£2,500 Gift for Spinal Unit

This is the season for giving and, with 1981 earmarked as the International Year of the Disabled, the sum of £2,500 recently handed over for Jimmy Savile’s Stoke Mandeville spinal building appeal was timely as well as fantastic.

In only nine months the appeal has brought in £6m. of the hoped-for £10m. — and people’s efforts have ranged from Mitcheldean’s cycle ride to a sponsored love-in!

Ivor Elmes, chief PRO for the building fund, who came to Mitcheldean with his wife Hilda on 26 November to receive our gift, has a personal interest in the appeal. He was sent to the Aylesbury unit for ‘back-up service’ (his words) when he got 15 terrorist bullets in his back while serving with the Palestine police after the war.

Still housed in its wartime wooden building, the unit has over the years trained doctors and helped set up other spinal units as well as treating patients from all over the world.

The aim of TV and radio star Jimmy Savile (who does occasional portering at the hospital) is to set up a modern building with up-to-date equipment and facilities for research into diseases of the spine.

Here Ivor and Hilda are pictured chatting with Les Lane of CBA Assembly (who arranged the cycle ride), helpers Joyce (Electrical Subs.) and Vic Johnson (CBA Assembly), and cyclists Derek Shuttleworth (Engineering) and Steve Goode (9400 QA). (See story, pp. 6/7.)
Commodity Operations are making history with on-line enquiry facilities to a computer system in Webster, USA.

Although they are the first actual users, they will be quickly followed by Configuration Control and appropriate new product business areas.

The on-line system allows Mitcheldean to 'talk' to the Xerox system, making enquiries concerning any part number, and creating or updating any order placed on Xerox Corporation at Webster.

Planning & Administration Manager John Eastwood told us that 'the volume of business is currently such that 20 per cent of Mitcheldean’s supplies are ordered, directly or indirectly, via the IPO (Inter-Plant Ordering) section in Commodity Operations.'

'The system enables our requirements to be analysed and confirmed in a fraction of the time taken by the old manual system.

'The on-line enquiry facility will save transatlantic telephone calls and replace a tabulation which was usually two weeks old by the time it was received from North American Manufacturing Division.

'In fact, it is estimated that the number of 'phone calls will be reduced by half, and in addition there will be a significant reduction in the number of telexes sent.'

All this will help Mitcheldean to operate more cost-effectively as well as more speedily.

How it Operates

Demands identified by SOLAR are validated by the appropriate parts analyst at Mitcheldean and converted into demands on Xerox Corporation. This includes calculating the amount of shipping time, and advising our colleagues at Webster of the schedule and date by which the parts must leave NAMD.

These demands are input via a terminal at Mitcheldean direct to the parts analyst at Webster. Progress can be monitored through the same terminal, in addition to which a daily progress report on goods in transit can be obtained by means of a link-up with the Supply Centre PEDRO system (featured opposite). Although the system is simple to operate, very comprehensive training was considered necessary because the input disciplines need to be applied carefully.

On-line update eliminates a number of the request 'vetting' procedures at Webster, so it will be up to the analyst concerned on Les Hill’s section in IPO to get it right first time.

Accompanied by Peter Sperring of Information Systems, Les recently visited Xerox Corporation to learn the Webster system, and they are in the process of training all system users at Mitcheldean.

The new system will be extended to other business areas as the need arises.

Further development work is also under consideration with possible direct links between SOLAR and the Xerox system.

Cable Connection

Work on the project started 18 months ago and has involved people from Group Materials Systems and other departments in addition to those already mentioned.

Although the project has been on schedule as far as systems development work is concerned, some delays were experienced with the transatlantic telephone cable which is required to connect Mitcheldean to the Xerox data base at Webster.

All was well by the time we went to press, however, and the system was able to ‘go live’ at the beginning of December.

ANY NEWS FOR VISION?

If you have, then please — mail it to me c/o Corporate Affairs, Bid 51/4, 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 — ext. 566 or Drybrook 542415. Myrtle Fowler, Editor
The duty relief part of PEDRO was fed into the IDC computer at Bushey. This data is sent via magnetic tape which can take days to prepare, is input by our Import staff to the PEDRO computer file in Information Systems. PEDRO was billed as 'custom-built' on to the new system, the original idea having been put forward by the Supply Centre. The successful outcome of a 'revolution' — and the overthrow of a former system in favour of a faster, more efficient and less costly one — has been 'declared' by the Import section in our Supply Centre. PEDRO was billed as 'customs-made' because the period entry part of the system was, in fact, designed and developed by HM Customs & Excise, and Rank Xerox Mitcheldean was among the selected companies to whom they offered the facility.

Manager Gerald Cooke presents a bottle of bubbly to Mary Barrington — her prize for the winning entry in a competition held to name the system.

