



The royal helicopter fans excitement among watchers in the centre of the site.



Coun. Arthur Cooper (left), chairman of the Forest of Dean District Council, is introduced to the Duke of Kent by Rank Xerox chairman Hamish Orr-Ewing; in the background are the old brewery buildings, handsomely refurbished and converted into units.

The MEWS gets a royal review

On Thursday, 2 May, HRH the Duke of Kent fulfilled his promise to visit the Mitcheldean Enterprise Workshops.

Last November, a blanket of fog had prevented the royal helicopter from landing, and Col. Martin Gibbs, Lord Lieutenant of Gloucestershire, kindly performed the official opening ceremony in the Duke's stead.

As May approached, Mitcheldean staff studied the weather forecasts with particular interest. But this time there were no surprises in store; visibility was excellent and the sun shone splendidly on the scarlet and navy helicopter of the Queen's Flight as it touched down at 11.30 am in the centre of the site, to a warm welcome from the watching crowd.

Everything had been planned down to

the last detail and it all went without a hitch.

The Duke was received by Col. Gibbs and driven to bld. 11 where he met those who had steered the project to its success and other principal guests.

As managing director of the MEWS, Derek Knibbs gave a brief explanation of the project with the aid of the scale model made by apprentices Chris Phelps and Nigel Aston.

The Duke was then taken on a tour of the buildings which Rank Xerox provided half a million pounds to convert and refurbish as part of its community support programme.

He was able to see a higher level of occupancy than he would have done six months ago. At that time, 29 tenants,

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FOOTSTEPS

Thriving business village



The Duke of Kent shakes hands with site director Chris Wood.



His Royal Highness meets Ray Hensley, workshops manager, MEWS, in a line of principal guests.

Plaques on the wall commemorate the official opening of the MEWS last November and the Duke's visit.



Above: The Duke gets an overview of the business village from MEWS managing director Derek Knibbs with the aid of the model made by apprentices Chris Phelps and Nigel Aston. Pictured with them are (from left) EMSD director Dick Holmes, Paul Marland, MP, and site director Chris Wood.

Peter Noblett welcomes HRH to the offices of Dean Software and Dean Microsystems.



The Duke learns about Xanadu, its aims and services, from Roy Nivison, operations director. On the left are Ray Pyart, West of England director, and administrator Julie Bolton.



Our royal visitor gains an insight into the activities of Sprint Computer Services in bld. 3 from its managing director Peter Pollard and (right) technical director Roger Prout.

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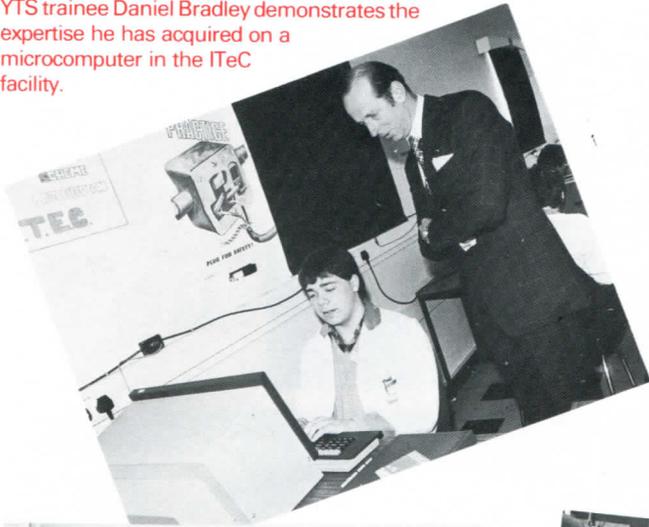
including the RX training facility, were then in residence, their businesses occupying 51 out of a total of 82 units.

This time we could report that 67 out of 87 units were occupied by 38 small businesses involving some 180 people, their activities ranging from computer software to the fabrication of plastic matting. (As we went to press we heard the number of units occupied had risen to 70.)

In addition, bld.10 was no longer empty, having been leased to a firm making electronic controls for heating systems.

Thursday is normally college day for first-year apprentices and YTS trainees, but arrangements were made for them all to be present for the royal visit.

