2 &= xy - y^2 \\ \text{factorizing } (x+y)(x-y) &= y(x-y) \\ \text{divide by } (x-y) \frac{(x+y)(x-y)}{(x-y)} &= \frac{y(x-y)}{(x-y)} \end{aligned}$$

$$\begin{aligned} \text{Leaving } x+y &= y \\ \therefore 2 &= 1 \end{aligned}$$

which would seem to be good reason for halving the payroll without hardship to anyone!



T.E.M.B.C.

On Wednesday April 25th the Annual General Meeting of the Tektronix Employees Mutual Benefit Club was held in the canteen area at La Villiaze. There had been two previous attempts to hold this meeting, but they had failed to achieve the quorum necessary for the transaction of business and it was gratifying to see that this problem did not arise at the third attempt. Looking back however it seems a shame that a specially worded PA announcement had to be made to draw members attention to the importance of the meeting, I hope that future meetings will get off the ground at the first attempt. It was suprising that even with so many people present, the meeting was over by 5.15 p.m., with only one major change to the rules. There is now no accrual of hours, the maximum continuous period during which benefit is payable is 52 weeks excluding the first 40 hours of absence.

TEKTOPICS

A recent area rep question asked if we would consider installing negative ionisers as it is claimed that these devices relieve emotional depression.

It would appear from a communication just received addressed as shown below that the sender assumed that these devices were already installed!

Tektronix Gay Ltd
La Villiaze
St Saviours
Guernsey



is for CONGÉ

It would be better when discussing Congé to stick to the facts, for to indulge in opinion on such an emotive matter can lead to rushes of blood to the head, outbursts of radicalism, and foaming at the mouth!

Similarly, an inquiry into the origins of the feudal institution can lead to excessive antiquarian verbosity and who wants more of that?

First a brief list of difficult words.

Seigneur. The Lord of the Manor.

Fief. The area of land comprising the Manor of which the Seigneur has rights. Guernsey is divided into over 100 Fiefs, but for the largest ones covering half the island, the seigneur is the Queen.

Feudal Dues. Most of these taxes of the Seigneur on those holding land on the Fief were given a cash value over a century ago. Thus the tax called "pouage" is no longer paid in chickens, but in cash, so small as to be scarcely worth collecting.

Congé. The nigger in the feudal dues woodpile (no racial slur intended). Instead of a cash value which inflation effectively vanished, conge has become extremely valuable to the Seigneurs. If you hold property on a Fief you have to bribe the Seigneur to issue a permit (a congé) allowing you to sell your property to another. This bribe is of a fixed 2% of the price of the transaction. With property prices so high and interest rates so punitive it is quite understandable that many young couples resent this tax as yet another impediment on ownership of their first home. (Us

oldsters are distinctly unchuffed also).

Where does the money go? On those Fiefs held by the Queen, the money goes to the States, who in return undertake the Queen's financial commitments in Guernsey such as paying the Governor's salary and expenses and maintaining the prison.

On those fiefs held by private citizens the money is just income for them. They no longer have to provide military support for the Crown. The concept of tradition scarcely holds as all the fiefs have changed hands for cash; most of them in the last 50 years. The largest beneficiary is coyly listed as "heirs to the late Mrs. E. Guille" and represented by an Advocate. He is, I believe, a Mr. B. W. Langlois, who does not live in Guernsey and has no intention of ever returning to Guernsey!

What of the Future? Most surviving feudal dues were abolished in England and Wales in 1945, and the last in Scotland ("feu duty") was abolished by the recent Government. The late forties saw their abolition also in Jersey. In each case there was no compensation. In Guernsey, legislation that had been waiting for perhaps 20 years was brought forward last year, but to no avail. Believing that the nominal £50,000 compensation offered was well over £1,000,000 short of proper recompense for their loss of income (an indication of the size of the income surely?) the seigneurs succeeded in blocking the proposed law at the British Home Office in a move of dubious morality and questionable constitutionality. (Oops, rush of blood to the head, etc., coming on, time to finish). We shall soon see the quality of our newly elected representatives as they deal with this relic of the Middle Ages.

I used to be very indecisive, but I'm better now - I think

I'd give my right arm to be ambidextrous

Distant Drains

The States sewage carts or "honey wagons" as they are sometimes called have been a familiar sight in the road outside La Villiaze plant ever since it was built and occupied.

This is because the island main drain network does not pass our site but recently phase one of the project to extend the system from the Creux Mahie outfall was completed by connecting up the airport buildings.

