



October/November 75 No. 114

# VISION

THE HOUSE MAGAZINE OF RANK XEROX MITCHELDEAN



## ***Our Party at Westminster***

Fifty representatives of Mitcheldean Plant went to Westminster on October 16 — to lunch with John Watkinson, MP for West Gloucestershire, at the House of Commons, before attending the presentation of the Queen's Award to Industry to our Company.

In between enjoying an excellent meal ('Much better than the canteen,' commented Mr Watkinson), he managed to sign menus and discuss a range of subjects, from the

unemployment situation to the Sex Discrimination Bill now passing through Parliament. What, we wondered, would those Parliamentarians of an earlier age, whose portraits gazed austere-ly at us, have said about that?

It was question time in the House after lunch, then there were meetings and 'if we're lucky we'll finish about 10 pm,' he said.

With so much going on, it's important for MPs to be kept informed regularly

and they find the Rank Xerox equipment installed 'invaluable', Mr Watkinson told us.

He congratulated us on receiving yet another Queen's Award and emphasised how vital it was for us as a nation to make an increased effort to sell abroad. Replying on our behalf, Derek Portman, Manufacturing Group Director, said: 'The Award is essentially an achievement of our Mitcheldean Plant, not forgetting the vast interstructure of suppliers to the Plant.'

An open letter, on his retirement last month, to Frederick Wickstead, OBE, JP

# Master Builder of Mitcheldean

Dear Fred,

To the older generation in the company, it seems like yesterday — that day in 1948 when you joined Rank Precision Industries as production manager. Much has changed in these 27 years. But you have changed very little; in essentials, not at all.

Whoever you have to deal with — American magnate or factory worker, accountant or architect or apprentice — you come on as a down-to-earth Black Country man, tough when you have to be but always and everywhere a human being. A great human being, though you'll hate us for saying so.

And now it's time for you to say good-bye to the company you've worked for, and done so much to build, over these 27 eventful years.

The details of your career tell your story, in a way. But the chronology is only a bare skeleton. It leaves out the sweat and the oil rags, the hopes, achievements and disappointments, the battles lost and won. In your case, mostly won!

To all who have worked with you over these years, you have seemed a man cast from a very special mould indeed.

Works manager Don Elliott, who joined the company as an assembly repair man, calls you 'a real down-to-earth engineer, who was immediately acceptable to the people here.'

Les Tuffley, works convener at Mitcheldean for 10 years, recalls your amazing memory, your concern for the welfare of those who worked for you, and the way that you would reach an agreement with the trade union side 'on one piece of paper — and it was strictly adhered to by both sides'.

To Bernard Smith, purchasing manager for the Manufacturing Group, you are a man who has always been prepared to listen, an enthusiast for technical education, and a master of the incredible amount of detail that you needed at your fingertips in transforming Mitcheldean from an old brewery into a modern industrial complex.

Len Hart, in charge of the apprentice training school, still treasures the early memo you sent him authorising the acquisition of the equipment he badly needed; as a result of this, he says, 'our workshop is second to none in the West Country'.

Says Len in typical forthright terms; 'He was a bloody good mate to us, was Fred Wickstead.'

They still recall how, on your first day at Mitcheldean, you had an office with no desk. So you went to the carpenter's shop, pointed to a large crate in the corner, and told Bill Smith, the carpenter: 'Just smooth off the edges. That'll do as a desk for the time being.'

Your excellent relationship with the men on the production line — within two years you knew them all by Christian name — was no pose. It came from a genuine liking for people, an unfeigned interest in them.

Infinitely helpful to people prepared to put their backs into a job, you never suffered fools gladly. Yet had no time for pomposity.

Sometimes you would cut corners, get a job moving before some formal decision or other. But the essential basis for this was a shrewd and well-founded view of what the business was all about and where it was going.

This was flair, solidly based on deep knowledge of what could and could not be done. How you amazed the architects, the planning authorities, the builders, with your thorough knowledge of their own fields!

Knowing what was possible, you set yourself with drive and enthusiasm to mastermind the expansion of Mitcheldean in half the time that anyone else had believed possible.

A doer by temperament, you have always appreciated people's need for a rapid decision when they put up a case. That has been one of your maxims.

Without your influence and example, Rank Xerox would have been a different, less successful, less congenial company. You will be greatly missed; but the foundations you did so much to lay will endure.

All who have worked with you, argued with you, and learnt from you wish you and your wife Alice — a tower of strength to you over the years — the happy future you both so richly deserve.

Your friends at Rank Xerox



*Fred Wickstead was recently installed as an officer of the Order of Orange Nassau (equivalent to the Order of the British Empire); the distinction is in recognition of his special contribution towards the establishment of Venray Plant.*

**1917** Born in Aldridge, Staffordshire, June 18. **1938** Entered engineering. **1940** Appointed foreman of a Midlands aircraft company. **1942** Appointed works manager. **1944** Appointed supplies manager for a group of companies employing 8,000 people. **1946** Appointed manager of the group's South Wales factory to organise the return to peacetime production. **1948** Joined The Rank Organisation as production manager of the Rank Precision Industries division at Mitcheldean. **1951** Appointed governor of West Gloucestershire College of Further Education. **1953** General manager of Rank Precision Industries division. **1958** Chief executive of the Cine and Photographic division. **1959** Chairman of Forest of Dean & District Employment Committee. **1960** Justice of the Peace, Newnham. Chairman of Board of Governors, West Gloucestershire College of Further Education. **1964** Chief executive of the Mitcheldean Plant. **1965** Formally joined Rank Xerox, when the Mitcheldean Plant became part of the company. **1966** Joined Board of Rank Xerox (Management) Ltd. Appointed director of production. **1967** Appointed director of Production and Supply Operations. **1969** Elected to Board of Fuji Xerox. **1970** Joined Board of Rank Xerox. **1971** Order of the British Empire for services to Forest of Dean Employment Committee. Appointed vice-president, manufacturing and logistics, of Xerox Corporation. Appointed lay governor of King's School, Gloucester. **1973** Returned to Rank Xerox as chief staff officer.



## GOLD HAND AWARD

Mitcheldean Plant has been awarded the Gold Hand Award (indicating continued progress in accident prevention) to fix to our Three Star Safety Award Certificate, under the Engineering Employers' Federation Safety Award Scheme for 1974. Works Manager Don Elliott is pictured here receiving the award on our behalf from Mr. J. D. Vosper, deputy superintending inspector of factories.

## SOCIAL SERVICE TRIO

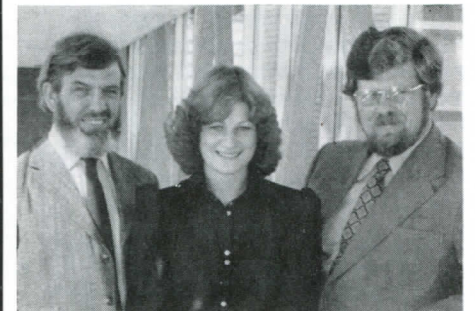
Three applicants for Social Service Leave from Mitcheldean have been awarded six months' leave.

First to start was Eric Tose (Work Study) whose project is near home — at the Salesian School, Blaisdon Hall, where some 60 boys from the ages of 11 to 16 with educational problems are cared for.

