

Vision

January 72 No 73

House Magazine of Rank Xerox Mitcheldean Plant



Despite the abundance of conifers, not only in the Forest but within the confines of the Plant itself, the Christmas tree has lost none of its magic. Blazing with lights, this fine specimen was photographed against the steelwork of the future office block near Administration Building 23. Together with the cards, the cotton-wool snow and paper decorations, it brought a festive touch to our business activities. A new departure this Christmas was the holding of a Carol Festival in the Social Centre on December 22. Organised by the Christian Fellowship group, it attracted close on 200 who joined in carols sung by the choir of St. Peter's Church, Cinderford, under the direction of choirmaster Mr Alan Phelps (Pre-Production Control). There were readings by Mr Derek Portman, Mr Peter Salmon and Mr Maurice Hale (Remodelling), and a talk by guest speaker Mr Don Dickenson who directed his address at the many children present. Mr Ken Stanbridge (PED) conducted the proceedings, at the conclusion of which everyone enjoyed mince pies and coffee.



A PATTERN FOR THE FUTURE

The advent of the New Year is always a traditional time for reflection upon events of the past.

It is perhaps particularly apposite at this time, following the death of Joseph C. Wilson, Chairman of the Board of Xerox Corporation, on November 22 last year, to look back at the early history of our company. It was Mr Wilson's vision and determination in the early days which gave rise to the two companies to which many of us now owe our livelihood.

Joe Wilson joined the Haloid Company in 1933. The company was weathering the depression well owing to success in perfecting a photocopy paper which was superior to any offered by competition. During the war years, most of Haloid's production went into fulfilling defence and military needs. Although the firm was stable, profits were unspectacular in the face of growing competition.

By 1946 Mr Wilson held the offices of both president and general manager. At about that time he was alerted to the potential of a new copying process known as xerography, which had been invented by Chester Carlson, a patent attorney, and which was being studied at the Battelle Memorial Institute in Columbus, Ohio.

Mr Wilson was convinced of its possibilities as applied to Haloid production, and although well aware of the risks involved in financing extensive development of an untried process, nevertheless contracted with Battelle to sponsor the investigation in return for limited production rights. In 1948 he concluded a more extensive contract with Battelle, committing the Haloid firm wholeheartedly to the future of xerography.

Once committed, Haloid, under Mr Wilson's direction, moved full steam ahead, and over the period 1946 to 1952 devoted more money to xerographic research than the company earned during that period. It was 1953 before even modest profits from xerography were made.

In 1956 exclusive world-wide rights to the process were purchased by Haloid from Battelle. Two years later the firm changed its name to Haloid Xerox, Inc. The company was renamed Xerox Corporation in 1960 and under Mr Wilson's guidance expanded its horizons both geographically and in its areas of interest.

The geographic expansion of the 'Xerox World' has been helped in no small way by ourselves. Rank Xerox was formed in 1956 as a joint

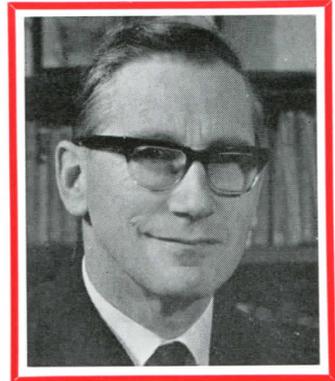
venture by The Rank Organisation and what is now Xerox Corporation. Under the terms of the agreement the results of Xerox Corporation research and development activities are made available to Rank Xerox.

The first Rank Xerox machine was assembled at Mitcheldean in 1959, since when the Plant has grown from 144,000 sq. ft. to approximately six times as many square feet (885,000) at the end of 1971, and during 1972 the figure will be approximately nine times the original at 1,289,000 sq. ft.

In 1959 the number of people employed was 1,064 and the figure recorded at the end of 1971 was 3,720.