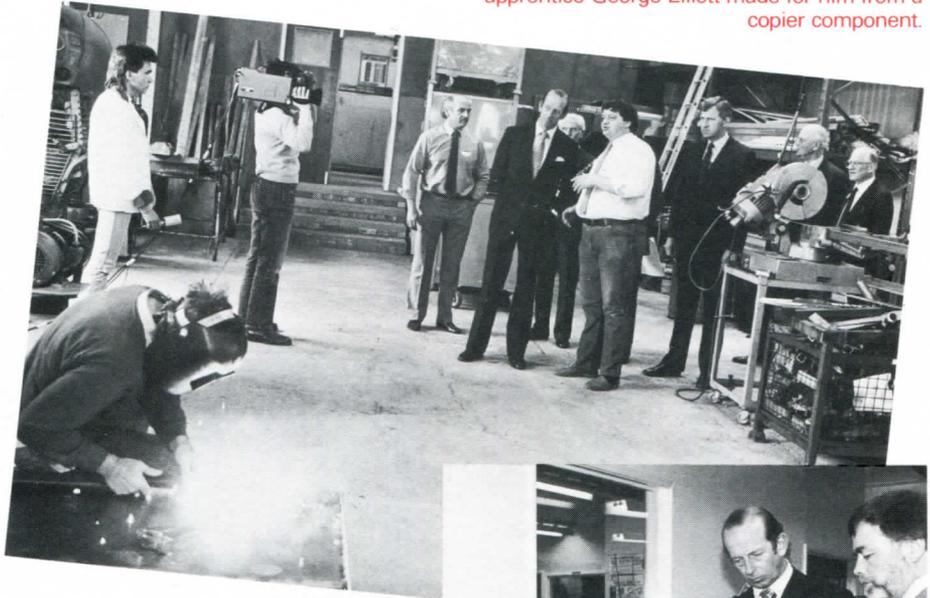
YTS trainee Daniel Bradley demonstrates the expertise he has acquired on a microcomputer in the ITeC facility.



The Duke looks delighted with the gift of a digital clock which fourth-year apprentice George Elliott made for him from a copier component.



Discussing a house-wiring detail with YTS trainee Ian Russell in the electrical workshop.



Above: An apprentice camera crew get some good action shots in EMP Services for their video of the royal visit.



Left: It was mothers and toddlers time in Lira Leisure when the Duke called in.



Right: HRH hears about the electric tool calibration and repair business from Monty Russell of Russtek; on the left is Alec Waldie.

The Duke saw the young people working on milling machines, lathes and an engraving machine and he chatted to them about their work.

Fourth year apprentice George Elliott presented him with an inscribed digital clock, the casing of which he had made from a gold-plated aluminium extrusion — a surplus copier component from asset recovery.

Nineteen-year-old George, whose face has become familiar to all on site from the quality poster and calendar, told us he made the gift while doing his departmental training in the tool room. "They were very helpful to me there," he said.

The Duke showed great interest too in the training being given to YTS young-

sters in the ITeC, and training coordinator Brian Fowler was pleased to be able to tell him that, although still only half-way through their course, four of the 14 trainees have already landed jobs, one of them in the MEWS itself.

As a direct result of her training, Debbie Knight has been taken on by Mills Associates, tenants in bld. 11 whose business is the repair of PCBs.

Before leaving the area, the Duke saw a display in the Lira Leisure gymnasium, after which he was driven to the Showroom. Here he was shown our range of products, and he met some more of the 50 guests before luncheon.

This was served in the cinema, converted for the occasion, and it all looked extremely attractive with spring

flower arrangements and a splendid 'cold table', while an enlarged picture of the British Quality Award provided a screened backdrop — and a topic of conversation.

There were no official speeches, but after the Duke had taken his leave, Paul Marland, MP for West Gloucestershire, said a few words on behalf of the guests.

He spoke of the growing success of the MEWS, which had already exceeded the plan set for it, and on the key part played by Derek Knibbs who had "brought the project to life."

They had all been very impressed with what they had seen, he said — particularly with the determination, drive and youthfulness of the people who were

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Lunchtime reception



Far left: Brian Buckland (divisional personnel) chats with Mrs Pauline Hayman manager, Gloucester Job-centre, and the Rev. Roy King, rector of Mitcheldean.

Left: Three Mitcheldean Parish Council officers – Ian Morris, chairman, Ron Stephens, clerk, and George Read, vice-chairman.

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starting up businesses there; the high technology aspects of some of those businesses; and the way in which tenants like EMP Services had successfully managed the change from being employees to employers.

Derek in his turn paid a well-earned tribute to Ruth Morgan, MEWS executive assistant, for the hard work she had put in, and he presented her with a beautiful bouquet.

The press, television and local radio station all gave good coverage to the event and our apprentices recorded it on video too.

The excitement over, the MEWS quickly got on with its various activities.

