

# Vision

February 73 No 85

House Magazine of Rank Xerox Mitcheldean Plant

## 'It was great!' said the Fives to Tens

There's quite a difference between five-year-olds and ten-year-olds, but when it comes to Christmas parties the formula for success is pretty much the same. Cartoons featuring Donald Duck and Pluto, a party tea, a nice present, crowds of other children of similar age — and you can't go wrong. The only difference between the two parties — one for 400 five to seven-year-olds on January 6, and one for 400 eight to ten-year-olds

a week later — was that each had their own ideas about participation. The older ones had a junior-style discotheque, the younger ones a jolly time, with paper hats and animal masks, plus a comedian, a magician, and Father Christmas. The Sports & Social Club committee and all those helpers who worked to give the kids a good time were voted 'great' too! (More pictures on pages 8 & 9.)





An historic moment some months ago in the offices of Burkhardt-Weber at Reutlingen near Stuttgart, when Derek Portman, Director of the Manufacturing Group, signed the biggest order we

have ever placed for machine tools. With him at the table are (third from right) Ron Mason, Chief Engineer, Manufacturing, and (second from right) Sid Wright, Component Planning Manager, PED.

## A MULTI-SPINDLE MIRACLE

On January 19 and the ensuing weekend, a group of people from the Wolfson Unit for Noise and Vibration Control, Southampton University, could be seen taking numerous measurements in the Machine Shop at Mitcheldean.

Testing the vibrations, they said. Not that we've been experiencing any earth tremors lately. It's just that before long there's going to be quite a bit of banging about going on at the corner facing Building 38 on one side and Building 40 on the other.

By re-locating existing machines, about a quarter of the Machine Shop (some 33,000 sq. ft) is to be cleared for a completely new centre of numerically controlled machine tools — the most advanced of their kind in the world.

Castings for a new Rank Xerox model now in the pipeline will be much more complex than earlier types, and with conventional machines they could be in the Machine Shop for four to five weeks.

This wasn't quick enough, and to find suitable machines for the speed of output required, Sid Wright, Component Planning Manager in PED, researched the market in the UK, Europe and the USA. After weeks of consultation, comparison and assessment it became obvious that the unique Burkhardt & Weber machining centre was far and away the best for our purposes.

The drastic reduction of the lead time to around 60 minutes is made possible by the fact that these multi-spindle machines can each do a variety of operations — drilling, boring and milling — which would normally involve a number of separate machines; tool changing is carried out

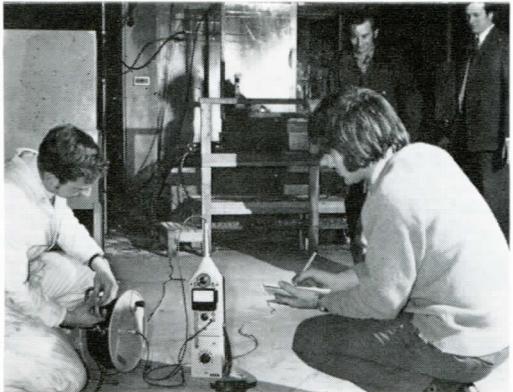
automatically; and each machine has two pallets, so no time is lost loading and unloading.

The machines are expensive and it is important to keep them in operation all the time. For this reason the centre will be what is known as a 'dedicated area' — that is, it will have its own support facilities. These will include cutter grinding, pre-set tooling, paint spraying, maintenance, inspection, stores, and offices housing the PED and Work Study sections.

Every machine will be programmed to work on the same length of cycle and it is in these offices that the programming will be carried out. NC machines are programmed by means of punched tape, the holes representing letters and numbers. These are decoded by an electronic tape reader linked to the machine which converts the commands into machine tool operations. (The manufacturers of the software are running a course at Mitcheldean in February on the programming of the machines.) The first of the 18 or 19 machines is due in July. 'Once we get them in we should get them working very quickly,' Machine Shop Manager Fred Tedds told VISION.

But long before that happens the site has to be prepared. The machines require special foundations and the part of the Machine Shop which will house them was chosen because it is the only area there which is not founded on rock.

Those vibration experts we mentioned at the beginning were called in to determine how much banging can be tolerated and how sensitive other machines are to the vibrations, so that these can be cushioned if necessary when the site preparation commences.



