

Vision

Jan/Feb 70 No 59



House Magazine of Rank Xerox Mitcheldean Plant

They've had nearly four hours of fun and food at the annual children's party, held this year in the Social Centre on December 13. Now, clutching their presents from Santa Claus, they are ready for the bus ride home — and, by the look of it, they intend to keep the party going all the way! (See pp 8/9.)





*A special message from the
Director of Production and
Supply Operations*

THE NEW AGREEMENT

This is the time of year to review the past, and take a look at the future and at changes in the control of the Organisation. It also happens to be the end of one year and the beginning of another.

You will have read of the new agreement between Xerox Corporation and The Rank Organisation concerning the future operations of Rank Xerox. As you can well imagine, it will take some considerable time to sort out the details.

In the meantime, I would like to assure you that it is our intention at least to maintain current

conditions of employment and, provided that we can continue to prosper, to do everything we possibly can to improve them.

I am sure you will understand that the new agreement provides you and me with yet another challenge, and opens up further opportunities for us all. Therefore, whether you be an employee with many years of service, or one who has recently joined us, rest assured that the present is taken care of and that future opportunities are great!

I hope that you and yours had a very happy

Christmas, and I wish you all a healthy and prosperous 1970. Thank you for what you have done for the Company during the past twelve months.

article about the agreement between Xerox Corporation and The Rank Organisation and the opportunities for the future.

As a newcomer to Rank Xerox, who had watched the spectacular growth from outside, I am pleased to be at Mitcheldean at the beginning of a new and exciting period in the development of this outstanding organisation.

We have one of the finest factories in the country which stands here as a tribute to the enterprise which has so characterised Rank Xerox in its years of dramatic growth.

I find it extremely interesting that so much emphasis is being placed upon communications within our organisation. It is most important that decisions and policies are adequately communicated.

With the development of the Productivity Campaign, a number of Joint Working Parties have been established and various methods of communication developed. This must continue.

Participation — which has been the watchword for twelve months past — implies that everyone is

given the opportunity of making their point of view known, both to their colleagues and to the Management. It also provides for Management ideas to be quickly communicated in the opposite direction.

This house magazine VISION is just one of the ways to ensure that all are well informed about developments within the Rank Xerox organisation.

During the course of the next few months I intend to do everything possible to strengthen and improve our communications by using both formal and informal meetings, and making maximum use of our notice boards and other communication media.

In a factory as large as Mitcheldean, employing about 3,000 people, it is most difficult to get to know everyone personally; nevertheless, I shall give much thought and attention to becoming known to, and getting to know, as many of you as possible.

I am looking forward to a most interesting and inspiring time here in the Forest of Dean.



D. R. Portman

*Deputy Director of
Production and Supply Operations*

A MATTER OF COMMUNICATIONS

Mr Wickstead mentioned in his contribution to the last edition of VISION that that would be the last occasion on which he would be writing regularly for our Mitcheldean house magazine. However, events have a habit of happening quickly in our organisation and the developments last month are so important for us that he has written a brief



Pictured in the garden of Mr Kobayashi's house in Tokyo are (left to right) Mr J. M. Thomas, company secretary, Rank Xerox Ltd., Mrs Kobayashi, Mr S. Kobayashi, president of Fuji Photo Film Co. Ltd. (who own Fuji Xerox Co. Ltd. jointly with Rank Xerox), Mr Wickstead, and Mr Kobayashi's daughter-in-law whose little girl is seen holding her grandfather's hand.

Below: Inside the house, seated Japanese style.



Mr F. Wickstead, Director of Production and Supply Operations, gives us a

GLIMPSE OF JAPAN

The Editor asked me how I got on during my recent trip to Japan. What were the highlights of my visit? Did I find Japan different this time to what it was on previous visits? How do the people of Fuji Xerox view their association with Rank Xerox?

During the long flight over the pole *via* Anchorage, Alaska, I had an absolutely first-class view of the oil well area that has recently had so much publicity in the papers. It is a really rugged country, with thousands of mountainous peaks. My word! I shudder to think of laying a pipeline in that terrain.

On arrival at Tokyo, I was met by representatives of the Fuji Xerox Directors, and the Design and Manufacturing functions. Some of them had motored for an hour to an hour and a half each way, just to pay their respects. I wonder if we would be prepared to do that!

I stayed at a modern hotel adjacent to the American Embassy in Tokyo. The service was superb — but very costly. Fresh orange juice cost 800 Yen, which is nearly 19s. so you can guess what some of the more unusual things cost.

During the whole of my stay the weather was delightful — round about 70°F. (Sorry! I should have said 20°C).