Bang on Target

The introduction of PEDRO has taken months to achieve, and has meant the moving of a mountain of work by a small band of 'revolutionaries'. All stock records held manually had to be transferred on to the computer file; the old pre-PEDRO system had to be flushed out to make sure no reactionary units were skulking in hideouts.

Bang on Target

Reviewing test data are the full-time implementation team Andrew Pritchard, Wendy Carpenter, Supervisor Phil Davies and Doreen Brain.

Pedro the revolutionary, as drawn by Brian Barnard, has added a human touch.

The impact and benefits of PEDRO are being felt over a wide field.

• Removing the detailed work from agents at the ports and bringing it back to the Import section in Supply gives Supply greater control and acts as a safeguard against errors (they, after all, have the best and most accurate information about our own imports).

• Agents’ charges have been reduced because their work has been simplified, and as money is no longer tied up until reclaimed, the Company has to spend less cash in running the business.

• In the sphere of management reporting, we derive greater and more up-to-date information which is invaluable to Supply, to Mitcheldean as a whole and to customers in the field.

For example, Commodity Operations teams now get a daily report advising them of the goods in transit; if any goods are ‘critical’, they are kept aware of the progress of the consignment concerned. Finance get daily reports which help in identifying foreign suppliers’ invoices, and give them better control of the payment situation. And a more detailed analysis of import costs allows more accurate budgets to be constructed.

The duty relief part of PEDRO was input by our Import staff to the PEDRO computer file in Information Systems. The data is sent via magnetic tape straight to the Customs computer at Southend once a month; it is also fed into the IDC computer at Bushey.

The data is sent via magnetic tape which can take days to prepare, is input by our Import staff to the PEDRO computer file in Information Systems. The successful outcome of a 'revolution' — and the overthrow of a former system in favour of a faster, more efficient and less costly one — has been 'declared' by the Import section in our Supply Centre. Symbolized by the colourful character pictured here, PEDRO (Period Entry and Duty Relief Operation) allows us to make monthly declarations of almost all our imports directly into the Customs computer from Mitcheldean; it also replaces the former manual duty relief system with an automated one. PEDRO was billed as 'customs-made' because the period entry part of the system was, in fact, designed and developed by HM Customs & Excise, and Rank Xerox Mitcheldean was among the selected companies to whom they offered the facility.

'With our ever-increasing volume of transactions,' explains Export/Import Manager Gerald Cooke, 'we were in need of a speedier method of handling the clerical work.

'Under the local import control arrangement made with Customs a few years ago, some 35 per cent of our imports have been allowed to come virtually straight to Mitcheldean in sealed containers or vehicles and be declared in detail here instead of by our agents.

'But the remaining 65 per cent had to be declared on arrival at the docks or airports by our agents before they could be released. Now, with PEDRO, practically all our imported goods require only a quick, simple entry at the ports and at Mitcheldean — which means a minimum of delay before they are released — and a detailed entry, which can take days to prepare, is input by our Import staff to the PEDRO computer file in Information Systems.

'The data is sent via magnetic tape straight to the Customs computer at Southend once a month; it is also fed into the IDC computer at Bushey.'
**MOC Men Move on**

Two members of Mitcheldean Operations Committee moved on last October. At the end of his two-year assignment from Xerox Corporation, Assembly Manager John Wigg (far right) took up the position of Manager, Manufacturing at our Welwyn Garden City site. Our picture shows Roy Powell, his successor as Assembly Manager, making a presentation to Mr Wigg at a farewell party attended by his Mitcheldean colleagues.

Our picture left shows Richard Cowser, who took over as Materials Manager from Dick Holcomb (far left), presenting him with a farewell gift before he returned to the USA to take up a new post. During his five or so years at Mitcheldean, Mr Holcomb fulfilled various assignments on the technical and material side of manufacturing operations. Both he and Mr Wigg have made a major contribution to our activities and they have our best wishes for the future.

**Sheriff’s Visit**

Director of Personnel (and Ross town councillor) Ron Barnett welcomed the High Sheriff of Gloucestershire, Mr Oscar Colburn, when he visited Mitcheldean during a tour of the Forest of Dean last October. He was accompanied by the Chief Verderer, Dr Cyril Hart (far right).

**21st Anniversary Quiz**

Congratulations to Don McCall of the Supply Centre, outright winner of the quiz published in our July/August issue whose answers were almost 100 per cent correct. He is being invited to take his prize of two days in London some time during December.

