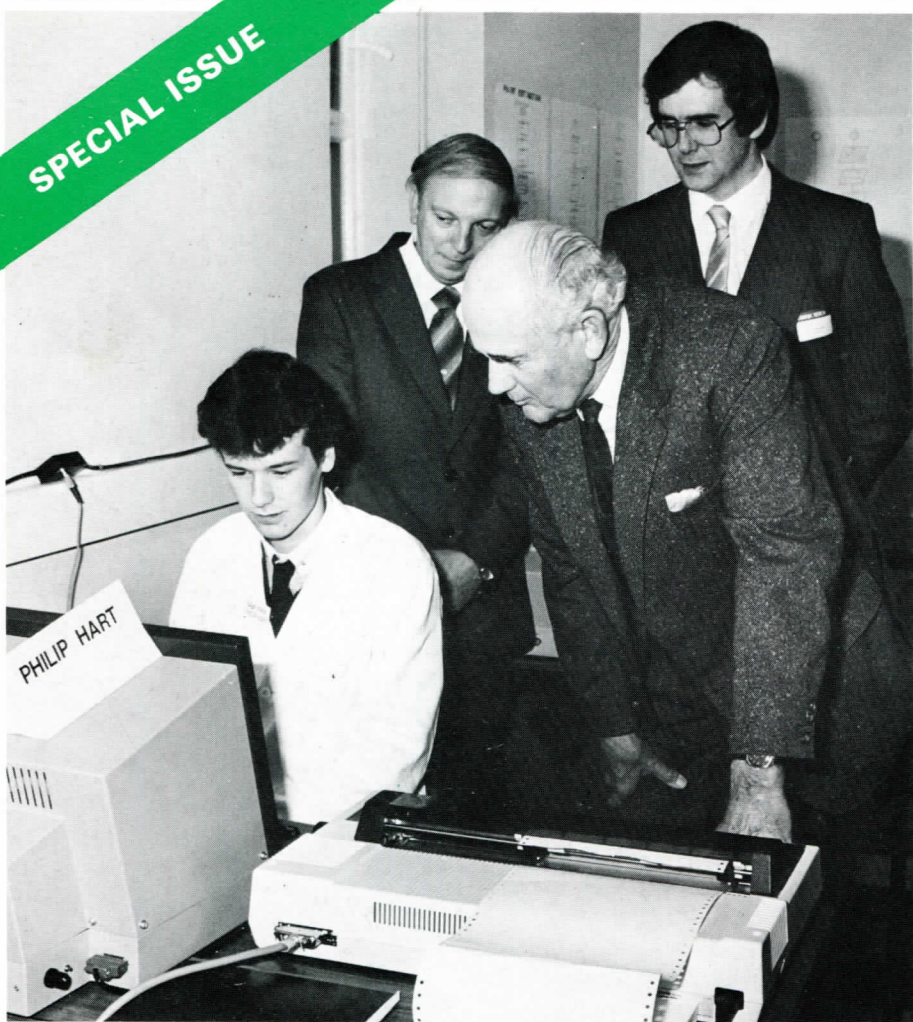


SPECIAL ISSUE



Col. Martin Gibbs, Lord Lieutenant of Gloucestershire, watches Philip Hart, one of our Youth Training Scheme youngsters, operate a business microcomputer in the new training facility in MEWS bld. 3. Looking on are Bob Wright (left), computer skills supervisor, and training co-ordinator Brian Fowler.

A memorable month

November was certainly a month to remember!

We can't recall when so many important and exciting things all happened in the space of a single month at Mitcheldean.

Rank Xerox chairman Hamish Orr-Ewing addressing the guests at the ceremony held outside bld. 3.



It started with our receiving two top safety awards on 2 November.

Half-way through the month came our special 'three-day event' — the official opening on Thursday, 15 November, of the Mitcheldean Enterprise Workshops, a visit of local businessmen, and an 'Open Day' on the Saturday when employees and their families — some 5,500 people — thronged the site.

Then, on the 27th, we heard the great news that Rank Xerox Mitcheldean had won the British Quality Award, putting us right at the top of the quality tree in the UK.

The MEWS opening ceremony was to have been performed by HRH the Duke of Kent. But he was delayed and by the time he arrived in a Queen's Flight helicopter, a blanket of fog had enveloped the site. The plane was heard circling the site, but conditions made a landing too risky to attempt, and the Duke had to return to London.

His equerry rang through within hours to say how much HRH regretted that his

(Continued on page 2)

TO IS TA

'Business Village'



Col. Gibbs is given a live demonstration of the leg press by Gordon Hallam, a director of the Lira Leisure fitness complex in bld. 18. Also getting a kick out of it are Derek Knibbs, MEWS managing director, and Arthur Cooper, chairman of the Forest of Dean District Council.



One of the first tenants to take up residence in the MEWS, Monty Russell of Russtek Limited talks about his calibration and repair business to Col. Gibbs. Far right is Martin Jones, a member of his staff.

visit had had to be called off and indicating that he would like to come at some future date.

The Lord Lieutenant of Gloucestershire, Col. Martin Gibbs, kindly deputised for him in declaring the MEWS open though the plaque remained unveiled. It was a marvellous project, he said, and he hoped it would become 'a blueprint for many similar projects to take place in the county.'

The opening was the culmination of approximately two years' work, and Rank Xerox chairman Hamish Orr-Ewing expressed the company's thanks for the support and contributions of the Gloucestershire County Council, the Forest of Dean District Council, the Gloucestershire Enterprise Agency, representatives of the trades unions on site, and local management.

"Their assistance is indicative of the spirit of co-operation and endeavour that we wish to develop here. This type of support is essential to the development of small firms in the region," he said.

"Our objectives at Mitcheldean were to create an environment in which small businesses could be established, where they could adapt and grow rapidly to form a new thriving commercial sector in the Forest of Dean, thus enhancing the long-term prospect for employment here."

Rank Xerox had, he said, allocated buildings and five acres of land to the project, and invested half a million pounds in refurbishing the complex which accommodates 82 individual workshops and office units.

At the time of writing, 29 tenants (including the RX training facility) were in residence, their businesses occupying 51 units and involving 145 people.

After the ceremony, the Lord Lieutenant, the High Sheriff of Gloucestershire, our MP Paul Marland and other members of the MEWS steering committee and guests toured the new 'business village' and chatted to the tenants.

They spent a considerable time in the



Guests get an overview of the MEWS in miniature from the model built by RX apprentices Chris Phelps and Nigel Aston. Derek Knibbs is pointing out features of interest to the High Sheriff of Gloucestershire, Angus Baillie-Hamilton, Col. Gibbs, Derek Hornby, executive director of Rank Xerox, and EMSD director Dick Holmes. **Below:** Now refurbished, the old brewery buildings are an attractive feature of Mitcheldean village.



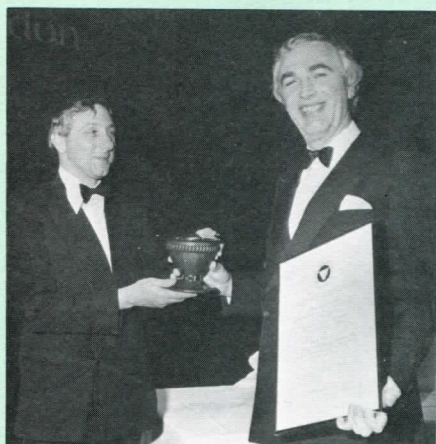
training facility's engineering workshops and computer department and were very impressed with what the young trainees had been able to achieve within the first few weeks of their course.