Eric, who has been teaching judo there for three years, aims to develop the sports and social side and also, with the co-operation of the Institute of Practitioners in Work Study, O & M, to organise visits to factories, put on film shows, and otherwise help the boys with a view to their future employment.

This November, 21-year-old Diane Stratford of Purchase leaves her home in Yorkley to live in Bristol while doing casework with the Shelter Housing Aid Centre for the first three months, in order to gain a good understanding of housing legislation and local authority procedures.

A member of the Forest Shelter Group, Diane says that most of the research done hitherto has concentrated on the problems of the major cities, and she plans to spend her remaining three months 'doing my own project on housing problems in rural areas, particularly in the Forest of Dean.'



Jack Brooks (PED), Diane Stratford (Purchase) and Eric Tose (Work Study) all set to 'cross the bridge' to a six-month spell of work in a very different environment.

Jack Brooks of Component Planning (PED) is going to the Tropics; come December he hopes to be off to Sierra Leone, West Africa, to assist his son who is leprosy control officer working with Sierra Leone ministry of health.

Pincushioned with injections against cholera, yellow fever, tetanus and other hazards, Jack is enthusiastic about his project. 'Contrary to general opinion, leprosy can be cured today,' he said.

All three have promised to keep us posted about their progress. We'll be looking forward to hearing from them and wish them all the best in their ventures.

# New Appointments

William Glavin, Managing Director and Chief Operations Executive, has announced the appointment of Frank Pipp as Group Director, Manufacturing and Supply Operations. He will immediately assume responsibility for the manufacturing, service and supply groups as well as the engineering liaison activities with RXEG.

Reporting to Frank Pipp will be Derek Portman, Group Director, Manufacturing; Gwilym Peregrine, Group Director, Technical Service and Supply. The interface which has hitherto existed between Dr Theo Williamson as Group Director, Engineering, and Mr Glavin, will now be transferred to Mr Pipp.

This appointment reflects the increasing importance of the co-ordination of manufacturing, engineering and supply to our business. The new structure will improve the interface between the groups which is critical to the vital areas of procurement, inventory control, and new product launch.

Frank Pipp joined Xerox in July 1970 as Vice President, Manufacturing Staff in the former Business Products Group; he was named Senior Vice President, Information Systems Group, and General Manager of the Manufacturing Division in November 1973.

## Manufacturing Group Organisation

Changes to the top structure of Rank Xerox Manufacturing Group took effect from September 15.

The re-alignment of responsibilities of directors and senior managers has been made in recognition of the challenge to Manufacturing Group of current Business tasks, against the difficult economic background, and is intended to strengthen the

operational control of the Group in the face of these pressures.

Ron Morfee, formerly Plant Manager, Mitcheldean, took up a Group Staff appointment as Director of Materials.

Don Shryane, formerly Director of Manufacturing Planning, has been appointed Director of Manufacturing Programmes.

Jim Evans, formerly Manager Manufacturing Programmes, is now Manager Special Projects.

Richard (Dick) Holmes, who recently joined Manufacturing Group as Director of Finance & Information Systems, has taken over the Planning activities previously carried out by Don Shryane, in addition to his current responsibilities.

Lionel Lyes, Director of Personnel, has assumed responsibility for Communications and Security, in addition to his current responsibilities. He has also been appointed a member of the Management Board of Rank Xerox Manufacturing (Nederland) BV.

Roger Haggett continues as Director of UK Operations, and assumes direct responsibility for the day-to-day running of the Mitcheldean and Welwyn Plants.

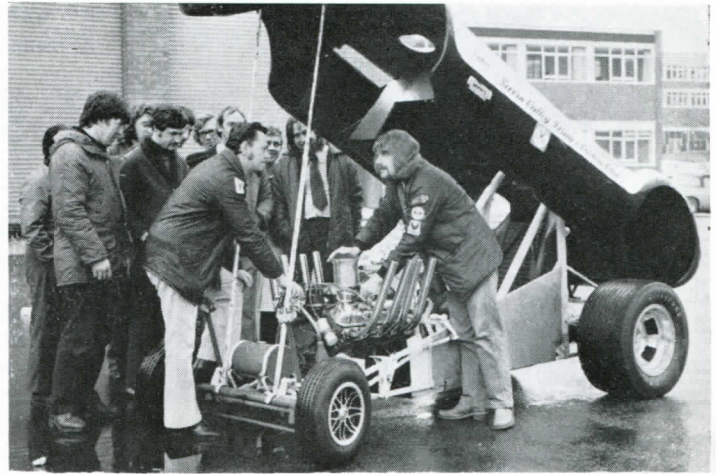
Len Stierman continues as Director of Continental Operations and is directly responsible for the Manufacturing Plants in Holland, France and Spain.

W. Van Eerde, formerly Manager, Consumables, Venray, has joined Manufacturing Group Staff as Manager Consumables Support Operations.

A Director of all Technical Support Operations is to be appointed.

All the above report directly to Derek Portman as Group Director.

We regret that, owing to unforeseen circumstances, our 9200 special issue has had to be held in abeyance — which accounts for the fact that we have a combined October/November issue this time. However, we plan to catch up with ourselves over the next few weeks so as to be able to start the New Year at the same time as everyone else!



The Syndicate, with Barrie at the wheel, attracts a lunchtime audience. Right: Barrie and Roger show what a dragster looks like with its lid off. Dean Forest Studios

## THE SPEEDY SYNDICATE

Brilliant lights on an electronic device flash a count-down to the green — and with an aggressive roar of their supercharged engines, a shriek of tyres and clouds of smoke, they tear away from the line.

It's really an acceleration contest, drag racing (and contrary to some people's belief, the drivers don't wear women's clothes!)

Originating in the USA, it's catching on fast over here. May 1974 saw the formation of the Severn Valley Drag & Custom Club, the idea being to bring some like-minded people together with the aim of building a dragster for racing.

There is a wide variety of classes; Middle-Competition-Altered was the one which interested four club members — Barrie Moore of Cutter Grinding (Machine Shop), Roger Meek of Machine Shop QC, Chick Garfield, a local garage mechanic, and car salesman Graham Peake.

They had started to build a 'hot rod' when a complete dragster with trailer went up for sale at a reasonable price. The four purchased it, stripped it down to a rolling chassis, and rebuilt it with parts they had obtained for the first dragster.

They took out the 2.5 litre Daimler engine and put in its place a 4.7 litre (289 cubic inch) Ford V-8 from an American Ford Mustang. They also fitted a fibreglass replica body of a 'D' Type Jaguar of the mid-fifties, Minilite front wheels and 15 x 13.5 American 'mags' on the back, with treaded racing tyres.

Over the winter, the group are hoping to fit the car with new drag racing 'slicks' (track racing tyres), a new and lighter body of some other origin, and a rebuilt engine; they also want to acquire a spare engine — this is essential as they are already on their third engine this year!

This is really what it's all about — constantly improving, modifying, and then seeing the results in an ever better performance on the drag strip.

The team are hoping to get bigger and better sponsorship deals for next year in order to make the car competitive. It has already recorded the standing quarter mile with a best elapsed time of 12.88 seconds, and a best terminal speed of 106.5 miles per hour.