Credit for the smooth day-to-day running of the business village belongs to the workshops manager, and Derek Knibbs would like to put on record a tribute to Ray Hensley for his expertise in handling everything from making agreements with tenants and organising services to the units, to providing the on-the-spot support that every managed workshop needs if it is to be successful.

Sutcliffe Catering put on an attractive array of dishes for luncheon in the Showroom.



Left: John Miller, chief executive, Glos. County Council, and Keith Harris, chief executive officer, FOD District Council. **Right:** Ruth Morgan, MEWS executive assistant, with Bernard Morris and Robin Fyffe of divisional personnel who all played a key part in the arrangements for the royal visit.



The long arm of coincidence

Even though the Duke of Kent's visit was an informal one security was strict. But personnel and MEWS management knew exactly what the drill was, having had previous experience last November, and liaison with the police went smoothly. Even the sniffer dogs seemed to know their way around!

The police, incidentally, were members of a special Royal Protection Group, and their inspector turned out to be the son of a former Mitcheldean employee — Archie Osborne — whom some of our readers will remember from Bell & Howell days.

Silver Jubilee

VISION celebrates its silver jubilee this year, and our very first issue reported that Archie was one of three to receive a 25-year award from the Group LSA at the Mitcheldean association's annual dinner in May

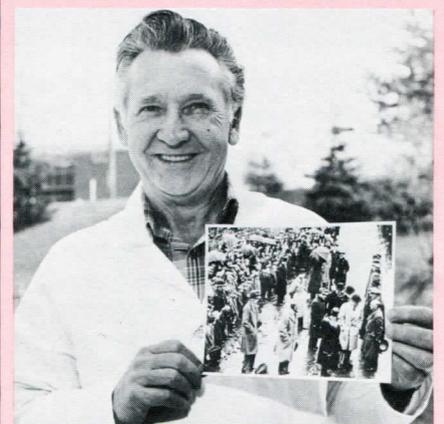
1960; the other two were Gordon Fisher and Pat O'Hare, and we were delighted to see Pat at this year's LSA dinner on 10 May.

Another coincidence: 1960 saw the building of the first UK 914 machines at Mitcheldean, so that famous photocopier (many models of which are still in use) shares its jubilee with VISION.

There was insufficient space, even in this larger than usual issue, to give these matters the space they deserve, but our next issue will be a somewhat reminiscent one!

Before we finish entirely with coincidences, we might point out that the centre pages of this issue are devoted to 'Innovation '85', a Rank Xerox (UK) event which took place a few weeks before the Duke of Kent visited us, and an honoured guest there was Prince Michael of Kent, the Duke's younger brother.

Roy recalls another royal visit



On 14 November, 1934 – over 50 years ago – the Duke of Kent's father visited the Forest, and Roy Duggan (assembly) has a photo of him taken when he officially launched a scheme at Drybrook to give the unemployed training in a trade. Says Roy: "I'm somewhere among all those children!"

We're adding 'New Dimensions' to our performance



In 1983 we had 'Breakthrough' at London's Lyric Theatre; in 1984 it was 'Breakout' at Hever Castle in Kent.

In what unusual setting, we wondered, would we learn about the company's product range and plans in 1985?

The invitation to a 'New Dimensions Product Presentation' on Friday, 8 March, gave nothing away. Our destination remained secret, even when a luxury coach bore us away from Mitcheldean, and Charlie Walker (personnel), our co-ordinator for the day, wasn't letting on.

We thought we had the answer when the coach finally stopped in the shadow of the Tower of London. But we were escorted instead to Tower Pier where we boarded the riverboat *Elizabethan*.

The Thames was sparkling in the sunshine as we set off down-river and, while we enjoyed a good lunch, we were treated to a panorama of old wharves and other fascinating buildings, reminding us of our country's great trading traditions.

It's going to be Greenwich, we decided. Wrong again. Somewhere in the region of Rotherhithe we turned about and went back up-river, past Tower Pier, until we reached the Houses of Parliament on the starboard side and the GLC building on the other.

Dockland scene

Once again we turned about and the *Elizabethan* docked at Festival Hall Pier, a short distance from London Bridge. Straight away we were whisked off by coach to a TV studio somewhere in the concrete jungle of the South Bank.

The first thing we saw on entering the foyer was our British Quality Award; it was spotlighted on a column beneath a painting of Mitcheldean's brewery buildings — one which the company had commissioned from local artist Richard Wills last year to commemorate the official opening of the MEWS.

Seated in the auditorium on swivelling chairs we listened to heavenly music and watched what seemed to be clouds scudding across a veil which separated us from the stage. Coming after our trip on the water it made us feel a bit disorientated.