The number of people at the opening ceremony had to be restricted, but the following day some 80 representatives of local businesses were invited to visit

the site. They saw demonstrations of the Rank Xerox range of products in the Showroom, and toured the plant as well as the MEWS.

Though the weather still refused to cooperate, the success of the Open Day on the 17th exceeded all expectations and we have plenty of pictures of the event on pages 8 to 13.

We win the British Quality Award



Chris Wood, our site director, is presented with the British Quality Award by Jonathon Solomon, Under-Secretary for Quality and Education at the Department of Trade & Industry.

The British Government together with the British Quality Association recognised Mitcheldean's outstanding achievement of excellence in quality by presenting the 1984 BRITISH QUALITY AWARD to the Rank Xerox Mitcheldean Plant. A specially designed trophy and a framed plaque were received by site director Chris Wood, on behalf of all employees at the plant, at a ceremony held at the Royal Garden Hotel in London on Tuesday, 27 November.

This coveted award was won against strong competition from over 200 companies and is a credit to everyone involved at Mitcheldean. The judging was based on results which had to demonstrate significant improvement in quality and the submission for the award described our Quality Improvement Process. This explained the way we improve product design, supplier materials conformance, the production process with corrective action system, teamwork and training.

Chris Wood commented at the award ceremony: "To gain this award demonstrates our commitment to the vital role of quality in our performance. Whilst we have achieved a great deal so far, there is still much to do. Our customers' expectations continually rise and our competitors continue to improve the quality of their products and services. This means we have to strive for new levels of performance in everything we do — to aim for defect-free work in all areas of our business. In that way we'll achieve our ambition of becoming known as a total quality company".

Top level visitors

Mitcheldean was pleased to welcome top executives of Rank Xerox and Xerox Corporation to the site during September.

On the 7th, Eric Steenburgh, recently appointed RMG senior vice-president responsible for reprographic manufacturing operations world-wide, made his first visit here in his new capacity, accompanied by Rank Xerox managing director Roland Magnin and Derek Hornby, Rank Xerox executive director, who has now taken up the additional appointment of chairman of Rank Xerox (UK).

Three days later, RBG president Wayland Hicks, who was touring company locations in Europe, stopped off for a special visit to Mitcheldean.

Both Mr Steenburgh and Mr Hicks were impressed with the quality improvement process and said they felt this approach should be used in other Xerox plants. They considered the quality results at post pack audit to be very good, showing that the quality improvement process achieves results.

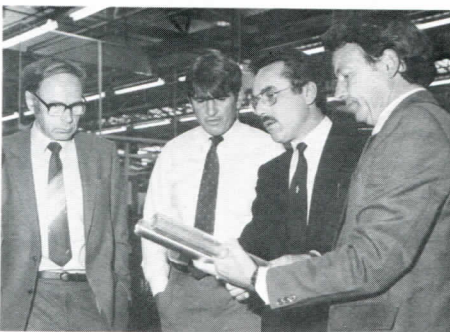
They emphasised that the total business quality approach is an excellent foundation for the 'Leadership Through Quality' process which will involve all Xerox people world-wide.

Right: Wayland Hicks looks at the fuser rolls produced in bld. 36 with (from left) John Hockett, Graham Bunt, production manager, parts manufacturing, CBA & refurbishing, and Larry Sterrett, bld. 36 operations manager.

Far right: Roland Magnin, Eric Steenburgh and EMSD director Dick Holmes take a close look at a Xerox 1035 copier in post-pack audit; far left is Bryan Greaves, assembly manager, low volume copiers, bld. 40.



Above: Chris Wood, Derek Hornby, refurbishing operations manager Keith Grant, Roland Magnin and Eric Steenburgh. **Below:** Wayland Hicks (far right) discusses the automated materials distribution system in bld. 32 with Alan Ladd, manager, current low volume operations; pictured with them (from left) are John Hockett, manager, business & product quality assurance, Les Kilmister, bld. 32 shift manager, and Mel Alder, QA manager for low volume products.





Roy Smith, his wife Nancy and their son Roger (centre) pictured at the presentation luncheon with members of management and long-serving colleagues.

Roy has a store of memories

Being sent for 'sky hooks, rubber hammers, glass chisels and long rests' was all part of the initiation which Roy Smith had to undergo when he started his first job as a 15-year-old shop boy in Mitcheldean's main and only stores right at the top of bld. 3.

That was back in 1944. On 27 September last — almost exactly 40 years after he joined British Acoustic Films (as the company was called then) — Roy left to enjoy a well-earned retirement.

As one of the select few who have clocked up so many years with us, he was presented with a four-diamond service award at a luncheon party in the hospitality suite hosted by David Stokes, manager, materials, programmes and technical services.



Manager David Stokes presents Roy with his four-diamond service award.

David thanked him for his personal contribution to "Mitcheldean's enviable reputation throughout the company for production and quality performance," and Brian Buckland, manager, personnel operations, added his thanks when he handed Roy a cheque in recognition of his long and loyal service.

After his start in the stores, followed by a stint in the tool room, Roy became an assembly operator, working first on searchlights (BAF was then a shadow factory carrying out wartime contracts) and then on cameras and projectors during Bell & Howell days.

"I worked mostly on projector gearboxes, and I had to work overtime before going on holiday because there was no one else to do it," said Roy.

Though a quiet sort of chap, Roy did once find himself featured on the front page of the *Forest of Dean Mercury* along with a glamorous film star. That was in 1960 when Mai Zetterling, who not only acted in films but directed 16mm documentaries, paid a visit to Mitcheldean with her author-husband while their cine camera was being serviced.

In 1972 Roy returned to the stores activity, working in various locations and finishing in the newly centralised stores in bld. 36, "so I've turned full circle," he says.

Mitcheldean has been more than a place of work for Roy. He met his wife Nancy here when she, too, worked for a time in assembly. Their son Roger, a former RX apprentice, is an assembly operator in bld. 32. Roy's brother Graham ("He's done nearly 20 years' service") is in CBA assembly and "my sisters worked here too — in fact, nearly all my family have worked here," says Roy.

He has no particular plans for retirement; he has his garden to tend, he likes to watch football, and he and Nancy have a grandson to enjoy. We wish them all the best for the future.

One trip leads to another

When he went with other retired members of the LSA on the outing to Weston-super-Mare last August, Brian Sole, as area promoter, made good use of the opportunity to sell tickets for a draw in aid of Lydbrook Memorial Hall and its parish church. Lucky winner of a four-day tour for two in Scotland was Doris Coulson, who is general secretary of the REX club.

The club, which is for people who are working or have worked for the company, usually meets in Ross-on-Wye, but this year it is holding its Christmas 'do' at the Sports & Social Club on 18 December.