For the benefit of any still puzzling over the questions, here are the correct answers:

1. Mitcheldean became part of Rank Xerox Limited in 1965.
2. Rank Xerox first won the Queen’s Award for Exports in 1966.
3. The RX turnover in the year ending October 1972 was £268-1m.
5. The photograph showed Mrs Thatcher boarding a helicopter on leaving Mitcheldean after her visit in 1978.
6. The initials SOLAR stand for Supply Ordering Loading And Release.
7. The derivatives of the 914 were: 422, 720, 1000, 1000 microprinter.
8. Mitcheldean has 1 6m sq. ft. for production, engineering and supply, including Cinderford and Lydney.
9. Production of the first 914 commenced in Building 11 (the woodshop).
10. Two major figures associated with the Labour Party who visited Mitcheldean in the last ten years were Labour Chancellor Denis Healey and former TUC General Secretary Vic Feather.
11. Ardri is ancient Gaelic for ‘Chief of Kings’. (Has a new word entered Forest jargon as a result? One entrant reckoned Ardri was an old Forest expression for the weather!)
12. In 1978, 62.7 per cent of Mitcheldean expenditure was attributed to production materials.
13. Hamish Orr-Ewing is the Chairman of Rank Xerox Limited.
14. Approximately 1,000 demands a day are received for parts by the International Supply Centre.
15. To become a member of the Long Service Association you need to have completed 20 years’ service.
16. Floppy disc drives for the 850 Display Typewriter are made by Shugart Associations, Sunnyvale, California.
17. Of the six new products launched recently, the Xerox 5600 and 960 were featured in the same issue as the quiz and the other four were the Xerox 8200, 9500, 3300 and 485.
18. If a businessman in Gloucestershire wanted to rent or buy a Rank Xerox copier, you should refer him to Rank Xerox (UK) Ltd., Howard House, Queen’s Avenue, Bristol, Avon.
19. The run-up to a general election is a good time for our copying business — Government areas and political parties hire many more machines to handle paperwork.
20. Xerography gets its name from the Greek words xeros (dry) and graphein (to write).

**INTERPICS goes on-line**

With the implementation of an on-line system known as Central Supply Function, the International Supply Centres at Mitcheldean, Welwyn and Venray can view the very latest INTERPICS information on a terminal screen instead of relying on out-of-date summaries. An operator can, at the touch of a button, get the up-to-date status of any order and the latest stock position, and can receive early warning of parts likely to give trouble.

Roger Peperell, who, as Manager, Supply Centre Services, is responsible for implementing the system at Mitcheldean, commented: ‘CSF has enabled us to get a very quick response from a well-established system.’

The combination of INTERPICS (the International Programming and Inventory Control System which was introduced in 1976) and the on-line system was developed by a Supply Centre Systems team working in conjunction with User Programme Manager Roy Nivison, formerly Manager of Mitcheldean Supply Centre.

The combined system makes possible a direct communications link between the Supply Centres, the Operating Companies’ material control and warehousing system, and Technical Services & Distribution staff at Mitcheldean and Welwyn sites as well as Observatory House.
We're moving into

Quality Circles

'At a walking speed of 3mph and a 48-week year, we could save 2 weeks 34 hours in indirect time, or a reduction of 402 miles per year, in visits to the stores.'

This was not a time and motion study expert speaking; it was shop floor operator Peggy Grice demonstrating to a management audience the advantages that would result from re-locating the bulk storage area in Electrical Sub-assembly, Bldg 29/2.

She was followed by workmates Darcey Brown and Dawn Yemm who put forward for consideration associated layout proposals, all supported by carefully researched facts and figures.

Apart from achieving better housekeeping and control these would, they pointed out, release valuable space needed for other work.

The presentation, on 24 November, was the first to be held by one of the new 'quality circles' which have been set up on site as a pilot scheme.

Peggy and her colleagues are 'specialists' when it comes to talking about their own jobs; and it is to tap such specialist knowledge and make it work for the benefit of all in terms of quality, cost-saving and productivity that this scheme has been introduced with top management backing.

The system of quality circles is widely practised by Japanese manufacturers (Fuji Xerox among them) and is believed to be one of the elements of that country's success in achieving high standards of quality and reliability and a strongly motivated workforce.

A large number of US companies have also introduced it and the idea is gaining ground rapidly in Europe with manufacturers like Ford of Europe, Rolls Royce and others.

Ron Watkins of QA Engineering has been appointed 'facilitator' for the Mitcheldean pilot scheme; as such he is responsible for co-ordinating activities and obtaining specialist assistance where needed.

He provides a link with the Management Steering Committee, which gives general direction to the circles, and consists of Ralph Zimmermann, John Roberts, Vic Buhlmann and Paul Richards with Mike Carter in the chair.

Initially, two quality circles have been formed, each with eight/nine members; people were asked to volunteer and 'we were over-subscribed,' Ron told us.

The circle in Electrical Subs is led by Foreman Bryan Greaves; the other, set up in the Fuser Roll section of the Machine Shop, has Tony Wood as leader.

Each circle includes a representative from MED to provide production engineering expertise if required.

Problem-solving

Although they are given training in some basic problem-solving techniques (and the first presentation showed that these had been put to good use), circle members are free to identify the problems themselves.

These can fall into any category — scrap cost, quality history, productivity, communications, absenteeism. Anything that effects an improvement qualifies for attention.