In Japan, as in England, you don't know whether to refer to metric or English measurements, centigrade or fahrenheit. You also don't know whether to drive on the left or right hand side of the road. In fact, Japan is still the same as us, but their roads in the cities are so congested that you

really don't know whether you are coming or going. Costs in Japan vary considerably, but housing is terribly expensive. In the desirable suburbs of Tokyo, the cost of a plot of land about the size of one in a modern semi-detached building site in the UK costs as much as five times the value of the house.

Western-style hotels are expensive, but most everyday goods cost about the same as they did when I was there two years ago.

This is because, although salaries are rising at the rate of 15 per cent per annum, productivity is also increasing. Many people still work a five and a half day week, but there is a tendency to reduce the working week.

It is quite unusual for the average Japanese, including those of the upper-middle class, to take more than two or three days' holiday at a time. They rarely go away with the family for two weeks' holiday. Probably no more than 5 per cent of the population get away for a week at a time. There are, however, many official holidays of one day, and the total holiday entitlement is about 75 per cent of ours.

The Japanese are determined to be in the forefront of education. Over 80 per cent of the students continue with full-time education beyond 18 years

of age. This high percentage is comparable with most educationally advanced countries in the western world.

Tokyo is growing at a tremendous rate. It has the highest population of any city in the world. During the last three years, many miles of through-ways have been built in the city. Main streets are being dug up to accommodate an underground railway, and overhead roads of cantilever construction carrying two lanes of traffic each way and with the inevitable intersections and crossovers, are already in use.

The city is no longer one of wooden structures and single-storey buildings — it already has a number of 20-storey buildings. The Fuji Photo Film Building is on high ground, and therefore rises above the tallest building (a hotel) in Tokyo. A new 40-storey building is under construction.

Earthquakes are always a threat, but it will need one of abnormal strength to destroy modern buildings. An earthquake of this strength is expected within the next 30 years, but this does not stop the Japanese. They say they cannot afford to stay still for 20 to 50 years.

The geisha houses and clubs in Tokyo seem to be thriving better than ever, and no doubt the entertaining allowances received by Japanese business men have a lot to do with this. It is a pity that, apart from weddings and on formal occasions, few Japanese girls now wear the traditional dress.

As for Fuji Xerox, it is going from strength to strength. The company is in the course of building an entirely new consumables plant at Takematsu, which is near the original Fuji Photo Film Plant about 30 miles west of Tokyo. The

Iwatsuki Machine Assembly Plant is going through a phase of continuous expansion such as we have had at Mitcheldean. In fact, it is now necessary to look for an entirely new site to accommodate future requirements.

I was very impressed with the enthusiasm of the Fuji Xerox engineers at Iwatsuki. In fact, I found the Japanese generally to be a creative, industrious and dedicated people, with an urge to share some of the advantages of the western world.

On reflection, I wonder if, in 20 years' time, they will wish that they could go back to the traditional way of life of yesteryear.

Paying their first visit here on November 26 were Mr R. Conn (standing) and Mr Kawasaki, executives of Nissho-Iwai Co. Ltd., shipping agents of Fuji Xerox. Here they are discussing delivery schedules with Mr H. Berry, Manager, International Distribution Centre, Gloucester, and his deputy, Mr B. J. Ferriman (far left). Accompanied by Mr Berry, the visitors spent the following day at Mitcheldean and had consultations with Mr D. Shryane, Mr J. W. Evans and Mr J. Hankin concerning supply to Fuji Xerox.



Links across the Atlantic

To provide a closer Rank Xerox link with Xerox Corporation Supply Planning, and help with new model pre-production co-ordination and procurement activities, Maurice Pask is going to the USA this January. He is taking his family and will live for a year in the Rochester district. Maurice has been at Mitcheldean for 14 years, for the last four of which he has been working in Purchase Department as electrical components buyer.

This is the first such appointment from the Supply side of our Division. But quite a number of men from Design and Production Engineering have spent various periods with Xerox over the past five years acting as liaison engineers, studying manufacturing methods, familiarising themselves with new products and so on, and where the length of stay has justified it, they have taken their wives and families with them.

Roger Pratt recently returned after a year in the States as Rank Xerox resident engineer. He followed Ray Pyart and Dennis Bendall, and Ron Boakes went out to replace him. Brian Lewis has also returned recently, his place as PED liaison engineer having been taken by Sid Palmer.

Two other engineers crossed the Atlantic at the beginning of November — John Vines of Reliability and Stewart Jones of PED, both of whom have been seconded to Xerox for a 12-month period. So Maurice will not be entirely on his own in his new assignment although his task will be in a different work area on the vast site at Webster, near Lake Ontario, which is about 12 miles outside Rochester — and hundreds of miles from New York City!