While one of the builders operates a pneumatic drill, Mike Wicksteed (right) of Plant Facilities records readings from a monitoring device set up by a member of the consultant team. In the background (right) is Paul Franc, also of Plant Facilities, who assisted in the vibration tests.

In order to make the tests as effective as possible, a pneumatic drill was used to dig trial holes in the floor area to be excavated, and the experts even had a block weighing several hundredweights dropped on the floor to measure something called 'the decay of impulsive excitation'!

During March a partition is to be erected round the area, from floor to roof; double-skinned and soundproofed, it will isolate the rest of the Machine Shop and minimise dust and noise while site preparation is proceeding.

The contractors are due to move in on April 1 to dig up some 25,000 sq. ft of floor space.

We plan to 'dedicate an area' of a future issue to a feature on these very sophisticated machines.

Some members of the German class get a pre-briefing from Keith Laken, Training Officer. From the left are John Robinson (PED), John

## PILL HELPS US TO COMMUNICATE

For the very first time, French and German are being taught at the Plant.

A number of Group people, working in connection with the projected Lille factory, came to the conclusion it would be helpful if they could better their knowledge of French. So an in-Plant course, designed around the PILL system (Programmed Instruction Language Learning), was introduced as a pilot run by Training Department.

Under this packaged system, each member of the course was issued with a tape recorder and cassettes, and a tutor from the Western Language Laboratory, Cirencester, came twice weekly to give guidance.

More recently, Training Department were asked to organise German classes — initially for certain people involved in the installation and maintenance of the German NC machines featured on these pages. This course, which starts in February, will be on somewhat different lines and include short intensive courses at Cirencester.

Another French series will be starting soon; a two-week probationary period has now been introduced during which people's aptitude and basic knowledge can be assessed and, in recommended cases, students will be sent for short intensive courses at Cirencester, instead of using the PILL system.

This language training programme will continue into 1974, and members of Mitcheldean Management Committee and others nominated from the Plant will be taking advantage of the opportunity to improve their linguistic ability.

Denton and Keith Jones (Works Engineering) and Brian Barnes (Machine Shop).



# They're in the 'People Business'

The Personnel & Training Department are in the 'people business'. If you've just joined the Company, or are about to retire; if you need medical attention, or your salary or grade are under consideration, or you seek some type of training — then it's one or other part of the Personnel & Training function to which you turn.

It follows that the growth and development at Mitcheldean have had their repercussions on this department as elsewhere, necessitating changes in its structure.

Now, with the transfer of two of its managers, Peter Grainger and Peter Hoyland, to new posts, it has been decided that the developing role of the department would best be served by re-organising the staff into three main sections: Personnel Services, Industrial Relations, and Training, each led by a manager reporting to the Personnel Manager at Mitcheldean, Len Peacock.

## Personnel Services

These services are important to the Company and its work force; they have been placed in the

## New Appointments

Peter Grainger, Manager, Training & Development, is now Manager, Personnel Development and Training — Manufacturing Group, and Peter Hoyland, Personnel Compensation Manager, has been transferred to Engineering Group to take up the position of Personnel Manager.

In his new appointment Mr Grainger, who continues to be based at Mitcheldean, will have overall responsibility for Personnel Development and Training policies throughout the Manufacturing Group, reporting directly to Lionel Lyes, Manager, Personnel — Manufacturing Group.

'Personnel Development is now a major activity within the Company and Group.' Mr Grainger told VISION. 'We are increasingly concentrating on the development of potential, the co-ordination of succession planning and individual career planning. It is to everyone's advantage that this work should be co-ordinated over as wide an area as possible.'

Mr Hoyland will be based in London where he will be responsible for providing a personnel function for the Engineering Group Director, Clyde Mayo, to whom he will report. His main task will be working with the existing site Personnel Departments to ensure that the specific requirements of the Engineering Group are met and co-ordinated.

charge of Royston Charles, who brings a great deal of experience to their operation.

The section includes: Recruitment (Pat Cassidy and his section), Personnel Administration (Derek Wintle and his section), Medical Centre (Sister Collins and her staff), Safety and Welfare (Roy Steward and his section), and Pensions.

## Industrial Relations

Derek Lee joined us as Industrial Relations Manager on January 8 and he is taking charge of this section progressively up to March; he will also be responsible for Salary Administration (which comes under Bernard Morris).