On October 12 this year they were delighted to win their class at Santa Pod raceway in Northamptonshire.

It costs approximately £15 to run the dragster at a one-day meeting, the majority of this money being swallowed up in the towing of the car to and from the meeting.

And if you heard and saw The Syndicate showing its paces the other day, you'll appreciate that it's a very thirsty baby (it uses approximately one gallon of petrol/menthanol per mile); in future the engine will be strongly tuned, Barrie tells us, and it is hoped this will take the car up to 125 miles per hour in approximately 11 seconds.

The four men take their turn in the seat, as they all record good times and speeds when the conditions are right.

Barrie and Graham both had hair-raising moments recently when the car got out of control through either a damp track, or bad traction due to the tyres not gripping very well after doing a water and traction compound burn-out. But it hasn't damped their enthusiasm.

Altogether, they are pretty pleased with their track record this year and they hope to do even better in 1976.

The last 1975 meeting is on December 7. 'That'll mean wearing warmer clothes than usual,' says Roger, 'but I'm not expecting my moustache to ice up.'

### CHESS CHAMPIONS

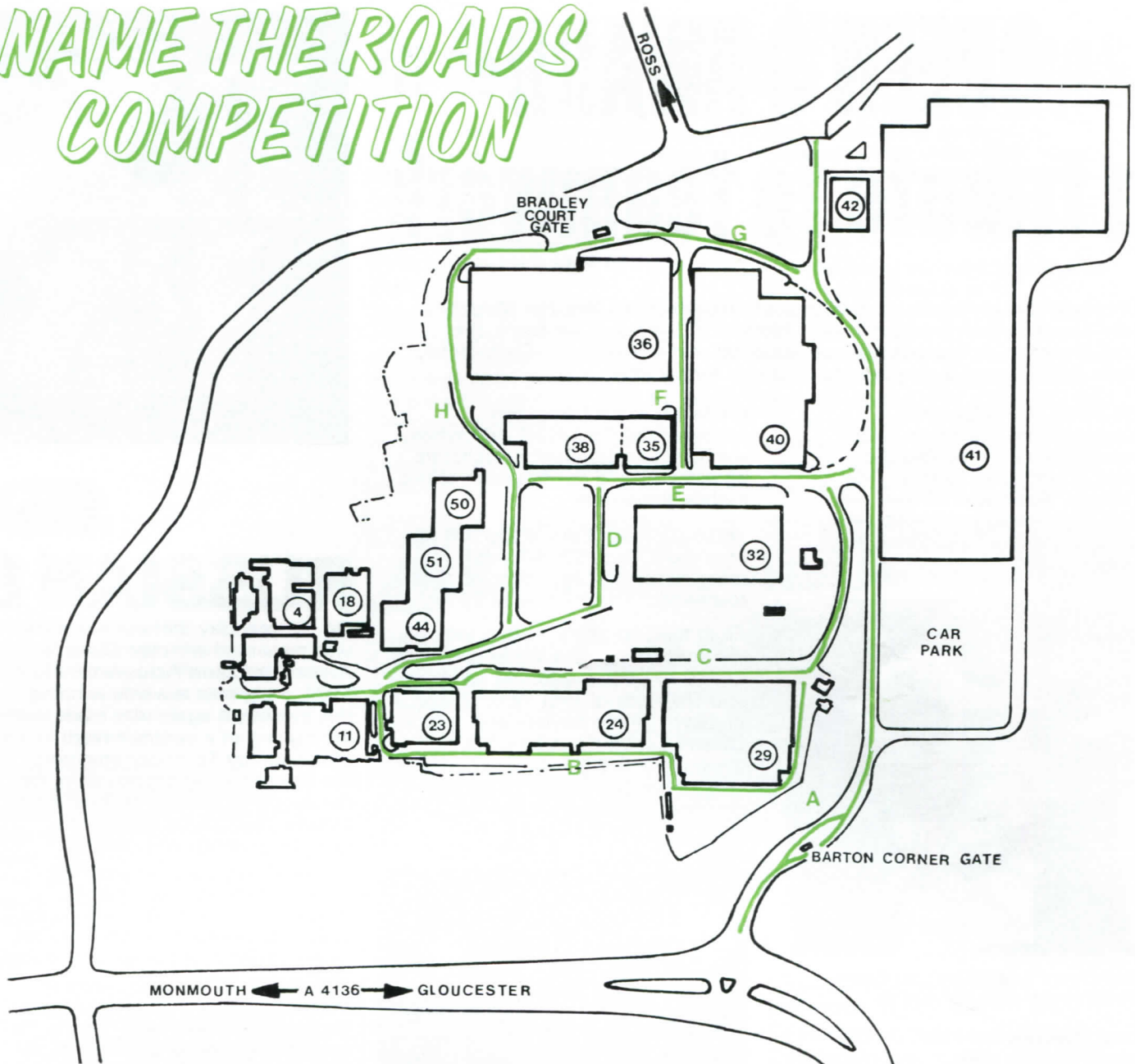
A moving moment during the match on August 15 for first and second places in the Portman Trophy Individual Chess Championship with Charles Cunningham of Information Systems (left) playing David Bourne of Design. Faced by his opponent's overwhelming superiority in pieces, David was finally forced to resign.

With Nick Swan unable to come, Bill Logan was awarded 3rd place by default. Presentation of prizes and trophies for both individual and team (Wickstead Shield) championships was made by John Ireland, chairman of Forest Rooks Chess Club, in Mr Portman's unavoidable absence.

Secretary John Johnson reports that the competitions are recommencing this month.



# NAME THE ROADS COMPETITION



You may never be asked to name a ship and crack a bottle of bubbly against her as you do it.

But we're inviting you to name our main site roadways and celebrate the occasion by enjoying a free dinner for four at a hotel near your home during the Christmas/New Year season.

All you have to do is study the rules of this competition and come up with the winning entry. Apart from earning you that festive meal, your bright ideas would identify these roadways for traffic control and direction purposes. So don't delay — start thinking straight away.

*Note: Please use block capitals when completing form.*

## NAME THE ROADS COMPETITION ENTRY FORM

<b>A</b> _____	<b>E</b> _____
<b>B</b> _____	<b>F</b> _____
<b>C</b> _____	<b>G</b> _____
<b>D</b> _____	<b>H</b> _____

Full name \_\_\_\_\_

Dept. \_\_\_\_\_ Int. ext. (if any) \_\_\_\_\_

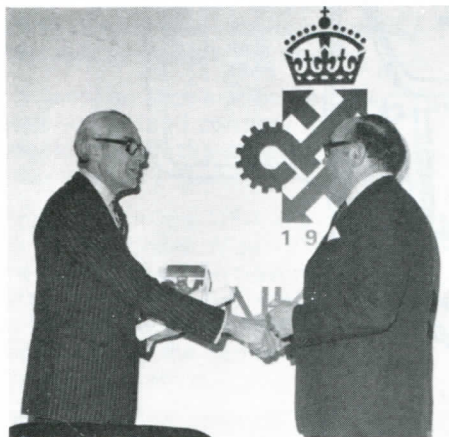
## RULES

- The above sketch of Mitcheldean Plant shows eight main site roadways coloured green and lettered A—H inclusive.
- Complete the form on this page with the names you consider appropriate for the roadways, adding your name, department and internal telephone number (if any), and send it in an internal envelope to: The Editor, VISION, c/o Eastern Avenue Gatehouse.
- If you don't want to cut the page, make a copy of it and use that as your entry form.
- Your form must be returned *not later than Friday, December 12, 1975.*
- Entries will be judged by the Vehicle Parking Working Party (members of which are ineligible). The winning entry will be the one which, in the opinion of the judges, suggests the eight most suitable and appropriate names (subject to MMC approval).
- In the event of a tie, a draw will be held.
- The winner will be notified personally and the result will also be displayed on the notice-boards.