In the 15 years since Rank Xerox was formed we have grown more and faster than most companies. Let us all in 1972 endeavour to sustain that pattern, for only by so doing can we ensure our continued prosperity.

In conclusion may I convey to all of you who work at Mitcheldean, and to your wives and families, a very sincere wish for a Happy and Peaceful New Year.



P. H. Salmon

General Manager, Mitcheldean Plant

PARTIES FOR LITTLE PEOPLE



Uncle Bill, 'The Music Man', leads an enthusiastically vocal orchestra, on stage and off, at the Christmas Party for the eight to ten-year-olds in the Social Centre on December 11. The hard work put in by the Sports & Social club committee and helpers, both at this party and the earlier one for the five-to-seven-year-olds, also pictured here, deserves a round of applause.



Let's discuss the Dance

The recent annual dance was the first the newly-constituted Sports & Social Club committee had handled and they can take credit for its undoubted success.

One obvious improvement was the banishing of bar activities from the ballroom, thus leaving plenty of room for dancers to glide, jerk or whatever. The breaks which occurred at the changeover from Victor Silvester to the Guinevere beat and vice versa were unplanned, say the organisers; this won't happen next year when, incidentally, we may have Joe Loss and his Band.

Despite the fact that we were able to cater for the increased figure of 700 this year, the committee feel this percentage of total employee strength at our annual dance is not nearly enough. But the Social Centre cannot hold more people. Cheltenham Town Hall won't do — it's booked for the next five years on Fridays and Saturdays over the winter months.

This is one matter which is exercising the minds of the committee. Another is the 'Miss Rank Xerox, Mitcheldean' contest. We thought we'd ask the contestants themselves what changes they would like to see in its organisation, and some of their comments certainly deserve consideration.

For example, some felt that

- the second and third prizes should be more worth while;
- there should be a clearer understanding of what qualities are required in the winner;
- the rehearsal on an empty stage is inadequate preparation for completing an obstacle course across leads and round band instruments when hampered by long skirts, butterflies in one's stomach and the knowledge that hundreds of eyes are calculating one's chances.

All kinds of ideas have been put forward — including a novel suggestion that the contest should be replaced by one for 'Glamorous Grandmothers'!



A line-up of some of the 21 contestants for the 'Miss Rank Xerox, Mitcheldean' title. The girls were introduced by John Earl, who kindly acted as MC at short notice.

The Committee certainly have plenty to think about in 1972. In the meantime we can report that they are hoping to get Kenny Ball and his Jazzmen to the Social Centre ballroom for a dance this spring.

Cricketers were very much in the Rank Xerox picture last November. Apart from the judging of the Mitcheldean 'Miss Rank Xerox' contest, there was the opening at Maidstone of the 21st Rank Xerox showroom in the UK by Colin Cowdrey, the Kent and England cricketer. Here he is obtaining a Xerox copy of the inscription on a cricket bat, autographed by him to mark the occasion. With him in this picture are Rank Xerox officials (left to right) H. Orr-Ewing, Director, UK Region; J. Lowe, Manager, Southern Counties area; and M. Richardson, District Sales Manager.



PRESIDENT'S NIGHT

The Cine & Photographic Club's President's Night, which had to be postponed last November, is to take place on January 19; Mr Derek Portman will be showing some of his slides, and there will be a showing of the club film 'The Independent Operator'.

The previous evening the club are to visit Newent for a 'slide battle' with the local club. Then on February 9, Bob Farnham of File Control is to give a programme on 'Adding Sound to Film'. The children's party on December 8 was a great success, judging by the reaction of the participants, who enjoyed a good tea and cartoon programme.



Tucking in at the party held by the Cine & Photographic Club for members' children.

FISHING AGAIN

The Angling Club surfaced again briefly on December 18 when a Christmas Fayre Contest was held on the River Wye at Redbrook.