We hope to tell you something of what it is like to take up temporary residence in the States and work at a Xerox Corporation plant next time.

**A lighthearted look at a very serious subject
by Scott Shaw of the Fire Protection
Association**

The bloke now leaving through the roof is Bill Hotbottom, calling at Gloucester General Hospital and Yew Tree Brake Cemetery. Drinks and light refreshments will be served at his funeral.

Poor Bill. He knew about the 'no smoking' rule in the paint shop, but the temptation was too great. What was all the fuss about anyway?

Paint doesn't burn unless you put a blowlamp on it. Striking a match couldn't do anything.

He still had the surprised look on his face when they buried him. Vapours from fresh paint can be as explosive as dynamite — hence Bill's quick exit from this life.

All right, it never happened at Mitcheldean Plant. Bill Hotbottom is a fictitious character.

Or is he? Perhaps there's a close relative of his lurking somewhere, maybe at the next bench, or sitting in the desk behind you. Perhaps you're one yourself.

How about the ones working amid a potential bonfire — the packing section? Packing materials are notorious for fires. In Burnley, Lancashire, last year, the storage and despatch building of an electrical appliance manufacturer was gutted in a fire which cost £1,175,000.

The risk was obvious — cardboard cartons, just waiting for a match or cigarette end to send them up, thousands of pounds' worth of goods awaiting despatch. The building became a fire bomb. In about ten minutes, all the contents of this 600-foot-long building were alight. Another ten minutes and parts of the walls were beginning to

HOT STUFF!

collapse. There was nothing left worth reclaiming.

The production section has its risks, too. Acetone and oil, metal particles and oily rags are ready, willing and able to give you a hot time if given half a chance. You'd be a real trail-blazer. Galloping through the shop, trailing flames, smoke and charred overalls, you could cause quite a stir.

Of course, offices are as safe as houses. Except that houses are pretty high up in the league when it comes to fires. Paper, files, desks — they all burn. You could have a grand old blaze going in no time.

One of the most valuable and important pieces of equipment at Mitcheldean is the computer, worth between £250,000 and £300,000, according to Mr Jack Bonney, Data Processing Manager. A fire here, he says dryly, could cause 'a lot of inconvenience', even allowing for the fact that he keeps spare records in another building.

The last fire at Mitcheldean Plant, says Fire Officer Tony Cale, was 'about ten years ago' when some fat caught fire in the canteen. Ten years without a fire is an excellent record, and reflects credit on everyone at Mitcheldean, but don't be complacent. How can you keep that record? Simple — be 'fire-conscious' — learn to recognize potentially dangerous situations, and remove them.

Wherever you are, whatever your job, all around you there are things that will burn. In textbook terms, fire occurs when combustible materials and a source of ignition are brought together. So keep them apart!

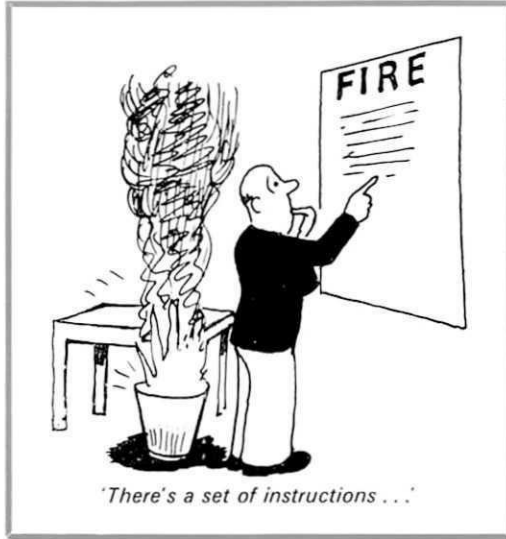
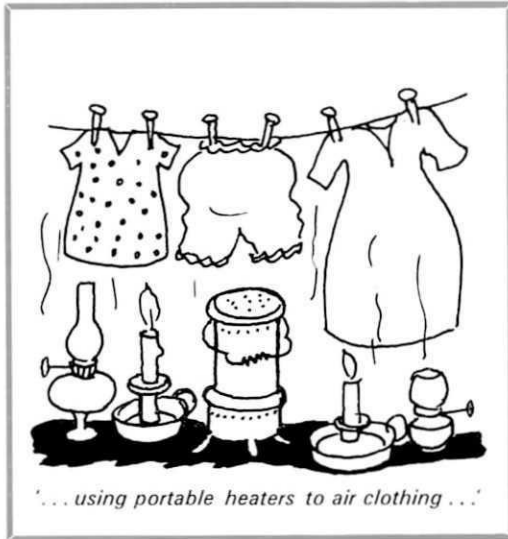
Dropping cigarette ends into waste bins, using portable heaters to air clothing, smoking when using thinners or cleaning fluids; these examples may not be typical of Mitcheldean, but look around — there's probably somebody taking a risk.