We now understand that ducts exist under the airport runway and that phase two will involve the laying of a gravity feed sewer from the La Villaize road to the Bas Courtil estate. A pumping station will be built on the estate to pump the sewage to the airport and thence to the main system.

This second phase is not, however, expected to be completed for at least two years, so whilst we now have visibility of a main drain service, we will see our yellow carts around for sometime to come.

COMMENT

The Editor
Tektopics

Dear Ed,

Thank you for the interesting recipe for Bean Jar, in your last issue.

No doubt it was adapted for use during the German Occupation, but I found it a bit thin. Perhaps I shouldn't have put a complete bottle of Hock in it!

Best Wishes
Alan Richmond
Tek Ltd

GARF

space oddity



SPORTS PAGE



CRICKET

SUPERSTARS

Beau Sejour has been in operation for sometime now and the staff through their Sports and Social Club have thrown out challenges to various groups in the island to compete against them in the different sports which are enjoyed at the centre.

We were contacted, and not knowing what was in store for us, took up the gauntlet. Honours were fought for in the following sports:- badminton, basket ball, darts, five-a-side football, hockey, pool, squash, swimming, table tennis and volley ball.

The contest, held on Tuesday 15th May, began at about 7.00 p.m. with the basketball match. The home team won but only by one basket i.e. two points; a smaller margin than expected.

Next was the five aside football resulting in another defeat for Tek. Then came the volleyball but that's best forgotten. We were 6-0 down and heading for a hiding but Doug Eley and Simon Hollyer-Hill won our first points with easy victories in squash.

Both teams had a great time in the hockey match with Tek finishing winners 7-5.

Jenny Dye and Jon Horner had a good win in the table tennis making the score 6-6. In the meantime Peter Bott and Geoff Jordan were doing battle in the badminton. The 'singles' match was a draw, but in the 'doubles' with one game all and 10-2 down in the third it looked like curtains for our stalwarts, but what a fight it turned out to be. The opposition didn't score another point and Geoff and Peter won 15-10.

The swimming was a disaster and is best forgotten, except to say that perhaps our three water babies were a bit long in the tooth.

The pool produced another two points for Tek with Pete Sirett well supported by Peter Snell sweeping their opponents aside in no uncertain fashion.

The score was 10-8 in our favour with only the darts match remaining. Beau Sejour needed to win to make the contest a draw. This looked a certainty with two games each, the last game going very much the way of the home team. They wanted 'double two' to win and with Geoff Davidson and Beryl Eley still needing over 100, all seemed cut and dried. But eventually Geoff and Beryl caught up and needing 'double one' to finish just managed to pip the home pair.

A buffet was laid on by the Centre which completed a most enjoyable evening with the final score 12-8 to Tek. We have the distinction of being the first and only team to beat the Beau Sejour SUPERSTARS.

GOLF

Tony Miller has been working his way through approximately 130 free drinks at the Golf Club after having recently achieved his ambition with a 'hole in one'. Well done Tony!

BED PUSH

Don't forget the sponsored 'Bed Push' to be held on Saturday 14th July in aid of childrens charities. All contestants and supporters are welcome. Those interested please contact John Rowe-Hagans at Victoria Avenue.

Forthcoming Sports Club

Social Events

Friday, 29th June: Barbecue at the Hougue Fougue

Saturday, 21st July: Booze 'N Cruise to Herm including 'Chicken in the Basket'.

Sunday 26th August: Disco Buffet at Barbarellas.

There will also be a Treasure Hunt to be held late September.

Everyone welcome!!

Tickets will be available approximately two weeks before each function but Club Members may order

The season is now well under way and Teks two teams have been having varying fortunes, the "A" team doing well and the "B" team not too good but everyone is still enjoying themselves.

The "A" team had a great start to the season, winning their first four games, the fielding played a big part in these victories with 12 catches being taken, but hard times were ahead against Rovers, the only other unbeaten team in the league. Things did not go very well at all and they scored only 35 runs, Mick Falla being top scorer with 10 and that included a six.

A better result however in the knockout when Tek beat Griffins, with Tony Shepherd scoring 101 not out including 10 fours and 1 six (Well done Tony, Euchre is a silly game anyway).

Doug Eley is leading wicket taker in Division 1, with 21 wickets, and Simon Hollyer-Hill second highest score in the division with 139 runs.

tickets for themselves and their guests in advance.