# QUEEN'S AWARD- a tribute to teamwork

The royal blue invitation cards with gold insignia stated that Her Majesty's Lord-Lieutenant of Greater London, Marshal of the Royal Air Force, the Lord Elworthy, would make the presentation at the Hotel Inter-Continental, Hyde Park Corner. It promised to be a very formal affair.

We stood as the Queen's representative, a tall man with a businesslike air, mounted the rostrum with our chairman, Mal Thomas. But it was all over very quickly, with no pomp and ceremony and an economy of speech.



Lord Elworthy hands over the Queen's Award to chairman Mal Thomas.

Lord Elworthy reminded us that 'these Awards are not easily won — many try and few are chosen. You have succeeded for the fourth time and that is a truly remarkable record for a company formed less than 20 years ago.'

'Her Majesty has asked me to say that she thanks you all and congratulates you all,' he said as he handed over the symbol to Mr Thomas.

Referring to Lord Elworthy's distinguished war record, Mr Thomas said 'This makes for a significant analogy because, in a very different context, we in Rank Xerox believe that one of our prime tasks is to help ensure our country's survival and to contribute to the nation's balance of payments by supporting a vigorous export drive.

'For the year ending October 1974, we earned for Britain £100 million from goods, services and income from group activity overseas. We are now doing business in 79 countries across the world.'

He cited our opening of the first British sales showroom in Bulgaria;

the fact that we have been accredited to the USSR with whom we have a technological exchange agreement; and the despatch of our mobile showroom.

To be successful, exporting has to be a team effort. 'This Award recognises and pays tribute to that teamwork.'

From then on, the occasion took on the atmosphere of a family gathering — 200 of us (representing all levels and Divisions of IHQ, Mitcheldean, Welwyn, Milton Keynes, and Eastern Export Operations) related through Rank Xerox but perhaps only knowing of one another until now as a signature on a memo or a voice over the 'phone.



Group PR Manager Jimmy Bake (left) with some Mitcheldean representatives at the reception.

And the Queen's Emissary joined in; he talked about rugby with Keith Sainsbury (Tool Room) who used to play for Lydney, a town equally familiar to Lord Elworthy; he chatted to Ron Pearce about a bomb hoax at Windsor. Time flew and it was 8 pm when we left London's lights and journeyed back to Mitcheldean, stopping off at the Oxford Motel for dinner.

What are our chances of winning the Award for export achievement yet again? We don't know if we've done well enough to be among the recipients next year (to be announced on the Queen's personal birthday on April 21) but, judging by the news on this page, we're off to a flying start for 1976.

More Mitcheldeaners celebrating the winning of the Award.



## £5 MILLION RUSSIAN ORDER

On the very day that our company was presented with the Queen's Award for Export Achievement in 1974, a big step towards winning this award yet again was made, with the signing of a contract worth £5 million by Technopromimport, the Soviet buying organisation, for the supply of a range of Rank Xerox copiers, high-speed duplicators, microfilm printers and spares.

The equipment will be supplied through Technopromimport to industrial and commercial users as well as to government departments in the USSR over the next 12 months.

Signing for Rank Xerox, Gordon Planner, general manager, Eastern Export Operations, said, 'This is the largest single order placed with the Company by the Technopromimport organisation since we started discussions with them in 1970. We are particularly delighted to have this contract as it is a further measure of an industrial partnership between the Soviet Union and Rank Xerox which has been gathering momentum since 1964.'

Long-term co-operation through



# PORT TRA

## LLION DER LANDED

broadly based scientific and technical exchanges is being established between Rank Xerox and the Soviet Union's Committee of Science and Technology under a protocol agreement.

A three-year agreement with Energomachexport of Moscow enables Rank Xerox to purchase a range of electric motors from the Soviet Union which can be used to power copiers and duplicators manufactured in the company's factories in Europe.

Rank Xerox also hopes to make arrangements for its showroom train to visit industrial centres throughout the USSR when it completes its current programme to Yugoslavia at the end of the year. The visit has been agreed in principle. Now officials are trying to work out timetables as the train will cover many miles of single working mainline track, used by transcontinental express services.

This promotion will be followed in the autumn of 1976 by a tour with the mobile showroom.



## In Marco Polo's footsteps

A journey from London to the edge of the Great Gobi Desert began on September 3 when Peter Shore, Secretary of State for Trade, inaugurated a specially equipped mobile showroom at St Katharine's Dock on the north bank of the Thames.

The venture has been described as a second Marco Polo expedition, since it will cover much of the ground that the great explorer did; but there the similarity ends, for our 'merchant venturers' are travelling on board a 50-foot long articulated trailer and tractor unit with all mod cons.

there is travelling on through Czechoslovakia, Austria, Hungary, Romania, Yugoslavia, Bulgaria and into the USSR, reaching the Mongolian People's Republic next autumn.

It is estimated the vehicle will cover some 100,000 miles in its journeyings between London and Mongolia. Over 100 Rank Xerox staff will be involved during the year, the majority of whom will fly out from England. Other specialists will be drawn from the Rank Xerox Eastern Export Operations personnel already resident in the Eastern area market which covers 33.6 million



The inauguration of the mobile showroom at St Katharine's Dock. **Below:** Working models can be demonstrated to visitors in the reception area.

Designed and equipped for Rank Xerox Eastern Export Operations, it forms the focal point of a renewed export drive, promoting a range of our latest office copier and duplicating machines.

It complements the RX train which has already been touring East Europe for three years, says EEO chief Gordon Planner, and can make contact with businesses away from the large cities.

The showroom reached Poland at the end of September and from

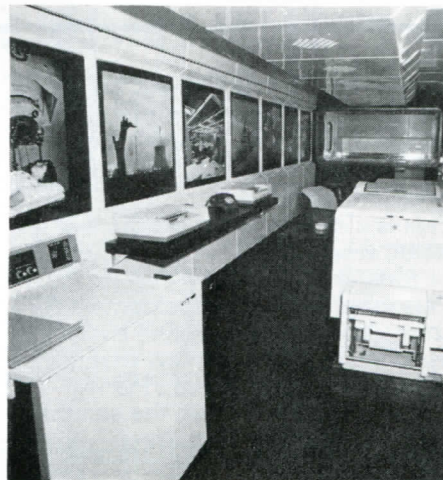
square kilometres and has a population of over 380 million.

The mobile showroom, built by Coventry Steel Caravans, is liveried in the black and white Rank Xerox house colours; the vehicle is powered by a British Leyland Marathon tractor unit and the two men drivers wear distinctive red, white and blue uniforms. So the unit is pretty certain to attract attention even while on the road.