All about us were video screens, some on coffee tables amongst the seating, more suspended in a semi-circle above our heads, all simultaneously singing the

praises of the 10 Series and the benefits and opportunities they brought.

Then Rank Xerox marketing director Jack Thomas came on the scene to introduce a complete new set of products — some ready for launch, others being previewed — all bringing a new dimension in copiers to our customers.

Looking back to 1984, he said that, on the whole, it had been a successful year.

Xerox now had two million copiers in the field and electronic typewriter installations worldwide grew 50 per cent.

"Results in 1985 have clearly reflected our drive on profitability via sale and higher margin products, but the level of total activity is inadequate to meet our revenue targets," he said.

"We need to add a new dimension to our performance."

Key areas for improvement

There were three key areas in which improvement was required: first, *profitability*, measured in terms of *return on assets* (basically, we needed less assets and more revenue).

"To improve our profitability and increase our revenue, we have had to take

price increases to cover our costs which have been strongly affected by currency."

The second priority was *customer satisfaction* — making Rank Xerox a quality company to deal with. "Major changes have been made in manufacturing, with much more rigorous testing. A good sign is that Mitcheldean recently won the UK's major quality award."

Our third priority was *market share*. Three-quarters of the opportunity was now for replacement; there were thousands of three to five-year-old competitive machines vulnerable to strong new 10 Series products. "We must get out there and replace them."

The new products

Describing the new products and how these would help us achieve our objectives, Mr Thomas said that there would be five new sets or 'teams' of products, so-called not simply to tie in with 'Team Xerox' but because each new copier came in a variety of configurations.

At the low end were the 1025/1025RE, now being built at Mitcheldean in bld.32; these replace the 1030, 1035 and 2370.

Continued overleaf

The Mitcheldean party study the performance of the new copiers on stage after the show.



Latest copiers offer greater choice



◀ Xerox 1025/1025RE

These desk-top copiers being built at Mitcheldean produce 16 copies per minute. Each offers four configurations using a fixed A3 platen with either 10-bin sorter or catch tray, and with or without semi-automatic document handler. The platen cover lifts away to enable the copying of bound volumes, and features include job interrupt and manual by-pass for one-off copies. The 1025RE (pictured) is also able to reduce and enlarge and has three standard paper trays which may be selected automatically via the touch control panel. Both models have three colour capabilities provided by colour kits.



Xerox 1090 ▶

This produces copies at a rate of 92 per minute, faster than the other 10 Series copiers, and also reduces and enlarges (up to 155 per cent). It incorporates an automatic document handler and up to 10 frequently featured jobs may be memorised. The two paper trays can be loaded while the copier is running, preventing delays during a long run. Two configurations ensure high quality productions: the recirculating document handler combined with a stitcher (the correct staple size is automatically selected) and stacker, or just the stacker.



Xerox 1040 ▲

Developed and designed by the Rank Xerox Welwyn team for the mid-volume market, this model is available in three configurations which enable a variety of copying functions to be automated. It offers the option of automatic document feed with a 10-bin sorter or a catch tray, or with standard platen cover and catch tray. Producing up to 35 copies per minute and capable of multiple A3 runs from A3 originals, it is the first copier in the Xerox 10 Series range to combine the flexibility of reduction and enlargement facilities with the productivity achieved by high copying speeds and automatic document handling. Features include a job interrupt and manual by-pass facility for one-off requirements.

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but the 1020 continues.

In mid volume, the 1048 would continue as the auto duplex product while the 1045 would be replaced by the 1040.

In high volume, both the 1075 and 9500 continued and the 1090 came in as a 9500 alternative where customers wanted a more compact machine with finishing, or where it was to be used in a more decentralised environment.

Further new introductions would be added later, making a total of eight strong 10 Series products covering every customer need from 1,000 to 100,000 copies a month.

Listing some of the ways in which the range had been improved, Mr Thomas said that low end customers could copy books and have document handlers because we now offered fixed platens; difficult non-standard paper sizes were no longer a problem because most new products offered zoom; and for legibility and emphasis, every one of the new products offered enlargement.

Apart from the improvements in features, the new dimensions that gave us product leadership could be listed under the headings of quality, reliability, versatility, ease of use and productivity.

These gave us two major benefits. The first was a cost benefit enabling us to improve our gross margins despite currency, which in turn would enable us to maintain our profitability and employment.

The second major benefit was that they made us much more competitive.