Sam Newman

A former brewery employee, 77-year-old Sam Newman was a special guest at the MEWS opening ceremony. It was 12 years since he retired, and reminiscing about the past with Mitcheldean's former chief executive Fred Wickstead made his day, he said.

An ex-miner, Sam had worked in the Forest Brewery in the 1920s; though this shut down in 1930, the maltings (now MEWS bld. 3) continued to operate even after British Acoustic Films, as our company was then called, arrived in the '40s and occupied the brewery bld. 6. When the maltings too closed down, Sam joined BAF, first in the machine shop and then in small batch as shop loader, which he found "a lot easier than handling 2cwt sacks of grain."

One of our long-servers, he also held a long service medal and bar as a 'special' policeman, and was a former chairman of Mitcheldean cricket club.

Sadly, Sam died just after the MEWS opening — on 23 November — and this picture was probably the last ever taken of him. His son John works in parts manufacturing and we'd like to convey our sympathy to both him and other members of Sam's family.





Lord Fitt presents the British Safety Council's 'Sword of Honour' to Graham Bunt, chairman of our main safety committee, against a background of antique gold plate at the Goldsmiths' Hall. **Right:** Brian Buckland, manager, personnel operations, receives the Engineering Employers' Federation 'Gold Hand' safety award from Dr John Cullen, chairman of the Health & Safety Commission.

The day we got the gold — twice

Friday, 2 November, was the day Rank Xerox Mitcheldean got a 'double gold' — for safety performance.

That was when we received both the British Safety Council's 'Sword of Honour' and the Engineering Employers' Federation 'Gold Hand Award'.

In the top 30

We have won the BSC's National Safety Award for six years running but it was not only our track record in reducing accidents that secured us the Sword, awarded to the 'top 30 safest companies in the world'.

"We had to answer a very detailed questionnaire covering 16 key areas of safety activity and performance", says John Spratley, manager, safety & risk management. "We were also asked to submit the company safety policy as well as details of procedures, publicity efforts and other aspects of our safety system when we made our application."

It had been a fiercely contested award, said James Tye, director general of the British Safety Council, which has 32,000 members covering 100,000 premises employing 14 million workers.

The Sword, specially cast by the Wilkinson Sword Company, was presented at a formal celebration luncheon at the Goldsmiths' Hall in the City of London (the Worshipful Company of Goldsmiths is one of the oldest livery companies).

Manager Graham Bunt, as chairman of our main safety committee, went to receive it, accompanied by John and employee representatives Colin Butler, Allan Edwards and Mike Pritchard.

The very impressive presentation took place against a glittering display of antique

gold plate (says Allan: "It was the nearest I've ever got to £4 million!").

Graham was given a polished 50p coin and, when our company's name was called out, he went up and handed over the coin to Lord (Gerry) Fitt in return for the Sword, thus honouring an old tradition.

He then placed it on a velvet cushion and it was later returned (safely packed, of course) for our party to bring back to Mitcheldean.

"Although the surroundings were imposing and the proceedings formal, the atmosphere was very relaxed and friendly," said Graham.

There was an opportunity to discuss safety matters with representatives of companies from as far away as the USA, Australia, India and Hong Kong.

Among the UK award winners were Reed Corrugated Cases who used to be located at Lydbrook and our party chatted with their people and also with Lord Fitt.

Gold Hand

While this was happening in London, the 'Gold Hand Award' was being received on Mitcheldean's behalf at a ceremony at Engineers House in Bristol, the headquarters of the Engineering Employers' West of England Association.

This is the third consecutive year we've won this award, made to companies in recognition of their safety performance in reducing accidents.

The target set for us for the year ending December 1983 was 13.5 accidents per thousand people employed. In fact, we reduced the number of accidents to almost half that with a performance of 7.3 per thousand employed.

Brian Buckland, manager personnel operations, went along with Clive Reid, foreman in refurbishing operations, to receive the award from the chairman of the Health & Safety Commission, Dr John Cullen.

Commented Clive afterwards: "He gave us a very good insight into the 'huge amount of work and research that goes on behind the scenes in connection with health and safety measures."

Keep it up

Neither of these awards would have come our way without the efforts of individual employees.

Director Chris Wood, in a letter thanking all personnel for their contribution to our double success, commented that 1983 and 1984 have been very good years from the safety performance angle.

But, he said, we must guard against complacency and continue to strive for yet further improvement.

Our goal is: zero accidents.



The total for the safety year to the end of October is 27, compared with 49 for the same period last year.

New training facility



First-year engineering apprentices and YTS youngsters pictured outside bld. 3 which houses the training facility.

Programmed to help their prospects

With its variety of new and expanding small businesses, the MEWS makes a stimulating setting for our new multi-discipline training facility in bld. 3.

Here some 31 young people (11 Rank Xerox engineering apprentices and 20 youngsters accepted for our Youth Training Scheme) are acquiring knowledge and skills that will improve their prospects for employment or further specialised training.

The apprentice school has a long and proud tradition in training the engineers of tomorrow (currently there are 17 apprentices taking HND and degree courses at polytechnics).

This has now burgeoned into a multi-discipline facility with an ITeC content, financed by the Manpower Services Commission — in other words, it provides training in information technology as well as mechanical and electrical engineering.

Setting it up

While conversion work was being carried out in bld. 3 and our apprentice school was temporarily located in bld. 23, training staff were busy with preparations for the multi-discipline programme.

Co-ordinator Brian Fowler interviewed numerous YTS and apprenticeship applicants, and Bob Wright, brought in from engineering department to supervise com-

puter skills training, steered operations in a pilot room at the top of bld. 44.

Here he had the assistance of senior apprentices Richard Pittaway (currently on a degree course) and Jeffrey Morgan (an honours graduate now working at Welwyn) in setting up programmes and commissioning the new computing equipment.

At the beginning of September the move into bld. 3 took place. "It was almost like setting up a new business here", said Brian.

"We had EMP and other contractors to shift the heavy stuff, provide the services and smarten up the paintwork, but we put in long hours to set it all up by the starting date, and the older apprentices particularly did a grand job."

Tailored to their needs

Under the instruction of Dave Matthews, all RX apprentices commence with a year's EITB (Engineering Institute Training Board) basic course in engineering skills. But what about the YTS youngsters?

The purpose of the Youth Training Scheme is to give them 'transferable skills' and work experience, and the programme must be tailored to what the youngster wants to become. So we asked some of them about their ambitions.

"I'd like something to do with computers" was the typical answer. Several said they'd like to get an RX apprenticeship. We also came across one lad who wanted to go into insurance, and a powerfully-built young man who said: "I want to go into the police force — and I've got the big feet for it!"