Thirty-two employees fished the match and there were 25 bottle prizes. Top weight was achieved by John Teague (660 Assembly) with 52lb 4oz, a

record for the lower reaches of the Wye. Second came Gary Cooper (Tool Room) with 21lb 2oz and third Vern Hepburn (Purchase) with 20lb.

Anyone interested in keeping the club 'in the swim' is invited to attend the forthcoming AGM (date to be announced).

NEW **BONANZA** PRIZE DRAW

You will find below an application form for joining the new 'Bonanza' Prize Draw. As already announced, this will offer, in addition to increased weekly prizes, high value Bonus Prizes such as cars, colour TV sets and £100 cheques at intervals throughout the year.

All you have to do to join is enter your name and check number on the form, sign it, cut it out and place it in your nearest ballot box. These will be found in time offices, canteen areas and other

strategic points around the Plant. In due course you will receive notification of your draw number.

Enquiries have been made as to whether it is possible to have more than one entry. At the moment this has been decided against but arrangements may be made at a later date to allow more than one entry.

It's not too late for a New Year resolution — so resolve to join now!

APPLICATION TO JOIN



The organisers of the buffet/dance held by Spares & Sub-assembly on December 10 — photographed with Production Manager Frank Whinyates (far right), who presented the ladies with bouquets, and Ira Griffin (left) who acted as

MC. During the evening Les Day, Bill Pritchard and Paul Ricks, whose birthday it was, were given surprise presents, and so were their wives. The dance, held in the Social Centre, attracted 300 people, and included a lively cabaret.

THE PAR



John Ingram

Clem Chadd presents a spot prize to Sue Field at Production Control's party, watched by Josie Malpass. Clem, Josie and Gail Meek organised the party, which was held at the Paddocks Hotel, Symonds Yat, on December 17. Among the 130 present were Les Bullock, Gerry van de Vinne and Hank Shrijver from Venray; 6 ft 7 in Hank, with a voice down in his boots, contributed to the entertainment, as did our own John Earl.



Around 250 people attended the 3600 Department's dinner/dance on December 18. It was held in the Social Centre, with dancing to the Amalgamation Showband. Responsibility for organising the

event was in the hands of an all-ladies' team — Betty Davis, Shirley Grail, Shirley Mason and Gwen Wilson.



TY SCENE

Three 'likely lads' — Ashley Saunders, Ken Beard and Tom Ward — among the 160 people present at Works Engineering's dinner/dance, held on December 10 at the Manor House Hotel, Longhope. Entertainment was provided by the department's resident singer — electrician Ted Chetcuti. Terry Morgan, Phil Townsend and Mike Weaver were responsible for organising 'the best party we've had yet'.



John Ingram



Two tables at the Administration party; held at the Chase Hotel, Ross-on-Wye, on December 21, it was attended by members of top management. There was a particular welcome for Mr Fred Wickstead (he's never missed an Admin).

Christmas 'do' yet), who came with his wife and family. Organisers Ruby Phillips, Margaret Watkins, Mike Keene and Arthur Matthews 'catered' for 150 people, and managed to provide no less than 20 big draw prizes.



The organisers of the buffet/dance held by Spares & Sub-assembly on December 10 — photographed with Production Manager Frank Whinyates (far right), who presented the ladies with bouquets, and Ira Griffin (left) who acted as

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Robin King

FLYING VISIT TO RUSSIA

Contrary to the impression you might have gained from recent reports in the local press, a study of Russian mouse-trap design and manufacture was not the prime purpose of the visit to Russia last October by Mr Ron Mason, Controller, Manufacturing & Engineering!

Together with representatives from other companies in the West Country he went to visit a number of major Russian machine tool factories to assess the quality of their products with a view to possible purchase.

The programme was organised jointly by Stankoimport, the Russian Ministry responsible for both imports and exports, and Kerry Machine Tools Ltd., Bristol, a member of the Owen Organisation.

Those in the party were expecting a cold atmosphere in Russia, not only because of the time of year, but also because, just prior to departure, the political situation between the UK and the USSR had worsened dramatically with the espionage incident.