Fully equipped, it represents an investment of £45,000. It has a spacious reception area where working models of a Xerox 400 Telecopier facsimile transceiver, Xerox 3100 flat-platen copier and a Rank Xerox 7000 reduction duplicator and Xerox 4000 copier can be demonstrated. There are also a fully equipped kitchen and a services compartment.

The showroom is centrally heated and air-conditioned, and carries its own supplies of water and gas, as well as an alternator for emergency electricity supplies, for use when it is not possible to connect up to local power sources.

How Marco Polo would have appreciated such facilities!



# The Drive for yet higher Quality

When we ask our customers what they most expect when they choose Rank Xerox machines, they will almost certainly say 'quality and reliability'.

Quality first, then programmes — that has been, and still is, the order of priorities at Mitcheldean. It is an order that has always been maintained in the eyes of our customers.

Times, however, are changing; the demand for new machines is not as high as it was, customers are becoming more and more quality-conscious, and we are facing serious and ever-increasing competition.

We must, therefore, step up our efforts to build high quality into our machines at the manufacturing stage. To do this effectively, we must go back to basics and examine our quality structure.

Until now, Quality Engineering, which provides the planning and

technical expertise for manufacturing quality, has reported to the Production Engineering manager, Mike Hook, under their manager, Larry Sterrett. All other aspects of quality are, however, dealt with by sections and groups whose managers report to the Quality Assurance manager, Ron Teague.

Our first step, therefore, is to have Quality Engineering report to the Quality Assurance manager. Thus, we now have a single structure of all the people whose primary concern is the attainment of quality.

Quality Engineering will gain a closer link with the rest of the Plant and, through that link, they will be able to establish what the true needs are for higher quality. They can then set about fulfilling and implementing those needs.

The Quality organisation will take a strong well-established technical voice in the Production Engineering and Design Engineering groups. It is important to have a strong representation in those areas, for the best way of improving quality is to design and build it in from the start.

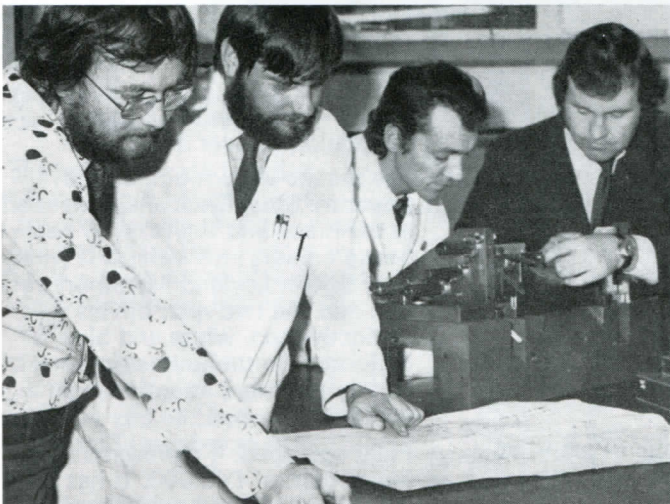
Quality Engineering also provides a direct link between the Field and the Production and Design Engineering departments to feed back problems/suggest improvements and progress their implementation.

What else can be done? We are examining carefully the Quality organisation itself to see its potential and will bring about any re-structuring that is necessary. We must, for example, give more attention to quality audit and, by using new and improved guidelines and parameters, ensure that audits play an ever-increasing role in quality at Mitcheldean.

We will establish, in addition to product quality audits, a systems quality audit — a recognised control system which will check that not only production systems and procedures, but also those of the Quality organisation itself, are operating properly.

In simple terms, we are going to create the best Quality organisation we can and let that organisation get on with the job of making sure that we all put QUALITY where it should be — FIRST.

**Below:** Quality Engineering and Quality Control men thrash out a gauging problem in the NC complex — from the left: Stuart Holloway, Mike Young, Jim Pearce and Geoff Nash.



## THE DIFFERENT ASPECTS OF QUALITY

Just in case you're unfamiliar with the Quality scene, here are a few brief descriptions of the activities which come under the umbrella of Quality Assurance:

*Quality Engineering* provides the planning and technical expertise for manufacturing quality — supplying Inspection with instructions, etc.

*Quality Control* is a system of programming and co-ordinating to maintain or improve quality.

*Inspection* is the measuring, examining, testing or otherwise comparing an item or assembly with requirements.

*Quality Audit* is checking up on product quality, and/or Quality Control, to ascertain whether the quality function is being performed adequately.

All these functions play a vital part in ensuring that the quality of our products —

- earns customer satisfaction
- doesn't cost too much
- can be achieved on time

## Keith goes East

In October Keith Laken (formerly Manufacturing Group Personnel Department) began commuting — over an exceptionally long distance — between London and Moscow, to be exact.

For a period of between two and three years, he is working with Eastern Export Operations as Field Service Manager, Moscow, liaising between the Russian service organisation and Technical Service & Supply Group (TSSG).

But for the first six months, he will be alternating a fortnight in this country with a fortnight in Moscow, finally moving out there with his family in March 1976.

This is a development assignment for Keith, who has a working knowledge of Russian. Part of the overall Personnel policy of development for employees, it is the second such assignment in the last few months; Martin Woods of Group Finance went to Teheran during the summer to work with the Rank Xerox Operating Company there.

## Party Dates

What, another form? But if you have any children between five and ten years old, you won't mind filling in the one enclosed in this issue.

In a couple of months it will be party time for the children of all employees; for the five to seven-year-olds, January 3 is the date, while for the eight to ten-year-olds it's January 17.

The completed form should be returned to Personnel Reception *not later than December 1.*



The Datacentre may have earned itself the nickname of 'Colditz' on account of security regulations, but no fortress ever had such an attractive reception area as that provided for visitors to Information Services Department.

Soft spotlighting, cream armchairs so comfy you hope you'll be kept waiting, colourful floral arrangements, and a white reception desk encircling **Kim Drewry**.

When she places the register before you for signing, you get the feeling you're booking in at some plush five-star establishment.

But despite the welcome, only properly authorised persons can get past our receptionist (there's an alarm system operating against forced entry on every door, just in case).

Kim was a beauty consultant before she came to us a couple of years ago. She makes her own clothes expertly, plays squash, has taken up wine-making and is qualified to teach yoga.

A Londoner, she is step-sister to Engineering draughtsman Eric Weeks whose cartoons have often appeared in VISION. Incidentally, those lovely 'everlasting' arrangements of yarrow, statice, honesty, pussy grasses and other fascinating things which add such a decorative touch to the computer scene are created jointly by Eric's wife and aunt — Kim contributes an occasional arrangement too.

Birmingham-born **George Austin** started tool making when he was 17. During the war he was loaned to the Indian Government as technical training inspector, working his way up to becoming workshop superintendent in charge of a training college in Calcutta. He took over as manager of a typewriter factory in India after the war, but had to return to England in 1949 because of his wife's health.

Then, after some years in private business and as sub-postmaster in Walford, Ross-on-Wye, assisted by his wife, George found himself a tool-maker again.



