

## THE SKY'S THE LIMIT!

**ITN goes airborne this month with the launch of its helicopter. At the controls will be Chester Armstrong, an experienced pilot who has almost 20 years of flying under his belt.**

Chester said: "I had no involvement in news before I took this job but I am prepared to get up to my neck in it. We are all dying to get going now."

Chester will be on call from 8am to 8pm most days. "I expect I'll get a lot of reading done while I'm waiting for call-outs." He is the only pilot at the moment but eventually there will be a back-up team of other flyers.

Chester and the ITN team have been involved in trials to ensure that the helicopters meets all necessary Civil Aviation Authority requirements for months. The aircraft has been modified to suit the special needs of a TV crew.

It is a twin-engine aircraft with room for a pilot plus one other person in the front and two to three people in the rear. When the camera mount is installed the left-hand side-rear double seat support is folded up, this leaves only one passenger seat available in the rear. The cameraman will be seated at floor level on the camera mount.

A sliding door is fitted on the rear left-hand side, this can be opened by the cameraman in flight. When flying with the door open the speed is restricted to 70 knots, which is considerably slower than the normal operating speed of 120 knots.

The helicopter can fly over built-up areas, over sea and at night. It is equipped with a 2.5 GHz microwave link transmitter to feed signals back to ITN studios via one of three remotely controlled receive sites operated by ITN in London. The Highgate receive site is being modified to provide tracking facilities. Restrictions imposed by the ITV technical committee on the power level we are allowed to transmit when using airborne links will limit the range to approximately 30 miles of the receive site. It is intended to change the microwave link from 2.5 GHz to 5 GHz within 12 months, this will allow a higher power and hence increased range.

The helicopter carries full

communications facilities which enable live injects and cassette replay into ITN programmes. A microwave link receiver will allow the helicopter to act as an airborne midpoint, relaying signals from the ground on to a distant receive site.

In the cabin's equipment rack are video and audio test signal generators, an 8 input video and audio switcher to select between the various sources available such as camera, VTR, link receiver and test signals, together with audio override switcher which allows voice-overs of any vision source to be provided from the aircraft. The audio may come from any of the headsets worn by the passengers, or from a special noise cancelling microphone.

An Off-Air receiver/TV monitor is fitted in front of the reporter's position (Co-Pilot seat). A custom-built headset/intercom system has been constructed to provide all the communications facilities required for news operations, together with audio monitoring. Each headset has an associated control box allowing the passenger to select various communications channels appropriate to their role.

Studio talkback is transmitted to the helicopter on a UHF channel in the same manner as it is fed to links vehicles, a reverse communications channel is fed over the microwave link.

When operating as a midpoint the helicopter will relay studio talkback to the ground on UHF and relay ground communications back to ITN, thus providing complete 4-wire communications between the sharp end and the studio.

By sending signalling tones over the R/T channel or the outgoing UHF link from the studio to the helicopter it will be possible for ITN MCR to remotely

## I N S I D E

**GLASGOW:** ITN opens up its new Scottish bureau. **PAGE 3**

**EARLY-MORNING TV:** an update on how C4 Daily is going. **PAGE 4**

**GREEN ISSUE:** Dave Clark tells us what the company is doing for the environment. **PAGE 5**

**WORKING MOTHERS:** Sue Caro and Mike Morris discuss what the company does to help mothers in the workplace. **PAGE 8**

**BOOK OFFER:** Get Arthur Hailey's latest book at a discount. **PAGE 9**

**TRAINING:** As award-winners in this field, Mike Raycroft feels ITN is achieving a lot. **PAGE 11**

**TECHNICAL GUIDE:** Martin Uren continues his layman's guide to technological terms. **PAGE 13**

**CROSSWORD:** a brain teaser for a spare moment. **PAGE 15**

**SPORT:** ITN is still not bored with boardsailing. **PAGE 16**

**PLUS.....**More news, features and pictures of life in and around ITN during the past few months.

CONTINUED ON PAGE 3

# Welcome to our new recruits

As usual ITN has had its fair share of new recruits over the past few months. Among the secretaries, newcomers include Louise Nye who joins David Nicholas's office. This is Louise's first full-time job since leaving Birmingham University last summer where she studied English and Hispanic Studies. Latin America and Spain remain two of her great interests and she also enjoys horse-riding and tennis. Before getting this permanent appointment Louise had had a taste of life at a television station because she had worked as a temporary secretary and assistant at London Weekend TV.

Aileen Hopkins is another of the new secretaries. She will be working with Phil Marter in engineering. She is also a graduate, having completed her degree at night and qualifying in English and History. For the past four years she has been working in University College, Dublin, in the careers and appointments office. She enjoys hill-walking, aerobics, travelling and reading.

Joining as senior secretary to the head of editorial staff and development is Joanne Coleman. She also enjoys walking and is also a keen gardener and squash player (league-standard) as well as these hobbies she also finds time for regular visits to the cinema and concert halls and goes cycling. Before coming to ITN she worked as PA to a vice president of the banking remunerations department of Towers Perrin and has previously worked at Arthur Andersen & Co where she started in the audit commercial department and was promoted to group co-ordinator in the financial computer services.

Jessica Green has recently joined the staff as a full-time secretary to the team in operations. Jessica spent a year at ITN before leaving to go around America after a stint teaching riding at a children's camp. Apart from riding she also enjoys skiing and tennis.

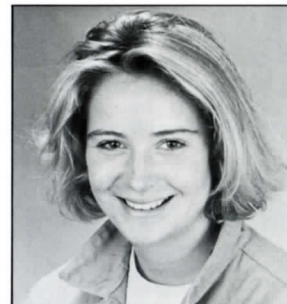
Two new faces in the computer

department are Nick Napier and Lucy Costenbarder. Nick joins as a computer support supervisor from the South Bank Centre where he was deputy computer manager, before working in that role he had been a patron development system manager at the South Bank (which includes the Royal Festival Hall, Queen Elizabeth Hall, Purcell Room and Hayward Gallery). But his association with the South Bank goes back even further to 1983 when he joined as a sales promotion assistant. Not surprisingly he enjoys classical music and opera but in his spare time fits in squash, swimming and DIY.

Lucy comes from Basy's where she was handling customer services including training support and installation of systems in various TV stations in Europe. She is also a swimmer but also enjoys snooker and pool.

Meanwhile the new boy in Links is Geoff Wiggins who previously was an ENG central supervisor at Thames News, co-ordinating links and programme transmissions. He was also a test lab engineer at the BBC for 10 years and before that was at Thames for 11 years in engineering and operations. On days off he likes nothing better than to get away from the television set to concentrate on his main hobby - amateur radio, but he is also an armchair rugby fan.

Fresh to the editorial team are Anya



Jessica Green

Sitaram, previously at TV-am as an assistant news editor and now a writer for 5.40. She originally trained with the BBC on regional television.

