

Vision

July/August 68 No 50



House Magazine of Rank Xerox Mitcheldean Plant

A fantastic machine...



A. Hamblin

... that's what Mr. Charles Loughlin, Joint Parliamentary Secretary to the Ministry of Social Security and MP for West Gloucestershire, called our 3600 copier/duplicator at its launching ceremony last month. And the look on his face as Mr. Wickstead explains a point to him during their tour of the 3600 Department shows just how interesting he found it all. With them are Mrs. Wickstead and Mrs. Loughlin and, far right, Mr. Preece of Preece Payne Partnership, the Plant architects. What were they looking at? One of the many stages on the 3600's journey down the assembly line — such as that pictured on page 3.

SPACE

Our forward plan presents a challenging future. It is ambitious, and proposes over the next five years an exciting variety of new machines. It is also a hungry plan — hungry for space.

The forward plan demands about 50 per cent more space than we currently have at Mitcheldean. How to get it? That is the problem which has confronted me and my colleagues over the past year. Unless we could solve this problem, our forward plan and continued expansion would be in jeopardy. I am happy to tell you that we have succeeded. I could not tell you before now because the necessary approval (in the form of an Industrial Development Certificate) for the erection of a new building on the Mitcheldean site, and inevitable legal negotiations for the acquisition of space outside Mitcheldean, were only recently finalised. There were three potential sources of supply: Mitcheldean, Welwyn Garden City, and any available suitable space outside Mitcheldean. After protracted negotiations, we now have firm plans to meet our forward space requirements over the next five years as follows:

- 1 120,000 sq. ft. locally at the Gloucester Trading Estate;
- 2 100,000 sq. ft. hitherto occupied by Rank-Bush Murphy at Welwyn Garden City;
- 3 A new building of 212,000 sq. ft. to be erected on the one remaining undeveloped site at Mitcheldean.

The International Warehouse and Sorter Assembly have been sited at the Gloucester Trading Estate. The 100,000 additional square feet at Welwyn will be used for the expansion of consumables production and the assembly of the Computer Forms Printer. The new building at Mitcheldean will be a general-purpose building, and should be ready for use in 18 months' time. Readers of VISION will quite properly be mostly concerned with how the forward plan affects them, particularly the removal of the International Warehouse and Sorter Assembly to Gloucester, and the setting up of Design Engineering and Machine Assembly organisations and facilities at Welwyn. The Warehouse is already operational in Gloucester, and the Sorter Assembly should be transferred there in July/August of this year. Those of you already employed on this work have been advised of the terms and conditions of transfer to Gloucester.

The Sorter Assembly plan calls for a small number of semi-skilled and female assemblers additional to the current strength. Mitcheldean employees in this category have therefore been invited to volunteer to work in Gloucester before we offer the vacancies to suitable people in Gloucester. The setting up of Design Engineering and Production organisations and facilities at Welwyn is a much more complicated exercise and must be

carefully planned. For the sake of expediency and efficiency, these organisations at Welwyn will have a large measure of autonomy under the General Manager, Welwyn.

However, it is essential that the Design Engineering and Production output at Welwyn should not fall below the very high standards observed by us here at Mitcheldean. The Welwyn Design Engineering organisation must therefore operate within the overall Company design policy laid down by Chief Engineer Mr. A. S. Pratt. The Production Engineering organisation at Welwyn will for some time to come be guided by Mitcheldean.

This plan calls for a fairly rapid increase in the number of Design Engineering and Production employees in the immediate future, partly at Mitcheldean but mostly at Welwyn. Machine production and Design Engineering are both completely new undertakings for Welwyn. It will also be necessary for Welwyn to be supported temporarily by skilled Design Engineering and Production men from Mitcheldean, during the initial stages of machine production at Welwyn.

All this will mean a very big re-organisation of our remaining facilities at Mitcheldean. For example, the removal of the International Warehouse and Sorter Assembly to Gloucester means that we can expand our Machine Shop facilities at Mitcheldean. (The Stores and Goods Inwards will take over the space previously used as the Warehouse.) Reconditioning and Remodelling facilities too will be expanded to cater for a considerable increase in programmes.

It is also our intention further to increase our Design Engineering facilities to cater for our long-term needs. In conclusion, I would like to point out that we are at the end of our financial year; 1968/69 offers another challenge to each of us — let's all play our part!



[Handwritten signature]
 Director of
 Production and
 Supply Operations

INTRODUCING THE 3600

The 'launch' of the 3600 copier/duplicator on June 12 — when for the first time a national press conference was held at Mitcheldean — can go down in the records as a marked success. It attracted representatives from the national and local press, trade and technical journals and BBC and Harlech Television, with the result that the event received considerable press coverage and was screened on both channels.

The new print-a-second copier/duplicator, linked to a sorter, behaved impeccably for Mr. Mike Watson, Manager, Sales Training, who revealed its capabilities to the visitors at a demonstration held in the Development Laboratory.

Mr. F. Wickstead welcomed our guests and introduced Mr. Charles Loughlin, Joint Parliamentary Secretary to the Ministry of Social Security and MP for West Gloucestershire, and Mrs. Loughlin, who had kindly come along, and also Mr. Ron Walker, Director of Marketing Operations, Rank Xerox Ltd. Following the demonstration the visitors toured the 3600 production line and then were entertained to lunch in the Social Centre.

After lunch Mr. Wickstead announced the Company's major development programme — the installation of a second 3600 production line which is expected to raise production capacity by 80 per cent. within the next 12 months; the new two-storey building adjacent to 3600 Assembly on which work is to start this month and which will cater for both the manufacture of piece parts and for assembly work; and the leasing of further facilities on the Gloucester Trading Estate.