As it turned out, their reception varied considerably from factory to factory. At one end of the hospitality scale the party was warmly welcome by the factory director, photographs were permitted, and all technical questions were answered fully.

At the other end of the scale, the atmosphere was somewhat cooler—they were given plenty of facts and figures about the history of the concern and similar information, but were unable to obtain all the technical details they were seeking, and were only shown a small part of the plant non-operational.

'We flew by Finnair to Helsinki, then on to Leningrad by Aeroflot,' Mr Mason told us. 'Our itinerary took in Kharkov, Moscow and Krasnodar, using internal flights. It will give you some idea of the vastness of Russia when I tell you that, on one internal flight, we flew over Russian soil for a longer period of time than on our direct Moscow/London flight home.'

'Whereas in Leningrad, on the Baltic coastline, there was a biting cold wind, and we were unable to see the major lathe factory close to Moscow because a heavy fall of snow and fog grounded all aircraft, the roses were still blooming happily down in Krasnodar near the Black Sea.'

'In every factory visited I found capital investment at a very high level and the facilities provided equal to anything I have seen in the UK, Germany, Switzerland and the USA. The quality of the machines, particularly lathes and grinding machines, was of a high order.'

'Our party stayed at Intourist Hotels and as these were reserved for foreign visitors, we had little opportunity to chat to the locals. We could walk around quite freely but although everyone seemed friendly, the one big barrier to communication was the language difficulty. One couldn't even guess at the meaning of names on buildings, etc., because the Russian alphabet is so very different from our own.'

'What, for example, would you have made of these words if you'd seen them printed on a manufacturer's handout?'

Копировально- шлифовальный автомат

'The USSR is of course a vast land mass comprising a number of countries, and since a Russian from one region often cannot understand a Russian from another, it is hardly surprising that we had difficulty.'

'Apart from visiting various plants, we also spent some time at the Machine Tool Pavilion in the Palace of Achievements in Moscow, where we saw a demonstration of machines; this had been arranged for us by a director of Stankoimport who was himself present.'

'I suspect that many of the more advanced machines, particularly the numerically-controlled ones, were not in quantity production because I

continued opposite

FOR SALE

Reed organ, as new, £25 o.n.o. Contact Mrs E. Thomas, Design Print Room.

Brown/white high pram, good condition; also white pram set and pram blanket, both new — £8. Joe Davis snooker table 3 ft x 6 ft, etc — £12. Ring Mrs Whittington, 353 int.

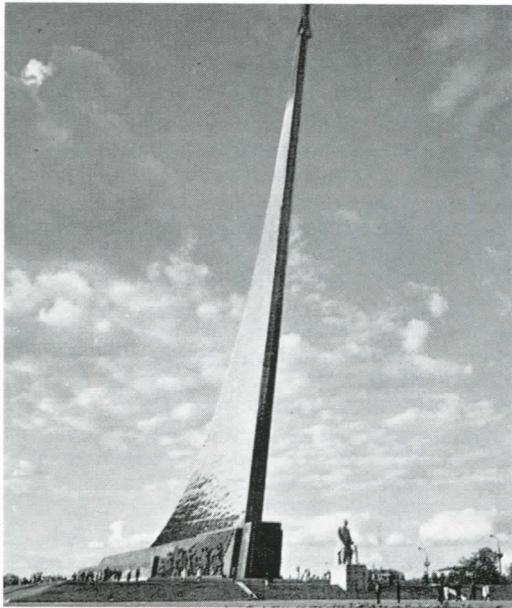
Bluebird caravan, 24 ft, very good condition, £200 o.n.o. Can be viewed. Apply Brian John, Spot Welding section, Building 11. Tel. 272 int.

Solid fuel boiler, Gloworm Aristocrat, output 45,000 BTHU's approx., suitable for domestic hot water and three radiators — asking £15.