Also joining the I.R. team on March 5 as Industrial Relations Officer to partner Bill Nivison is Derek Knibbs. Mr Knibbs is aged 38 and brings with him personnel and industrial relations experience at Wellworthy Ltd and Rootes-Chrysler.



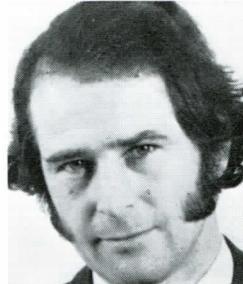
*When our Chairman and Chief Executive, J. Maldwyn Thomas, visited the Plant recently, and toured 4000 Assembly with Mr Salmon, he stopped for a chat with Harvey Gwilliam. His guide was Roger Smith (far left), then Assistant Manager, 4000 floor; since then, Roger has taken up a new appointment as Manager, 4000 Production Control, reporting to Terry Quartermaine. As Works Manager Don Elliott said: 'This particular transfer is important in that it provides an excellent example of how lateral development can lead towards full management level.' Roger joined us about ten years ago; he spent one year as Design draughtsman, two and a quarter years as a Reliability engineer and P.E.R.T. technician, three years as Design engineer on 2400/3600/4000, then a year as Liaison Engineer for Venray for the Reconditioning Group. After a short spell of duty as PA to the Works Manager, he was appointed Assistant Manager 4000 Assembly.*



*Royston Charles, who now heads Personnel Services.*



*Jack Timms, who is taking over as Training Manager.*



*Derek Lee, who has joined us as Industrial Relations Manager, is aged 36 and has specialised in industrial relations in the Plessey Group, and with Molins.*

### **Training**

This section will be organised under a Training Manager. Jack Timms, currently Drawing Office Services Manager—Engineering Group, takes up this appointment on April 2; until then Mr Grainger will continue to oversee the section. Monitoring of the Plant Organisation is being transferred from Salary Administration to Richard Coleman and will be fitted in with his other responsibilities.

Apart from overall management of the three sections, Mr Peacock is continuing to retain functional control over certain matters, such as overall plant manpower levels, and certain organisation and manpower activities.

'It is hoped,' said Mr Peacock, 'that this new organisation will make for a tidier arrangement in the future.'

Personnel have for some time had a problem in fitting into the space at their disposal in Building 6. However, plans are now afoot to secure them more space in the building so that eventually each section can be mustered around its manager.

## **Supervisory Society is growing up**

A dinner/dance at the Wye Hotel, Weston-under-Penyard, on January 5 ended with a flourish the 1972 activities of the very youthful but rapidly growing Rank Xerox (Mitcheldean) Supervisory Society.

This society was formed last May, with the blessing of the Company and a generous donation to help them on their way. Its objectives are threefold: to encourage a spirit of friendly co-operation, to provide facilities for the exchange of knowledge, and to organise social functions.

Paul Trollope is its first chairman, with John Ireland as vice-chairman, Bert Charnley as secretary and Fred Brickel as treasurer.

The society's first outing was on September 21 when 30 members paid a visit to Ansell's Brewery at Aston Cross, Birmingham. They put the firm's products through a stringent test and it was clear that both these and the outing itself were entirely to the members' liking!

The second took place on November 9 when 25 members were cordially received by the management of I.C.I. Fibres, Brockworth, taken on a tour of the plant and given a film show, all of which proved most interesting.



Next activity on the agenda is the annual general meeting in February when it is hoped all members will come along and bring ideas for 1973 with them.

The society's original membership of approximately 48 people has now practically doubled. 'There are still a number of supervisors who have not joined,' secretary Bert Charnley told us, 'but we are hopeful that they will do so, and make 1973 a more memorable year than 1972 when we were in our infancy.'

●  
Which two female chargehands on 3600 floor received two packets of gift-wrapped authorisation slips for Christmas?