Regular brain-storming sessions are held at which problems are discussed, ideas put forward and solutions suggested, and Ron sits in on these.

When, after completing their investigations, circle members have decided on their proposals, they present these to the management concerned for approval and action.

Spin-offs

Apart from the number of good ideas that have come up already, the quality circle development is producing some interesting spin-offs.

It is providing an excellent opportunity for 'up and down' communication; it is also inspiring a strong feeling of involvement, encouraging team spirit and motivating people.

One circle member told VISION: 'It has opened our eyes; we see our jobs in a different light and we are becoming more cost-conscious.

'The important thing is that it's a joint effort and we want everyone in the department to be involved.'

As we went to press we learned that the Electrical Subs proposals have now been accepted in principle and the necessary steps for putting them into effect are being taken.

The Fuser Roll circle, who are tackling some difficult process and production problems which require extensive monitoring, are intending to give a management presentation early in the New Year.

Ron Watkins with circle leaders Brian Greaves and Tony Wood (far right) and Dave Mills, Manager, Quality Systems Assurance (second from right).

'Some 19 production hours were booked on the entire exercise', reported leader Bryan Greaves at the Electrical Subs presentation, 'but members spent two or three times that in private work.

'We had to gather a great deal of data, and we were delighted with the co-operation that has been forthcoming from Facilities Planning, QA and other areas.'
It’s 7 am on a soggy Saturday in September, and a squad of stalwart souls set out to cycle a century of miles from the site to Stratford-on-Avon and back.

What on earth for? You may well ask. By the end of the day most of the participants were asking the same question.

The whole excursion was the brainchild of Les Lane (known for good reason as ‘Applejack’). As you may know by now, it was a sponsored event in aid of Jimmy Savile’s national appeal for the rebuilding of the spinal unit at Stoke Mandeville Hospital.

Few of the participants were regular cyclists — the main exceptions being Derek Shuttleworth from Engineering, and Nigel Bluett from Reed Corrugated Cases at Lydbrook, plus some members of the Forest of Dean Cycle Club who regarded the whole thing in the nature of a warm-up!

**Fragmented**

The route was to take us through Gloucester, Tewkesbury and Evesham to Stratford-on-Avon. Manager Mike Cooper was there to wish us well and most of us set out in a group which rapidly spread out and was fragmented. Would you believe, by Longhope?

The hill soon sorted out the fit and the mad (who rode up the hill), and the wise (who walked).

By the time we were passing through Tewkesbury the rain had settled in earnest and everyone was getting soaked but not dispirited, with the possible exception of Nigel who suffered an irreparable puncture and had to wait for his dad, Derek, to bring his spare bike.

The first stop, about halfway between Tewkesbury and Evesham, was reached without major mishap, except for the fact that Steve Goode hit the kerb of the layby at the wrong angle and left part of his shin there as a souvenir.

The feeding station was manned by Vic Johnson, his wife Joyce and daughter Ann. They handed out buns, cakes, biscuits, pork pies and, most important of all, brewed gallons of tea.

Amply refreshed, we squelched and swished our way onwards through the rain, encouraged by the thought that every revolution of the pedals brought the end a little closer.

Stratford was a welcome sight and we dripped our way into the town hall where the custodian signed our time sheets and pointed to the free coffee. The only trouble was, it cost 20p to get into the room where it was being served!

Gerald Brain, however, neatly turned the tables. A couple approached him and asked him what we were doing. Then they promptly handed over £1.50 for the cause and revealed themselves to be the mayor and mayoress of Stratford.

Les Lane was looking fresher than any of us as he puffed contentedly at his pipe on the town hall steps; Applejack was still going strong.

**Rock on, Tommy!**

On the return home, the swish of the rain was backed up by the strains of ‘Rock on, Tommy’ from the cabs of a couple of ‘E’ type tractors which flew by.

The pains in the seat were beginning to tell by now, and it was difficult to decide whether to sit there and ‘take it’ or stand on the pedals, ease the agony, and then suffer even more when sitting down again.

We had one more enjoyable stop, when the teapot took another bashing, and then it was a question of ‘keep your head down and the
pedals turning' until Gloucester and the last stop. Here we took stock of who was still going and who might not make it, and prepared ourselves mentally for the final climb to Mitcheldean — about 29,000 ft.!

We set off in a pack, got soaked and sore on the way and reached Barton Gate in ones and twos where Personnel Director Ron Barnett signed us in. One rider was heard to enquire as he approached the main entrance: 'Which way do we go to die?'

Seasoned cyclist Derek Shuttleworth, on the other hand, did nearly an extra half century; he cycled 22 miles from his home to Mitcheldean and back home afterwards — a total of around 144 miles for the day. It was a great achievement that almost all got back to Mitcheldean (two stopped off at Gloucester). Our thanks go to the superb back-up team without whose help and encouragement many of us would not have made it. Our thanks, too, to the Company for their assistance. A final 'thank you' (if that's the right phrase) to Les 'Applejack' Lane who set all the wheels in motion and then completed the ride looking fresher when he finished than many of us did before we started.