'Phone C. A. Nightingale, 621 int.

Pedigree Basset hound puppies, tricolour, champion parents. 'Phone Lea 332 or 627 int.

Camera, Halina Paulette electric, 35 mm, f2.8, built-in light meter. As new, £10. Contact D. Terry, Systems Analysis, tel. 746 int.



had previously seen similar models in the factories receiving the attention of development engineers.

'Time was at a premium — we were not on a Cook's tour — but we did manage to fit in a bit of sightseeing.

'Although Stalin was a forbidden subject, our guide did not in the least mind talking about Peter the Great who founded Leningrad, and during our stay in that city — now Russia's most important industrial centre — we looked over the Winter Palace built by the Tsar and saw the original fortifications erected by him to protect Russia against the Swedes.

'I couldn't spare the hours necessary to queue to see Lenin's tomb, neither did I manage a visit to the Bolshoi Theatre, but I did get to hear the Moscow Symphony Orchestra.'

*automatic grinding machine

This Moscow monument to 'the conquerors of space' is faced with the space age material, titanium, reflecting light in a colourful and spectacular way.

PRODUCT QUALITY

The various aspects of Quality — principles, methods, systems, etc. — was the theme of a course held at Rank Xerox Venray from October 11 to 15 inclusive.

The keyword was 'involvement' and the course was specially planned to promote participation and provide demonstrations in addition to formal instruction, films, and other visual aids.

Rank Xerox Venray was chosen because it was felt to be the most convenient location for members of the Operating Companies Workshop Quality Control personnel who attended; the delegates came from the UK, France, Germany, Spain and Sweden.

Speakers from Mitcheldean were Mr Vic Parry, PSOD Controller, Product Quality, Mr Ron Teague, Gauge Engineering Manager, and Mr Terry Buffry, Research Chemist. Representing Venray were Quality Control Manager Mr A. Noordijk with QC personnel Mr B. Loenen, Mr P. Palmén and Mr R. Swaneveld; Senior Statistician Mr J. Bosje; Mr A. Creemers, Design Manager, New Products; and Mr P. Spee, Consumables Audit Engineer. Mr G. Kohler, Manager,

Workshop Operations, from HQ was present during the opening sessions.

Credit for much of the success of the course must go to Ron Teague who was responsible for most of the detailed planning and syllabus arrangements, and co-ordination of the course as a whole, in addition to which he presented several excellent papers himself.

The very useful information, with examples, which he provided on copy quality parameters and assessment was welcomed by the delegates as being of great practical value during their day-to-day activities. One outcome is that Mitcheldean will make this information generally available to workshops for control of copy quality.

The delegates were impressed with the colour film 'Gauging at Mitcheldean' which was shown. This well-produced film was taken by works photographer Jack Seal, assisted by Ron Teague who spoke the commentary, and showed shots of the Plant — Central Records, Goods Inwards Inspection, Assembly and Manufacturing areas.

The element of participation and contributory discussion throughout the course enabled many questions and technical factors to be usefully discussed. The delegates expressed appreciation of the course contents and the general impression was that the exercise had been well worth while.

V.G.P.

RUGGER 100 YEARS AGO

Charged with the task of tracing the history of the Ross Rugby Club, their secretary, Derek Wintle of Personnel Department, has unearthed some fascinating facts.

The club was believed to have been founded in 1880, but Derek found that in 1879 the club played a floodlit match on March 13 at 'the Marsh' against Newent.

The match, watched by 1,500 people, was used as an opportunity for a demonstration of the use of electricity, given by Mr W. Brain, an engineer of the Pyramid Electric Company.

'We must confess,' the *Ross Gazette* wrote at the time, 'we shall be inadequately expressing public opinion if we were not to say that the effect of the light was not so astonishing or so complete as the majority of people expected to find it.