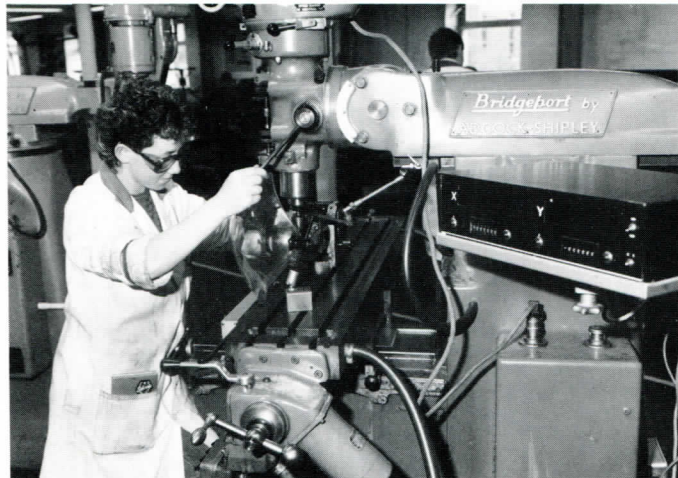
Experience can often change one's mind, and so for the first 14 weeks or so the youngsters do 'skills sampling'. They acquire some basic knowledge of computing, electrical and mechanical engineering, and the staff assess their work and give guidance and support.

At the end of that time, they should have a firmer idea of what they really want to do, and in the following three or four months they specialise in the skill they have chosen.

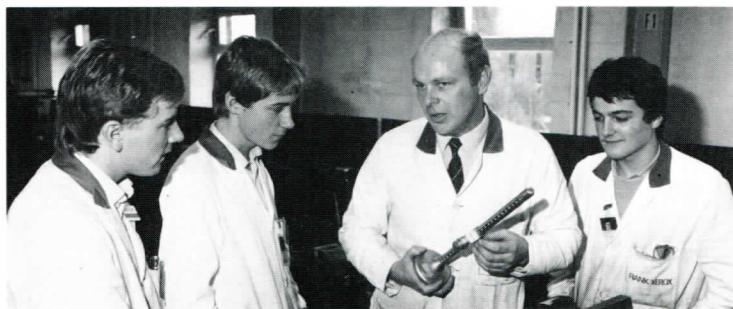
Then, for the remainder of the one-year course, they will be placed with firms who can give them more in-depth knowledge, and to whom they in turn can be of some positive help.

Our training staff have, of course, to assess such firms carefully in order to ensure the young people will get the right kind of experience, and they will continue to keep a watch on their progress.

It is hoped to find some of these placements with MEWS tenants. Several have already provided training opportunities



Left: Using a dividing head, apprentice Mikela Stewart operates a mill with digital read-out; she is making a pair of odd-leg callipers. **Below:** Apprentices Neil Farnham, Andrew Millwater and (far right) Neil Jenkins get advice from training instructor Dave Matthews before embarking on their first and most difficult exercise — making a dovetail from mild steel.



What is an ITeC?

An ITeC (Information Technology Centre) is a training centre established by the Manpower Services Commission to give unemployed school-leavers a year's training in information technology so as to enhance their chances of employment.

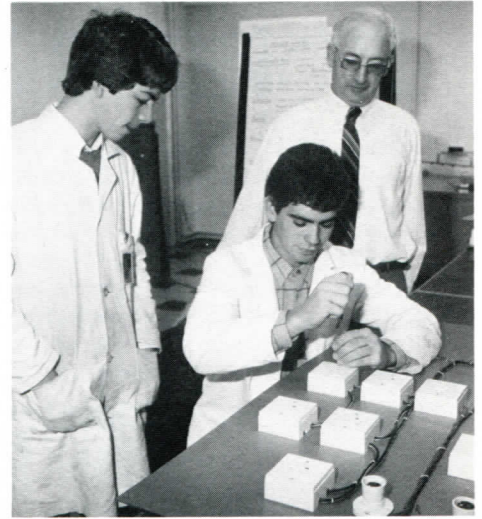
Information technology — the handling, processing and storing of information by a combination of computing and telecommunications — has revolutionised the way we do things in almost every field, and a grounding in it forms an important part of a young person's training for a job in business or industry today.

It is planned to create a network of 150

ITeCs throughout the country and, as part of its social responsibility programme, Rank Xerox has participated with the MSC in supporting a number of these centres.

Its main involvement is with one at Colnbrook, near Slough, where the manager has been seconded from Rank Xerox; it is also associated with two further ITeCs at Camden, London, and St Helen's in Lancashire.

We have other, personal links with the Manpower Services Commission. Our chairman, Hamish Orr-Ewing, is a Commissioner, and only recently it was announced that Bryan (Nick) Nicholson, a board director of Rank Xerox, had been seconded for three years to serve as chairman of the MSC.



YTS youngsters Mark James and Simon Meek (seated) get instruction in household wiring from Aubrey Jones, supervisor of electrical skills.



Left: In the electrical workshop, Debbie Knight wires up a prototype 'bread board' while Daren Austin works on a resistor board; it's all part of their YTS course.

and, in some cases, permanent jobs for RX apprentices. (Two second-year apprentices, Carl Beizsley and Julian Priest, are currently acting as technicians in the computer and electrical departments of the training facility itself as part of their own training programme!)

The computer department has an impressive range of interlinked micros. There are Acorns and Apples, a Xerox 820 and a Commodore, plus a whole battery of Torches — a mix is necessary so trainees can get experience of different types.

There is an Ethernet cable link with the

management centre in bld. 6, too, with a view to future development.

Says Bob: "All the trainees have had some micro experience at school and at home; nevertheless every morning we have a keyboard programme.

"They have to learn about computers as a business tool, which is very different from playing games; they have to know how to use them for communication, problem solving, planning and other tasks."

There are also daisy wheel and dot matrix printers, a Teletext unit using Ceefax and Oracle, a Syke robot arm and BBC 'Buggy' to give an insight into industrial computing.

Below left: Computer skills supervisor Bob Wright shows Neil Osley how to programme the pages from the Teletext service in both Ceefax and Oracle. **Below right:** Programmed by Andrew Embling, the robot arm picks up a small block and positions it precisely.



Below: Shaun Gwilliam (left) and Shaun Merry programmed this microcomputer to display graphic information about the Youth Training Scheme specially for the MEWS opening.



Good connections

In the electrical department, Aubrey Jones (formerly MED) teaches them how to make good connections, whether it be house-wiring or doing a soldering job on a resistor board.

Said Aubrey: "They have come from different schools and they have arrived in phases, so they're all at different stages. It's presented us with quite a challenge, but already they've made considerable progress".

All these facilities are available to RX apprentices too. While both groups train separately, all trainees share the lecture room and refreshment area, go to college one day a week, and participate in outside activities to broaden their interests.

They will all attend 'Adjustment to Industry' courses at Cowley, go on Outward Bound courses, and take part in GABC (Gloucestershire Association of Boys' Clubs) sporting events — football, shooting, and fishing, for example, in which our apprentices have recently had outstanding success.

What about the girls, though? After all, 1984 is WISE (Women into Science & Industry) year, an event co-ordinated by the Equal Opportunities Commission and the Engineering Council.

The GABC is not inflexible; it does, we hear, allow girls equal opportunities to participate in specific events!

IT WAS FAMILY FUN DAY —

Saturday, 17 November, was a real fun day for families. Some 5,500 people thronged the site and the atmosphere was electric (or should we say electronic?).

Before 2pm cars and people were pouring in and the bins were filling up with tickets for the draw.