Contact:

Terry Black: La Villiaze 1

Phil Hearn: La Villiaze 2

John Rowe Hagans: Victoria Avenue

Darren McHenry: Victoria Avenue

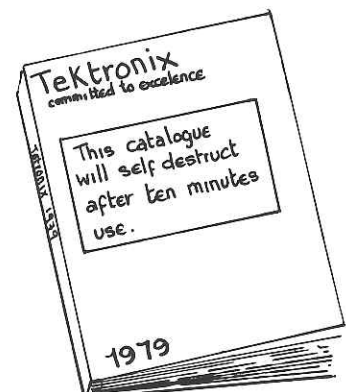
John Renouf: Albany

About the 1979 Catalogue

Adverse comment concerning the construction of the '79 general instrument catalogue prompted Tektopics to take a lighthearted look



Our catalogue, oops!... has the added benefit of easily coming apart to provide individual data sheets!!





Hampshire & Monmouthshire Waggon

Take a look at the accompanying photographs. At first glance just a couple of old wooden farm wagons, but these two farm wagons are authentic reproductions built to a scale of half an inch to one foot by Ken Hutton who is attached to Drawing Office at Victoria Avenue.

To build these models Ken uses a set of scale plans, drawn and supplied by John Thompson, of 1 Fieldway, Fleet, Hampshire. The plans show all the construction details that would be required to build a full size wagon, this enables the modeller to construct a wagon to the degree of authenticity that he desires. Ken's aim has been to reproduce models that represent the actual wagon right down to the last nut and bolt, this he has achieved with a remarkable degree of skill, craftsmanship and above all patience as it has taken Ken about 100-120 hours to construct each model.

Ken is now taking his modelling a stage further, he has measured and produced his own plans of a typical Guernsey Vanne which he is now in the process of building. The original Vanne is on show at the Guernsey Folk Museum, Saumarez Park.

The models have been constructed from beech which is often used for the framework of various items of furniture. Ken has managed to beg and scrounge many old chairs, but any items of unwanted furniture containing beech will be welcome for any future project.

At the recent Eisteddfod Arts and Crafts section Ken entered two wagons gaining Honours Certificates for both models and was awarded the Jurat Arthur Dorey Cup, to which we offer our congratulations.

Model Making

the wealth of detail is shown in this close up view



Salon Des Composants Electroniques

A grand title that you can really get your tongue around. It's the name of the International Electronic Trade Show held every April in Paris.

Tektronix was extremely well represented with a large stand at the show. In addition, Tektronix Guernsey sent a small team from the Component Evaluation department to assess the possibility of finding alternative sources of components to reduce the dutiable content of instruments made in Guernsey.

Their first impression of the show was the enormity of the building, containing 1,385 stands every one of which was visited causing an

epidemic of sore feet. The most popular stand (it was like bees around a honey-pot) was Tektronix, the crowds around it were several deep and one had to wait some minutes to get onto the stand. The Tektronix Reps. seemed constantly beleaguered by enquiries (hoping these enquiries turn into firm orders).

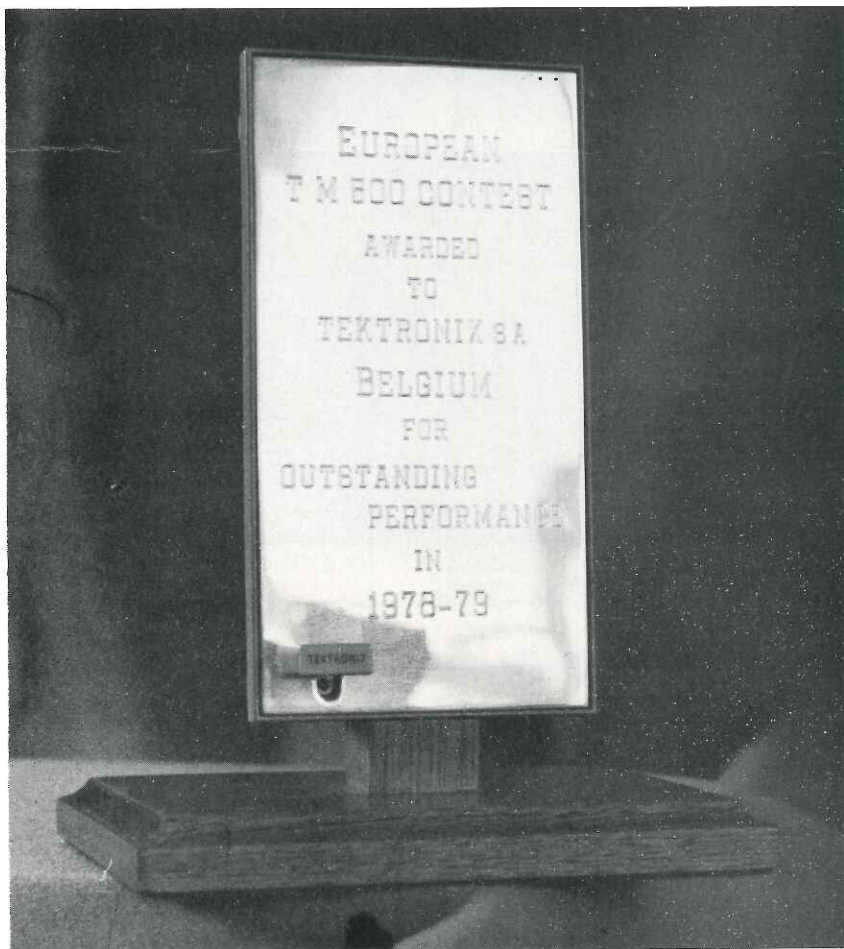
Each show usually has one stand which has an outstanding piece of "gimmickry" to attract the patrons. This year it was a firm who manufacture proximity detectors who had a gold bar on display and invited people to see if they could remove it! Everytime someone put his hand close to the bar it would