'For instance, the light was flickering; it alternated from white to bluish-pink, sometimes casting a sickly glare; and, moreover, it was not strong enough for the purpose required — we mean the lighting of the ground, for the spectators, when the game was going on, could not recognise the players unless they were close at hand, while the players themselves could not very clearly discern the ball at the further side of the ground.'

Of the game itself, the *Gazette* reported that Ross won by one goal and six tries to one disputed

goal. 'Play began in a very spirited manner, and was encouraged by a few noisy young gentlemen in the crowd, who appeared for the time to lose their heads, judging by the frantic shouts.'

Members of the Ross team were: Bradstock, Chadwick, Davies, Sargeant (captain), Minett, Banks, Peele, Short, Russe, Wilding, Josephs, Wylie, Llewellyn and Bird (anybody recognise an ancestor?).

Further evidence which has since come to light has proved beyond all doubt that the Ross club was in fact founded in 1873 — which means that it will be celebrating its centenary in 1973.

During the 1873 season Ross played 11 games, winning eight and losing three. In those days the fixture list included such notorious Clubs as Gloucester, Cheltenham and Newport!

Only a few office doors away from Derek, Keith Laken of Education & Training Department is one of the three people who last season started a rugger club in Newent; unaware at that time that such a club had been in existence nearly 100 years ago, he is now keen to catch up on its past history.

Maybe there are members of other football clubs in the Plant who have some interesting stories to tell of 'battles long ago'; if so, we'd like to hear from them.

YOUTH—at sea

Once again young people under the age of 21 have been invited to send in applications to join one of the 14-day cruises on the Sail Training Association's schooners *Malcolm Miller* and *Sir Winston Churchill*.

The Rank Organisation has taken up a number of berths for the 1972 programme commencing in March and three boys and three girls will be going from Mitcheldean.

It seems that the girls have not been put off in the slightest by the lurid account, given by secretaries Jenny Ebert (trainee), Linda Hewlett and Sue Tucker, of their trip last November on an all-girls' cruise. The STA promised central heating and hot showers below deck; they didn't mention the gale Force 9 and icy showers on deck.

During their 890 miles' trip, mostly under sail, the three girls had to get used to being on call at all hours. They did their bit down in the galley (the worst job was cleaning the big porridge pans), taking the helm, polishing the brass, climbing aloft, cleaning the heads (toilets to you) and

generally developing their character. One valuable lesson they learned was never to be sick on the windward side of the ship — it's regarded as unsociable!

After this, the hardships of being a secretary are going to seem child's play.

—at skittles

Mr Peacock *did* warn the apprentices at their annual dinner last March to 'watch those girls' but it seems his words weren't taken seriously.

In fact, when they met our trainee secretaries at Oakle Street on December 6 for an eight-a-side skittles match, our fifth-year apprentices thought it would be a walk-over. They gallantly conceded the girls a good start — and were startled when the latter won 399:391.

'It was more luck than judgment,' said the girls generously, but no doubt Gary Rogers, chairman of the apprentices committee, whose sister Karen was in the opposing team, came in for some barracking, and a return match is essential so that the apprentices can do something about their tarnished skittles image.

THE PRICE OF SAFETY

In these days everything carries a price tag. When considering safety problems and the role we all have to play, stop and reflect that in this instance:

THE PRICE OF SAFETY IS ETERNAL VIGILANCE

by each and every one of us, not only for our own welfare and safety but also on behalf of our families and loved ones who are the first to suffer if the main provider is struck down.

● **VIGILANCE** in attention to the following aspects of safety —

- a Good housekeeping
- b Safety committees
- c Competitive schemes
- d Suggestions
- e Training
- f Codes of safety standards
- g Plant examination and maintenance
- h Records and literature

will all reduce the possibility of it becoming our turn next.

Each person is convinced that he/she exists under the protection of an invisible umbrella which shelters him/her and ensures that accidents always happen to the other man.

Nothing could be further from the truth.

Compliance with statutory duty is not enough, and it should be considered as a *minimum* standard.