Another recruit from TV-am is Alan Hayman, formerly news editor at the breakfast station, he has swapped from early mornings to late nights with his appointment as night news editor. He is a school and college governor and recently completed four years as a county councillor.

Phil Woolas is another journalist joining the ranks. He was a producer on Newsnight for two years and before that was a political researcher for TV South and a War on Want fundraiser. An avid Burnley football club supporter, he is also a photographer.

Finally the accounting department has two new people to welcome. Philip Parker was formerly with Octopus Publishing as a management accountant working in the children's books division. He supports West Ham football club but also spends time listening to rock and folk music.

Sheelagh Dow joins from Conoco (UK) Limited where she was a financial analyst. She is another of our new recruits who list hill-walking as one of their favourite pastimes.

## SHOOTING STAR

Sebastian Rich joins the list of ITN staff publishing books with *People I Have Shot* which traces his account of life as a cameraman in some of the world's major trouble spots. It is his first book and is being published by Victor Gollancz for £12.95 in collaboration with Lise Mayer.

She has worked on such books as *Go To Bed with Jonathan Ross* and the *Utterly Utterly Merry Comic Relief Christmas Book*.

## Service with a smile



Nicholas: from 22 minutes to eight hours

The beginning of last month saw a significant anniversary for David Nicholas when he celebrated 30 years at ITN.

He started as a sub-editor on April 11, 1960 and remembers that one of the first stories he worked on was the Thalidomide drug issue. "When I joined we were only doing 22 minutes, now we are doing eight hours everyday. It really is an amazing thought." He promises to tell what celebrating 60 years at ITN will be like ... when he gets there.

# ITN launches new bureau for Scotland

The Secretary of State for Scotland, Malcolm Rifkind, officially opened ITN's new Scottish bureau at the end of March at a ceremony in the Bute Hall in Glasgow University.

The Scotland bureau strengthens our regional network which also includes bases in Manchester, Belfast and Bristol and enhances our on-the-ground coverage of home news. David Chater has been appointed as Scotland correspondent and joining him on the team of five permanent staff are John Curran as producer and Richard Gammons, and Alan Dickinson who are part of the multi-skilled crew.

The team is based in Scottish Television's Glasgow HQ and works closely with the STV newsroom and forward planning department as well as having access to STV's library footage.

Stewart Purvis told senior Scottish public figures at the bureau's launch



David Chater and Malcolm Rifkind

party that its establishment confirmed ITN's commitment to a fully national service. "We are making sure that our coverage from Scotland is as

comprehensive as possible. A national news organisation must consciously avoid a south-east bias."

## When it pays to switch channels

**Just to prove there's nothing like good honest competition, ITN's subsidiary, Basys, is actually supplying computer software to TV news rival, the BBC.**

The Basys Group has been awarded a major contract by the BBC to supply an integrated Presentation Information and Control System (Pics). This computer control system forms part of a total redevelopment of the Presentation and Network Control facilities at Television Centre for both the BBC1 and BBC2 networks.

Pics offers multi-user editorial facilities for detailed presentation

**Competition need not be harmful, and an ITN subsidiary proves it can actually be beneficial.**

scheduling combined with computer assistance for control of on-air presentation. Open networked communications between the editorial system and the on-air control system provides operational staff with fast on-line access to presentation information data bases to support on-air decision making.

Two Basys Group companies, Connolly Systems and Signal Computing, will undertake the

development of Pics with Basys acting as the prime contractor.

David Lyon, Basys Group Chairman, expressed the view that in awarding the Pics project to Basys, BBC Network Television had further reinforced the confidence already expressed in Basys by BBC News and Current Affairs, the BBC Regional Directorates and BBC Radio Capital Projects, who are all already major Basys Group Customers.

CONTINUED FROM PAGE 1

control most of the equipment in the helicopter. This will include the video and audio switchers, the link transmitter and UHF air-ground transmitter, as well as the basic functions of the VTR such as play, rewind etc.

With this remote-control facility it will be possible for a cameraman to be flown out to a story, shoot some rushes, load the tape into the VTR in the helicopter and then return to shoot more material. The helicopter can then

take off and fly to a point at which the link can be established, when MCR are satisfied with the quality of the signal they will be able to start the tape and feed the material, re-cuing the VTR if another feed is required. Once the tape has been received the helicopter can return to the cameraman for more material.

The cameraman will have an R/T set to allow him to communicate with the pilot when out of the helicopter.

Additional equipment to be fitted includes a "Night Sun" high intensity searchlight. This is located under the rear of the aircraft and is fully steerable

by an operator in the cabin using a small hand-held joystick.

It is hoped that if the helicopter can offer assistance to the rescue services with the searchlight then we may be granted permission to fly in areas which would otherwise be restricted to emergency services only.

The aircraft will also be fitted with inflatable floatation bags which allow it to fly over the sea. These are attached to the skids and are removable. Unfortunately, with the floatation bags attached, the powerful searchlight cannot be switched on: its heat would melt them!

# Waking up to a better looking morning news

The New Model Channel Four Daily greeted the dawn on April 17, after an Easter weekend of pilots and post-mortems. With a brand new set and a much altered format it was a great team effort to get the new show on the air and glitch-free.

Channel Four decided at Christmas that the balance of the show should move from pre-recorded and rigid to live and flexible.

## World News

And the centrepiece of their plan was to move the World News from the half hour to the hour, in our view a far more logical place to look for the news in the morning. Now we have twenty-minute World News programmes at 7am and 8am, and have the challenge of going head to head with the more established breakfast services. To meet that challenge we negotiated with Channel Four an increase in our budget to help us to do a little more in the way of news gathering and a little less re-packaging. We now have access to a

**“Channel Four has increased our budget to help us to do a little more in the way of news gathering and a little less re-packaging”**

crew and to links in the morning, and if you've ever tried to put together nearly an hour of news a morning with only minimal access to either you'll realise what an improvement that is to

Last month the Channel Four Daily got a new image which, says RACHEL ATTWELL, it hopes will attract more radio listeners to turn on their TVs for breakfast.



Carol Barnes: London link

our lives, and to what, we hope, you see on the screen! We have also made some changes to the structure of the show, to reflect the increased length and to try and integrate the news presented by David Cass in Washington and James Mates in Tokyo, with that which Carol Barnes delivers from London.

## Radio Listeners

In addition to the World News we also provide a six-minute news at 6.30am and 9am, and two-minute headlines on the half-hour. We also work with Grand Slam to produce a short international sports news. Our presentation suite is still in operation, and we play in most of the VT inserts on the rest of the show. On an average morning this means that our VT team have to cope with more than 70 tape rolls.

Aside from ITN's part in the service, down at the Trocadero they are producing Business Daily and two live editions of Box Office. Channel Four have also commissioned a daily

**“We hope that in the end we may persuade more radio listeners and TV-am watchers to find us in the morning”**

children's strand - "Early Bird".

Channel Four believes that the new format, with a greater investment in news and in children's programmes, will be attractive to the audience. We hope so too, and hope that in the end we may persuade more radio listeners and TV-am watchers to find us in the morning!