Suppose someone takes a risk and loses — do you know what to do in case of fire? Think a minute. Do you reach for an extinguisher and try to fight the fire, or do you ring the gate police? What about evacuation? And which way do you go to escape, anyway?

Doubtful? Well then, find out — now. There's a set of instructions on the wall not far away. Read them, make a note if it helps, ask Tony Cale if you're still unsure — but *find out*.

Ignorance means panic if the worst happens. It's too late when the fire's started. A big fire, like nothing you've ever seen. Glass cracking. The whole building thundering with the roar of flames. Everything bathed in a fierce yellow light. The air's hot, very hot. You can't shout because your throat's closed up. Everything starts to go dark, you can't breathe

Cartoons by Max



A Voice from The Wilderness

Mr Brian Cave, MA, BBIol, Warden of The Wilderness Field Study Centre, Mitcheldean, writes us that he is building up a library of information concerning the history, geography, geology and biology of the Dean and neighbouring areas. If anyone has information, old photos, etc., they can offer, he will be very grateful.

He also mentions that as a newcomer he is 'dispirited by much that I see in an area which should be one of outstanding beauty'. He would like The Wilderness to act as a focus for environmental conservation and he is offering facilities for study and meetings.

The Warden is, he says, very conscious of the good relations he has with our Company. He has met a number of people in the Plant who are concerned about amenity in the Forest, and if a group of them would like to meet him, a time could be arranged to suit them.

Lost

Ronson windshield-type gas lighter. If found, please return to: D. Williams, Internal Transport, Bldg 32.

Found

They were rolling back the turf inside the Cinderford football ground in preparation for the deer roast — one of the Bank Holiday carnival events last September — when someone saw something shining in the earth. On retrieval this proved to be a 6 inch steel rule, in perfect condition, and bearing the name and clock number J. Eales (2981).

If anyone recognises this as their property, will they please contact Frank Beard at the IDC, Gloucester.

Sorry Beauty!

Announcing a happy event in connection with Beauty, the Alsatian owned by Mrs Hilda Baldwin of Medical Department, we inadvertently attributed to her six cups which in fact were won by her sire, Freshman of Wye View. Beauty has a sister in South Africa and Freshman a son in Canada and both are first-class prize-winners so, although she has not been shown yet, there would appear to be every likelihood that, given the chance, Beauty will keep the family flag (or tail) flying!

'It's the best party we've ever had, mister,' said one little boy to steward Dennis Barnard as paper plates flew like giant snowflakes through the air. It was great fun, of course, but it had to be stopped as, with nearly 600 children sitting down to tea, things were getting rather out of hand.

This is just one of the minor hazards of helping at the annual Christmas Party given by the Sports & Social Club for children of employees aged five to ten years old. Judging by the ready way in which some 30 or so helpers come forward every year, they are not easily bothered — in fact they enjoy the party as much as the kids.

This Christmas event goes back many years. At the beginning of December we met committee member Eugene Lark collecting the names of eligible party-goers and he told us: 'I find I'm getting the names of children of employees who

themselves used to come to our Christmas entertainment years ago. It was sometimes difficult in those days to get enough to make up a coachload!'

At one time there used to be a coach outing to a pantomime, but as numbers grew and the Social Centre appeared on the site, a party seemed the best answer.

Of course it calls for careful organising. Many children are fetched in busloads, so beforehand Roy Steward sorts out the various addresses into areas, Messrs Edwards assign buses to each area, and Mrs Stephens and her cleaning staff have a busy time cutting up coloured ribbons to attach to each child for identification purposes.

With 600 to deal with, there is no room for gatecrashers, though several do get through. At a recent party an entertainer invited the

children to cheer when he said 'Rank's' and boo when he said 'Dowty's' (nothing personal, Sir George!). One little fellow loyally refused to boo, protesting: 'But my Dad works at Dowty's!' Well, perhaps it was his mother who worked here.

Lessons are learned every year and alterations made to keep the children happy. For example, it became evident that sitting at a film show first and then sitting again at tea was too much inactivity for little legs with the result that the following entertainment did not get the attention it deserved, to put it mildly.

So this year the entertainment, given by our own Variety Club artistes, was put on first, with tea and a film show to follow (cartoons are ideal for riveting children to their seats).

Balloons and sweets to take home have been superseded by presents, carefully selected for

boys and girls of differing ages. Last year these were handed out by two Santas - Roy Steward and Ray Davies, but as this led to awkward questions, only one Santa with helpers appeared this year.