He came to Mitcheldean ten years ago, working first as an inspector in Press & Sheet Metal Shop before it moved to Cinderford, and subsequently joining the Tool Room when it was expanded.

George has some fascinating stories to tell of his eight years in Bengal — such as the time when, instead of going to the cinema in the taxi ordered, he and his wife were taken in style in the Governor of Bengal's limousine, complete with chauffeur, and were accorded the recognition due to such a dignitary!

A breeder of budgies, finches and canaries, George managed to keep up his hobby even in India where he was known as 'the bird man'.

His eldest son, Malcolm, was born out there and is now a design engineer in Australia; his other boy, Stephen, is in the fourth year of his apprenticeship at Mitcheldean, doing HND in electronics/mechanics.

Despite some hair-raising experiences, George cherishes a desire to revisit India. 'Maybe we'll make the sea trip to Australia to visit Malcolm when I retire — then we could call in at Calcutta on the way.'

We know they use 'guns' in the Fuser Roller section of the Machine Shop, but that wasn't the reason for the barrage and the cloud of dust that made it difficult at first for us to locate **Jean Meek**; they were caused by workmen carrying out alterations, including the installations of new ovens, designed to speed up the throughput of work.



The only woman in the section, Jean can turn her hand to almost any of the operations there — external or internal shot-blasting to clean the swarf, etc, off the rollers, polishing, inspecting or packing.

She can cope whether the rollers are the lighter-weight aluminium ones used in the 3600 or the 18-pounders for the 9200.

'There's a knack in handling them,' says Jean, who hasn't noticed any bulging arm muscles developing as a result.

Jack, her husband, also works in the Machine Shop; he's been with us for about 11 years, while Jean herself has notched up some 10 years, having spent the earlier part of that time in the Paint Shop.

Unbelievably, Jean is a grandmother; her son is married and in the Royal Navy, her 18-year-old daughter is a shorthand-typist.

# PUTTING YOU IN THE PICTURE

## Births

Emma Louise, a daughter for Denise Jones (Production Stores) and husband Mike (Supply Centre), on June 21.

Sarah, a daughter for Clive Griffiths (PCD) and his wife Monica, on July 21.



Billy and Janice Gilmour



Alan and Susan Lawrence J. Ingram



Derek and Christina Knight

Malcolm and Julie Taylor J. Ingram



Lesley Jane, a daughter for Janet and Vernon Stock (both of Transport) on August 27.

Joanne Claire, a daughter for Stan Howitt (9200 Design) and his wife Margaret, on September 12.

Melissa Jane, a daughter for Brian Sellick (PED) and his wife June (formerly Purchase), on September 22.

## Engagements

Linda Bradley (PCD) to Geoff Boughton (Production Stores) on August 13.

Michael Duberley (RX Cinderford) to Hilary Bowden on September 20.

Rosemary Minns (secretary to Peter Vince, Manager, Finance & Admin.) to Stanley Hale on October 1.

## Weddings

Janice Fox (secretary to Bernard Smith) to Billy Gilmour (Design Engineering) at Ross Baptist Chapel on July 5.

Julie Iemboli (RX Lydney) to Malcolm Taylor at St John's Church, Cinderford, on August 16.

Patrick Ward (4000 Assembly) to Gaynor Davis at St Mary Church, Crickadarn, BUILT Wells, on August 25.

Tania Sainsbury (secretary to Mike Hook, Manager PED) to Derek Symonds at Lydney Church on August 30.

Margaret Rimmer (secretary to Arthur Thomas, Reconditioning) to Kevin Horrobin (Manager, 7000 Sub-assembly) at Wesley Church, Cinderford, on September 6.

Derek Knight (Purchase) to Christina Perry at St Aldate's Church, Gloucester, on September 20.

Gwyneth Lewis (secretary to Colin Bird, Engineering) to Philip Nicholls (Machine Shop) at St James's Church, Bream, on September 20.

Shirley Davies (Goods Inwards office) to Robert Williams at the Forest Church on September 20.

Susan Cooper (Reconditioning Operations) to Alan Lawrence at Lydbrook Church on September 27.

## Silver Weddings

Best wishes to the following couples who recently celebrated their 25th wedding anniversaries: Mary Goode (secretary to Manager Ernie Wood (PCD)) and her husband Les, on September 2; Wilf Lewis (Auto Plating) and his wife Kathleen, on September 16.

## Retirement

Best wishes to Oliver Barnard (Electrical Sub-assembly) who retired in September after three years with us.

Derek and Tania Symonds J. Ingram



## Andrew Dowding

We record with regret the death on August 28 of Andrew Dowding, aged 20. Andrew worked in Works Engineering and had been with us for 4½ years.



Kevin and Margaret Horrobin Focol



Philip and Gwyneth Nicholls

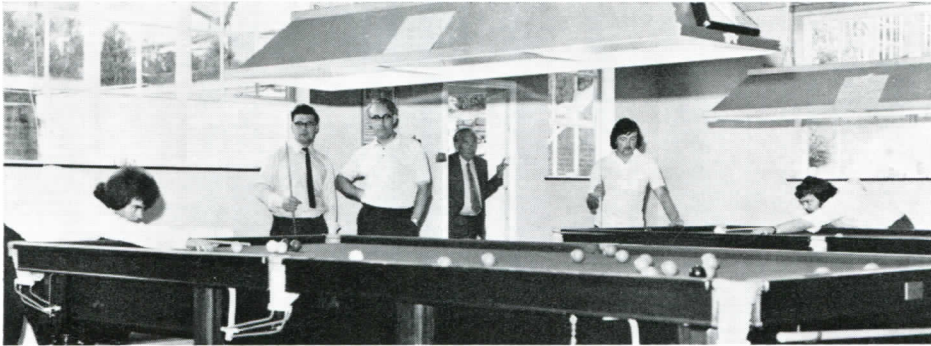


Patrick and Gaynor Ward

Robert and Shirley Williams J. Ingram



# SPORTS & SOCIAL CLUB



**Bob Smith (Supply Centre) who is secretary of both our club section and of the Forest of Dean League, sketches a short history of BILLIARDS AND SNOOKER AT MITCHELDEAN**

The history is a short one — it started during the summer of 1972. Being a keen player of both games, I felt that Rank Xerox could surely produce at least three other players to form a team to enter in the Forest of Dean Snooker League.

At that time, there was no prospect of our one billiards table being repaired or erected, but the committee of Cinderford YMCA kindly agreed to hire out one of their tables for the 1972/73 snooker season.

With the greater of my two problems resolved, it remained for me to coax some of my billiards and snooker-playing friends working at Mitcheldean out of their early retirement from the games, to persuade them to give up their Thursday evenings during the coming season and, come rain, snow, ice or fog, to venture out to play competitive snooker.

I soon had sufficient support to enter two teams in the Forest League. The team entrance fees and table hire charges were kindly paid by the Sports & Social Club and, more in hope than anticipation, the two teams plunged into the 1st Division of the League.