Getting moving

"Today's new dimensions give us a unique opportunity for improving things both for our customers and ourselves. In the UK let us make sure we use that opportunity to the full," said Mr Thomas.

"We have been talking a great deal about customer satisfaction — now let's listen to our customers . . ." and from all sides came a jumble of voices which resolved into one common requirement: "What we really want is *quality*."

That was when things — including us, the audience — really got moving. As the 'voice over' introduced each new team of products on stage, the whole auditorium sailed round to focus on a display of them.

First the 1025/1025RE — unbelievable quality! A3 copying, fixed platen so it's easy to copy bound documents, choice of 10-bin sorter or catch tray, with or without semi-automatic document handler, reduction, enlargement, copying in red, blue or

green as well as black — the most reliable copiers in their class, the most advanced copiers of their size anywhere in the world.

Moving to mid-volume, a team of dancers in spotted red dresses and white gloves highlighted the features of the 1040. 'It's like another pair of hands' with its automatic document feeder and sorter; it enlarges and reduces and does fast size-for-size copying up to A3.

Throughout the 'copier choreography' a wandering cameraman was seen apparently taking shots of the action on stage, providing a link with the pictures simultaneously appearing on the video screens.

On to the high-volume 1090 — and in cheetah-patterned catsuits the dancers gyrated round the machines to underline the slogan 'speed is the hallmark.' This was the powerhouse in the office — highest possible quality at highest possible speed, the machine that does 92 copies a minute, that completes tasks automatically — the machine that has everything.

Finally the dancers came marching on in silver outfits, leading us back through the range on stage while we gently coasted round in our floating auditorium.

When we were finally 'moored alongside', they came to conduct us down on

New Dimensions' continued

stage to take a close look at the new products and see demonstrations of their capabilities.

Highly professional

The show, which ran from 4 to 13 March with some 18 sessions, was aimed primarily at Opco marketing and sales people; at the same time the opportunity was taken to show other groups of people involved in the development, production and service support of the products how they would be presented to the RX market.

In addition to groups arriving from UK destinations, the organisers had people flying in from the outer regions of Rank Xerox to cater for; but despite travel problems, the tidal fluctuations of the Thames and other variables, all went well and the organisers can be congratulated on providing an informative, entertaining and highly professional presentation.

From the comments heard on the journey back to Mitcheldean and during the stop-over for dinner at Swindon, it was evident that the level of Mitcheldean 'audience satisfaction' was very high.

When it came to staging the national launch of the new products pictured opposite, Rank Xerox (UK) hit a new high — as you can see overleaf!

RBG Recognition Award



Displayed at the Mitcheldean Showroom entrance is the RBG Recognition Award for Excellence — a new, prestigious honour which came to Mitcheldean following our winning of the British Quality Award. The RBG's highest form of recognition, it is presented to those who have made a 'most extraordinary contribution' towards achieving the goals of quality and teamwork within their organisation and the Reprographic Business Group. The pewter scroll, mounted on walnut, bears an enlargement of the first xerographic print "10.22.38 Astoria" — made by Chester Carlson and Otto Kornoi, his assistant, on 22 October, 1938, in Astoria, New York. Members of Mitcheldean Management Operations Committee, pictured here with site director Chris Wood all have a replica displayed in their respective departments. They are (from left): Derek Knibbs (personnel), Kevin Horrobin (small copiers), David Stokes (materials, programmes & technical services), Graham Bunt (general production), John Hockett (business and product quality assurance), John Roberts (product engineering) and controller Bryan Cook. (As we went to press it was announced that John Roberts had taken up an appointment in the USA as manager, assembly technology within the Reprographic Manufacturing Group.)

Big family reunion in CBA



A group of people currently working, or who had worked in CBA assembly, as well as a representative sample of those involved in support activities over the years, gathered on Thursday, 18 April, to mark the end of CBA new build.

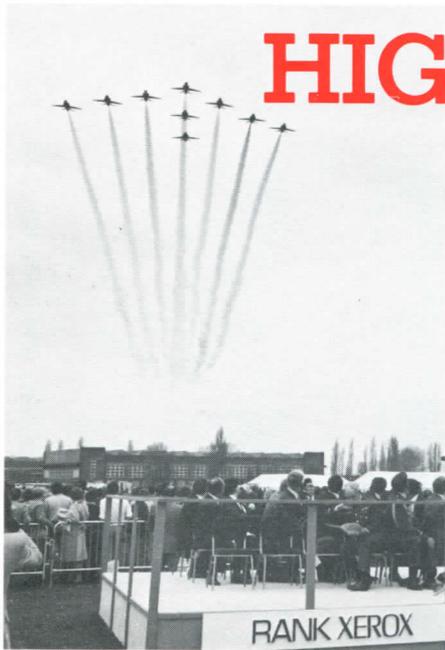
Ten years have passed since the first of the 9000 family — the 9200 — was introduced into the assembly area on the ground floor of bld.40; since then it has been followed by the 9400 and 9500 models and their Fuji Xerox counterparts,

the 8200/8300 models and, more recently, xerographic engines for the 9700 and 8700 electronic printing systems. It all added up to a total of approximately 35,000 machines.