First port of call for many was the

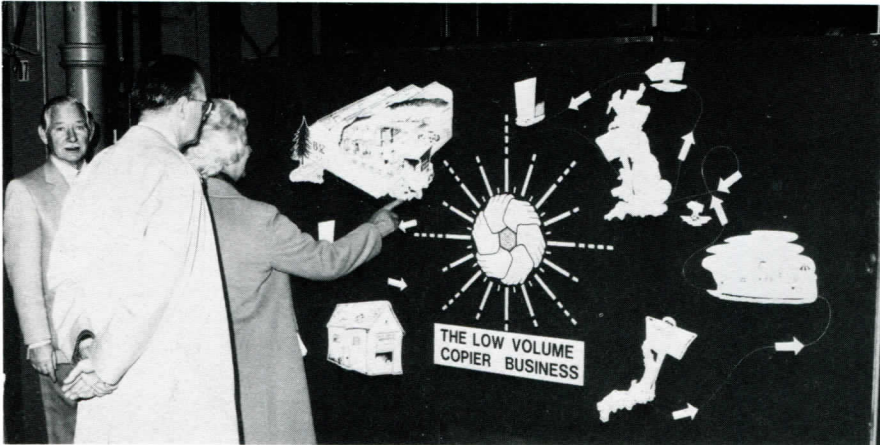
warehouse where the kids worked off surplus energy bouncing about on a gaily coloured inflatable castle.

There was a 40ft. ocean container, too, fitted out as a mobile cinema, where continuous shows were given of 'Teddy goes round the world'.

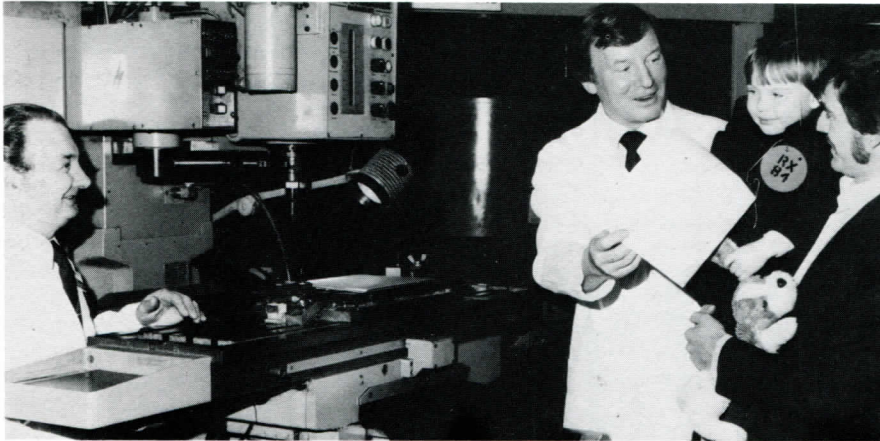
Video shows could be seen at other points on the waymarked routes which

took people through our main buildings and the MEWS. There were plenty of guides and demonstrators, as well as excellent static displays to explain about our activities in layman's language.

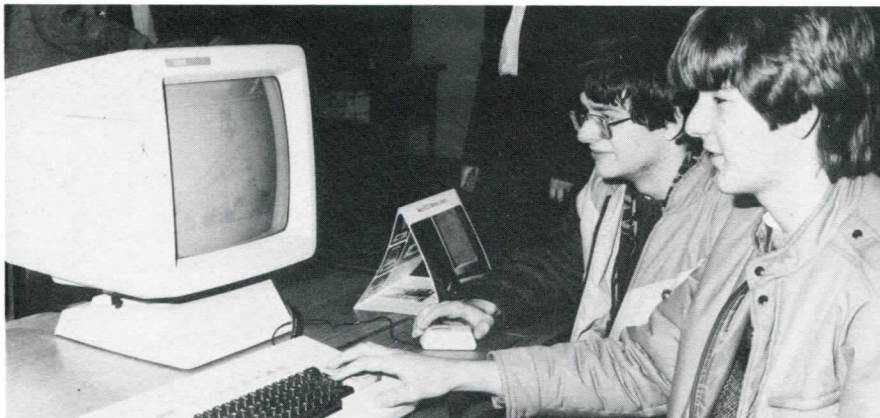
Those who had regarded Mitcheldean as a place where we merely bolted parts together were surprised at the extent and sophistication of our operations — and



Cut-out cartoons by Dave Higman in bld. 32 tell the story of our small copier business — parts coming from Japan by boat and road, the production line and support activities, and the despatch of finished machines.



In parts manufacturing, Maurice Leek hands a picture of 'Mickey the Clown' drawn by a CNC Matchmaker to a young visitor (the RX badge he's wearing too was stamped out automatically by the Amada press in bld. 36). On the left is Tony Harris.



How information technology has revolutionised operations was the theme in the office automation and finance areas in bld. 23. Workstations and micros also offered games and graphics which were popular with the young people — here two lads 'raise a rocket' on the screen. **On the right:** More keyboard kids.



Outside the supply centre docks stood this sunny yesteryear contrast to the present-day express vehicle.



Mavis, the little robot, in the PED laboratory (bld. 40). Programmed to pick and place, she delighted the sweets and sending them down a chute into a bowl of Christmas," said one little girl.



Part of fact hi

AND 5,500 CAME TO SEE US!

even those who work on site learned a thing or two!

Copiers did terrific business and machines of all kinds were programmed to be specially user-friendly, with computer games and graphics making a hit with the micro-minded.

In fact, there was so much of interest for all to see that it was difficult to get

round to everything in the time and the four hours literally flew by.

"I was very impressed with the whole place," "I'd have liked a whole day here," said the visitors.

"We've been on the right side of busy in here," "It's been smashing — the enthusiasm has been incredible," commented the guides.

We'd just like to record a big 'thank you' to the steering committee led by Graham Bunt (Kate Phillips, Alan Carney, John Court, Graham Adams, Kevin Horrobin, Robin Fyffe, Mike Cooper, Gordon Cruickshank) who organised the programme, the people who provided the imaginative displays and attractions, and the guides and helpers, who made it a day to remember.



Seabourne vehicle — a



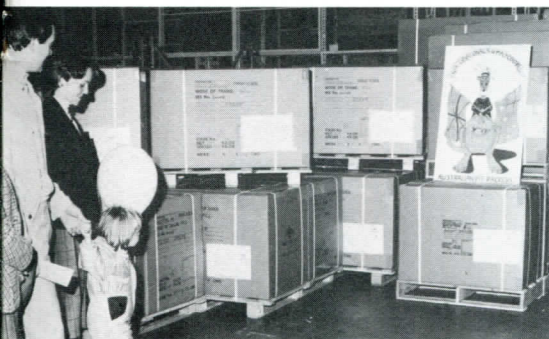
"They've given me a balloon and now I can have a bounceabout with those children — it must be fun coming to work here!"



acted a stream of admirers. dren by lifting packets of 'd like a robot like that for

How we buy our parts and where we buy them from — Japan, the USA and Western Europe — was graphically demonstrated by this display which Sue Ward and Chris Reed set up in commodity operations.