With the final proceeds of around £2,500 for the cause — well, all the suffering was well worth while.

No Pub Crawl!

If during the festive season you see anyone crawling along the street on their hands and knees, don't think the worst. It's probably not a pub crawl but someone getting in training for the next crazy charity venture which Les and his merry men are planning for the New Year. This is to be a crawl on hands and knees from Mitcheldean to Cinderford Market Place in aid of local charities!

**WE SIGN UP THE SAINTS**

When the Saints come marching into the football field, Rank Xerox now score.

For a three-year sponsorship deal has been signed between the UK Company and the Southampton Football Club which is focussing the eyes of thousands on our name. At every televised match, Rank Xerox advertising boards will be strategically placed around the pitch, while at non-televisioned games, in addition to the boards, the team will play in their Rank Xerox 'strips', reports *In Focus*, a new magazine for the UK Co.'s sales force.

And when Southampton is playing at European matches, our operating companies abroad will also get the benefit of the advertising.

RX salesmen are scoring too. They get an opportunity to 'work miracles' — with the help of the Saints — through special ticket and entertainment facilities which are being made available to branch sales managers and others who wish to take customers and/or their own staff along to Southampton home or away matches.

Saints calendars and fixture/team sheets are also being specially printed for giving to customers. The possibilities of this association with a top first division club are exciting, and should have the crowds queuing up to become customers of Rank Xerox.

**Sportsflash:** The deal has already paid dividends in national press coverage. When the Sunday Mirror featured a close-up of Southampton star Kevin Keegan being helped off the field after gashing his leg in a tackle with an Aston Villa player recently, the name Rank Xerox showed up large and clear on Kevin's manly chest!

Sporting their new Rank Xerox 'strips', some of the celebrated Saints (that's Kevin in the centre, of course) toast the Rank Xerox/Southampton sponsorship deal that will surely work miracles.

**MOORE'S MARATHON**

The pupils and staff at St Rose's, a special school for handicapped children at Stroud, were thrilled when they were given a kayak. Completely refurbished, this was the craft in which Bob Moore of the Tool Room did his marathon trip down the Severn last summer. Manager Jack Woods, Personnel Administration, accompanied Bob to the presentation. The proceeds of the marathon, some £800, have now been handed over to the Kidney Appeal Fund.
The Xerox Store

Europe's first department store for
the office was opened in London's
Piccadilly on November 6 by Rank
Xerox Limited in a major
diversification of its traditional
marketing method.
This December will see the opening
of a similar store at Holborn, and
of others in London as well as in the
centres of other European cities
during 1981.
These UK openings come only
months after the introduction of The
Xerox Store concept in American
cities following the formation of a
Retail Markets Division of Xerox
Corporation.
In one-stop shopping fashion, The
Xerox Store serves the business
efficiency equipment needs of
Britain's smaller businesses — and
there are some 500,000 of them in
the UK.
Range and convenience are regarded
as two of the store's main attractions.
Rank Xerox products and those of
other suppliers are sold — everything
from calculators to computers.
They are available on a cash and
carry and delivery basis; financing is
available and major credit cards are
accepted.
Britain's smaller businesses, along
with those of Western Europe
generally, are seen as the outstanding
growth prospect by the world's
business efficiency equipment
manufacturers.
The Xerox Store supports the sales
effort which Rank Xerox has used
to reach this market sector until now,
and immediately increases the
company's presence and range in
this dynamic sector.
Besides catering for a substantial
market among current non-users,
The Xerox Store anticipates a
considerable replacement trade.
The Store complements the existing
Rank Xerox sales force who will
continue to service existing and new
larger accounts. It is staffed by Rank
Xerox employees trained to analyse
typical small business needs and
relate the equipment range to specific
customer applications.
Silicon chip technology is bringing
sophisticated business efficiency

LETTER

A familiar figure now missing from the
Mitcheldean scene is that of Harold Hale,
Assembly PCD. Harold, who retired at the
end of October, had worked in the Stores
environment for most of his 30 years with
us. He is seen here receiving a retirement
gift from Mike Crow, Manager, Production
& Configuration Control.

It was a triple goodbye on October 30 when
three ladies from Stock Control
Administration left. Identifiable by the
bouquets they received, our picture shows
(from left) Jean Overbury with 20 years'
service, Cynthia Morrell (8 years) and Eileen
Cinderey with 18 years' service. Gifts from
colleagues were presented by Manager
Julian Hazell.
machines within the price bracket of small businesses. A mini-computer package, for example, is available off-the-shelf from The Xerox Store for £1,595 plus VAT — roughly the same cost as the leasing time for one month on a main frame computer 10 years ago, and technically capable of fulfilling the same functions. The Xerox Store is designed to give smaller businesses a better perception of product prices and capabilities. Its 'see and touch' environment dispels the often purchase-daunting mystique surrounding computers and word processors.