● **VIGILANCE** in the use of guards which are for the protection of operators, setter operators and setters — no person can presume to be exempt from their use. Remember that fingers are flesh and bone, and the sensation of pain is common to all. No-one has cast iron fingers, and it is an unfortunate fact that very often an injury or amputation has to occur before a person sees the light and becomes ever afterwards extremely safety conscious.

Far too often the cause of an accident is not directly attributable to electrical or mechanical failure but to the human element, which is often unpredictable.

● **VIGILANCE** in ensuring the presence of an effective guard is synonymous with intelligent thinking and safe production planning. The efficient tool setter can help by adhering to the maxim that the right way is the safe way.

The hidden costs of accidents of every kind is usually not appreciated by those not injured. The victim alone bears the pain, isolation, loss of income, incapacitation and frustration, and industry loses his services into the bargain.

FOR 'APATHY' SUBSTITUTE 'ETERNAL VIGILANCE'

'YOU KNOW IT MAKES SENSE'

P. R. Cleal

—at work

The Industrial Society held a national conference 'Youth at Work' at the Royal Albert Hall last November, and trainee secretary Sue Green and second-year apprentice John Ryland went along to see what it was all about.

Speakers included the Rt Hon Anthony Wedgwood Benn, Len Murray, Assistant General Secretary of the TUC, and John Casson, Associate Adviser to the Industrial Society. But it seems that the only one who managed to get his particular message across was John Casson (Sybil Thorndike's son) whose subject, appropriately enough, was the one of communication.

The aim of the organisers was to encourage young people to contribute more to their own development and to become more involved in their work. Our youngsters' candid comment on the event was that there was too much talk and not enough involvement of young people in the conference itself.

● Who takes his cat with him when he goes shooting?

ANNOUNCING—

New Arrivals

Rebecca, a daughter for Brian Meredith (Internal Transport), on October 22.

21st Birthdays

Susan Barnard (Design Office) on December 12.

Engagements

Jill Marshall (Data Processing Assembly) to Robert Leach on December 8.

Ruth Mullens (Mail Room) to Edward Hughes on December 18.

Denise Tovey (Accounts) to Stephen Worgan (apprentice) on December 25.

Susan Meek (Accounts) to David Bower on January 1.

Retirement

We wish George M. Sluman (labourer, Remodelling) all the best for the future — he retires at the end of January.

Lost

● Gold circlet ear-ring, mislaid somewhere between 3600 Department and the bus parking area. Reward offered by Mrs D. Brooks, 3600 Assembly, Section 606.



LETTER

A record attendance — close on 100 people — marked the first-ever extraordinary general meeting held on November 29. The chief business was to receive information regarding the firm's policy, and the main outcome was that long service and all benefits will now start after an employee has completed 15 years' continuous service instead of 12.



This month sees the retirement after 34 years' service of John Morgan (Taffy to us), chargehand in the Press & Sheet Metal Shop, Cinderford. Taffy is one of the veterans who came to Mitcheldean from Woodger Road and he has played a prominent part in the life of the LSA, of which he is a founder-member. His sons John and Roy and his daughter-in-law Jean also work with us. We shall be recording in due course his official leave-taking — in the meantime he has our very best wishes for the future.

Universal Quality Involvement



*'I've a feeling, Bill, that *?*'! inspector has even followed us down here to carry out his damned oven temperature checks!'*

ANY NEWS FOR VISION?

If you have, then please —

- let your departmental correspondent know,
- or leave it at either Gate House for collection by me,
- or post it to me at Tree Tops, Plump Hill, Mitcheldean,
- or ring me — it's Drybrook 415.

Myrtle Fowler, Editor

Poppy Day

Poppy Day organiser for the Mitcheldean & Abenhall district, Mr W. Pritchard, reports that the total collection for 1971 amounted to £148.82. Of this £95.92 was collected at our Plant, and he asks us to thank all those who donated.