instantly disappear below the stand and reappear when the hand was retracted. When repassing the stand later it was noted that the same people were still trying to beat the system.

Whilst at the show the C.E. engineers bumped into a French ex-student who had worked in C.E. for several months and was now in charge of a small servicing department in the Nuclear Industry. He had come to the show to acquire some new equipment and as he was very impressed by his stay at Tektronix, he was hoping to buy Tektronix instruments if he could persuade his manager to stretch his budget (it seems the problem could be international!)



Photographs show ROGER GOLLOP presenting the trophy (shown below) to YVAN BOURDEAU.



TM 500 CONTEST

Roger Gollop, TM500 Product Specialist, has been responsible for initiating a series of three TM500 sales contests in Europe.

The last contest which was operative from mid-August 1978 until the beginning of March 1979 included all Tek Subsidiaries plus Germany and Italy as participants and was finally won by Tek Belgium with actual orders being 172% of plan.

There were two categories in the contest, the first being the highest TM500 year to date orders against plan and the second the highest TM500 period order growth.

The final award was a sum of money and a trophy. This trophy was made from a blank TM500 front panel, silver plated and suitably engraved by a local jeweller and silversmith and this was mounted on a wooden plaque made by the Facilities group in Guernsey.

Our Drawing Office also provided the artwork for the certificates that were presented each period for the highest number of points scored and they also produced the artwork for the monthly news bulletins sent to each Sub.

Roger Gollop went to Belgium to talk to the T & M staff about the contest and presented the trophy. The ceremony ended with a specially made TM500 cake which was enjoyed by all.

GUESS WHO?



Answer to GUESS WHO?

From Guernsey

Say that again?

How would you pronounce GHOTI, GOATEE perhaps? Well it could be pronounced FISH, yes FISH! Here's how. The GH is pronounced as in ENOUGH, the 'O' as in WOMEN and TI as in NATION, convinced?



Colin Le Page & Chris Richard
compare notes

:photo courtesy Guernsey Press

RALLYING

It would probably surprise quite a few people to find out that every year the Guernsey Car Club runs a series of car rallies. Not quite the same sort of rallies featured on T.V. sports programmes, but very much modified road rally series to suit local conditions.

The local rallies consist of written instructions which competitors have to follow to cover a route of approximately 120 miles split over two evenings. The whole series of form rallies count towards the annual rally championship.

Crews accumulate penalty points by arriving late at, or missing altogether, checkpoints en route.

This probably sounds quite easy until you take into account all instructions must be followed on an ordinance survey type map. For this reason and due to the very high density of roads in Guernsey, crews have little time to interpret the instructions and relate them via the map to the road that they are actually meant to be driving on. They never know when the next checkpoint will occur, it might be around the next corner or it might be 10 miles away.

When studying the map of Guernsey it is quite surprising to see how much it differs from the actual roads, quite often roads that are marked on the map just disappear into fields as cart tracks or even do not exist at all.

With a bit of co-operation from land owners it is possible to use these 'off road' sections which certainly break the monotony of constant road work and most crews seem to enjoy the opportunity to try their skill on these 'real' rally roads.

Probably the biggest problem facing navigators lies in the correct

interpretation of the organisers instructions. The organisers deliberately make many of the instructions ambiguous so that time has to be spent checking all possible routes before actually choosing the correct one to take, remembering all minutes lost are points lost.

Obviously if a crew finds that they are late, then they will try to make up time by pressing on a little faster, but no one should exceed the island speed limit, any one caught doing so is of course excluded from the rally.