One of the main reasons for inviting Mr. Loughlin, said Mr. Wickstead, was to thank him personally for the work he had done not only for this Company but for the local community as a whole. In his turn Mr. Loughlin pointed out that without Rank Xerox the Forest might well have become a 'petrified forest'. It had provided some 2500 jobs and would, it was estimated, soon be providing a further 250.

Referring to the fact that more than 70 per cent of our Company's output is exported, Mr. Loughlin said: 'If other industrial units in this country were exporting to this extent, some of the problems we face in the external markets of the world would be solved.'

Mr. Ron Walker, opening 'question time', spoke of the structure of Rank Xerox and its policies. 'We change direction fast,' he said. 'This policy to move with the times is essential because change is going to come even more.'

Asked whether the Company was going to be able to maintain its present growth rates, Mr. Walker

replied: 'We have more competition today than we had even a year ago but the opportunities increase too. More is written today than ever. Modern management styles call for more communication.' He could see no end to this communication drive, he said, and our Company would be there to meet it. The addition of the sorter to the 3600 was only a step to complete automation of the equipment; the problems of collation and binding were a 'natural' for us to investigate in the near future.

Asked about the introduction of colour, Mr. Walker said that its use in the office of today was a subject of much debate. 'Its introduction would not present us with any formidable problems — the technology is with us — but we want to be sure that there is a market for it.'

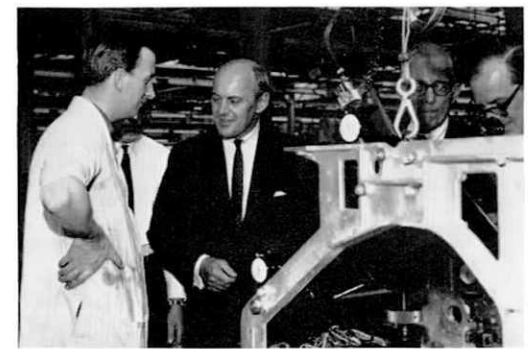
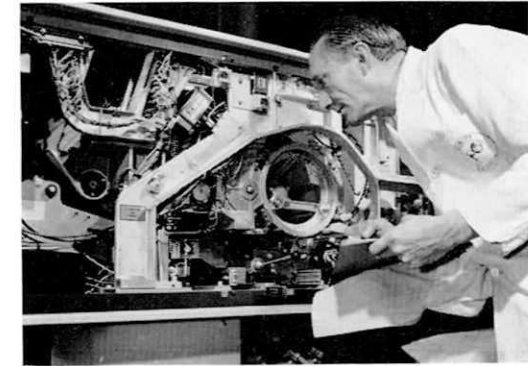


Photo: A. Hamblin
 About a week prior to the launch, Mr. C. Peter McColough, President and Chief Executive, and Mr. Felix G. Evangelist, Vice-President — Overseas, of Xerox Corporation of America visited our Plant. During this, his first visit to Mitcheldean, Mr. McColough discussed current trends and mutual problems with members of Management. Here he is pictured on a tour of the Plant talking to 3600 main line operator Mervyn Davies.



Quality control inspector Harold French makes complicated mechanical run checks at the end of the 3600 assembly line.

A look at the MODEL SHOP



New Supervisor

Don Peates, who has been appointed Supervisor of the Model Shop, joined the Company on October 1, 1945, as shop boy in the department when it was known as the Experimental Laboratory. He became foreman in August 1961. Apart from service in the RAF and brief spells in Inspection and Project Engineering, Don has spent all of his 23 years at Mitcheldean serving under Ray Camp.

He met his wife Maureen here (she used to work in Accounts Dept.) and they have two daughters. An LSA member for 11 years, Don has worked on the committee for some time and for the past two years has acted as hon treasurer; he is also vice-chairman.

It's an interesting point that the Model Shop can boast a high percentage of long-serving employees — Derek Bowkett, Eddie Fleming, John Linley, Bob Luffman and Geoff Phipps, apart from Ray and Don — almost half the total staff, in fact!

Visitors are often shown round our Plant these days, but in general the Model Shop is not included in the tour for reasons of security. Here a Very Imaginary Visitor is escorted by Don Peates round this department on the lower ground floor of Building 23 (Administration Block).

VIV: What exactly does the name Model Shop signify?

Don: Well, whenever there is a change or modification of design in any of our products, this is the place where sample models are made prior to production.

VIV: What sort of models?

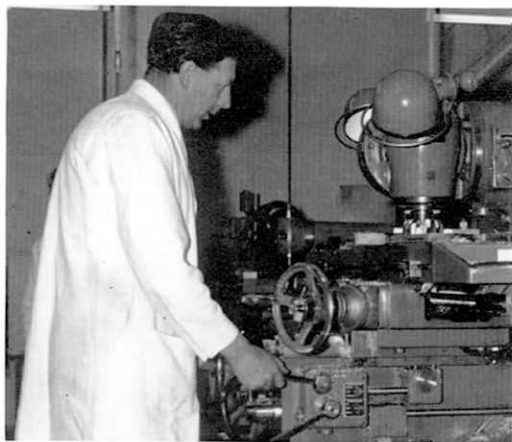
Don: Our work ranges from the making of simple components to the building of a complete prototype model.

VIV: And this can't be done on the normal production lines?

Don: No, because special skills are required and the 'model makers' who work here can turn their hand to any type of instrument or engineering work, whether optical, mechanical or electrical.

VIV: No one specialises in any particular work, then?