Graham Bunt, manager, general production, said that in the last three periods products had been free of assembly workmanship defects, while for two of those three months they had achieved zero defects in post pack audit, which was a fine result to go out on.

The ground floor assembly area is now being used temporarily for materials storage; refurbishing operations are being transferred in stages from ridge buildings 24 and 29 to 40/2 while dismantling and cleaning facilities are being relocated in the space formerly occupied by the Burkhardt & Weber facility in bld.36, these machining centres having become surplus to requirements.

HIGH FLIERS, HIGH TECH



Red Arrows point the way

On the second day of 'Innovation '85', the RAF Red Arrows aerobatic team gave their first flying display of this, their 21st anniversary season. They were presented on this occasion with the Rank Xerox 'Team Excellence' Award by HRH Prince Michael of Kent. This newly introduced award will go annually to the group or organisation which best demonstrates excellence through its team efforts in the field of high technology.



Combat conditions were simulated on the heavily camouflaged Army stand where Prince Michael was able to see a demonstration of information technology in use as a battlefield resource.



When 'Innovation '85' — a high technology and associated careers exhibition staged by Rank Xerox (UK) — took place from 16 to 19 April, the Armed Services turned out 'in force'!

Not to help cope with the 22,000 people who attended, but to participate in what was an exhibition with a difference.

That difference began with the siting of the event out in the country — at Cranfield in Bedfordshire.

The venue was chosen particularly for its association with innovation and high technology. Formerly an RAF station, Cranfield is today the home of a highly reputable Institute of Technology, but it still maintains its aviation connections, along with an operational airfield and some useful hangar-type buildings.

The organisers were able to capitalize on these in looking at innovation very much in the context of flying.

The basic aims behind Innovation '85 were to show the contribution made by information technology to solving automation and communication problems, and to help close the 'skills gap' by revealing the career opportunities in that field.

Several leading companies, national organisations like the CBI and MSC, universities and polytechnics, as well as the Armed Services, exhibited and all invited their own guests, the UK Co. sponsoring the event with advertising, coach services and other arrangements.

Rank Xerox products were naturally very much in evidence, and everywhere they were promoted in an admirably professional manner.

The event was the occasion of the national launch of four new copiers in the 10 Series: the 1025/1025RE desktop models, the mid-volume 1040 and the high-volume 1090.

In Lanchester Hall visitors were given an introductory talk by product launch manager Jerry Roest, and saw a super show linking them with those other winners,



John Butcher, MP, Parliamentary Under-Secretary of State, Department of Trade & Industry, who officially opened 'Innovation '85', visits the exhibit featuring the Alpha 2000 educational liaison project.

GROUND TO AIR DISPLAYS

Apart from the Red Arrows, there were daily displays of aircraft, both on the ground and in the air. These ranged from a Hawk and a Tornado, which attracted a stream of visitors, to flights of aircraft from the historic Shuttleworth Collection, present-day jets and helicopters, not to mention a skyship advertising a brand of lager!

the Red Arrows, before seeing demonstrations of the machines.

Another main exhibit much admired was that of an aeronautical engineering firm called A.B. Brown Ltd., a simulated company created by Rank Xerox to show the integrated team approach to the use of information technology in business.

Visitors were taken on guided tours through seven typical departments, ranging from the managing director's office to technical publications and data processing. Each of these offices featured 'real life' applications with the appropriate office systems and equipment selected from the Rank Xerox range, including workstations, microcomputers, word processors, electronic typewriters, telecopiers, copiers, drawing office printers and laser printers.

Customers invest millions in 'boxes' that

The Prince saw information technology in a rather different setting when he visited A.B. Brown, the simulated company created to display the Xerox range of products. Here he is being shown the Xerox 7080 technical drawing printer.



INNOVATION, AT INNOVATION '85

cannot communicate with each other, and this exhibit demonstrated very effectively how our products work together to get the right information to the right place at the right time — and produce documents of exceptional quality in the process.