David Cass: better integration

# ITN plans a "green" life

Dave Clark runs us through some of the ways to save energy - and our planet.

**The days when being green meant being a bit naive are well and truly gone. Now it is the trademark for those with an intelligent attitude towards the environment and the future of our world, and ITN is doing its bit to help our planet.**

Probably the best-known environmental scourges are CFCs, the chemicals that damage the ozone layer. These days ITN makes a conscious effort not to purchase products such as polishes and cleaners which contain CFCs and instead buys ozone-friendly goods. And our contract cleaners have been made aware of our stance on this subject. But it's not just cleaning equipment, CFCs are no longer in our vending cups and plastic sacks - all sacks are now biodegradable.

Unfortunately there are other areas where we haven't yet successfully converted to ozone-friendly products, for example, these chemicals are still widely used in refrigeration and air conditioning systems but we are working on changing this. And when we move to Grays Inn Road, getting CFC-free equipment will be at the top of the shopping list - fire extinguishers, for example.

One of the first areas conservationists hit on and still one that causes the most headaches is paper recycling. It's a three-fold problem really. Firstly the recycled paper products available in the stationery department tend to be more expensive and of poorer quality than the virgin product. But as the demand for recycled stationery grows we are promised that both these problems will diminish.

Finally we have the subject of waste paper collection . . . and our lack of it. Ideally white paper, coloured paper and newspapers should all be separated (NCR-type, fax and cardboard are not recommended for recycling, by the way). At the moment the lack of space at Wells Street means it really isn't practical to attempt to store and then separate waste paper products. But, of course, when we move to Grays Inn Road the situation will be completely different and we have asked our architects to consider incorporating a Recycling Container Area in the loading bay at the new building. If this is practical then we plan to open the area to local tenants as well as staff.

Although these two areas are probably the ones you think of immediately there are other ways we can conserve energy. For example lighting. It is a bit too late for energy efficiency lighting at Wells Street now, but it is something that really should be a must for our new building. What energy efficiency lighting really means is long life lighting and detectors which switch off automatically when an office is empty. Of course there is no reason why you shouldn't get into the habit of turning off lights even now!

Batteries are a bit of a problem on the green front. Both mercury and cadmium types cause pollution if incinerated. However, surprisingly

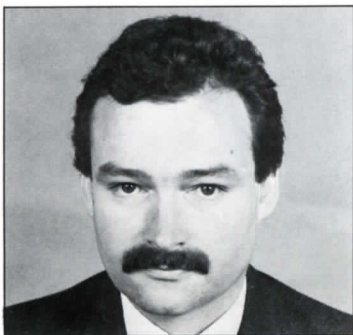
enough, despite all the drum-beating about saving the planet, there is no recycling or appropriate method of disposal of our Ever Readys available in Europe. The best we can do is a disposal service that collects once a year.

**"If practical, we will incorporate a Recycling Container Area at the new building for local tenants as well as staff"**

Of course there are other areas too. For example our cars and bikes. Should we be considering catalytic converters to remove the exhaust pollutants as well as lead-free conversions? And furniture - is everything made from CFC-free foam and safe under our fire regulations and then again is any hardwood used definitely from a "managed forest" and therefore acceptable?

The area is a minefield and even as this article appears, we have discovered that Tipp-ex Correction Fluid is on the banned list because it is a petroleum-based solvent and therefore is harmful to the environment.

## RTS honours ITN journalists



Davies: TV journalist of the year

**Congratulations to our winners at RTS.**

In particular Paul Davies who was named TELEVISION JOURNALIST OF THE YEAR "for his work in Afghanistan, in Czechoslovakia and in particular at the turn of the year in Romania".

And the news team involved in the "News : Home" award, for ITN's coverage of the Kegworth Air Crash "admirably and lucidly held together by Jon Snow".

As well as this ITN's coverage of Bucharest received the joint prize for News: International.

Brian Wenham, the Chairman of the Judging Panel said: "You will not be surprised to learn that our attention focused - as it had to - on the battle for Bucharest and on the fighting in Tiananmen Square. The judges were unanimous in the view that it would be improper to seek to prefer ITN's coverage of the first to the BBC's coverage of the second."

# The ACR is dead . . . Long live the ACR

To quote a popular saying, "This is the end of an era" or rather the end of another era, there have been so many . . .

For those of you not entirely in touch with video-tape technology the ACRs were VT5 and 6 on the first floor. Programme titles for the NAO, 540 and NAT rolled off these machines for about 10 years.

ACR stands for Ampex Cassette Recorder and in their day they represented state-of-the-art video-tape technology using the most modern integrated circuits, and of course, the much-loved, two-inch tape format in use the world over, only in the ACR the tape was loaded into six-minute cassettes, 24 of them.

Each ACR consisted of two huge units, each as big as a wardrobe, if not bigger and most certainly heavier!

The Control Console was a Christmas tree of buttons, lamps and knobs, most of them concealed behind drop-down flaps on the front of the substantial doors that themselves were filled with electronics. Behind the doors were rows of printed circuit cards containing the mass of components and ICs that were required.

**"I look at the notches still evident over the door and I say goodbye old friend"**

The Transport was a wonder of mechanical engineering for it was actually two transports, the 'A' and 'B' sides. This made an ACR capable of recording on one tape and playing back another simultaneously. The cassettes were mounted in what Ampex called a Carousel mounted between the two transports. Anyone will tell you that it should have been called a Ferris wheel, (you know like at the fairground?). A

**Rick Fornalski, Facilities Maintenance, mourns the loss of an old friend.**

Carousel is a merry-go-round, which is totally different. Well, the story goes like this: Redwood City, California, the home of Ampex was a dry, non-gambling, witch-burning state, and there was a type of gambling which made use of a Ferris wheel, so the Ferris wheel was out, and the Carousel was in, simple eh?

Moving the cassettes in and out of the transports was a mechanical wonder.

The Ferris wheel - I mean Carousel - had to be rotated to the required position and locked, the cassette could leave the Carousel either to the left for the A side, or the right for the B side. This was accomplished by a complicated vacuum-driven device called a Euphonium (no story about that) which moved the cassette, or cart as we prefer, into the clamp where it was securely held.

The precisely orchestrated application and removal of vacuum guided the tape into the required tape path with a small amount of 'slack' held in two 'columns' which gave the facility of virtually instant pictures when you hit the play button.

It was a very complex device and it was to us, Facilities Maint, that people would come when things went wrong, and they did quite frequently.

Within the VTR department there are those who loved the ACR, and those who hated it or even feared it.

It made such a clatter when it was juggling carts that did nothing to aid confidence at two minutes to 10pm that just getting the titles loaded was a considerable load off the operators mind. You had to be tough to master the ACR, it could smell fear you see, and unless you burst into the area with your face blacked up with a dagger between your teeth SAS-style, you were in trouble.