Don: We see that the work is spread around so that everyone has a fair crack at every aspect of



Derek Bowkett machines a casting on the Dufour universal milling machine.

model making. Before passing on the drawing instructions I discuss each particular job with the man who will be concerned with it and decide upon the best way to tackle the task. Once a man has been allocated an item to make, he does all the work on it himself, even though it may involve operating a variety of machines.

VIV: What happens if it is a large assembly involving a number of parts?

Don: In this case, the parts are shared out among a number of the men. As each part is finished it goes into our stores and when all the parts are completed they are assembled in our Prototype Build Area.

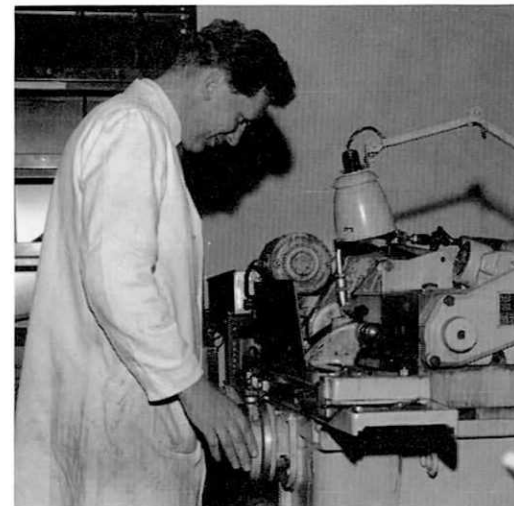
VIV: Where do they go after that?

Don: Completed models go back to the Engineering Department for testing and checking before production drawings are prepared.

VIV: The Engineering Department presumably issue the drawing instructions?

Don: Yes. The basic designs come from the USA and our engineering effort at Mitcheldean is primarily concerned with making changes to the design to render it suitable for use in Britain and our other markets. This chiefly involves adapting it to operate on 50 cycle power supplies instead of 60 as used in the States. The Model Shop is also

called upon to make experimental parts designed to ensure that the performance of Mitcheldean-produced machines meets the more stringent requirements, in many cases, of



Terry Duberley, who is now Model Shop chargehand, at work on a Jones & Shipman cylindrical grinder.



Graham Lockwood (left) and apprentice Keith Hinton doing sub-assembly on the CFP prototype model.



Bob Toomer turning an experimental fuser roller.

Photos: A. Hamblin

European and particularly Scandinavian countries.

V/V: Are you working on anything of particular interest at the moment?

Don: Much of our work is on the 'secret list' and the security aspect is something we have to keep



Les Harper machines a casting on a Bridgeport mill.

Photos: A. Hamblin

in mind all the time. But I can tell you that one job we are working on right now is the building of two CFP (Computer Forms Printer) prototype machines; these are devices designed to enable computer print-out to be reproduced and collated in a smaller and handier size.



At his workbench, Geoff Phipps checks a drawing prior to machining. Incidentally Geoff made himself that tool box behind the drawing.

Warehouse Winners

After a close and interesting game on May 18, International Warehouse emerged winners in the final of the Interdepartmental Skittles Competition, their score of 311 being just enough to beat Reconditioning's 307. Team and individual trophies were kindly presented by Mr. S. D. Keely, Production Manager. Thanks are also due to Des Haines and John Mould for organising the event. The winning skittlers are: (back row) Harry Pincott, John Notley, John Brown, Mike Brown; (front row) John Williams, Frank Beard, Ashley Wildin (capt.), Mervyn Taylor.

Photo: L. Laken



Post hasteners!

Those eleven dark green post-boxes installed at strategic points throughout the Plant for the benefit of adjacent departments are reported to be doing a good job. This new postal clearance system not only makes the collection of mail more efficient, but enables the post girls to make more frequent deliveries. The boxes can be used for internal or external mail and there are four collections a day which ensure that the mail is despatched the same day. Here post girl Gwynneth Bevan empties the collection box in Building 23 (Administration Block).

Photo: A. Hamblin



LSA LETTER

Having completed a 13 years' term of office as secretary to the LSA, Henry Phillips (Tool Inspection Supervisor) was appointed chairman at a special committee meeting on May 27. His successor as secretary is Miss Doris Barker (Design Office).

Earlier, at the annual general meeting held on May 6, Mr. Phillips had reported that the Mitcheldean association members now numbered 208, 40 of whom have completed 25 or more years of service with the Company. Retired members number 31. This year there were 29 new members; next year there will be approximately 18 people admitted to membership — and the year after nearly 50 will become eligible to join the LSA!

The President and Vice-President were re-elected, and the committee remain as before, except that Tommy Knight senior has joined their ranks.

Miss Doris Barker, reporting on the not-so-well members, tells us that J. Footitt and H. Evans are improving, while N. Barnett and A. Bevan remain much about the same.

R. E. Baker, H. Wintle, J. Currie and Mrs. M. Lark are now back at work after several weeks' sick leave.

Escorted by Sister Collins, Miss Kate Matthews and Miss Doris Barker, a party of 53 retired members and their friends thoroughly enjoyed the outing organised by the LSA on June 19. They went by coach to Bourton-on-the-Water, visited Birdland, then went on to Evesham for tea and a trip up river.

Security Officer

Photo: A. Hamblin



There was an unexpected stop at Cheltenham on the way out because of a burst tyre — and an expected stop on the way home at the Teddington Hands, Crossroads, for refreshments. Cigarettes and fruit were also handed out on the coach during the journey.

As the Company kindly provided the transport and tea, each member was able to take home a 'bonus' of 5s. from the funds left over from the proceeds of the raffle held at the LSA dinner.

George Fricker has the distinction of being our longest serving employee. On May 9 this year his years of service added up to 40, and in all that time he has had only three weeks' sick leave, apart from two spells in hospital because of broken bones!