Photos by JOHN INGRAM



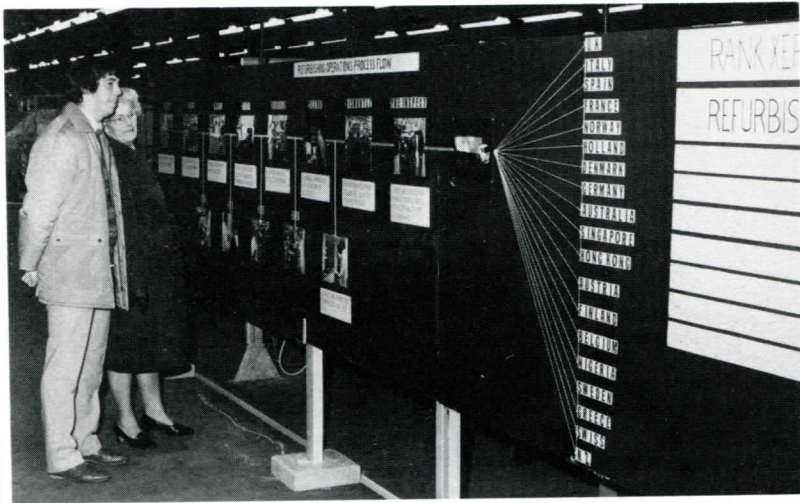
consignment of conversion kits bound for Australia — a sighted by the kangaroo in this warehouse display!



"This is the way we rush consignments into Europe within 12 hours", explains Phil Davies in the supply centre.

More pictures overleaf

Something for everyone



Taking a look at the display which showed the process flow of refurbishing operations and the places throughout the Rank Xerox world to which finished machines are despatched. **Below:** A photoreceptor belt mirrors the busy scene in bld. 29.



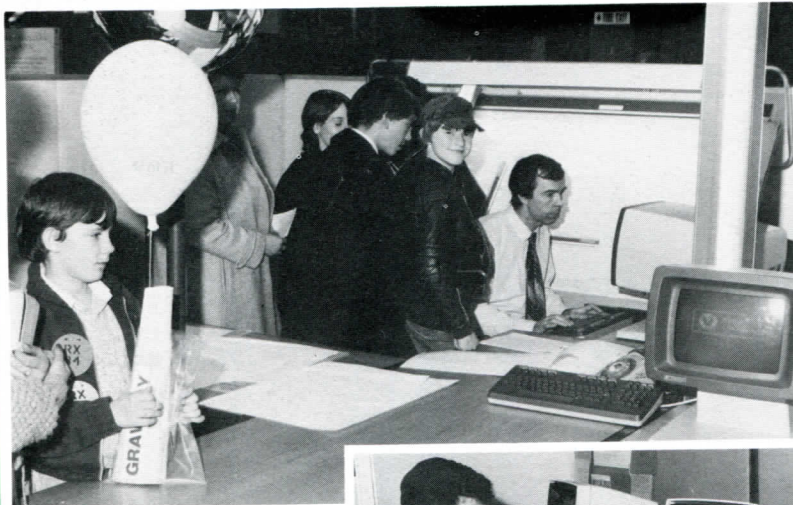
A 'sound' attraction in bld. 44 Lydbrook Silver Band played popular pieces



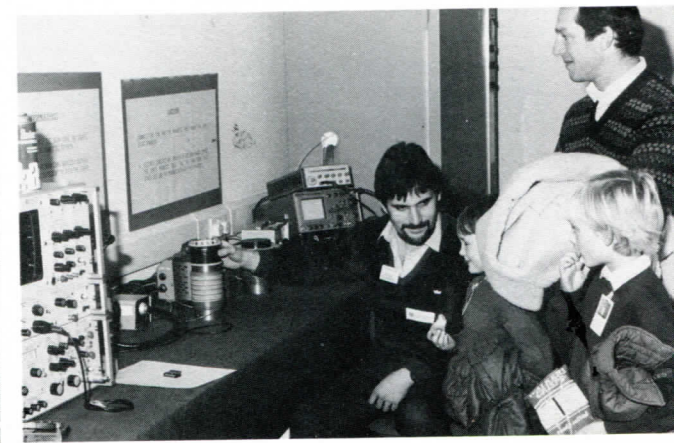
A fascinating collection of items and photographs displayed by the Dean Heritage Museum Trust gave people a glimpse of the past.



Jets of foam plus water brought a white Christmas effect to the grass and trees when the works fire brigade did their demo.



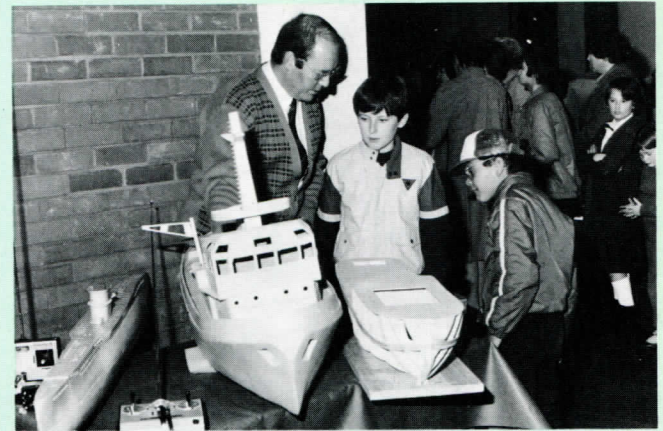
Above: 'Time for new technology' it says on the graphics terminal in MED, as the various facets of the CAD system 'MINT' are explained in colour. **Right:** Just look what a three-button mouse can do! The grandfathers of our 8000 series, these Alto (c.1973) workstations pioneered the mouse, Ethernet mail and more.



Below: In the engineering laboratory, Mike English reveals some of the magic that magnetism is capable of — like levitation, and illumination without a power source.

Arts and crafts

While technological developments improve productivity at work, people still like to make things with their hands in their leisure time, as these displays showed; they are (clockwise) paintings by June Cinderey, samples of needlework by Diane English, Mike Meredith's model boats, cuddly toys and needlework by Gilly Copeland and Des Haines' collection of model aircraft.



Security men were kept hard at it photographing children for 'special agent' identity badges. "I wonder what would happen if all these kids turned up for work on Monday?" mused one manager, watching the issue of the ID cards! **On the right:** The county fire brigade contributed to the excitement with a demonstration of their big turntable ladders.



More pictures overleaf

Open Day in the MEWS



An indoor display showing the range of outdoor sports — from archery to rock climbing — which Lira Leisure can organise for private and business groups. Safety training is essential and Gordon Hallam shows how to fit a life-jacket on a young sailor.



Andy Waller, maker of furniture, toys and playgroup equipment, shows a young visitor how he makes a wooden jigsaw with the aid of a bandsaw.



The Lira Leisure gymnasium was a popular port of call in the MEWS. Visitors looked at the range of equipment, discussed routines with managing director Brian Brettell and one or two even tried a bit of weight-lifting — with varying success!



It was raining outside, so these two little rays of sunshine tried a sun-bed for size in the solarium of the fitness centre.



Not the entrance to the punishment cell for apprentices, but the gate of the pound at Ruardean which some of them refurbished as a special project.



A sound generator, a siren and an astable oscillator — examples of work carried out by YTS trainees after only a few weeks of their course — were exhibited in the electrical workshop of the new training facility. Here a visitor tests the sound generator — for sound!

It went with a bang!