The party over, the work is far from done. There's a big clearing up session. There's the difficult task of getting the excited children home — and that doesn't mean just dropping them at the end of the road. Every steward carries a survival kit including a list of rousing songs, paper hankies and plastic bags for emergencies. If need be, they will stop the coach en route and get out, no matter if the night is cold and windy and there's two feet of snow on the ground, to oblige a child in distress.

That's true party spirit!

THE PARTY SPIRIT



Canteen manageress Mrs Lockley starts to carve up the cake which this year was topically decorated as a lunar landscape complete with rockets and other spacecraft.

Santa Claus, disguised as Ray Davies, is surrounded by partygoers eager for presents. Helping him is steward Albert Hatch.



THE ENTERTAINERS

This year for the first time the entertainers at the children's party were members of the Rank Xerox Variety Club and Showband.

After amusing the youngsters, they went over to Abenhall School to give the oldsters of Mitcheldean a good time at *their* Christmas party — a much-enjoyed event towards which the Sports & Social Club donated their customary £15.

It is just a year since the showband was formed and when it made its first appearance at a Rank Xerox Variety Show on November 14 in the Social Centre it got a great reception. Those who suggested the band should play for after-show dancing in future will be interested to hear that,

with the assistance of the Sports & Social Club, the band has purchased more orchestrations and, by the spring of 1970, hopes to be equipped to play for an 'Over Thirties' dance.

By the way, Kritikos was keeping an eye on things on November 14 and he reports: 'John Earl made a valiant effort at standing in for the compère Arthur Hardy who was ill, Mel Collins replaced our former resident magician who has vanished, and there was the splendid showband as already mentioned, but otherwise it was much the same 'mixture as before'. Like the audiences, I enjoy the reliable performances of the regular artistes, but I do look forward to seeing some new talent brought in.'

The showband look, and play, like professionals — even when little boys and girls take a hand at conducting them, as was the case during the party programme of entertainment.



In the battle for the liberation of the Venray area in 1944, the greater part of the town was destroyed. Many new buildings have arisen in the intervening years, among them the Rank Xerox plant and it was through the General Manager of the plant, Mr Len Stierman, that an invitation to join in the 25th anniversary of the liberation came to Mitcheldean.

It was addressed to those who had served in the area during the war and the lucky ones, chosen from over 20 applicants, flew to Amsterdam on Friday, October 10.

They were Machine Shop operatives Ernest Hancock and Tom Howells, and maintenance electrician Tom Morgan, accompanied by Personnel Controller Lionel Lyes, who also served in the Venray area with the Monmouthshire Regiment.

Travelling and hotel expenses on the trip were paid by our Company, whose generosity was much appreciated, and the Mitcheldean men were unanimously enthusiastic about the accommodation. In Amsterdam, for example, they stayed at the splendid Hotel Port van Cleve (just behind the Royal Palace); Ernest Hancock remembers it particularly because it was his first experience of sleeping in a four-poster!

Next morning in company with Mr C. Bron, General Manager, Rank Xerox Netherlands, his wife and secretary, they enjoyed two 'musts' for visitors to the Dutch capital — a boat trip round the canals and an Indonesian lunch. Then it was off to Venray to be met at the Rank Xerox plant by Mr Stierman, Personnel Manager Mr Van der Horst and other executives. At a reception held at the Cultural Centre of Venray, they were received by the chairman of the Liberation Ceremony Committee and introduced to the Burgomaster and Aldermen of Venray.

They then attended the opening of the War and Resistance Movement Exhibition after which there was a commemoration service in the Peace Church, built with donations from the Allies and the Germans.

Another reception at the Social and Cultural Centre of St. Servatius Hospital was followed by a memorable dinner — Tom Howells for one will never forget it! He sat next to the Burgomaster and, having explained he was unfamiliar with Dutch dinners, was invited to 'do as I do'. Tom is a sizeable chap and has a pretty healthy appetite but he soon found himself outclassed by the Burgomaster who had obviously had considerable practice at this sort of thing! The day was brought to a successful conclusion at the home of Mr Cleerdin, the Chief Accountant at Venray.

Recuperating on Sunday morning, the party went for a walk round Venray and enjoyed coffee at the home of Mr Corzilius, Technical Manager. They were entertained to lunch by members of the Venray staff at the Maas Hotel, Arcen, a rebuilt farmhouse which Tom Howells distinctly remembers firing on 25 years ago. It was near here that Tom, while serving with the Royal Welch Fusiliers, stepped on a mine and lost his leg below the knee — a handicap which few seeing him today would suspect.