Of course, the ACR has presented us with a few funnier moments. The first was before the machine had even entered the building. It was too tall and wouldn't get through some of the doors, and so door frames were

removed and if it could be got away with, notches were cut into the frames to allow passage.

**"Each machine failed for some reason on average once every five days"**

The machines consume copious quantities of electricity, 32 Amps each with a 60 Amp surge at switch on. This brought about the first time the ACR ever took us off the air. It was before my time here at ITN but I recount the story as told to me.

The ACR was up and running and it was to follow a News at One playing the stories being aired by other machines in a sort of appraisal. All was going well but as fate would have it, at the very instant the operator pressed the play button on the machine, the mains supply decided to come out for an early bath and the machine went off . . . so did the studio lights, and most of every thing else, I would have loved to see it. I think bigger fuse wire, don't you?

The future saw the machine in active service, it occasionally ate the odd tape, it was a big lad, it had to eat some time!, usually in mid bulletin.

It had some interesting fault conditions, and we gave them names. One was called the 'wash' mode. This came about by the machine being unsure of where the Carousel should be and it would rock about with surprising speed. If you were quick the machine was turned off and we would march in and proceed to lay on hands. Unfortunately, if we weren't quick enough turning off, one of the

CONTINUED ON PAGE 14

# Travel club class with ITN

Did you make a New Year's resolution to join a new club, get fit or make new friends? Have you so far not quite managed to do this? MIKE CHANDLER provides the information to make sure you have no excuse.

## AEROBICS CLUB

Formed in 1987, the club is run by a fully qualified Royal Sports Association teacher. The club meets every Tuesday and Thursday from 1-2pm at the Astor College Gym, Cleveland Street. Changing room and shower facilities are available. Beginners are most welcome. Suitable attire requested and gym shoes must be worn. For more information contact: Mary Green. Ext 2529.

## GOLFING SOCIETY

The Golfing Society was formed in 1956 and has been going strong ever since. The Society holds nine competitions a year, each one at a different course. In addition, they compete in three matches per year against other television companies. Some golfing ability is required. For more information contact: Mike Batchelor. Ext 2376.

## BOARDSAILING CLUB

Formed in March 1989, it incorporated the now defunct Sailing Club. The club hopes to promote interest in all aspects of water sports. Beginners very welcome. Instruction is available. Basic equipment and sailboards available. For more information contact: Richard Stokes. Ext 71.266. Bernie Hill. Ext 2386.

## JUGGLING & UNICYCLING CLUB

The group meets every Monday and Friday from 1.30pm - 2.30pm. It teaches juggling and unicycling skills and promotes ideas in presentation and performance. The group also organise trips to circus and cabaret events. Beginners are most welcome. All basic equipment is supplied. For more information contact: Simon Olley. Ext 2233.

## CRICKET CLUB

This is a very active club with a full fixture list every season. The club welcomes anyone, be they novice or experienced player, and all equipment is supplied, although players are expected to turn up in a full set of playing whites. For more information contact: John Hunt. Ext 2602. Nigel Cabbage. Ext 2716.

## SEA ANGLING CLUB

The club hosts around eight fishing trips a year. Each trip is held on board a fully licensed and insured fishing vessel operating out of Ramsgate, Kent. Beginners are very welcome. Equipment and rods are available for hire on the day at a very modest fee. For more information contact: Peter Mills. Ext 2453. Peter Saunders. Ext 2243.

## GUN CLUB

The club was formed in 1981. With the help of a fully qualified C.P.S.A. coach, the club promotes the safe enjoyment of all types of clay-pigeon and target-shooting. A minimum of six clay shoots a year are held at various shooting grounds. In addition, the club takes part in competitions against the armed forces and various media organisations. Beginners are welcome, but must undergo a probationary period to ensure full training in firearms safety. For more information contact: Mike Chandler. Ext 2248. Dave Clark. Ext 2212.

## TENNIS CLUB

The first new club of the Nineties, the Lawn Tennis Club meets at the Regent's Park Tennis Club twice a week. Courts are available from 2pm - 4pm on Tuesday, and 8am - 10am and 12 noon - 1pm Fridays. Beginners welcome, but unfortunately no equipment available. For more information contact: Eric MacInnes. Ext 2705.

# Mothers in the workplace

Sue Caro feels ITN could do more for working mothers, Mike Morris argues the company is doing its best.

## *Sue Caro writes:*

We have been bombarded recently with story after story (some of them appearing on ITN) about the great demand for women to return to or stay in the shrinking workforce. Women are being courted as never before by employers. An increasingly popular form of encouragement is the provision of workplace nurseries, or childcare vouchers. Among companies who have recently introduced such schemes are British Airways, Midland Bank, Sainsbury's and the BBC. Even the Government has been getting the message, with the removal of the so-called Nursery Tax (introduced incidentally by the Thatcher government) in the budget.

As one of these supposedly highly-valued working mothers, I find it rather disappointing that ITN has made no similar move and gives no indication of any intention to do so in the future. One could assume that our virtually all-male senior management just hasn't thought it necessary.

A working mother's life is a constant battle. The logistics of having a family and a job are complex and exhausting. For those of us who have to work shifts it is worse. How many childminders or nurseries are available after 6pm? Not many.

If ITN is to be taken seriously as an equal-opportunities employer and stay a dynamic force in the future it needs to recruit more women, particularly in management. But most of all, it needs to hold on to those who are already ITN employees.

The Total Pay Plan has been a disaster for many women at ITN. For example, some are obliged to accept undefined contracts. An undefined contract, for those who might not know, means that you are obliged to

work extra days and extra hours without limit. Unfortunately, childcare is not available on a similar basis.

## **“The Total Pay Plan has been a disaster for many women at ITN”**

Most working mothers at ITN have been forced to take standard contracts to ensure that their childcare arrangements are manageable. Intermediate and maximum contracts are out of the question for those working mothers who in the past have done voluntary overtime. A few women have managed to obtain written assurances that their refusal of an intermediate contract will not go against their future career prospects. What about the others?

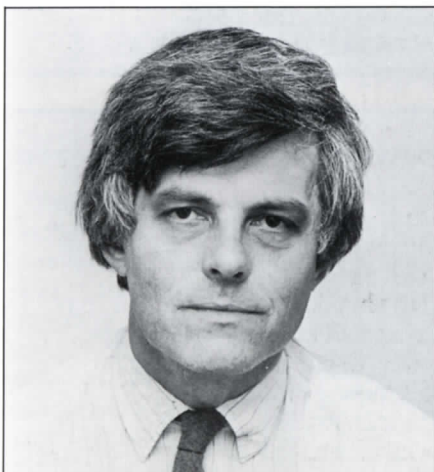


Sue Caro

Technically the Total Pay Plan is in breach of the sex discrimination legislation because it does not offer women the same opportunities as men. As it stands now working mothers can still - just about - work for ITN even if it means opting for worse terms and conditions of employment.