Everyone was thrilled with the display of multinational fireworks which came from France, Spain, Malta and the Far East as well as the UK. "The best I've ever seen", said many. Then Rank Xerox Mitcheldean said 'Good night' with a set piece and the thousands wended their way homewards.



The people who won prizes



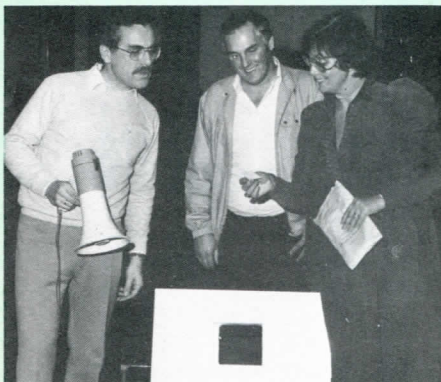
Director Chris Wood presents Billy Treasure with his £200 voucher; Charlie Davis and Dave Tingle are next in line for a prize. On the far left, Graham Bunt, chairman of the steering committee.

For three people, 17 November was a lucky day — they were the winners in a grand free draw, and director Chris Wood presented them with their prizes.

"It's the first time I've ever won a draw", said Billy Treasure of refurbishing operations who won the first prize of a P & O holiday voucher worth £200.

Charlie Davis of Group 4 received the second prize of a £75 Marks & Spencer voucher while the third, a W.H. Smith £25 voucher, went to Dave Tingle of SQA.

There were two other winners on Open Day — visitor Sue Kirby and Mike Gurden (1035 assembly) — who each scored a £25 Debenhams voucher in the ladies' and men's individual skittles competition run by the Sports & Social Club.



Kate Phillips reads out the numbers of the winning tickets at the draw on Open Day, while Graham Bunt stands ready with the loudspeaker. Watching is Mike Cooper, another member of the steering committee.



Sports & Social Club chairman Reg Taylor presents Sue Kirby with her skittles prize; on the left is the top men's scorer, Mike Gurden. With them are Thora Brown and Jan Sologub who ran the competition, played in a transportable alley set up in bld. 44.



Skittles finals — Cinderford's veteran marathon champion Les Davis presented the awards at the interdepartmental mixed skittles tournament final, held on 8 September. Our picture above shows him enjoying himself hugely with the champions Horrobin's Horrors, captained by Mary Davis, who beat Finance (below), captained by Ellen Baldwin, by 271:256 pins. Highest individual scorers in the tournament were Alfie Duggan (Un-touchables) with 50 pins and Jill Drew (First Rounders) with 44.



Les Davis also kindly made the presentations at the final of the skittles mixed pairs competition, held the same night. **Above:** Winners Ian Pritchard and Janet Cook become the owners of a black & white portable TV. **Below:** Malcolm and Everal Butler acquire something with which to celebrate their achievement as runners-up.



This year's team consisted of Mark Barnard, Ken Ellway, Bill Meek, Don Meek, Nigel Allsopp and Danny Haines.

End of season golf

Cup goes to Grandad

On August 16, some eight years since their last visit, the Golf Society returned to one of their old favourites, Abergavenny Golf Club. As in 1976, it was a blistering hot day with temperatures in the '80's.

The trophies at stake were the Summer Cup (individual medal) and the Interdepartmental Cup (pairs combined medal).

A record number of entrants for this season — 30 — turned out and it was particularly pleasing to see some familiar 'old faces' among them.

Mark Barnard set the early pace with a superb morning round of 68 (72 gross) with Nigel Allsopp and Don Meek sharing second place with 70s.

It was apparent the afternoon round would be not only a test of skill but also of stamina, and as if to prove the point Don Meek, with the recently acquired title of 'Grandad', returned another 70, just pipping Nigel (72) for the afternoon honours.

The eventual winner of the Summer Cup for the second year running was, not surprisingly, Don, with the runner-up's spot going to Nigel.

Winners of the Interdepartmental Cup were the 'Refurb Works' (Don Meek/Bill Meek) with 290 nett; second place went to the 'Cloggies' (Nigel Allsopp/Ken Ellway) with 294.

K.D.E.

Interplant competition

A team of six golfers made their way to Calcot Park GC, near Reading, on 31 August to represent Mitcheldean in the annual Inter-plant Golf Competition.

Conditions were again dry and hot and the Mitcheldean men, who had all qualified for the team on a points basis over the season, were fairly optimistic of winning back the Haggett Cup from IHQ.

Their optimism took an early dent as Mark Barnard sliced his opening drive into the jungle on the right hand side, but nevertheless at lunchtime our team had managed a halfway total of 122 points, which put them still in with a chance.

Unfortunately, due either to the lunchtime refreshments or the oppressive heat, not even Don Meek's side bets were enough to drive our men on to victory. A modest team score of 111 in the afternoon gave a Mitcheldean total of 233, some 12 points behind the eventual winners, Welwyn's 'A' team, who had the same score as RX Ireland but took the decision on countback.

In all, ten sides took part in this year's event, including, in addition to those already mentioned, representatives from Hampden House, RX House, St Helens and Observatory House.

The competition, now in its 11th year, is being supported as strongly as ever and with luck next year's Mitcheldean team will be able to get back into a winning run.

D.H.H.

Last round

Double sweater weather was prevailing when the Golf Society held their last outing of the season at Hereford GC on 21 September, but the enthusiasm of the 26 starters remained undaunted.

Whilst having had difficulty in finding the course (Mark was navigating again), Neil James had no problem in finding his way around it, returning a solid 36 points to take the morning round; close behind with 35 points were Mark Barnard and Danny Haines.

The afternoon round was played mostly in the rain that had been forecast, and for some of the early leaders the conditions proved too much, but for Bill Meek (who must have webbed feet) it was just what he needed, returning a magnificent 23 points on the homeward nine holes. This gave him a total of 39 points to take the afternoon round, David James securing second place with a fighting 36 points.

The eventual winner of the America Cup with a total of 72 points was Bill Meek, with John Rees coming from the pack to take second place with 67 points.

The Order of Merit Trophy (result based on the best four cards returned during the season) was won by Mark Barnard (49 points) with Don Meek (for the *third* year running) in second place with 43 points.

The Rabbit's Cup (result based on the four best cards returned during the season by a player of 18 handicap minimum) was won in his first season by Des Ellway with 20 points.

K.D.E.

Mark the golfer

Having featured frequently in these pages, Mark Barnard has now been getting into the golfing columns of the national papers. A member of Lydney Golf Club, of which his father Dennis is hon. sec., he qualified to play for England in the Ford Amateur Club home internationals, and he's written this account of what was very nearly a victory week:

First impressions of Royal Lytham St Annes were summed up in the words of the Scottish team captain: "You're very lucky this year because they've filled in five bunkers. There are only 287 left!"

Wherever did they get all this sand? Bunkers in every direction — indeed, more on the 17th hole than there are on Lydney Golf Course.

After the practice round on Tuesday I managed to halve my fourball and singles matches on the Wednesday. This left the England team having dropped a point to the customary 'Wooden Spoonists' — the Irish team.

Thursday morning arrived bright and sunny with a wind described by the locals as a breeze (to me it was a howling gale). The match was against the favourites, Wales. England got off to a great start, winning the fourballs 3 — 1, I personally winning with team-mate Trevor Wood 4 & 3.