R. King

*Enjoying themselves at the Spares & Sub-assembly buffet dance in the Social Centre on December 15. The cabaret included a comedian, and S'Mura Khan who brought the 'mystery of the East' to the West Midlands!*



J. Seal

*RX Cinderford held their first ever Christmas party at the Paddocks Hotel, Symonds Yat, on December 9.*



J. Peacock

*The Design floor of the Engineering block held their Christmas 'do' at the Manor Hotel, Longhope, on December 21.*



R. King

*4000 Assembly held their dinner/dance on January 5 at Wormelow, near Hereford.*



J. Ingram

*Sub-contractors D.G. Packing of Cheltenham were guests at the Stores dinner/dance held at Castle View Hotel, Kerne Bridge, on December 16.*



J. Ingram

*3600 Assembly enjoyed a dinner/dance at the Paddocks Hotel, Symonds Yat, on December 20.*



J. Ingram

*Small Batch went to the Beaufort Hotel, Tintern, for their party on December 22. George Douglas and his band, and Keith Murrell with his banjo provided entertainment.*



J. Seal

*The Admin party embraced Accounts, Purchase and Personnel. Held at the Chase Hotel, Ross-on-Wye, on December 19, it was attended by Mr Wickstead who's never missed an Admin party yet.*



J. Seal

*The Information Systems party was held at the Manor Hotel, Longhope, on December 15; pictured far right is Jean Marshall, newly appointed supervisor of the Punch Room.*



R. King

*Production Control's dinner/dance with cabaret was on December 22 at the Wye Hotel, Weston-under-Penyard.*

# SPORTS & SOCIAL CLUB



Above: John Earl gets in among the Darbys and Joans.

Left: Harry Byett, who worked in Goods Inwards until his retirement, obliges with a song about a goat!

J. Ingram

## The Shows go on

The Variety Club are still hoping to be able to put on a show in the Social Centre and they want to hear from would-be performers, particularly among the younger generation. Contact John Earl, tel. 158 int. if you can help.

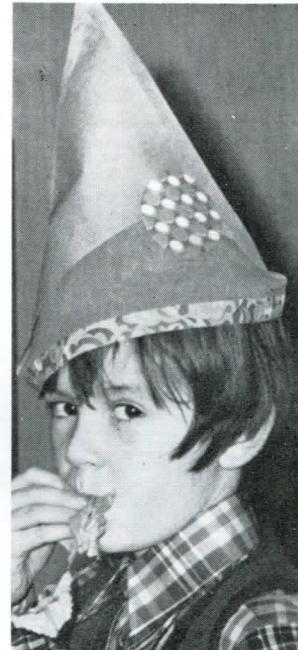
In the meantime, the club have been busy doing a series of shows in the Forest for senior citizens. Particularly successful was one held on January 8

at the Miners Welfare Hall, Cinderford, for the Darby & Joan Club.

Although 'flu depleted the number of performers, John Earl, Jack Benbow, Ken Farnborough and David Jones, plus three of the four Anjeloes group, ensured that the show went on, and the audience of 170 thoroughly enjoyed themselves, joining in the singing and competing for the prizes — ten whisky miniatures.

## The numbers, like the children, grow bigger every year at

### JUNIOR PARTY TIME



## Date for Miss RX Candidates

The closing date for our Miss Rank Xerox contest will be Wednesday, March 7. Entrants must assemble in the Ballroom for 8 pm that evening for a rehearsal. There will be no necessity to fill in the application forms prior to the contest.

## Who'll take on the Line Stoppers?

The Line Stoppers of Production Control, current interdepartmental football champions at Mitcheldean, are throwing out a challenge to all four corners of Rank Xerox. Their manager, Robbie Robinson, will be delighted to hear from any takers.

## Ladies lose, Home gains

The Rank Xerox Ladies Football Team lost their recent return match against Coleford Senior Youth Club girls 5—2, but they scored a success in raising £11 for Townsend House, Mitcheldean's home for senior citizens.

## Skittles Fixtures

The 'A' team are playing : February 9—Wanderers (H) ; Feb. 17—Tudor United (A) ; Feb. 23—Club Milkwall (H). 'B' team are playing : Feb. 9—Nag's Head (A) ; Feb. 17—Crown, Aston Crews (H) ; Feb. 23—Causeway Club 'A' (A).



*The people behind the tables of party fare — they catered for around 800 young appetites altogether on January 6 and 13. The club committee and helpers provided waitress service in the restaurant — without charge !*

## FILM FESTIVAL

GLOUCESTER CINE TROPHY  
AND VALE SOUND TROPHY

IN THE SOCIAL CENTRE  
FRIDAY, MARCH 23

Show commences promptly at 7.30 pm

Tickets 25p each (including refreshments)  
available from members of the Cine &  
Photographic Club Committee.