After lunch they visited the War Museum at Overloon, one of the most fiercely contested battlefields in Western Europe in 1944. Attached to the museum building is a natural park and here, in the sunshine which shone brilliantly throughout their visit, they saw tanks, aircraft, guns and other equipment displayed amid the trees. They were then entertained to dinner by the Directors of the Museum.

The evening was devoted to a concert at the St. Servatius Hospital given by the 14th—20th King's Hussars who had travelled from Germany for the occasion.

On their last full day, the party visited the battle places of Operation Market Garden, driving along the relief corridor to Arnhem, and stopping for lunch at Nijmegen. This was where Ernest Hancock, when he was with the 2nd Bn. Gloucestershire Regiment, enjoyed the hospitality of a Dutch family. He had brought with him a photo of them bearing their address and the Venray people lost no time in 'phoning the family and fixing up a reunion for 'Hank' (as he had been known) that very evening.

A tour of the Airborne Museum at Arnhem and a visit to Oostbeek Church, which was used as a hospital by the Airborne troops at the battle of Arnhem, occupied the afternoon, with tea at a hotel in Hartenstein where General Urquhart, then Commander of the 1st British Airborne Division, had his HQ. The 10th Battalion of the Parachute Regiment played a particularly courageous part at Arnhem and a book recording this was presented to each member of the party.

It was a tightly packed three days but they managed to fit in a tour of the Venray plant before flying home on the Tuesday morning. They returned, not only with memories of a sentimental journey and an enjoyable weekend, but also with a lasting impression of the suffering of the Dutch people during the years of occupation — suffering which evoked their warm appreciation of and generosity towards their liberators.

The Mitcheldean men would like to say, through VISION, a big thank you to their various hosts in Holland, particularly those members of the Venray Management.

His companions from Mitcheldean also wish to express their appreciation to Mr Lyes who acted as spokesman during their interesting and memory-stirring trip.

Back to the Battleground

The Burgomaster of Venray presented each member of the party with a superb book of Rembrandt's paintings and sketches, signed by five burgomasters. Here ex-Royal Artilleryman Tom Morgan receives his copy.



Pictured in the park attached to the Overloon War Museum are the four men from Mitcheldean. On the far right is Fred Sibley from Welwyn who went with them on the trip.



Looking round the Overloon War Museum, Tom Howells recognised photographs of his old unit.



POSITIVE POTENTIAL

With the growing number of apprentices (86 today compared with 17 seven years ago), it was a question of inviting either Management, or wives and girl friends to the annual apprentices dinner held in the Social Centre on November 21. This year it was the fair sex who won!

The number of presentations grows along with the number of apprentices and Mr F. Wickstead, Director of Production & Supply Operations, shook hands with some 65 apprentices as he handed them their indentures, financial awards and EITB first year training certificates.

With him at the top table was Mr L. V. Lyes, Personnel Controller, Mr F. J. Edwards, Training & Education Manager, and the Training School staff, among whom it was good to see Mr Len Hart, who was at that time still convalescing after hospital treatment.

The 140 or so present also gave a particular welcome to retired instructor Mr Bill Stearn. Mr Wickstead raised a laugh when he said: 'This is the first time I have ever known Bill to be late!' (Bill was never once late in all his 31 years with the Company.)

Adding lustre to the top table was the F. James Fielding trophy. This has been won for three years running by Rank Xerox apprentices entering the Craftsmanship Competition of the Gloucestershire & South Worcestershire Productivity Association, and there was special acclaim for the lads concerned — Adrian Morgan,

Ian Hale and Brian Fowler. Said Mr Wickstead: 'It is a great tribute to you and a great delight to us, and the Company are very proud of what you have done.'

There was special acclaim, too, for Peter Jennings, who won the Saunders Valve prize at Hereford Technical College during the past year, and for Royston Meek, the first Mitcheldean apprentice ever to get his indentures for carpentry and joinery.

In a brief speech before making the presentations, Mr Wickstead said: 'Many of you have, by now, accepted family responsibilities. It isn't up to us as a Company to try and persuade you to further education. I can, however, give you some simple and sincere advice: if you want to educate yourselves further, now is your time to accept responsibility, not only as a grown man but as an employee.'

Speaking of his recent visit to Japan, he said he had had an opportunity of seeing 'what our colleagues are doing over there. It was just like another Mitcheldean some five or seven years ago. They do not fully realise their potential.' Similarly, when he went to America, he said, he could see that the positive potential of the 'very young science of xerography' was still not fully appreciated here.

As chairman of the apprentice committee, Ian Currie thanked Mr Wickstead and Mr Lyes for coming along and expressed his appreciation to those who had helped behind the scenes to make the dinner a success. (Thanks were due to Ian too for having organised the dinner so ably, and to Mrs Lockley, manageress of the canteen, for a most enjoyable meal.)