Situated at 84 Piccadilly, Green Park, the 4,000 square foot Xerox Store is open six days a week and has four main departments: computers; word processors and typewriters; copiers and duplicators; the Executive Suite — calculators, dictating equipment and telephone answering machines, etc.

Accessories like paper, transparencies, tapes, toner, etc., for these items are available in a separate department. There is also a conference facility.

The Store opening was marked by the introduction of the first Xerox electric typewriter — the Xerox 590 — at a special £50-off price of £695, and the first plain paper copier — the Xerox 550 — to be available at a list price under £600.

One of the pointers to increased office equipment purchases by small businesses is the soaring demand for low-volume copiers. Seven copiers are available from The Xerox Store, among them the Xerox 2300.

**IS Get the Birds**

One night last September an unidentified (at first) flying object landed in one of our car parks, contravening RX Mitcheldean air and ground traffic regulations.

Dave Howells of IS Operations, who had been called in at 3am for quite another reason, found the UFO and identified it as a blue budgie.

The penetration was properly reported to the police and, while enquiries were made, the budgie was held in a hurriedly contrived cage. (Security is very strict in IS and, well, budgies have been known to talk!)

Receptionist Joyce Strange knew exactly what procedure to follow when she came on duty — she issued a visitor's identity badge, made out in the name which the staff had temporarily assigned to the bird, 'Cock-up', and fixed it to the cage.

The budgie was later claimed by an 80-year-old lady living in the village who was most grateful for the return of her pet.

More recently, during some very wet weather, John East of Group Data Centre brought in a waterlogged wagtail; the RSPCA were called and came out from Gloucester to collect it for suitable treatment.

IS staff are now keeping a round-the-clock watch for further birds. We hear they are particularly interested in dead, but fresh, geese or turkeys!

John Johnson has made a varied contribution to life at Mitcheldean during his 24 years' service. Having worked in Small Batch, Plating Shop and B&H Assembly, he moved 15 years ago to Engineering's 'Dev. Lab.' where he remained until retiring last September. A former member of the Sports & Social Club committee, he at one time ran Chess Club activities and also organized our arts & crafts shows. He has also long been a member of the RX Workers Christian Fellowship. Our picture shows LSA chairman Jack Woods wishing him all the best.

Manufacturing Progress Supervisor Graham Trafford spent most of his 22 years with us in the PCD sphere, chiefly in assembly/ manufacturing progress. Here Ron Martin, Manager Scheduling in Mfg Production Control, is seen presenting him with a goodbye gift on his leaving the Company last October. (Another LSA member who took 'assisted release' in recent months was Nigel Brookes of Parts Manufacturing, who had been 23 years with us.)
The 7's and 4's won the ladies' interdepartmental skittles KO with 256, 41 pins up on the 215 scored by runners-up Hits & Misses. John Wigg kindly presented the trophies.

Tangerine Talk
The Amateur Computer Club's second open evening, held on 8 October, was even better attended than its first with around 60 people present.

President Mev Shelley introduced guest speaker Mr Jim Rew of Tektronix who talked about 'Tangerine' — a micro-computer system for amateur and business use, and afterwards people saw demonstrations of a range of mini-computers.

Tony Penny, who formerly worked at Mitcheldean and now manages his own computer business, was to have spoken about amateur and professional computers at the meeting on 12 November. He was unable to come, however, and instead club members Terry Gardner and Steve Hardcastle demonstrated how to use a logic analyser to fault-find computers.

Skilful Driving
Well, we're back again with an event to report at last — and what a good event too!

Seven lucky people entered into the fun and excitement of a Skilful Driving Test on the afternoon of Sunday, 9 November, in 'A' car park. Amid much laughter at cars on two wheels (and at the freezing toes of the marshals) some determined and competitive driving skills were shown; we even had spectators who, braving the cold, joined in the spirit of things.

A lot of time, thought and planning by Mark Parry, our competition secretary, combined to make this event a great success — thanks Mark!

Winners were as follows: Class A (front-wheel drive) — Alan Haines; Class B (rear-wheel drive) — Graham Jones; Bollard Basher (men's) — Frank Tonge; Ladies' Class — Christine Tonge; Bollard Basher (ladies') — Christine Tonge.

As well as winning Class A, Alan Haines also won the Overall Prize. Well done, Alan!

The Motor Club would like to convey their thanks to Security and Transport for their help in making this event possible.

Spotlight
Rounding off the Season
The final outing of the 1980 Golfing Society calendar was a visit to the Clevedon Golf Club on 29 September.

It was Captain's Day, and captain Roy Taylor had nominated a 36-hole eclectic competition which, to the uninitiated, means over the two rounds of 18 holes the player takes his best score on each hole for the morning and afternoon; that total, less his handicap, gives him a final score.