A genuine Cockney, George came to Mitcheldean from London in 1941 and has been Supervisor of the Tool Room since 1946. Out of working hours he is a Nonconformist lay preacher.

Still Fishing

The Angling Club is still going strong, although the foot-and-mouth epidemic during the last season somewhat curtailed activities. The newly started 1968/69 season is to include various trips to Somerset waters in addition to the usual competitions, and some inter-club contests if these can be arranged.

The club is negotiating for a year's fishing rights on a stretch of the Wye near Huntsham Bridge, and the Sports & Social Club have agreed to meet the cost.

New members can be sure of a welcome, says secretary Jack Williams (Machine Shop).

Recently appointed Security and Fire Officer at Mitcheldean, Mr. Ronald H. Robinson is responsible to Mr. R. Brown, Works Engineer, for all aspects of security, fire prevention and gardening activities at our site. He will also co-ordinate the activities of the Volunteer Works Fire Brigade which operates under the direction of Mr. A. Cale (Machine Shop). Mr. Robinson was for 30 years a member of Gloucestershire Constabulary, serving throughout the county and retiring in 1964 with the rank of Inspector. During the war he was in the Special Investigation Branch of the Corps of Military Police. Following his retirement he took up an administrative appointment at Shire Hall which he left to join our Company. He lives near Pleasant Stile, Littledean, and has a married son of 24 and a younger son of 19 who, following in father's footsteps, has joined Gloucestershire Constabulary.

'When Mitcheldean first became part of Rank Xerox, there existed an enormous gulf between this Plant and the new set-up with its headquarters in London. It was "we" here and "them" there'.

Mr. Nigel G. Foulkes, Managing Director of Rank Xerox Ltd., speaking as guest of honour at the 15th Annual Dinner of the Mitcheldean Long Service Association on May 17, took the opportunity to explain why life has changed so fast and why Rank Xerox, and Rank Xerox at Mitcheldean in particular, has moved into a world in which there is no longer any place for 'we' and 'them'.

He felt, he said, that the members of the LSA at Mitcheldean—the only Long Service group of people in the whole of Rank Xerox — were entitled to hear from Mr. Law's successor something of the progress of the Company.

Mr. Foulkes pointed out: 'A great deal has happened since we first became associated with Rank Xerox — a great deal has happened even in the last 12 months.

'From 1961-66, which were what I call the years of the 914 honeymoon, the Company had a five-years' lead over the rest of the world.

'Then we had two products — the 813 and the 914. We only had to build them and sell them and people couldn't resist them.

'Then came the second stage which I think you can say started in 1967 and is now going on. We moved into a totally different world, a totally different business. You cannot strike oil and not expect other prospectors to sink wells. There are now dozens of others in the copying field.

'In addition, instead of having two products, we are broadening our range — and we are going to have more. So we not only have trouble with competitors, we have trouble with ourselves — our old machines compete with our new machines.

'Then there is a third consideration: we have moved into another market. Having staked out a claim in the copying market, we are now staging an attack on the duplicating market.

'Yet another dimension has been added to our business and Mitcheldean's headaches: machines continually get moved out and they have to be reconditioned, remodelled.

'There is also the question of size. When I joined only four years ago we had four and a half thousand employees; now we have 13½ thousand. We had a turnover of about 14 million at the end of June 1964. I won't tell you what it is this year as the City would like to know. Let's say it is four times as much! The problems of size we all know — we get top heavy, communications get bad, people can't hear each other because of the distances.

'What are the effects of this second stage? Some of the complacency has been knocked out of us.

COMPETITION— and what we are doing about it

I don't think there was much in Mitcheldean, but, as a company, a few years ago we were inclined to think our success was due to our own cleverness. We didn't give enough credit to the incredible audacity of the original idea — to rent the product on a monthly rental. We have about 100,000 machines all over the world — and that's our money locked up in them.

'Now we have a more difficult business. We know we have got to be smarter than our competitors. It has sorted the men from the boys and it has forced us as a company to be more professional, more competitive and more flexible.

Photo: A Hamblin



'What Mitcheldean has achieved is to a great extent your achievement' — Mr. Nigel G. Foulkes, Managing Director, Rank Xerox Ltd.

'During the last 18 months we have had shortages of parts and machines; we have had losses (that describes machines which have been thrown out from a customer because of competition, the customer's bankruptcy, etc.)

'What are we going to do about it all?

'During the last 12 months we have amalgamated all the technical, production, hardware, consumables and planning aspects into one big co-ordinated Division under Fred Wickstead — the Production & Supply Operations Division.

'I have just completed a streamlining and reorganisation of staff functions based in London in order to sort out who is supposed to do the long-range thinking in the next few years, and who is supposed to do the actual fighting — strategy and tactics, as the soldiers would say.

'We are greatly increasing the strength of the technical functions. We are putting a lot of money and men into computers. We are trying to improve our planning and forecasting. We are trying to put everything we have got into personnel and industrial relations functions. I really do believe that if the 13½ thousand people who work in Rank Xerox do not enjoy their work and do not understand why they are doing it, you

Photos: A. Hamblin



About 180 members and guests sat down to a most enjoyable dinner.

haven't got a company, you have a shambles.

'We are trying to develop a style, to show people we are a good firm to work for, that we have progressive ideas. A style based on a few simple principles: don't hog all the enjoyable work at the top, and don't work yourself to death — delegate. A style which believes in thinking ahead, having more than one plan, so that whatever troubles you run into, you have a chance of having anticipated them. A style which believes in plain speaking and plain dealing.

'By June 30 a lot of changes will have been completed. By Christmas we shall have reached a position where I hope to be able to look you in the eye and say that the Company is in as good shape, or better, to face its future as ever before.