The 'B' team of Bob Howells (Reliability), Barry Barton (Works Engineering), Peter Trigg (Engineering Finance) and myself did very well during that first season, finishing runners-up in the Division and runners-up in the Pairs Knockout Competition. Although the 'A' team of Cyril Bevan (Stock Control), John Wilks (Purchasing), Roy Jones (Work Study) and Colin Tyler (Stores) was not placed and, for various reasons, other players had to be drafted into the side, John Wilks played consistently well to finish runner-up in the George Weaving Cup Individual Knockout Competition.

Unfortunately enthusiasm waned and only one team could be entered the next season — it finished in last but one position in Division 1.

The summer of 1974 saw the formation of the first Forest of Dean Billiards League for 18 years, and a Rank Xerox team of Bob Howells, Barry Barton and myself entered with high hopes of winning the new Edgar Reissner Cup. Although we played consistently well during the season, we were soundly beaten in the final by our friends and rivals, Cinderford YMCA.

During the 1974/75 snooker season, our team again played in Division 1 of the League and finished safely in the middle of the League table.

Today, we have a new billiards room in the Education & Training block, with our now reconditioned table plus an additional hired table. They can be booked in advance for playing during the dinner-hour by ringing Barry on ext. 220; the room may also be used after working hours (you can obtain the key from Eastern Avenue Gatehouse on production of your Sports & Social Club membership card). There is a meter charge of 10p per half hour to ensure 'fair play' in the use of the tables.

As to the future, we shall again be entering at least one team in Division 1 of the Forest of Dean Snooker League in the 1975/76 season. If there is sufficient support, we hope to enter a second team or, possibly, one in the Gloucester League.

Barry is also hoping to organise a knockout billiards and snooker competition on site in the hope that it will encourage the many good players who, for various reasons, do not now play regularly.

For the benefit of anyone who cannot play billiards or snooker but would like to learn (and that includes the ladies), tuition can be arranged. Just contact Barry or myself.

\* \* \*

**Drama** — The Variety Club are having another stab at forming a drama group. Anyone interested in this and/or a talent competition please contact the club's new secretary, Eileen Wakeling (PED), ext. 963.

## Three Course Golf

The society has enjoyed three outings since the last report. The outing at Knowle Park on August 18 was a case of '*in absentia scribus*' or, to put it another way — I was on my holidays. However, I understand that an enjoyable day was had by all in fine weather (what a pleasant change)!

The results were: *Morning*: Roy Powell — 35 points, Derek Parker — 34 points, John Spratley — 32 points. *Afternoon*: Mike Cooper — 63 net (I don't believe it), Paul Knight — 69, Tony Haynes — 70, Brian Vaughan — 70.

The attendance at Pontypool, for the newly inaugurated Scratch Cup, was rather disappointing, and the writer is embarrassed to report his totally undeserved success. Tony Hehir deserves far more honourable mention for coming second and for winning the day's handicap prize by a mile! Details of the scores have been censored due to their embarrassingly high levels.

The society recovered for this year's momentous occasion — The Haggett Inter-Plant Cup at North Oxford on September 18. In the final analysis, Mitcheldean and Welwyn each had two teams of six players and there were teams from Denham and Milton Keynes.

By midday Mitcheldean II led the field with 121 points, followed at a respectful distance by Mitcheldean I with 115 points, Denham with 113 points and Welwyn I with 112 points.

However, Mitcheldean II had flattered to deceive, and Welwyn I surged through the field to end up easy winners with 241 points. Both Mitcheldean teams were placed, however, with II coming second (237) and I third (228).

Doctor Tipple led his team magnificently from the front by winning the afternoon individual prize (34 points) and coming second (with 65 points) in the all-day individual.

However, he had to succumb to that golfing 'tiger' (or should I say leopard) 'Spot' Meek, who, playing for Mitcheldean II, won the all-day prize with 67 points as well as winning the morning prize (with 34 points) and coming second in the afternoon.

Equal third (with 61 points) all-day were two renowned Card-Sharps, Mike Whitehead (Welwyn I) and the writer.

The other individual prize-winner was 'Bill' Meek (Mitcheldean I) who came equal second in the morning with 32 points. All in all, a Great Success.

See you next season. **J. Cash**

## CAR POOL

We've had two more requests from people in connection with car pool arrangements (staff hours).

Nick Swan (ext. 534) says a fourth driver is required from Cheltenham or Cirencester, meeting near Tewkesbury Road roundabout, Gloucester.

Steve Glennie-Smith (ext. 708) wants to share transport from the Leominster area.

## 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 542415.

Myrtle Fowler, Editor

## For Sale

Super Ikonta, 530/16, coupled rangefinder Schneider Xenar f3.5, 16 on 120 roll film, Compur Rapid, 1-1/500 sec., e.r.c., £30. C. A. Nightingale, ext. 621.

Mitcheldean — 3-bedroomed semi-detached bungalow, gas cent. htg., fitted carpets, £9,250. K. Rea, ext. 721.

Night storage heaters — 2 x 1½ Kw and 3 x 2½ Kw. Offers. Tony Walklett, ext. 850 or Longhope 751 after 5.30 pm.

Performance with economy! At less than half price, a complete performance kit comprising: 28/36 Weber inlet manifold 4-branch exhaust for Mark I Cortina, only £29.50. K. D. Williams/V. J. Green, ext. 970.

Hillman Hunter tow bar, will also fit Minx, Singer Vogue, Gazelle, Humber Sceptre. P. Johnson, Maintenance, ext. 320.

1972L, Honda 175 CD, excellent condition. Offers. R. Meek, ext. 553.

1966 Hillman Super Minx, excellent condition, £140 o.n.o. J. Powell, ext. 816.

Wickerwork suite, 4 piece, good condition, 2 easy chairs, 2-seater settee and round table (fitted with dark green needlecord cushions); offers around £65. Also 2 night storage heaters, both for £25 (or separate sale); Colston dishwasher, not new but in good working order — £10 or nearest; 8mm standard Bell & Howell projector in working order but requires lamp, 115 volt operation, possible collector's item. Rob Taylor, ext. 1244 or Cinderford 22799 after 6 pm.

Free to good home, 3-year-old golden retriever dog; unable to keep due to space problems. Ext. 893 or Drybrook 542212 after 5 pm.

Free — 3 black, long-haired kittens to good home. Mike Anstey, ext. 1223.

Boxer puppies, brindles and reds, excellent pedigree, sired by int. ch. Seefeld Picasso — top sire 1971, 1972, 1973 and 1974. Irish terrier puppies also available. R. Barnett ext. 1194 or 8 Holywell Close, Monmouth.

Ford Escort GT, very low mileage, 'G' reg., £550 o.n.o. Miss C. Mahoney, ext. 721.

Huntley — conveniently situated for both Mitcheldean and Gloucester, 2-year-old Bovis semi-detached house with full central heating offering the following spacious accommodation: cloakroom, lounge, dining-room, kitchen, 3 bedrooms, bathroom. Outside: brick garage, pleasant garden overlooking orchards. £11,250 to include some fitted carpets and double glazing. J. Stones, ext. 584 or Longhope 772.

MGA petrol tank £11, A.35 gear box £5, MGB gasket set £1, Volkswagen rear bumper £3, Volks spotlight £1. Terry Kavanagh, ext. 532.

Worrall Hill with superb views — pair of semi-detached cottages, one improved with 2 bedrooms, kitchen, living room and bathroom, ideal for converting into one large cottage. Good sized garden, suitable building plot with site services. Offers. Lydbrook 687.