Six golfers tied for first place; they were all on 63 nett which is 6 under the par for the course: Ken Ellway, Danny Haines, Tony Hehir, Bob Howells, Des Gibbs and the captain himself.

On count-back over the last nine holes of the eclectic card the winner emerged as Bob Howells. To find the runner-up it was necessary to count back on the last six holes between Ken Ellway and Tony Hehir, and the latter won by 1 shot.

The captain's prize for the winner was a cut-glass decanter with a runner-up prize of six brandy cut-glass glasses. To the winner of the longest drive contest went a cut-glass tankard which I am sure John Cash will put to good use.

Individual prizes of the day were as follows: Best nett am — 1st Arthur Sollars (69), 2nd Ken Ellway (72), 3rd Bob Howells (73), Best nett pm — 1st Ken Ellway (67), 2nd Brian Greaves (69), 3rd (joint) Richard Matthews, Roy Taylor, Bob Howells (70). They all received golf balls, while Bill Meek, though not listed, got a special reward — a hole in one!

At the annual general meeting on 11 November, the following were elected to serve for the ensuing year: chairman — Roy Powell; secretary — Bill Gilmour; treasurer — John Spratley; S & SC representative — Roy Taylor; press officer — Harold Gardiner; committee — Des Gibbs, Don Meek, Mike Ward, Mike Newlove, Danny Haines, Mark Barnard, Geoff Paton.

Venues for 1981, decided by members' votes, will be: Malvern, Henbury, Worcester, Clevedon, Knowle, St. Mellons; reserves — Cirencester, Broadway.
Under AOB a proposal was put from the floor that for future outings partners should be drawn in threes from three sets of handicaps — scratch to 8, 9 to 16 and 17 to 24. On a show of hands 14 were for and 14 against, and the new chairman had the unenviable task of making the casting vote; after much deliberation and nail-biting he came down on the ‘against’ side which meant the resolution was defeated. Wives joined members for the remainder of the evening which was spent enjoying an excellent buffet laid on by the Sports & Social Club, chatting over drinks, and playing skittles, darts, snooker, etc.

Harold Gardiner

Good Year for Tennis

1980 had been another very successful year for the RX Tennis Club, reported Ken Blackwell at the AGM/prize-giving held in the club house last September. They were very pleased with their new venue — Crossfields, Ross-on-Wye — and the membership had been particularly impressed by the facilities at the Prince of Wales public house just across the road! All this year’s tournaments were successfully completed and the competition had been tougher than ever.

In addition to the Ron Morfee trophy donated by their president for the winner of the men’s singles league, the club now have a new cup for the ladies’ event, given by Personnel Director Ron Barnett.

Trophies for 1980 Winners were presented as follows:

- Men’s singles league (Ron Morfee Cup) — David Hodges, runner-up — Laurie Walker; women’s singles league — Sue Walker, runner-up — Pat Hawkins; men’s singles KO — Laurie Walker, runner-up — Neil Bates; women’s singles KO — Sue Walker, runner-up — Tania Symonds; men’s doubles KO — Neil Bates & Ken Blackwell, runners-up — Jim Evans & Laurie Walker; women’s doubles KO — Sue Walker & Fiona Forrest, runners-up — Sandra Lee & Pat Hawkins; mixed doubles KO — Fiona Forrest & Mike Pritchard, runners-up — Helen & Gwyn Richards.

Chairman Ken, treasurer Mike Keen and secretary Helen Richards were all re-elected while Sue Walker was appointed tournaments organizer.

Second Leg?

Twenty-four pairs took part in a pairs skittles knock-out held by RX Lydney at the Causeway Club, Cinderford, on 8 October. Winners were Barry Lewis and Roy Creed, with Tony Prothero and John Williams runners-up, and the excellent trophies were presented to them by Manager Kevin Horrobin.

The organizer was Cliff (Peg Leg) Thurston, and in view of the many requests received, it is envisaged that a similar function will be held ‘when Cliff’s leg is better’, as our informant puts it!

Service Awards

Last October Don Peates, clocked up 35 years as Mitcheldean’s seventh longest serving employee.

Practically all that time he has worked in the Model Shop, progressing from shop boy to manager.

When he first came to Mitcheldean in 1945 it was known as the Experimental Laboratory, and under Ray Camp’s direction he worked on the magnetic triple-headed background projector for the 35mm film Studios. ‘It was assembled in a garage down by the old brewery’, he recalls.

‘One of the biggest jobs I was involved in later was on the fast pull-down tele-recording cameras for the television studios on which the first recordings for TV were made.’

Don, who became foreman in 1961 and supervisor eight years later, was part of the team who manufactured the hardware and assembled the first prototype 914’s at the beginning of the Xerox era at Mitcheldean.

Doing a quick sum, he came up with the fact that he had worked on no less than 57 different programmes since the first 914’s, whether new major machines, or derivatives and accessories of the original concept.