Mr Edwards took the opportunity to express gratitude to the staff of the Training Department for their dedication during the past 12 months. 'I hope they will go on helping you to help yourselves for many months to come,' he said.

The more serious side of the event over, the young people made their way to the ballroom for a social evening. And providing the music was the 'Simpleton Bob' group, one of whose members was newly indentured apprentice Robert Herring!

Peter Jennings, who won the Saunders Valve prize, receives his indentures.



Messages of goodwill

As we went to press we heard that Jim Slade, formerly of Supply Planning, had been receiving hospital treatment and we send him our best wishes.

We were glad to learn that George Meek (Paint Shop) is making a good recovery after illness and send him our kind regards also.

Surveillance inspector Cyril Jamieson was given a good send-off by his colleagues when he retired at the end of October after 13 years with the Company. Mr V. G. Parry, on behalf of Quality Control & Inspection Department, presented him with a cheque which Cyril, who is chairman of the Cine & Photographic Club, said he would be using to purchase a film editor and splicer. From the LSA he received the handsome pair of binoculars seen in the picture.

Best Wishes

Puzzled as to how they could best convey messages of goodwill to Cyril Evans of Supply Planning, who has been suffering with eye trouble, his colleagues hit upon the excellent idea of recording them on tape; and on his next visit to the hospital, raw materials supervisor Mike Derritt played back the tape to Cyril who was very touched by the kind gesture.

We wish all the best to the following who will be retiring in January — Mrs Enid Weaver (Spares Assembly), Ted Baldwin (Press Shop), Fred Bell (Security) and Allen Blomley (Inspection); and in February — Bill Parry (Design), Bill Smart (IDC, Glos.) and Reg Wilce (EO section).

Last Laughs

'I must av bin thinking of summat else besides what I was thinking of.'

'The trouble with the drivers in the Forest is they don't understand the sheep like I do.'

The apprentices who received their indentures chat to Mr Wickstead and Mr Lyes after the presentation.



Putting **YOU** in the picture

21sts

John Skilton (Goods Inwards Inspection) on September 11.
Mrs Maureen Davies (Central Records) on November 3.
Robert Harris (Supply Planning) on November 15.
Miss Denise Pearce (Stores & Stock Control) on November 18.
John Davies (Supply Planning) on December 12.

Weddings

Bob Adams (Remodelling) to Miss Valerie Skillern at Ross Methodist Church on October 11.
Brian James (Remodelling) to Miss Wendy Pritchard (Spares Assembly) at Lydney Register Office on October 15.
Miss Pauline Halifax (Supply Planning) to Clive Wicks at St. Stephen's Church, Cinderford, on November 29.

Engagements

Miss Sheila Watkins (Liaison & Distribution, Design Office) to John Reed on November 5.
Miss Jane Reed (Liaison & Distribution, Design

Office) to Dave Weyman (Design Records) on November 16.
Miss Christine Griffiths (Mail Room) to Roger Court on December 6.
Miss Megan Powell (Cost Office) to apprentice Graham Parker on New Year's Eve.

Births

Paul Martin, a son for Mrs Sue Lewis (formerly Liaison & Distribution, Design Office), on October 1.
Elizabeth Mary, a daughter for Tony Allen (Accounts), on October 13. ('Only one this time, *Deo Gratias*', breathed Tony thankfully; 'Last time it was triplets!')
Paula Marie, a daughter for Ron Wilkes (3600 Assembly) and his wife Hazel (PED), on October 25.
Jason Rowland, a son for Mrs Barbara Pritchard (formerly telex operator), on October 27.
Fay, a daughter for Terry Duberley, Model Shop chargehand, on November 19.



R. Evans



Mr and Mrs B. James



R. Evans



Mr and Mrs M. Brown

Christmas Hampers for Anglers

Despite sharp overnight frost most competitors caught fish when the Angling Club held their contest on December 13. John Teague won a £5 Christmas hamper and the Stan Cherry plaque from an unfancied peg with 24 lb 4 oz 8 drms — believed to be a club record. Gary Cooper came second, taking 19 lb 5 oz, Pete Welch third with a bag of 17 lb 10 oz and Roger Roberts fourth with 10 lb 10 oz 8 drms.
An additional hamper and the Jack Williams shield awarded for the best specimen fish went to Vere Christopher for his 3 lb 15 oz chub.

We regret to report the deaths of Ernest Marsh (Quality Control) aged 60 on November 20 and W. 'Bill' Butler (TED) aged 63 on December 20.