'Where does Mitcheldean come in? Well, the engineering, production and supply activities of this Company are absolutely at the heart of the business. There are nine and a half thousand people in 19 operating companies who are installing and servicing and exploiting the machines. These rented machines depend on the Production & Supply Operations Division, of which Mitcheldean is the most important unit.

'The growth of this Company (and it has to grow) for the next two years depends on the 3600. All the other machines are holding the line, the ground we have already won.

'The people in London no longer think that Mitcheldean is some place out in the woods where machines grow on trees and every time we want another hundred, Fred Wickstead cuts them down like bananas!

'They know you are a vital part of this business operation. The people in 18 overseas companies outside the UK know how much they depend on Mitcheldean and how important this place is. Anyone who comes here from overseas goes back impressed by you and your work. There is no Division of Rank Xerox which thinks it can go it alone.

'In five years we have made ourselves a world reputation; now we have to fight like the devil to keep it. Every year the financial boys expect us to fall flat on our faces. Every year we prove them wrong and we get a bit more ahead, bigger, and better at our jobs.

'This has been a very hard year for all of us; we set ourselves certain targets but we have only got fairly close to them.

'This year's profits come out of the efforts of past years — not from the machines which have recently gone into the market, but from those put in in the years before. Next year has already been damaged by the fact that, as a company, we have failed to ship into the market the 2400s and 3600s we hoped to ship. This has hit us and next

year is going to be a pretty hard one and a strain on all of us. We have been slowed down in the duplicating market.

'I know that what Mitcheldean has done for Rank Xerox is something to be proud of. But the pace of change in this business is increasing all the time. New products come in faster, and the problems of next year are not going to be solved by using the same techniques or solutions used in past years.

'Every one of us has to tackle this essential question: how shall we organise our daily work so that our personal self-interest and the needs of the business push in the same direction and not against each other?

'Because I think you are an important group of people, I want to remind you that you can play a very important role in helping to work out new solutions to the new problems which are going to arise. I am grateful to you for inviting me, for what you have done, and for what you are going to do in the future.'

For Mr. Ray Camp, proposing a toast to the LSA, it was an occasion of some sadness, for this was

the last such toast he would ever propose as chairman. As he put it, 'In a short time I shall be put out to grass!'

The formation of a Long Service Association within this Plant was something that had always been near and dear to his heart, he said, and now at the end of 35 years with the Company he was able to take away with him the knowledge that the association was growing from strength to strength.

Proposing 'The Guests', Mr. Wickstead, President of the Association, remembered those members who had been ill during the past 12 months, and he extended a particular welcome to those 15 or so retired members who were present at the dinner. Mr. Southorn, Works Manager at Rank Taylor Hobson, Leicester, replied on behalf of the guests.

Raffle tickets were sold after the dinner to raise funds for a summer outing for retired members; £26 was raised and a report of the outing appears on page 7. The company spent the remainder of the evening with their guests in the Ballroom, where the latter had previously been entertained with a film show and served with refreshments.

Photos: A. Hamblin

25-YEAR AWARDS

At the dinner Mr. Foulkes presented awards for 25 years' service with the Company to those whose pictures appear here.



'Iris' Stanton (Machine Shop, Milling Section)



Joe Bennett (660 Assembly Stores)



Phil Cleal (Machine Shop Supervisor)



John Everall (3600 Machine Shop)



Len Hart (in charge of Training School)



Eric Knight (Supervisor, 3600 Department)



Jim Slade (Production & Supply Planning)

HOME MARKET

For Sale

New all-weather Pedigree pushchair, completely foldable, with large hood. Navy with white interior. £5. Apply: S. Fox (Purchase Office) or 'Delamere', 16B Church Road, Cinderford.

Bex-Bissell Shampoo Master (double-action) — £3 ono. Replies to: Mrs. E. Thomas, Design Office Print Room.

Treadle sewing machine, table top model, easily adapted to electric motor. Good condition, £10 ono. Apply: F. Bell (Gate Police).

Square modern parrot cage in good condition, less than a year old. Any offers to: J. Cruickshank, Data Transmission Section, Production & Supply Planning (ext. 183).

Wanted

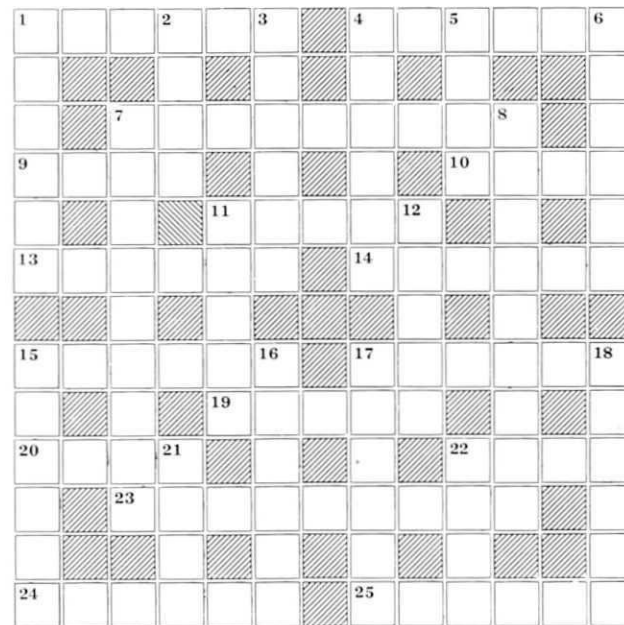
Bicycle for six- to seven-year-old. Replies to: Mrs. M. Fowler, Tree Tops, Plump Hill, Mitcheldean (Drybrook 415).