Mitcheldean's contribution

Throughout the event there was an extensive programme of lectures, presentations and seminars, the topics ranging from developments in computer-aided design to the future of electronic publishing.

Mitcheldean contributed to the programme on the first day with a joint lecture by Chris Wood and John Huckett on implementing a winning quality improvement programme!

This was linked with our exhibit which focussed on the British Quality Award with our quality posters displayed on either side.

RXEG Welwyn demonstrated how surface mount techniques are making possible the manufacture of PCBs less than half the size of equivalent conventional boards — another step in the miniaturisation process.

The 'Virtual Micro' and 'Artificial Intelligence' were other IT developments that caught our attention.

The former is a new technique, evolved by the UK Co. for its own use, which makes inexpensive dumb terminals do the work of high performance business micros, bringing positive advantage to the information user as well as cutting the cost of office automation.

A joint venture with the UK Co., Artificial Intelligence Ltd specialise in very advanced computing techniques which make the knowledge and expertise of highly-skilled experts in specialist fields available to users, and also enhance the skills of the experts themselves.

There were both static and active displays demonstrating technologies with which Cranfield is particularly associated.

The Royal Navy, the Army and the RAF showed a variety of their specific applications of information technology, while leading firms like British Aerospace, GEC Avionics, Thorn EMI Electronics and Redifusion Simulation presented developments ranging from surveillance and targetting systems to advanced manufacturing facilities.

Fun in focus

There was fun as well as information in Innovation '85. Described as a cross between 'Cats' and 'Evita' by one Mitcheldean visitor, 'Focus on Innovation' was an exhilarating show that embraced the whole exhibition. Kicking off with Archimedes, it spotlighted images of developments through the ages such as the screw and



Left: Chris Wood and John Huckett, who presented a key lecture at the exhibition, pictured on Mitcheldean's stand with our British Quality Award.

Right: Prince Michael sees Interactive Training Systems demonstrated on the Redifusion Simulation stand — conventional training programmes translated into self-teach lessons, stored in a computer and accessed through a keyboard and touch sensitive screen. (On the far left: a glimpse of sculptures on the IHQ stand which featured Marlow and the arts scheme.)



propeller to space shuttles, from the printing press to speech down wires and television.

Today major breakthroughs were no longer separated by centuries. Carlson's revolutionary graphic technique led to more products and innovations like the daisy wheel, optical scanning, Ethernet — the conveying of information had become a potent source of ideas in itself.

Along with the images, the sound and the music, the audience were given a 'simulated flight' as the auditorium revolved — all stirring stuff that put people in a receptive mood.

Careers forum

Innovation '85 was slanted very much towards those who will be part of the technology of tomorrow, and a Careers Forum focussed on what is being done to close the critical information technology 'skills gap'.

Universities and polytechnics, careers advisers and local schools were among those invited to see 'IT' in operation, and learn about the career opportunities in the industry, both in business and in the Armed Services.

A mobile unit display on the Rank Xerox ITec (Slough) showed the practical training being given to school-leavers while another educational project — the Rank Xerox Alpha 2000 programme, designed to help provide training, support and guidance for schools — was also featured. The latter has been developed primarily in conjunction with those in the area where the new Rank Xerox headquarters is being built.

Encouraging the arts

Absorbed in their creative work, a painter and a sculptor seemed somewhat out of place among all the technology, but they drew admiring audiences on a stand featuring the new IHQ building going up at Marlow, and an innovative arts scheme which has won Rank Xerox a Government award under the Business Sponsorship Incentive Scheme.

Instead of simply buying works of art to decorate the building, the company, in association with Southlands Gallery, Stoke Poges, Bucks, and the Yorkshire Contemporary Art Group, Leeds, is embarking on a scheme to encourage recognition of artists whose works are not widely known.

First, Rank Xerox is sponsoring four residencies for professional artists in the printmaking mediums on the themes of 'Work and Leisure in Society' and 'Tradition and Innovation in Printmaking'.

Two major art competitions are planned over the next two years, each following the above two themes: a printmaking competition this year open to professional artists, and in 1986 a national easel painting competition for top students in over 50 colleges.

In addition, ten members of the Royal Society of British Sculptors will be invited to submit work and 'A' level students from schools in the Marlow area will be able to participate in a special competition section.

Selected entries will become the subject of a touring exhibition mounted by Rank Xerox, and appropriate winning items will be purchased for the new IHQ.

Top Teams '85



1045 pressure roll yield team – (from left) Julian Shufflebotham, Ianto Stephens, John Lewis, Tony Wood, Barrie Morgan, team leader Larry Sterrett, Glyn Miles, Roger Imm, and Geoff Darke with Graham Bunt, manager, general production.