However, should the company attempt to make night working compulsory when the present agreement expires they may lose the services of many working mothers altogether. What childcare facilities are available from 0200 - 1000 hrs, four days a week? Those are the hours typically worked on C4 Daily.

I think many working mums would finally concede defeat and give up altogether. Apart from being a further breach of the Sex Discrimination Act it would be totally counter-productive for the company. It would be a great shame if all the advances ITN had made recently in its recruitment, deployment and training of women are wiped out by the TPP.



Mike Morris

## *Mike Morris replies:*

ITN's record of giving equal opportunities to women is a good one, although I am certainly not complacent. Within the last couple of years we have introduced a provision for part-time working and a very popular job sharing scheme. We have just started a bursary scheme in association with the Polytechnic of Central London to encourage women engineers to consider careers at ITN. The important point to bear in mind is that we do these things because we believe they are right, and not, like some companies, because we are desperate to recruit and retain staff.

We are, in fact, looking very seriously at child care, especially in the light of the tax concession announced in the budget. However, even if parents do make a contribution on which they can claim tax relief, the cost to the

company will still be very high, and I will have to be convinced that ITN will get some measurable benefit from the expenditure. I am also looking at a

CONTINUED ON PAGE 14



# Author turns the spotlight on to broadcast news

Looking for a bargain? Doubleday Publishers have agreed to let ITN staff purchase copies of Arthur Hailey's latest blockbuster, **THE EVENING NEWS** with a 35% discount.

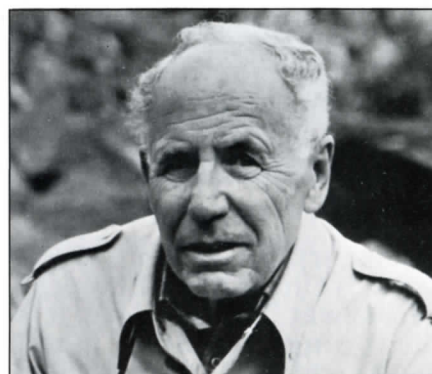
The book, which will be published on May 23, is centred around television news. It will retail for £13.95, however, ITN staff will be able to purchase a copy for £9.06.

Anyone interested should contact the press office. As you probably know, Arthur Hailey is the author of such novels as *Airport*, *Hotel*, *Strong Medicine* and *Wheels*.

This time the setting is television news. Hailey takes us inside the studios, newsrooms, backrooms and worldwide bureaus of CBA-TV where two major news figures - newscaster Crawford Sloane, and 'Big-Foot' correspondent Harry Partridge - compete, and sometimes feud, with

each other. Their long-standing rivalry begins in Vietnam where both are ambitious TV correspondents and in love with the same woman. In the end, Sloane wins the girl and the top job on the CBA news desk, while Partridge continues onward to correspondent stardom.

Years later, when Sloane is beset by a desperate family crisis, he turns to Partridge and pleads for his former adversary's aid. The crisis involves drug-financed terrorism imported to America from Peru, and Sloane finds his fame has made him a sitting target. Suddenly, both men are catapulted from their neutral role as reporters to playing an active part on the world's



Arthur Hailey

stage, in the most perilous assignment either of them has undertaken.

At the same time they must deal with tensions created by the acquisition of the CBA network by a conglomerate giant, Globanic Industries, while a terrorist leader, codenamed Miguel, has his own agenda for CBA which includes a plan to dominate the airwaves in an extremist revolutionary cause.

## Intext: ITN is moving and so is Intext

Don't be backward in coming forward to use Intext, says GERALDINE BELL.

In the last year Intext has extended its coverage to a wider range of news and events than before - but there are some of you out there who still think in terms of memos and notice boards, and others who can't easily gain access to the system.

In the new building Intext will be more readily available with more monitors dotted strategically throughout the building.

Intext is destined to become the prime source of information for ITN staff. If you're not already using it, it's time to familiarise yourself with the

system - switch to Channel 5 on the house TV system and press Text. The headlines are on page 100 and a full index on 101/102.

Intext is constantly being updated - no more dog-eared photo-copies that have been on the notice board for months on end. In fact you're going to have to be quick to keep up with the news, so it's best to take a look at it every day.

If you want more information or have any suggestions or ideas please phone Geraldine Bell on extension 2753.

## Talking about television

In a new initiative, aimed at bringing together television professionals from across the industry, the Royal Television Society has initiated a series of "after-work-workshops-with-wine" to run on alternate Tuesdays from 6.30pm - 8.30pm.

The scheme started earlier this month and includes five workshops. They are intended for programme makers in the broadest sense, who have neither the time nor money to attend executive conferences, but who want to talk to people who have similar jobs in different parts of a fast fragmenting television industry.

The workshops will be led by top people in their field and the emphasis will be on debate and interaction. They

will be held in the Soho room at the Groucho Club for a fee of £5.00 per person (including wine). The running order is as follows:

### 29 May Wimmin's Stuff

Is it possible to segment the TV audience in terms of gender? Do women's programmes really exist?

Cresta Norris, *TV-am*

### 12 June Location Drama - How Many

### Cameras?

What new challenges for TV drama in content and cost? Will multi-camera drama re-emerge as a viable alternative to the single camera? An open discussion with producers, actors, writers and designers.

Peter Cregeen, *Head of Drama Series, BBC*

Geraint Morris, *Producer Drama Series & Serials, BBC*

### 26 June

#### Laugh a Minute

The production of comedy scripts - single, double or team writing?

Michael Blakstad, *Workhouse Productions*

Robin Carr, *Producer/Director LWT*

Seating space is limited, contact Hazel White on 071-387 1970.

# Getting to grips with the community spirit

**Orange trunks.** If there is one definitive image of the European Parliament in Strasbourg, it is the orange-coloured metal trunks which line the corridors of the Palais D'Europe. No one was sure what they contained - creamy vats of subsidised Italian cheese perhaps, or the latest cartload of British toxic waste? A French journalist was able to help. "These are the boxes they use to cart documents between Strasbourg and Brussels," he explained. "Every document in there has been translated into nine languages." Here was another symbol of Euro-politics to compete with butter mountains and wine lakes. **These were the bumf trunks.**

The four ITN trainees visited Strasbourg along with colleagues from TV-am and Central as part of a two-week Introduction to Politics. The



From left, Oliver Phillips, Peter Morgan, Frank Miles, Dominic Crossley-Holland and Felicity Spector

**PETER MORGAN** was among the trainees who took a trip to Strasbourg.

parliament is the law-making arm of the European Community. It works with the European Commission and the Council of Ministers to frame laws for the 12 member states.

The core of the Palais is the parliament chamber, or "hemicycle" where we were able to listen to debates from the public gallery. After watching the televised squabbles in the House of Commons, Strasbourg's chamber was an amusing contrast. With over a thousand delegates, the semi-circular assembly is too big for intimate argument. An attempt by the right-wing French politician Jean Marie Le Pen to gain legal immunity from prosecution was shouted down by socialist delegates. Amid much arm-waving and head-shaking, it looked as if cod semaphore had replaced cod French as the main medium of Euro-speak. But given the slow rate of the Parliament's interpreters and the size of the chamber, such expedients are understandable. Morse code and international distress flares are, we gather, reserved for the committee stages.