## ANY NEWS FOR VISION?

If you have, then please —

- let your departmental correspondent know,
- or leave it at any 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*





# LETTER



President Bob Baker makes the LSA presentation to Arnold Gaylard. Bob's own retirement at the end of January will be featured in our next issue.

Arnold Gaylard, who retired in December, is one of the 'pioneers'; he came from Woodger Road to Mitcheldean in April 1941 and during his 36 years with us worked in the Machine Shop, Sheet Metal Shop, and Plating Shop where he was engaged in jig making. He served on the Sports & Social Club committee for a number of years. Arnold's is a Rank Xerox family. His two sons work at Mitcheldean — Max in the Standards Room and Sanford in the Machine Shop, while daughter-in-law Christine works in Purchase and his wife Phyllis was in Remodelling until her retirement last June after nearly 12 years with us. Arnold was working in the Sheet Metal Shop at Cinderford at the time of his retirement and he received from his colleagues a cheque, handed over by Cinderford's manager, Vic Buhlmann; Bob Baker did the honours for the LSA, who gave him a cheque and a digital clock ('My two grandchildren love it,' said Arnold).



Les McNealey presents gifts to Arthur Mason at a farewell party; Mrs Mason was given a bouquet.

To honour his 'elevation to the rank of senior citizen after 27 years' loyal service with BAF, RPI and RXMP', his colleagues in Information Services gave a dinner for Arthur Mason of O & M at Castle View Hotel, near Ross. Les McNealey, O & M Manager, presented gifts of a Russell Hobbs kettle and stainless steel fish knives and forks. Another surprise was a warm letter of appreciation from Mr Wickstead at Xerox Corporation. A founder member of the Cine & Photographic Club, Arthur was its chairman for several years, his outstanding films winning first prize in the annual competition ten times over! Filming and giving film shows for the old folk, plus recording and gardening, will keep him busy, he says. In view of his home improvement plans, the LSA gift of a Black & Decker drill and a cheque, presented by Bob Walton, was timely. 'It's supposed to drill through an egg without breaking it,' said Arthur, but he hadn't put it to the test when we talked to him!

## Off to the Costa Brava

Arnold and Phyllis Gaylard are among the group of around 23 who are going to Lloret de Mar on the Costa Brava for a four-week 'Sunair' winter holiday on February 13.

Gene Lark and Jenkin Morgan have been seeing to all the arrangements. The group will fly from Gatwick — our Company are providing transport to and from the airport.

Various activities such as darts matches, bingo, etc, will be laid on by the San Marti hotel, says Gene. And, thanks to the generosity of people at the Plant, the group won't go short of spending

money. No less than £41 was raised for them with a raffle held by Spares & Sub-Assembly, the prize being a large doll beautifully dressed by Margaret Jenkins. Another raffle, still to be drawn as we went to press, will also help money-wise.

No one can guarantee the weather, but Phyllis Gaylard says she's taking her swimsuit and Gene says he'll be standing by with his camera!

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We regret to have to record the death on January 8 of John Walford (aged 54), warehouseman in Supply Centre. John had been with us for 22 years.

# Putting YOU in the picture

## Engagements

Gail Meek (Production Control) and Philip Townsend (Maintenance).

Philip Burns (4000 Assembly) to Patricia Winney on December 2.

Shirley Hale (secretary to L. McNealey, O & M) to Dave Brain, and Gwyneth Lewis (Engineering Records) to Philip Nicholls, both on Christmas Day.

Joyce Willis (Telephone switchboard) to Robin Gibbard (New Product Co-ordination) on New Year's Day.

Terry James (Pre-Production Control) to Lesley Turley on January 27.

## Weddings

Lionel Jeffery (Plant Facilities) to Philippa Harper at St Mary's Church, Ross-on-Wye, on December 30.

## Retirements

Two people in Spares & Sub-Assembly retired at the end of January — Leonard Duce, who had been with us nearly four years, and Francis Leach, with just over four years' service.

## Births

Gareth David, a son for Judy Walker (formerly Plant Facilities) and her husband David, on December 23.