In the singles in the afternoon I found myself with a much tougher match. Being 2 down at the 12th tee, the only place with an up-to-date scoreboard, things looked decidedly dodgy.

Renewed fight led me to make a strong counter attack which eventually failed at the 17th but it was with great relief that I learned we had won the match. So after two days of competition England led the table.

All we had to do was beat Scotland, 'The Auld Enemy' — so far without a point to their name. More easily said than done as it turned out.

Having been rested in the morning to go out first in the singles in the afternoon, I had started my match when I was informed that we were 3 — 1 down after the morning fourballs. But I won my own match and returned to the course to urge on my team-mates.

Alas, to no avail. We eventually lost the match 7 — 5 and finished up second overall to Wales by the margin of one point.

ANY NEWS FOR VISION?

If you have, then please —
 mail it to me c/o Corporate Affairs, Bld 51/2,
 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 Dean 542415.
Myrtle Fowler, Editor

Onions — a cash crop

With the number of club sections having declined in recent years, it's good to be able to report the setting up of a new one — the Rank Xerox Gardening Association.

Readers on site will already know about the onion craze sweeping the plant, triggered by the 'heaviest onion' growing contest which the association has organised for starters.

Since this is open to all former as well as current employees of RXMP, we're repeating the details here.

Onion growing is a real test of a gardener's skill, we're told, and those who have retired and have more time to spend in their gardens could cash in here.

Cash is the operative word, for the organisers are offering a total of £70 in prize money plus two trophies.

First prize for the 'heaviest onion' is £20 plus a trophy, with five more prizes of £15,

£10, £5, £3 and £2. The 'best exhibition onion' will win a £10 prize and trophy, and there's a £5 prize for the 'best three exhibition onions'.

Closing date for entries will be 30 June next and judging will take place in the last week of August 1985 at the Sports & Social Club.

The new association has John Harris as its president, Harold Moore as secretary and Andrew Gardiner as treasurer; other committee members are: Adrian Skillern, John Newman, Roger Meek, Mick Mann, Rex Turley, Freddie Wynn, Mike Jotcham, Dennis Trigg and Mike Rouse.

You can get your entry form, price 25p, as well as help and advice about suitable onion seeds to sow under glass at Christmas time, from any of the foregoing; if you're not on site, ring Harold on Dean 542542 for details.

Contrary to what some may have thought on seeing this drawing by Roy Chamberlain (small batch), contestants do not have to grow their onions in wheelbarrows!



Microdrives and moving graphics

The computer club in its old form was disbanded last summer; but, like a phoenix rising from the dying embers, a new club has emerged.

Attendances had been dropping due to an over-emphasis on informality, so the newly formed Forest of Dean Computer Club meets on pre-set evenings with pre-planned speakers and events.

Eighteen people attended the first meeting, held in September, when Dave Powell gave an excellent talk/demonstration of the Sinclair microdrives attached to his Spectrum, and the RS.232 interface enabling output to high quality printers.

At the follow-up meeting in November, which attracted 12 attendees despite the abysmal weather conditions, members were asked to demonstrate their own programs to produce moving graphics.

The wide range of computer skills, from

beginners through to expert, was reflected in the programs which were written in machine code as well as Basic.

At both meetings members were encouraged to share their problems as well as their achievements; as a result a number of computers have been repaired and beginners' programming problems overcome.

As we went to press, the club was about to hold a meeting on 10 December at the Mitcheldean Christian Fellowship chapel, the evening being devoted to the judging of a computerised Christmas card competition with associated cash prizes.

New members are always welcome, irrespective of computing knowledge, and the club environment is ideal for mums and dads wishing to investigate the pros and cons of different computers for presents.

Further information can be obtained from Keith Jones, ext. 619 or Dean 543589.

We sponsor Superschools

Twenty-five secondary schools throughout the county took part in the 1984 'Superschools Competition' organised by the Gloucestershire Constabulary, and on Sunday, 7 October, the finals were held at the Prince of Wales Stadium, Cheltenham.

Teams from the eight schools which had got through had to compete in six events: a 100-metres relay, four-a-side football, tug-a-car (it was a Land Rover!), basketball, archery and a nine-legged race.

Rank Xerox Mitcheldean had sponsored the event to the tune of £400, and manager Graham Bunt went along to make the presentation to the winners, Maiden

Hill School, Stonehouse. The runners-up were Bishop's Cleeve with Arle and Brockworth a joint third.

Inspector Brazil, who was responsible for running the event, told us: "We are very grateful to Rank Xerox for their donation which covered the cost of the prizes and also paid for the use of the stadium".

This was the first year the competition had been extended to the county — formerly it was held just in the Forest of Dean. Now the Constabulary (who incidentally are customers of ours) are planning an even bigger event for 1985.

Putting you in the picture



John and Nicola Beard

Weddings

John Beard (assembly) to Nicola Beiszley at the Methodist Church, Ross-on-Wye, on 4 August.

Keren Jennett (divisional personnel) to Stephen McCormick (formerly in bld. 32) at Ross-on-Wye Register Office on 18 August, followed by a blessing at St. Mary's Church.

Stephen and Keren McCormick

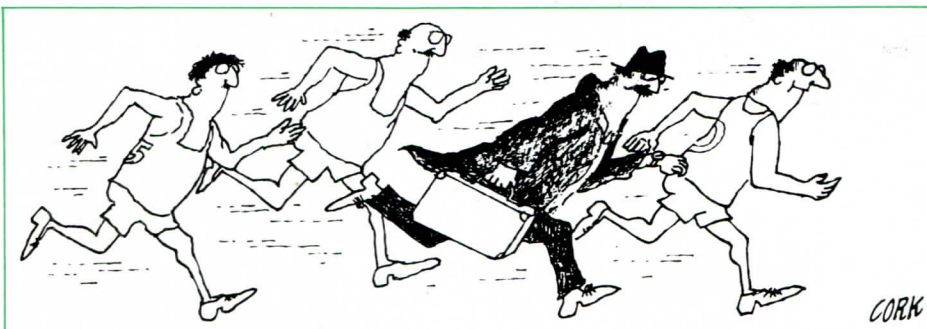


Obituary

We regret to report the death of Chris Buckley, manager, XFP implementation (finance) on 30 September at the age of 52; also that of pensioner Alvin Partridge on 8 September aged 65. Our sympathy goes to their families.



Highlight of the Westbury Show held last September in aid of the parish hall was the Rodley quarter marathon, in which 100 runners wearing Rank Xerox numbers took part. Andrew Landon, secretary of the hall committee, who not only organised the race but also ran in it, expressed gratitude to the company for supporting the event once again (our donation paid for the winner's cup and other trophies), and thanked Kate Phillips for coming along to present the prizes. The Rank Xerox cup was won by Robert Park who did the seven miles in 39 mins. 49 secs. (it was a little longer than last year's course). Though our Billy McLeod, who won in 1983, didn't compete this time, we had at least one representative runner in Phil Davies (supply) who commented: "It was damned hard, and not nearly as flat as we'd expected!" Our picture shows Kate presenting the winner's cup to Robert Park; centre is Andrew Landon.



Season's greetings to our readers