One Strasbourg trick which deserves export to Westminster is what might be called the waffle clock. A big digital timer hangs over the chamber counting out the time allocated to each speaker. The spectacle resembles a cosmopolitan game show, as MEPs limber up for their quick gulp of fame ("M. Monnier Besombes, you have three minutes on Dutch road haulage tax, starting . . . NOW!") The penalty for overrunning is just and severe - microphones are cut and the politician is left gabbling in untranslatable solitude.

Naturally, MEPs denied that their parliament was merely a "talking shop" - despite appearances to the contrary. The assembly is in session for one week every month. A lot of time is taken up with legislation related to

"1992" - the start of the internal European market. But with 12 member states and three different venues, the procedure can be bureaucratic and unwieldy. If the parliament is to become the "Forum of Europe", then some heavy pruning of staff and paper may be needed.

---

**"Amid much arm-waving and head-shaking, it looked as if cod semaphore had replaced cod French as the main medium of Euro-speak"**

---

While Euro-politics may be lacklustre, the television facilities at Strasbourg are impressive. Debates are covered by a three-camera operation with more freedom over the choice of shots than at Westminster. Aside from direct coverage, the parliament offers broadcasters the use of editing facilities - free of charge.

Finally, a special vote of thanks to Frank Miles, who acted as host, guide and friend during our stay. Can we all go again next year? The semaphore classes start in September. . .

# The skill involved in training

When ITN won a National Training Award recently, it not only signalled yet another success story for the company but also signified a change in attitude within the building about the importance of constant training.

"One of the problems we have," explained Mike Raycroft, ITN's Training and Development Officer, "is that people don't realise how much

ITN has a national award for training under its belt but there's still plenty to be done, says MIKE RAYCROFT.

more competitive. It led to the Into the Nineties programme and eventually to our award," said Raycroft. The prestigious National Training Award is given by the Employment

But training does not stop with multi-skilling. Raycroft, who has held the job since it was created 18 months ago, also supervises training in areas as diverse as health and safety and work experience. "We have had a successful beginning, winning the award, we have an exciting present with the example of the work at the QEII centre and we are building on this for a more secure future."

The major areas which will be covered during the next year have been carefully planned. Last year outside consultants conducted a Training Needs Analysis to help steer ITN in the right direction. Priorities are likely to include leadership development: "It may sound unnecessary for senior managers to receive leadership training but it really is an area which every company needs to consider," claims Raycroft; financial management training; introduction to the new building and career appraisal and development. This will involve everyone in the company discussing their needs and the areas in which they believe might benefit from training.



Mike Raycroft, right, receives the award

training actually goes on at ITN on a day-to-day basis."

For example, there is a constant stream of new staff who need to be trained as well as existing staff who need to be shown how to use new equipment. Then there are groups of people being retrained in new skills, such as the scene supervisors who are learning to be assistant floor managers. As well as this there is a major programme of performance review training courses taking place teaching managers and supervisors how to adopt a more "coaching and counselling" approach to the development of their staff.

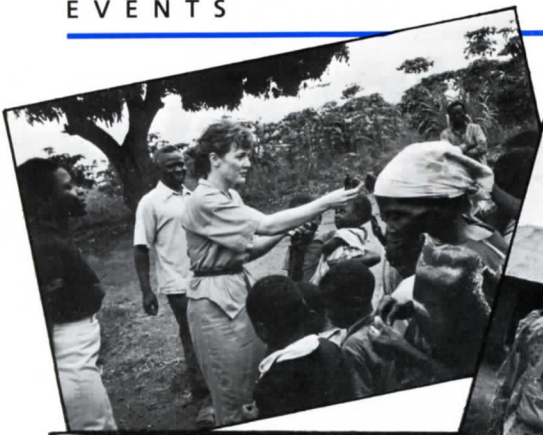
"With the arrival of the Broadcasting Bill, ITN has had to rethink its training strategy as part of its bid to become

Department to companies which have achieved "exceptionally effective" training. At ITN this involved a £1m investment in training to help the company adjust to becoming a profit centre and meet the pressures of the Nineties and the prospect of increased competition with the birth of satellite-delivered TV services.

The best example of how successful the training programme continues to be is at the QEII centre where technical operators will ultimately be able to do every production job. "The operators move from lighting to editing and so on, gaining experience at each job. I don't think there is another example of such extensive multi-skilling work practices in television news in this country," said Raycroft.

**"Our hope is by this time next year everyone will have undergone some new training"**

"It is impossible for us to know at this stage quite how much work the career appraisal will involve us in but it could be a very major part of the next year. Our training proposals are very bold and our hope is that by this time next year everyone at ITN will have undergone some new training," said Raycroft.



More pictures from the launch of the Scotland bureau and a reminder of Fiona Armstrong's visit to Uganda to report on the Aids orphans.

## MEDIA QUOTES

- "People are recognising me in the street and marching up demanding to know whether or not they are going to need their broly the next day."  
**Siân Lloyd, new weather girl.**
- "A good presenter is like a swan on a lake, you look ever so graceful but underneath you're paddling like hell."  
**Roy Sheppard, presenter on OpenAir**
- "Can we agree to nail once and for all the prejudice that television that looks good can't consider interesting and provocative questions? That if it looks good it must be politically craven or devoid of content?"  
**Simon Shaps, Eyewitness**
- "The first sight of Nelson Mandela, a man unseen for 27 years sent a shiver down the spine."  
**Kevin Dunn**
- "The phrase 'the public interest', like 'a fair deal' and 'responsible behaviour' can be trotted out on suitable occasions and the interpretation usually depends mainly on the interests of the party concerned."  
**Charles Wintour on the death of Farzad Bazoft**
- "Only 24 % of TV reporters have been formally trained, 37% have been trained in radio journalism and 53% have been trained in journalism in general."  
**Institute of Manpower Studies report**
- "I'm Divorcing Terry because I Hate Him"  
**Mirror headline on the split between Terry Marsh and his wife Jacqui**
- "I can look at this as just another industry. At its structure, I'm just an experienced outsider."  
**George Russell, chairman of the Independent Broadcasting Authority**
- "Good luck."  
**The Pope when Sir Harry Secombe told him he was from the BBC**
- "When things were going well I felt like the Liverpool goalkeeper. Now I feel like the goalie for Halifax Town."  
**Bernard Ingham, Margaret Thatcher's press spokesman**
- Were you among those who fell victim to the Guardian's April fool? Apparently a number of journalists applied for jobs on the fictious Sunday Guardian.

# Layman's guide to technology

MARTIN UREN continues his vocabulary with D, E and F words.

## GLOSSARY OF TECHNICAL TERMS — D (continued)

(Terms used in definitions, and defined elsewhere in this glossary, are marked with \*)

**Dropout** The situation where the playback signal from a tape recorder is temporarily lost or severely reduced, usually as a result of a tape defect.