It is interesting to note that each rally has an average entry of 12 to 14 cars, with mileage per vehicle of approximately 120 miles four times every winter, and yet the accident record is excellent. Only one accident involving a third party has been recorded in the last five years, and in that case the other car involved was seen to be driven through traffic lights on red into the side of the rally car which was proceeding lawfully on its way.

Most rallies produce amusing incidents of one sort or another (not necessarily amusing at the time). On one occasion, we wondered just what the peculiar smell in the car was, until we realized that the track we had driven along had just previously been used by cows. It seemed as if something had got stuck over the heater air intake.

Enthusiasm for rallies seems to be increasing and next winter's championship series should be as hotly contended as ever. Prior to that the midsummer 'all night' rally is planned and if this proves anything like as popular as last years first ever event, we shall be quite glad, you see we are organising it.

RECIPE

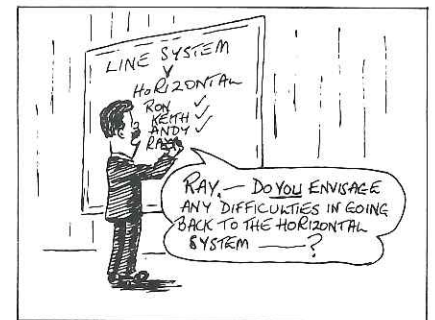
GUERNSEY BUTTER MILK CAKE

(800 gr) 1lb plain flour
(300 gr) 6oz butter
(400 gr) 8oz dark brown sugar
(200 gr) 4oz lemon peel
(1-2 kg) 1lb 8oz currants and sultanas or seedless raisins
a little nutmeg
1 flat dessertspoon of soda
4 eggs
(500ml) half pint buttermilk

mixing bowl
metal spoon
wooden spoon
7.5" - 8" baking tin

Place flour and soda in the bowl and rub in the butter. Add all the dry ingredients, mixing well. Add the buttermilk and the beaten eggs and mix until the mixture is smooth with no lumps except that of the fruit. Bake for 2-2.5 hours in the middle of a moderately warm oven.

N.B. TREACLE MAY BE ADDED IF LIKED APPROXIMATELY ONE DESERTSPOON.



What comes next in sequence

- (a) 2, 5, 8, 11, 14
- (b) 3, 8, 16, 27, 41
- (c) 4, 12, 28, 55, 96

(a) is easy just add on 3 each time, but (a) provides the answer to (b) because the numbers in (a) are the differences between the numbers in (b) e.g. $16+11=27$, $27+14=41$ so the next number is $41+17=58$. In the same way the numbers in (b) are the differences between the numbers in (c) e.g. $28+27=55$, $55+41=96$, $96+58=154$

ENGAGEMENTS

Nicky Machon (Assembly Department)	- Mohammed Kanbili	17.3.79
Fiona Hallett (Assembly Department)	- Steven Elliott	7.4.79
Cathy O'Conner (Assembly Department)	- Mark Le Cheminant	9.4.79
Mark Parnwell (Distribution Tek Ltd)	- Jacque Street	26.4.79
Karen Stucky (Accounting)	- Paul Le Noury	26.5.79

WEDDINGS

Debbie Mourant (Capacitors Department)	- Keith Thoumine	24.3.79
Tina Martin (Probes Department)	- Carl Bourgaize	7.4.79
Wendy Mollet (Assembly Department)	- Mick Rumens	21.4.79
Judith Gallienne (Accounting)	- Gary Cook	12.5.79
Cathy Lee (Assembly Department)	- Roy Tostevin	12.5.79
Sue Taylor (Information Systems Tek Ltd)	- Alan Laine	2.6.79
Tony Lanoe (Test Department)	- Bonita Sarre	23.6.79

BIRTHS

Ralph Bryce (Test Department) and Ann a daughter Kirsty Ann	10.5.79
Dave Bradshaw (Test Department) and Rose a daughter Helen Laura	8.6.79

21st BIRTHDAYS

Beverley Gill (Products Group Tek Ltd)	2.6.79
Roger Tipping (Test Department)	6.6.79
Jenny Tulie (Test Department)	21.6.79

DOUG FITCHETT

Those of us who remember Doug Fitchett as an ex Tek were very shocked to hear of his untimely death.

Doug worked for Tek Guernsey Ltd from January 1961 until October 1967 in the materials department and was a person liked by all who had dealings with him. Our sympathies go to his family.



MAUREEN LeHURAY



MARGARET MAY

**TEN YEAR
TEK'S****TWENTY YEAR TEK'S**

CHARLIE BESNARD



ALAN RICHMOND



ALF BICHARD