Richard James, a son for Clive Brain (design engineer), on January 2.

Julie, a daughter for Barry Smith (Production Control) and his wife Marilyn (formerly Production Control), on January 10.

Stephen John, a son for Richard Holland (design engineer) and his wife Deborah (formerly Accounts), on January 12.

## Silver Wedding

Congratulations to Janet Jones (Remodelling) and her husband Eddie who celebrated their 25th wedding anniversary on January 31. Their daughter Carole works in Machine Shop office.

## Stanley Penn and Dick Twohig

We regret to have to record the deaths of: Stanley Penn (aged 61) on December 22 — he worked in Remodelling and had been with us for nine years; and Dick Twohig (aged 49) on Boxing Day. Dick, who had suffered a long illness, was main line supervisor in 3600 Assembly and had worked at Mitcheldean for 12 years.

## HOME MARKET

### For Sale

Frame tent, sleeps six, used twice, £45; BMC 1100 spares cheap — rear suspension, brakes, wheels, one new radial, etc. W. Kerr, tel. 314 int.

1965 Austin 1800, light tan, radial tyres, £200. G. Morgan, tel. 606 int.

Lawn mower (hand), £3; large windows 6ft by 5ft, metal with wooden frames, £12 each; galvanised tank with immersion heater, £5; suede waistcoat (tan), £6. J. Shipway, 2 Fairview, New Street, Mitcheldean.

1963 Ford Capri 1500, MOT rated until November, good working order. Phil Minchom, tel. 503 int.

A35 van, 1963, MOT, four new tyres, needs a little attention, £25 o.n.o. Tel. Lydbrook 307 after 5 pm.

Photographic dark room equipment, Alpha II Rangefinder enlarger, 2 in. Dallmeyer lens plus full accessories, £18 or offers. O. W. Evans, Purchase Office, tel. 778 int.

Smith's cassette tape recorder with one tape, six months old, cost £24, going for £15. Ring 317 int.

Ford Anglia spares available at Rock Villa, Coalway, nr Coleford.

1964 NSU Prinz, approximately 60 mpg, long MOT test, low mileage, very good appearance and condition, £120 o.n.o. Tel. 336 int.

22ft Blue Bird caravan, 9ft 6in. wide, all electric. £300 o.n.o. 'Phone Whitecroft 428 after 1.30 pm.

Detached house at Edge End, near Coleford. Alan Phelps, tel. 473 int. or Coleford 2093.

Pedigree pram, green/white, and accessories; carrycot and stand, charcoal; toddler's pram seat. Offers to A. F. Rawlings, Machine Tool Maintenance, 5 Fir View Road, Hewletts Lane, Ruspidge, Cinderford.

House for sale, Hucclecote, three-bedrooms, gas central heating, large gardens, £9,800. Apply Brian Moore, Work Study, tel. 694 int.

### Wanted

Woodworking machinery. W. Kerr, tel. 314 int. Child's car seat. K. D. Ellway, tel. 678 int.

# Filling the Gap

The new self-service food hall on the ground floor of Building 10 is due to open its doors on Monday, February 15.

As you go in, you'll take a tray. A menu board will show what hot meals are available at the 'echelon units' facing you; cold snacks and salads will be sold at the counter to your right. You just shop around.

If it's an ice cream you fancy, you can help yourself to one from a display unit by the pay-out desks. The food is, and costs, the same as in the restaurant upstairs but there's no extra 7p service charge, of course.

There's seating for over 300 in the dining hall. You will eat your meal off the tray — it's specially designed to fit firmly on the table, even has a lip at the edge to avoid catching your cuffs. You can get coffee, tea, etc., from vending machines, or pour yourself some refrigerated water. When you've finished, you are asked to put your tray on a clearing trolley.

You'll notice there's cushioned vinyl sheeting on the floor and the walls are of gold and soft-white ceramic tiles, making for pleasant and hygienic surroundings. (In the kitchen, too, the accent is on hygiene and all major equipment there is completely new.)

We think you'll find it a fine place for filling a gap!



## Bridging the Gap

Secretaries Dianne Johnson (PED) and Pat Smith (Productivity Services) cross the newly opened bridge which joins Building 44, our most recent office block, with Building 23, which was the first modern office block to be erected on the site.

Bridging a gap of some 15 years, you might say.