**Dropout Compensator** A device within a videotape recorder which reduces the subjective effect of a **dropout** \* by replacing the part of the replayed picture affected with material from a previously stored line of the picture.

**DVE** Digital Video Effects. The name given to special effects equipment such as **Charisma** \* which carry out complex television picture manipulation.

**Dynamic Range** The difference between the strongest signal capable of being handled by a device and the inherent noise.

## GLOSSARY OF TECHNICAL TERMS — E

**EBU** European Broadcasting Union. A private non-profit association of radio and television broadcasting organisations in Europe and the Mediterranean area, with associate members in other parts of the world. ITN is a full member of the EBU.

**EFP** Electronic Field Production. A technique of television programme production using portable and high quality television cameras and cassette-based video recording equipment.

**EHT** Extra-High Tension. Describes the extremely high voltages found in **CRT** \* driving circuits.

**Encoder** A device which converts a signal from one form into another. In television, a particular application is a device used to form a single **composite colour signal** \* from a set of **component signals** \*. It is used whenever a composite signal output is required from a source or recording which is in component format.

**Encore** A video special effect unit manufactured by **Quantel** \*. It allows one or more television pictures to be manipulated through three dimensions and/or combined to form the final picture.

**ENG** Electronic News Gathering. A technique for acquiring television news pictures by using lightweight portable television cameras and cassette-based video recording equipment.

**E-to-E** Electronic-to-Electronic. Used to describe a videotape recorder operating mode where the input signal is processed by all the electronic systems but is not recorded.

**Eurovision** An arrangement made between European and Mediterranean television services for the distribution of television programmes. Technical coordination is carried out in Brussels, programming coordination in Geneva.

## GLOSSARY OF TECHNICAL TERMS — F

**Feedback** The situation where sound or television pictures are looped on themselves, producing whistles or multi-images respectively. Also, the term used to describe a controlling path in electronic systems where a proportion of the output is returned to the input.

**Fibre Optics** The use of a thin flexible glass fibre to carry information by changing the intensity of a light beam which is carried within the fibre.

**Field** One of the two parts into which a complete television picture or **frame** \* is divided. Each field contains all the even or odd **scanning** \* **lines** \* of the picture.

**Flare** An unwanted brightening or colouration of a television image due to light reflections from within the lens elements of a television camera.

**FM Frequency \* Modulation** \* The variation in the **frequency** \* of a nominally fixed intensity carrier signal in response to the desired signal **frequencies** \*.

**Font** The style of a set of characters used in printing, television graphics or computer systems.

**Format** The way in which signals are arranged for interconnection between equipment in a specified system. In videotape systems, the way in which the sound and picture signals are recorded on the tape.

**Frame** A single complete stationary television or film image. In European television, 25 frames of 625 **lines** \* are scanned each second to give the illusion of continuous movement when movement is present in the scene to be portrayed. Each frame is composed of two **interlaced** \* **fields** \* of 312.5 **lines** \*.

**Frequency** The number of repetitive cycles of a signal occurring each second. Its numeric value is given in **Hertz** \*.

career break plan to enable staff to take a three- to five-year break to be with their families.

Sue Caro's worries about the effect of the Total Pay Plan are based on some misconceptions. No one has to accept an undefined contract, except for very senior people in Pay Band One - directors and programme editors. The nature of their work and responsibilities clearly makes fixed time contracts inappropriate, and they are well rewarded for the extra commitment expected of them.

Sue also misunderstands the nature of the undefined contract. It is based on trust between the member of staff and his or her manager and is not a commitment to work longer hours.

She is right that staff may opt to work only a standard contract. But this, quite correctly, was insisted on by the trade unions as a protection. It should not be seen as a penalty. No one will be

penalised under Performance Related Pay for opting for a standard contract. The whole point of PRP is to recognise quality of work, not quantity.

**“We do things because we believe they are right, not because we are desperate to recruit and retain staff”**

I take her point that women, and indeed men, can now no longer choose to do overtime at their convenience. This change was essential to ITN

gaining control of its staff costs. In making this change the wishes of staff had to be set against the needs of ITN in its current struggle for corporate survival.

No one wins if high and uncontrollable staff costs mean that we lose our contracts to supply news to our customers. I can assure Sue that the TPP is not in breach of legislation on sex discrimination.

I also agree with Sue about the need for more women at ITN, especially for more women managers. And I do understand the enormous difficulties all working mothers face - I am married to one myself.

Finally, I do not want to anticipate discussions I may be having in the summer with the trade unions about night work. All I can say is that, once again, a balance must be struck between the fact that ITN is now irreversibly a twenty-four hour a day operation, and the personal needs of the staff.

# CAPTION COMPETITION



Do you remember the two East German refugees pictured left? ITN helped them fulfill a life-long ambition by bringing them to Blackpool to dance. Here they have been photographed with a stick of Blackpool rock. Can you think of a caption to go with it? If so, send it to Susan d'Arcy at the press office as soon as possible. The winner gets a bottle of wine.

Name .....

Department .....

Caption .....

.....

.....

.....

numerous power transistors required to move the Carousel would short circuit with the strain and the next fault phase was called 'spin mode' resulting in it making a vain attempt to get to the canteen before the rush.

Ahhh happy days. And now the ACR is gone. And it is with a little sadness that I look at the notches still evident over the door to the area, cut all those years ago, and made mellow by 600 coats of paint, and I say goodbye old friend.

In closing I will pass on some statistics that have been gathered. With reference to the mechanical counters within the ACR it can be calculated that the machines have accrued 5,487 head hours, that is actual playing or recording time. The machine spent a total of eight months, four day and fifteen hours playing or recording. Of this time 206 hours or 8.5 days was rewinding and 12.5 hours locking up!

The tape speed is 15.625 inches per second which means that the ACR has moved 4,871 miles 477 yards of tape which would go round the M25 32½

times and lay in a strip 5ft 2" wide.