An LSA member for 23 years, Don has served on the association’s committee for 12 years; having been hon. treasurer for seven of those years before handing over the books to George Turner, he must surely rate a ‘service award’ for that as well.

The following also recently became eligible for Company service awards as follows:

25 Years

October — Terry Buffry (Finishing).

20 Years

October — Clarrie Dickinson (Machine Shop), Norman Griffiths (Technical Assurance), Albert Hatch (Assembly), Graham Linley (Assembly), Jean Marshall (Information Systems), Ray Rawlings (Machine Shop); November — Stan Cherry (Manufacturing Engineering), Ron Mayers (Machine Shop), Barrie Morgan (Machine Shop), Roy Steward (Personnel), Dennis Wedley (Finance).

Nancy Beard

Though not an employee, Nancy Beard was one of Mitcheldean’s best known personalities. She and her husband Cyril (now one of our pensioners) were for many years the popular steward and stewardess of our club house and we record with regret her death on October 22. Our sympathy goes to all her family.
Births
David Frederick, a son for Don James (Technical Assurance) and his wife Brenda on 4 September.
Christopher Richard, a son for Harold Hale (Design Engineering) and his wife Jane (formerly Engineering), on 27 September.
Simon John, a son for Sanford Gaylard (Manufacturing Planning) and his wife Christine on 2 October.

Wedding
Janice Merry (Production Control) to Michael Holder (QA) at Wesley Church Cinderford, on 19 July.

Retirements
Doug Bates (Stock Control) 11½ years; Edgar Browning (Mail/Stationery) 15 years; Fred Burley (Internal Transport) 14 years; Frank Coleman (Works Engineering) 14 years; Tom Collett (Production Stores) 7 years; Brenda Cripwell (Paint Shop) 9 years; Jim Davis (Medical) 12 years; Mary Fern (Engineering) 11 years; Peter Highman (Supply Centre) 8 years; Kathleen Hopkins (Electrical Subs.) 7 years; Sheila Jacob (Stock Control) 13 years; Hazel Jones (RX Lydney) 7 years; Bill Luker (Training) 14 years; John MacDonald (Shop Control) 14 years; Jim Martin (Parts Manufacturing) 11 years; Fred Miller (Security) 12 years; Cynthia Morrell (Stock Control) 8 years; John Preece (Assembly) 13 years; Jack Smart (RX Cinderford) 10 years; Jack Timms (Safety) 14 years; Jim Watts (Engineering) 14 years; Ernie Wood (Production Control) 11½ years. (See also LSA Letter, pages 8/9).

Obituary
We report with regret the following deaths:
Glyn Lancaster (RX Cinderford) on 21 September, aged 51 after 2½ years' service; Harold Mason (Internal Transport) on 9 October—he was 57 and had been with us since 1967; Jim Wilcock (Goods Receiving Inspection) on 23 October aged 44—he came to us four years ago; Ossie Redford (Design Engineering) on 6 December, aged 47—he joined the Company in 1971. Also that of pensioner Ernest Timms on 5 October at the age of 69.
Our sympathy goes to the families of all of them.

Many apprentices, past and present, joined Training staff to wish Bill Luker, Apprentice Training School Supervisor, a long and happy retirement last October after 14 years' service. Among the numerous gifts presented to him in appreciation was a digital clock, made by apprentices Colin Cackett, Paul Ward and Steve Wynn, while to Mrs Luker they 'said it with flowers'. A Personnel Department party was held to mark Bill's retirement and that of Safety Manager Jack Timms (also 14 years' service), Inspector Fred Miller of Security (12 years) and Jim Davis of Medical (12 years), as well as the departure of APO Mike Logan receptionist Cynthia Haynes, Beryl Berry (Training) and Theresa Daffurn (Records), all of whom are pictured below.

A well-known PCD personality — Ernie Wood, Manager, Demand Entry & Customer Liaison — retired last October after a total of 14 years' service. At a goodbye party he was presented with a silver watch from friends at Mitcheldean, together with a silver chain — a gift from Lille staff with whom Ernie has had close connections.

EYES ON SAFETY
Total number of accidents for period:
Sept/Oct '79 Sept/Oct '80

23 18

The cumulative total to October was 138, compared with 170 for 1979 — a 20 per cent improvement!

Myra Newman
If any of VISION's readers are finding it more difficult to get a reply these days on extension 566, I apologise. The reason is a sad one.
Myra Newman, who was secretary to Corporate Affairs Manager Jimmy Bake, died suddenly on October 18.
Editors can't be everywhere at once, and I was indebted to Myra for many a news item that came over the 'phone.
Her calm in times of stress was unfailing, her sense of humour a delight during the nine years we worked together. She was also a friend and a very talented one too.
Readers will, I'm sure, join with me in expressing sympathy to her husband David and to her son Stewart Jones who is a programme manager at RXHQ.

Myrtle Fowler