Austin Mini Clubman estate, 1971, reclining seats, good condition, new MOT, 37,000 miles, £600 o.n.o. M. Morgan, ext. 213 or Netherend 215.

.22 air pistol, made in Shanghai, excellent condition, £10. C. Powell ext. 1108.

Sets of stamps, all nations, mint and used. Sue Smyth, ext. 1248.

1965 Renault 1100, good condition, £100 o.n.o. Ext. 219 or Lydbrook 508.

English springer spaniel puppies, liver and white, field trial bred. Ext. 374 or Ross 4562.

## HOME MARKET

When sending in items please give your extension number and/or department to ensure inclusion.

Two 2.625Kw night storage heaters, hardly used, £24 o.n.o. Drybrook 542211 after 6 pm.

Detached 3-bedroomed house with cent. htg. and garage, in quiet cul-de-sac with rural views close to town centre, £10,750 o.n.o. Coleford 3541.

Gas cooker and gas fridge, both in good condition and working order. Ext. 823.

One 3.5Kw and one 2Kw electric storage heaters, very good condition, £30 pair; one Eros 'Les Paul' copy guitar with case £55; Zenta effects pedal, £15 or offers. Lydney 2979 or ext. 979.

Two BSR MP60 record player decks, brand new, unused, £14. L. Kear, PCD, ext. 604.

Vespa 125cc scooter 'P' reg., 1 month old, now not needed by owner, £230 o.n.o. inc. tax, helmet and accessories. Phil Williams, ext. 869.

At stud: English springer spaniel dog, liver and white, field trial bred, fully trained. Ross 4562.

Aerialite Popular drying/airing cabinet, 1200W, hardly used, £10. T. Daunter, Supply Centre, ext. 961.

1974 'M' reg. Mini 1000 Automatic, just completed 3,000 miles only, excellent condition. Ext. 665 or Ross-on-Wye 3349 after 6 pm.

Bay mare, 5 yrs old, 13.2 HH, jumped and gymkhaned with chestnut filly foal by Arab stallion 'Carnaby Street'. Inspection and offers welcomed. Good home essential. Chipping Sodbury 318728 or ext. 552.

Marmet high pram, lilac, excellent condition £20 including many extras. 20 Abbey St, Cinderford, or ext. 311.

Triumph 2000, 1966, £250 o.n.o. C. Knight, Lydney 16-10 or Lydbrook 529.

Electric guitar and amplifier, as new, £30 o.n.o. Don Cinderey, ext. 1275.

Roll cage for Mini; Mini Mk 2 rear lights. Ext. 589.

Night storage heaters, one 3Kw and two 2½Kw, complete with glass shelves. Offers. J. Osborne, ext. 681.

1966 Ford Cortina De Luxe, taxed, tested, good condition, £275. Robinson, 19 Hawthorn Drive, Sling, Coleford, after 6 pm.

9in. revolving chimney cowl. Offers. J. Harris, ext. 273.

Two sleeveless Afghan coats 27in. and 25in. long, £8 the pair or £4.50 each. Chipping Sodbury 318728 or ext. 552.

Marmet pram with folding body and retractable legs to use as carrycot, including canopy, excellent condition, £15 o.n.o. Cinderford 23351.

Mitcheldean, Churchill Way — 3-bedroomed semi-detached house, garage, gas C/H, £9,750 o.n.o. Drybrook 542627.

VW Beetle 'M' reg. 1973, radio, sun-roof, excellent condition. Ext. 515 or Ross-on-Wye 2540.

Building plot, ¼ acre with services, English Bicknor, select position with planning permission for one house. Eric Attwell, ext. 928 or Cinderford 23413 evgs or weekends.

Drop-leaf kitchen table, red Formica-topped, 3ft square, good condition, £10 o.n.o. G. Harrison, Bld 44/2, ext. 646.

Bath, cast-iron, primrose, complete with taps. Offers. D. Wedley, ext. 659.

Ford Transit, 1972(L), parcel van walk-through, mileage 10,000 miles, reasonable offers. D. Douglas, ext. 827.

Pair fibreglass wings, fit Mk I Cortina, £15. K. Wilkinson, ext. 889 or Cinderford 22808.

Bungalow-caravan, 2 beds, kitchen, bathroom/toilet, lounge, sited 8 Woodview Orchard Caravan Site, Cinderford. Ext. 305.

Indesit b & w TV with table, 18 months old, £40. Mrs. J. Lewis, ext. 330 or Lydbrook 517 after 6 pm.

'General Stores' detached bungalow, gas C/H, large garden, corner site, Coleford ½ mile. R. Wrigglesworth, ext. 1191 or Coleford 2319.

Marmet high pram, D/T body, navy blue, mattress, pram tray, canopy, 2 prs pram sheets, pillow, blanket, pram rugs, pram quilt and pillow-case to match, all in good condition, £35 o.n.o. D. Newell, 4000 floor, ext. 894.

Mitcheldean — attractive detached house in good position, large garden, 3 bedrooms, bathroom with shower, L-shaped lounge/dining-room, fitted kitchen, gas-fired C/H, large garage, £10,750. Ext. 996 or Drybrook 542356.

Three 6.40 × 13 crossply tyres, £12. Bob Howell, ext. 836.

1959 Ford Anglia, MOT to January 1976, taxed to March 1976, £50 o.n.o. J. Cowles, 55 Three Crosses Road, Ross-on-Wye.

Teak headboard, Myers, to fit 4ft 6in bed one month old, cost £30 new, going at £19 o.n.o. Mrs D. Halford, Lydney 3561 after 5 pm or ext. 16.10.

Bottle-green lady's suede jacket, size 16, brand new, £30. R. Smith, ext. 794.

Mitcheldean — semi-detached bungalow, 2 bedrooms, part C/H, detached garage, carpets and extras included, £8,250. Mrs V. Sayce, ext. 433.

## Wanted

Britax baby car seat with fittings. John Spratley, ext. 219.

Bicycle to suit 8—12 year old. G. Burch, ext. 578.

Newfoundland postage stamps. Fair prices paid for good copies. G. E. Harrison, ext. 646.

Girl's or lady's pushbike. J. M. Holbrook, ext. 666.

Child's tricycle for use up to 7 years old, must be in fair condition, ext. 219.

Calor gas heater in good condition. D. Howells, ext. 979/1259 or Drybrook 542512.

Boy's bike, suit 13-year-old, reasonable condition and price. Ext. 675.

Up to £1,000 available for car, good condition, subject to AA inspection, 1200 cc and over. Ross-on-Wye 4693.

Two-wheel bike for 8—12-year-old. J. Fowler, ext. 912 or Gloucester 69758.

Pair of 12in. or 15in. dia. speakers with or without cabinets. G. E. Davies, ext. 725.

Boy's adjustable bicycle for 8-year-old upwards. Must be in reasonable condition. R. Brain, Machine Shop, or Drybrook 542193.

16in. Sofono or similar full view continuous burning fire. J. Harris, ext. 273.

## To Let

Three-bedroomed fully-furnished house with garage in Wilton, Ross-on-Wye. Ross 3211 evenings.