Poppy Day

Nearly half of the total sum — £112 6s. 11d. — resulting from Poppy Day collections in Mitcheldean and Abenhall was accounted for by our Plant. Compared with last year's total of £38 5s. 8d., the Plant collection of £50 0s. 10d. was very gratifying, says Mrs Sadie Pritchard, Poppy Day organiser, and she wishes to record her thanks to all who helped and donated.

For Sale

Curry's tourist girl's bicycle, 24 in. wheel, complete with bell and saddlebag, as new, £15. Also Hawkins vanity case hairdryer, three-heat switch, complete with tube, hood and carrying case. Excellent condition, £6. Apply: D. J. Britton, Reliability Dept. Tel. 247 int.

Club News

Making films for the BBC

'The best club evening for years' was the verdict of some of the 120 members and friends who attended the Cine & Photographic Club's meeting on November 26. Guest speaker was Mr Alan Richardson, a BBC films operation manager, who gave an interesting talk about his work for television. Among the films he showed were classics such as 'London to Brighton in four minutes', and the Michael Bentine 'It's a Square World' episode when redskins attacked Lime Grove studios; as a climax, there were some of the recent, very impressive colour productions.
Mr Richardson acknowledged the co-operation given the BBC by the Rank colour laboratories at Denham in processing films, and mentioned that 14 Rank Xerox 720 machines had been installed in his department in an efficiency/economy drive.
Part of the evening was devoted to the recent slide competition 'Specials' which was judged by Mr W. Fletcher-Cooper, former area manager of the MEB who is well known in amateur movie circles. The winner was Mr Donald James of



Pictured with Mr Richardson (far right) at the meeting are (left to right) Mr Don Elliott, Works Manager, Mr Robin Berks, secretary of the club, and Mr W. Fletcher-Cooper.

Reliability with his shot of a badger while Mr E. Lewis, also of Reliability, was runner-up. Hardworking projectionist was Mr Pat Jordan of TED.

Making the Karate grade

The Karate Club, whose members now number some 40 men and women, is preparing for its first grading test (6th kyu) in February.
Fifth dan Mutsusuke Harada, leading expert in the Shotokai style of karate which the club has adopted, is coming to grade them and to put on a demonstration.
Junior instructor Ollie Evans of Purchase told us: 'We have some very good people and if they practise hard enough they may even "jump a belt". Which might explain why, if you wander round the Plant at lunchtime, you may see some enthusiasts training on their own.'

After May this year, the club reckons to be ready to accept bookings for demonstrations in aid of charity.
Gloucester IDC has its own karate enthusiast — 23-year-old Robin Greenslade of the shipping section who has passed eight kyu grades and now has his shodan (first black belt). His club, the SSK of Cheltenham, follows the Wado Ryu style.
Robin has been asked to captain, on behalf of the British Karate Association, one of the teams to fight at the British Karate Open Championships being held at the Crystal Palace this January.

Practising blocks and blows at an after-work session at Mitcheldean.



CHRISTINE WEARS THE CROWN

Perhaps the gate police wouldn't let them in without tickets, or maybe they were just too tired after the 'Miss World' contest, but no Women's Liberation Workshop members were seen protesting outside the Social Centre when the contest for 'Miss Rank Xerox, Mitcheldean' for 1969/70 took place on November 28.

There was no display of temperament or jealousy either — in fact Mr Wickstead commented on the unselfish spirit in which each girl applauded her competitors.

By now, 19-year-old Christine Ingram of Accounts Department has become used to wearing a title (the crown she keeps for very special occasions!) and has enjoyed her special prize from the Management. This was a two-day visit to London for herself and boy friend, farmer's son Michael Gwilliam, with five-guinea seats at the royal film

premiere of 'Hello Dolly', starring Barbra Streisand which was attended by HRH Prince Philip. We hope she will tell us all about it in our next issue.

'It was very, very difficult to decide who the three finalists should be,' said Mr Charles Loughlin, Parliamentary Secretary to the Ministry of Public Buildings & Works, and MP for West Gloucestershire, who acted as one of the judges together with his wife and Mr and Mrs Wickstead.

As at last year's annual dance, Mr Loughlin generously handed over to the Sports & Social Club a cheque for £10 ('instead of spending it on Christmas cards') and he asked for this to be given to some charity. And once again Mr Henry Phillips, the club chairman, announced that the sum would be doubled by the club. The total of £20 was later shared equally between the local branches of the Societies for the Mentally & Physically Handicapped.



(left) A line-up of mini-skirted lovelies — some of the 21 contestants for the title.

(below left) Mrs Wickstead places the crown on the head of Christine Ingram, daughter of Mr John Ingram of the Standards Room.

(below) Mr and Mrs Loughlin pose for a photograph with newly crowned Christine. Standing are Linda Pegler of Design Drawing Office (right) who came second and Gillian Phelps of Central Records who was third.

