

When we arrive at a paper-making enterprise, varied industrial equipment that has come to the plant from dozens of Soviet and non-USSR manufacturers has already been installed here and is in fact continuing to be installed. All of this, gathered in one production flow, is for the time being only so much lifeless metal. Into it we must breathe life, and set it in intelligent motion. Briefly, we must bend the power latent in this machinery and reckoned at many hundreds of kilowatts, to human will. This, then, is our task in industry. But are we up to the task?

A persistent tendency has developed in the last two decades: skills growth among maintenance personnel has lagged significantly behind the increase in the complexity of electronic equipment now in operation, and in electric drives.

Now, I can finally talk about our own woes. First on the list is the lack of handy, up-to-the-minute portable instruments and automatic recorders and devices for debugging. Next, the authorities have allotted us very little living space, so in recent years many talented specialists have left for other organizations. Or take the average age of troubleshooters. It is growing all the time and has now come up to 39 years. Nor does everyone get the frequent, long out-of-town assignments that they liked any more. Again, the unique experience that a troubleshooter accumulates in one place cannot always be used. And either a man's performance begins to slip, or he leaves.

We have, for the time being, solved this problem by organizing in our directorate a group for developing nonstandard electronic equipment for electric drives. This has to be done, and very