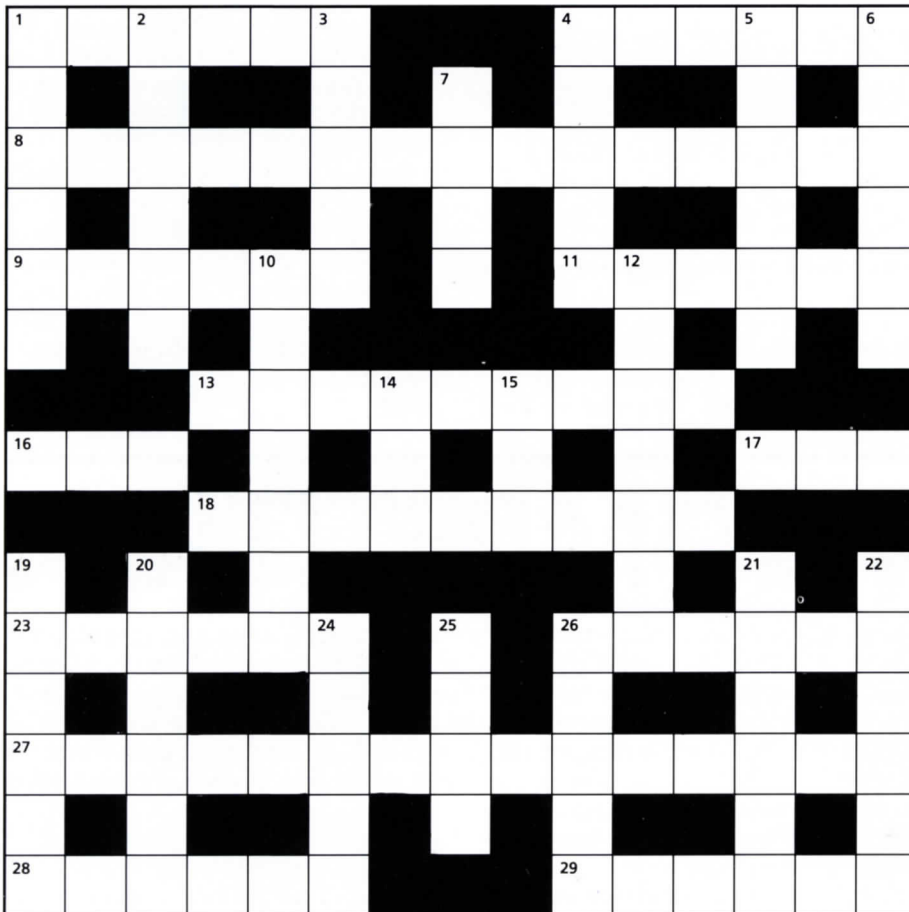
Our fault-reporting records started in 1983, but extrapolating indicated that each machine failed for some reason on average once every five days.

Taking the cost of electricity only, at 5p a unit (say) the ACRs average out at 40p per hour in electricity which means in total the ACRs have used £34,944 of electricity over 10 years.

My beloved ACRs are no more, but I am not downhearted because... coming soon... Son of ACR... ODETICS cart... In a VTR area near YOU.

# Crossword

An anonymous staff member has sent in this crossword, the answers will be published in the next issue.



**Across**

- 1. Send abroad as the ship sets off. (6)
- 4. Telephone back railway company for a dress. (6)
- 8. Help manicure in the flower beds? (9,6)
- 9. Greedy girl's inside to find something. (6)
- 11. Separate explanation for mission. (6)
- 13. Pulls his weight in the big top? (9)
- 16 & 17. Tom's sleeping fast! (3, 3)
- 18. Sort out anger in difficult area (9)
- 23. Represent a number removed by the gallery. (6)
- 26. Arrogant to take on such duties. (6)
- 27. Back pedalling won't get one out of the gym! (8, 7)
- 28. Enticed by part-time workers around the square. (6)
- 29. Fast mover for such a heavenly body. (6)

**Down**

- 1. Get into gear for a future wedding. (6)
- 2. Tear after secretary to find father. (6)
- 3. Principal returns unchanged. (5)
- 4. False trail we follow through swamp. (5)
- 5. Holes won't please the golfer! (6)
- 6. Lean over in France to catch what's being said. (6)
- 7. Use cooking pots wrongly and they'll break. (4)
- 10. Threaten to take away heroin is wrong - they'll beg. (7)
- 12. Deserters and Communists mix to bear fruit. (7)
- 14. Gunner went back with nothing for a row. (3)
- 15. Eastern Isle sounds racy! (3)
- 19. Joins the group. What a crawler! (6)
- 20. Rowing master between banks. (6)
- 21. 13's best feature? (6)
- 22. Thin cover up needs a polished performance! (6)
- 24. Sits around after going out. (5)
- 25. Look the same front and back. (4)
- 26. Scores a ten on the Isle of Man, establishing the principle. (5)

## WINNER OF THE CAPTION COMPETITION



The winner of the caption competition for the last edition of *The Lens* was JBC from Sound who captioned the picture (above) of Mary Green and Simon Olley

practising at one of ITN's juggling sessions: "ITN consultants work out the details of the Total Pay Plan."

Other entries worthy of a mention include: John Eklof, production facilities, with "I don't think much of this safe sex lark." Jamie Langton, from the weather department, with "I wish I had three balls!!!" Whilst The Winoes of the Links Department offered "Q: If you have a hockey ball in both hands what have you got? A: The total attention of the Irish PM" which

although it has nothing to do with the picture is reasonably amusing. Getting back to the competition, Bob O'Neill decided on: "Management, management, manager man! Up in the air goes the Total Pay Plan!" Meanwhile from Doug Fenner, in news information, we have "I would demonstrate but I can only do it on a paintbox."

The mysterious JBC should claim the prize of a bottle of wine from the press office. But to the runners-up - keep trying!

# HAPPY BIRTHDAY TO OUR BOARD SAILORS!

ITN boardsailing club is celebrating its first year of foundation, a very successful one with 37 members - more than 20 were complete beginners and have now passed the R.Y.A. proficiency award.

During 1989 regular club meetings were held at inland lakes and coastal locations, using hired equipment or members' own boards.

The first club sailing day for 1990 was held in early March, only six stalwart members braved the very chilly water at Bray Lake to try out the two new Bic Melody boards and rigs purchased during the Boat Show. These boards are ideal for club use and will be available to all members, for a modest sailing fee!

Bernie and Richard negotiated a 25% discount with Bic for purchase of its range. The RYA also kindly provided a copy of its latest video 'Towards the Limit', well worth watching!

ITN Club has generously provided £600 (in two lumps of £300), towards the purchase of two windsurf boards and lake membership. We received a total grant of £1,140 in 1989, which has helped to set us up well for the future. We hope that the 1990 membership will be equally enthusiastic.

A recent meeting decided on the following plan for use of the boards. Each board will be locked at the lake



ITN windsurfing upstanding . . .

and a member will produce an ITN I.D. card to receive the key from the lake manager, also signing a logbook. The charge will be £5 per board per day, which allows non-exclusive use i.e. if another member arrives it will be expected that you will share the equipment reasonably and also share the fee!

After use, members will ensure that the board is properly packed/locked securely and key returned. Wetsuits will have to be hired separately from the lake club, only £1 per hour.



. . . and sometimes not.

## Forthcoming events include -

- May* - Level 1 course for new members and possible event for 'Telethon'
- June* - Instructors course. Club sailing day.
- July* - ITN Club 'Water-sports Day', we hope to arrange a day of Water Ski-ing, Jet Biking, Canoeing and Competitions plus Barbecue.
- August* - Windsurfing in Cornwall.
- September* - World Championship in Penzance.

There's always something to interest family members at the club sailing events, so please get in touch with Richard Stokes (71.266) or Bernie Hill (2386) if you would be interested in learning how to windsurf.