ACROSS

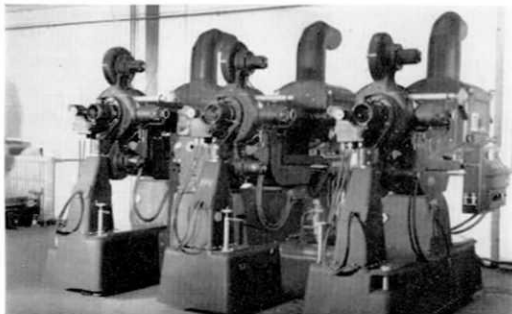
- 1 Jumping season? (6)
- 4 It follows 1 across — get your raincoat out. (6)
- 7 Entirely trustful. (9)
- 9 You must go on the stage to find such a silly man. (4)
- 10 That 1 across feeling? You must do something about it. (4)
- 11 Nothing new — it's existing. (5)
- 13 From the behind it gives you a turn. (6)
- 14 Serious learner can be kind of rash. (6)
- 15 Sale of mixed junk. (6)
- 17 Geometrical fish-man? (6)
- 19 In them endless arguments it is correct (even if the grammar isn't). (5)
- 20 Army pill number. (4)
- 22 Sounds like a man from the Irish bog. (4)
- 23 Unreasonable instruction from a high authority? (4 & 5)
- 24 Score less than a century. (6)
- 25 Describes Wednesday's child. (6)

DOWN

- 1 Vocal sewing machine. (6)
- 2 Smooth and hard. (4)
- 3 Old-fashioned governor. (6)
- 4 Where to go when told to get off the line. (6)
- 5 Fare-list for both of us? (4)
- 6 Show about a dead calf. (6)
- 7 Often salted away in a cellar. (9)
- 8 He goes from here to there. (9)
- 11 Beautiful woman — give her a ring. (5)
- 12 After this, mother's and father's mother and father. (5)
- 15 When I was single, my pockets did (6)
- 16 Use, like a boss. (6)
- 17 Sainly Scot with a famous golf course. (6)
- 18 Sell — about a litre. (6)
- 21 Every one. (4)
- 22 Sounds like a mountain dog, but he's not that high. (4)



RAY CAMP Reminisces...



The triple projector which is still in use today at Pinewood Studios for producing background films.



Experimental Department about the mid-1950's. Recognise the faces?

With the start of the last war, the Laboratory Workshop took on Government contract work, making searchlights and naval instruments. Then Mr. Law undertook the manufacture of fire control instruments (TFD) and, because it was one of the conditions of the contract that these were made outside London, the directors looked for a suitable location and eventually decided on the old brewery site at Mitcheldean.

The Services contracts were brought with us to Mitcheldean and hundreds of the L.516 16mm sound projectors were made for the Army and Air Force during the war, as well as submarine plotting tables and searchlights. A small quantity of spares for our own cinema projectors were also made during this period.

The Mitcheldean factory belonged to BAF, but the Maltings were leased to the Ministry of Food and couldn't be used until the war was over. 'We had some marvellous rats over there! Big as cats. Frank Sekinger used to come out with his rifle and pick them off during lunchtime!' recalls Ray.

After the cessation of hostilities, Lord Rank (then simply J. Arthur Rank) took over Gaumont British, which included BAF. His aim was to re-equip Pinewood Studios in order to make better films, and Mitcheldean was given the job of making the background process projection equipment.

The outcome was a unique piece of apparatus — a triple projector — for the design and manufacture of which Ray Camp and Peter Summers (now in Design Engineering) were jointly responsible. This projector was delivered to Pinewood Studios at Christmas 1948 and is still in use there today.

Television began to develop rapidly and quite a deal of work in the Experimental Laboratory (for that was the department's new name) was in connection with 16mm TV projector equipment which was designed for Marconi's at Woodger Road under Mr. Pratt's leadership.

'In fact,' says Ray, 'the only successful fast pull-down 16mm storage camera for TV performances in the world was designed by BAF and made here at Mitcheldean for marketing by Marconi.'

In taking on Bell & Howell work about 1946-7, Experimental was involved in a considerable amount of manufacturing of professional printers and splicers and, subsequently, of magnetic projectors and cameras. In the course of his work, Ray made numerous suggestions for detailed improvements to these products, resulting in the creation of the 640 and 644 magnetic and photographic projectors.

With the changeover to Xerox, the Laboratory was given the job of constructing the first 914 machines. 'We had all the drawings from the States,' he says, 'and we had to make every item ourselves except for the drum and a few

consumables which came from the USA. 'The first 914 machine we produced was sent round to exhibitions to fill our order books, which it did to an embarrassing extent!'

It was not only on the production side that Ray proved a source of inspiration. One of the founders of the Mitcheldean Long Service Association, he chaired the inaugural meeting in 1953 (with him on that memorable occasion were Bob Baker, Jock Currie, Tommy Knight senior, Taffy Morgan, Bernard Smith and Ron Wigglesworth), after which he took on the job of secretary. For the last five years he has been chairman, but, in or out of office, he has always taken a great interest in the activities of the LSA — an interest which he hopes to maintain after his retirement.

1953 also saw Ray become chairman of the Mitcheldean Sports & Social Club, and he has filled this position ever since! The first thing he did was to give the club a constitution. He also applied to the directors for the use of the Club House which until then had been used as a private residence, and with his own hands built the original bar.

Such an enterprising character as Ray is not likely to be at a loss on his retirement. He and his wife Edna have a married daughter Jean who has given them two grandchildren. They also have a married son, Robin, who lives in Amherstburg, near Windsor, Ontario. For some years Ray and Edna have been looking forward to visiting Robin, and this September they are making the trip at last.

While over there Ray hopes to contact Laurie Miller who came to Mitcheldean from Woodger Road all those years ago as Ray's foreman, subsequently emigrated to Canada and now lives in Toronto.

Back home, Ray has various hobbies to keep him occupied. He is a keen gardener; he is interested in chronometry and not only mends but makes clocks for his family; he also likes making furniture, and doing the odd bit of carving. He has a keen appreciation of classical music, particularly opera, and used to enjoy painting land and seascapes.

'I may take it up again,' says Ray, 'if I get browned off'. But we can't see much likelihood of that!

On June 29 a party of Rank West London Sports & Social Club members visited Mitcheldean. They had lunch with us, toured the Forest of Dean and after tea were entertained in the Social Centre. During the evening Mr. F. Wickstead, in his dual capacity as President of both the Sports & Social Club and the Long Service Association at Mitcheldean, presented Ray Camp with a tape recorder on behalf of the Club and a portable television set on behalf of the LSA.

Ray Camp, Manager of the Model Shop, retires this August at the end of 35 years with the Company. So much of his career has been bound up with the Model Shop that to outline the department's history is to outline to a great extent his own work and achievements.

'We shall certainly miss his ability as a model maker,' said Mr. A. S. Pratt, Chief Engineer of Rank Xerox Ltd. 'He has always been a prolific source of ideas, some of which have led to significant improvements in the Company's products.

'For example, he provided the inspiration for the mechanical miss detector now incorporated in our 914 and 720 models — a device which shuts the machine down in the case of failure of the puffer. The English and metric paper tray for the 914 and 720 was also his idea.'

A gifted engineer, Ray gained his technical training at Leyton Engineering & Technical School — now part of the South-East Essex Technical College (where incidentally Mr. C. W. Hotchen also received his early training). His father having been killed in action in 1917, Ray was sponsored by the Drapers Company who ran a special scheme for helping children of war widows. They paid for his apprenticeship to the firm of Henry Hughes & Son (now Kelvin Hughes) who had long-standing traditions in the manufacture of land, sea and air navigating instruments. The sponsorship also included £10 in gold and the Freedom of the City of London!

During his 13½ years with Henry Hughes he designed and patented a navigating compass for high-speed speedboats and aircraft. He left to work with S. G. Brown, specialists in gyro compasses, until 1931 when he went to work in the experimental department of HMV (now EMI).

About 1933 he joined British Acoustic Films at Woodger Road. Their Laboratory Workshop, as it was then called, had come into being with the advent of sub-standard (16 mm) sound film, and the Company was designing, assembling and testing the 'Grosvenor' projector which used to be rented out to customers. At that time BAF manufactured nothing at all, everything being sub-contracted.

'Not many people realise,' says Ray, 'that BAF were concerned with the opening of television at Alexandra Palace in 1936.' The equipment which was to record the Postmaster General's speech at the opening was made by Logie-Baird (who were part of the Gaumont-British group at that time) and recorded both sound and picture. Because the sound system was poor, Woodger Road were called in to put it right and, recalls Ray, 'we worked all day and night completely rebuilding the soundhead, and the official opening of the TV studios was recorded on the fruits of our labours!' This machine is now believed to be in the National Science Museum.

Putting **YOU** in the picture

Births

Ryan, a son for Clarence Games (Maintenance), on March 10.

Gary Roger, a son for Roger Brookes (3600 Assembly), on March 20.

Simon Richard, a son for Royston Taylor (Project Engineer), on April 26.

Julie Alison, a daughter for Mrs. Mary Smart (formerly 720 Assembly), on May 30.

Stewart James, a son for Roy Love (Design Engineering), on June 16.

Engagements

Miss Bernice Tinton (Design Office) to Roger Roberts on April 13.

Gordon Meek (3600 Supervisor's office) to Miss June Burson on April 14.

Richard Wood (720 Assembly) to Miss Linda Benyon on May 17.

Sorry !

We regret that the announcement of the engagement of Miss Pat Tudor (3600 Assembly) to Gilbert Meek (stacker driver) made in our last issue was incorrect and resulted from our being misinformed. Apologies to those concerned.



Mr. and Mrs. R. Davies. (R. L. Evans)



Mr. and Mrs. R. Griffiths. (Walbrook Photography)

Weddings

Miss Carole Pitt (Capital Section, Accounts) to John Boseley (International Warehouse), at St. Michael's, Mitcheldean, on June 1.

Miss Maria Beard (Production Control, Reconditioning) to Roger Griffiths (3600 Assembly) at St. Michael's Church, Mitcheldean, on May 11.

Neville Little (Carpenters Shop) to Miss Monica Greenway at Ross Parish Church on May 27.

Miss Maureen Simmonds (Design Office Print Room) to Robert Davies (Electrical Laboratory) at Christchurch, Coleford, on June 8.

Miss June Partridge (secretary to Dr. P. Sarkar, Computer Services Manager) to Keith Knight at St. John's Church, Cinderford, on June 15.

Miss Valerie Weaving (Punch Room, Computer Services) to Jeffrey Hale (3600 Assembly) at

St. Stephen's Church, Cinderford, on June 29.

Tony Palmer (Computer Systems) to Miss Patricia Rhodes at Ludlow Parish Church on July 27.

Miss Margaret Woodhead (Design Engineering Reception) to Richard Fisher at St. John's Church, Coleford, on August 3.

Miss Ann Hale (Design Office Punch Room) to Paul Leaver at the Forest Church on August 17.

21st Birthdays

Peter Delaney (apprentice) on April 30.

Robert Beard (Purchase) on May 11.

Miss Ann Hepburn (Purchase) on May 21.

Miss Celia Jones (720 Assembly) on July 8.

Retirement

Mrs. Florence Leach (720 Inspection) on June 14.



Mr. and Mrs. J. Boseley. (R. L. Evans)



Mr. and Mrs. B. Fisher, whose wedding was reported in our last issue. (R. L. Evans)

Apprentice Activity

About 28 apprentices visited the Filton Division of the British Aircraft Corporation, Bristol, on June 12 to see the assembly of the Concorde prototype aircraft 002 and the first pre-production aircraft Concorde 01.

Next big event in the apprentices calendar will be their Annual Dinner and Presentation which is to be held in the Social Centre on September 6.

First Aid Successes

For the first time apprentices from our Plant entered for the St. John Ambulance Association examination, and all four of them passed. The boys, all in their first year, were: Roger Miles, Colin Brickel, Andrew Phillips and Gary Rogers, the three last-named taking the test as part of their Duke of Edinburgh Silver Award course.

Other Rank employees who successfully took the examination on June 10 were: Mrs. D. Bullock,

(secretary to Mr. G. Linley), D. Beard (PED), A. Cale (Machine Shop), L. Fisher (Design), A. Meek (Reconditioning), E. Paddock (First Aid), H. S. Phillips (Tool Inspection Supervisor), R. Rawlings (Machine Shop) and J. M. Stephens (660 Inspection).

CROSSWORD SOLUTION

ACROSS: 1 — Spring. 4 — Summer. 7 — Confident. 9 — Goon. 10 — Urge. 11 — Being. 13 — Rudder. 14 — Gravel. 15 — Jumble. 17 — Angler. 19 — Emend. 20 — Nine. 22 — Peat. 23 — Tall order. 24 — Eighty. 25 — Woeful.
DOWN: 1 — Singer. 2 — Iron. 3 — Gaffer. 4 — Siding. 5 — Menu. 6 — Reveal. 7 — Condiment. 8 — Traveller. 11 — Belle. 12 — Grand. 15 — Jingle. 16 — Employ. 17 — Andrew. 18 — Retail. 21 — Each. 22 — Peke.

Trip to the Towers

Alton Towers, near Stoke-on-Trent, has been chosen by the Cine & Photographic Club for their summer outing this year. They plan to go on August 25. Later in the year cine films and colour slides taken on the outing will be judged and prizes awarded for the best entries.

Earlier, on May 14, the club held their annual general meeting. All the officers were re-elected as follows: *Chairman:* Cyril Jamieson (Quality Control); *vice-chairman:* Miss Doris Barker (Design Office); *secretary:* Robin Berks (Factory Engineering Order Dept.); *treasurer:* Larry Sterrett (Project Engineering). Members of the committee are: Miss Yvonne Hart (secretary to Mr. A. S. Pratt), Lionel Fisher (Design Engineering), Bill Gosnell (Spares Packing), Ira Griffin (PED), Tony Hamblin (Works Photographer), and Dennis Robbins (660 Inspection).

Mr. Bernard A. Moger

We regret to have to record the death on May 24 of our former Security Officer, Mr. Bernard A. Moger (aged 64) at the Dilke Memorial Hospital. 'Bunny', as he was affectionately known, was a great personality and he bore his long illness with fortitude, writes Bob Holliday (now Mail Room) who had been his second-in-command ever since Bunny came to Mitcheldean from Mortimer House in London in 1959.

Ex-regular Army, he was a member of the RAOB and of the British Legion, and there was a strong contingent from the latter among representatives of the Company at the Requiem Mass held on May 29 at Blaisdon Hall. Bob Holliday, Les Tuffley (Tool Room) and Roy Morgan (Machine Shop) were among the pall-bearers, Bryant Lampshire (720 Assembly) and Eph Evans (Tool Inspection) acted as standard-bearers, and trumpeter Neville Edmunds (Work Study) sounded the Last Post and Reveille. Bunny leaves a wife and eight children, four of whom are married.

Keeping on their toes

The Ladies' Keep Fit Club maintained their reputation as champion fund raisers when their Annual Charity Dance, held on May 11 in the Social Centre, produced £150 for the North Gloucestershire Hydrotherapy Unit Appeal Fund. Acknowledging the cheque, Major H. E. Horton, Appeal Fund Chairman, wrote to Mr. F. Wickstead, President of the Keep Fit Club: 'What a magnificent effort! The amount of work that your Keep Fit Girls must have done should excuse them from compulsory exercises for at least a month!'

Thanks are also due to those who provided the cabaret — the Elizabeth Corney School of Dancing, Lydney, and Basil Walker (Paint Shop) and his wife Olive who gave an Old Tyme Dancing display; to the local tradespeople and suppliers who donated generous prizes for the bumper draw, ranging from a bottle of Scotch to a canteen of cutlery; to Miss Kate Matthews (660 Inspection) who sold over 2,260 tickets for the draw; and to our Plant Accountant, Mr. J. C. C. Woods, who made a masterly Master of Ceremonies.

The Rank Ballroom Dancing Club too are keeping on their toes! A number of the members are practising for medal examinations which they will be taking this summer. Last February they invited members of other classes from Gloucester, Cinderford, Huntley and Leominster to our Social Centre once again, and a very successful evening was enjoyed by a hundred or so enthusiastic dancers.

Incidentally, the club members have said how much they appreciated the change of band when they encountered the 'Blue Ramblers' at the Ladies' Keep Fit Annual Charity Dance.



Part of the Elizabeth Corney School of Dancing display. Incidentally, all the pupils taking part had learned that very day that they had passed their recent examinations.



Basil and Olive Walker.

Photos: A. Hamblin