Site director Chris Wood, chairman of the QIP steering committee, presents an award to Steve Davis of the electronic tool calibration team; with him is Martin Jones of Russtek, another member of the team. **Right:** Leader Jeff Tate, who was unable to come along, pictured later in the electronic lab.



White spot deletions team – leader Keith Bradley, Bob Howell, John Robertson and Keith Wilding with John Roberts, manager, product engineering.

High quality projects win awards

Speculation was rife among the members of the QIP teams as they arrived for a reception in the Showroom on Monday 20 May.

The first presentation of awards in the 'Top Teams '85' award scheme was about to take place, and the identity of the top three teams had been kept a closely guarded secret.

All seven teams who had successfully submitted entries were represented and they took their seats in the cinema along with MOC managers who, as members of the QIP steering committee, knew what the results were but weren't telling.

Welcoming them, site director Chris Wood said: "We are trying to get as many as possible actively involved in the process of quality improvement at Mitcheldean. We can only reap the full benefit by tapping the resources and job knowledge of the people directly involved."

The awards, he said, were in recognition of the valuable contribution made in the form of QIP projects by the multi-functional teams who had co-opted specialists from outside the area concerned, or even outside Mitcheldean plant to enable successful completion of their projects.

Impact on our business

Once a quarter our QIP steering committee, chaired by Chris Wood, selects the winning projects from those

nominated by the MOC level 3 QIP review.

Selection is based on the impact which such projects have on our business as a result of quality improvement, and also takes into account innovation, teamwork and the processes used to solve problems.

The seven successful entries in the first quarter covered a whole range of activities on site, from production to procurement, and, judging by the high standard achieved, the scheme is all set to prove itself a winner.

The three 'Top Teams' to receive a framed award and individual certificates, plus a cheque for £200 for an approved charity of their choice, were announced by Alan Liebermann, business quality manager.

Their projects and achievements were as follows:

- **1045 pressure roll yield** (team leader Larry Sterrett) — improving the yield to the target requirement and reducing current quality costs by more than half (in fact, the target was exceeded by more than 4 per cent. with substantial savings).
- **White spot deletions** (team leader Keith Bradley) — an investigation of a 1020 copy quality problem causing a high reject rate of photoreceptors, the outcome of which was an improved xerographic set-up procedure which resulted in a significant reduction in rejects.



Auto STF system team – Fred Bach, Roger Peperell (Aylesbury), leader Roger Simmonds, Peter Whiles, Dave Mahar, Tony Murrell, Philip Turner and Alan Ladd with Kevin Horrobin, product manager, small copiers.



Peter Street (left), leader of the paper and office supplies purchase team, with Ollie Evans.



Bld.32 office improvement team – Terry Davis, Roy Harrison, Steve Carpenter, Alan Ladd and leader Graham Adams.



David Stokes, manager, materials, programmes & technical services, with members of the freight cost reduction team Chris Fitt, Alan Bridges and Phil Davies (team leader Gerald Cooke was unavoidably absent).

● **Electronic tool calibration** (team leader Jeff Tate) — a more effective control system with significant annual savings as a result of investigating the impact of business changes on calibration requirements.

The other four teams, who were presented with citations, were successful with entries concerning:

● **Auto STF system** (team leader Roger Simmonds) — improved accuracy of data and other savings resulting from automatic creation of stock transfer forms utilising barcode technology with fixed laser

scanning.

● **Freight cost reduction** (team leader Gerald Cooke) — considerable savings achieved in 1985 as a result of exploring opportunities to reduce freight costs using competitive pressure from non-conference carriers.

● **Paper and office supplies purchase** (team leader Peter Street) — a project to reduce the vendor base and prices paid, and to review the storage and delivery of stationery and paper supplies to Mitcheldean plant.

● **Bld.32 office improvement** (team leader

Graham Adams) — the successful introduction of new office technology, better heating, ventilation and decoration which improved the quality of the bld.32 office working environment.

Commented one award-winning team leader afterwards: "Our way of approaching the problem is in line with the company's Leadership Through Quality techniques and the hope is that these achievements will motivate others. It's good, too, to know that our efforts are also benefiting charity."

Quality Convention

This was the first of three such events in 1985. A further two 'Top Teams' reviews are planned to take place in June and September, and the nine award-winning teams — three from each of these events — will go forward for the Rank Xerox Top Team Award to be presented at the Mitcheldean Quality Convention in late October.

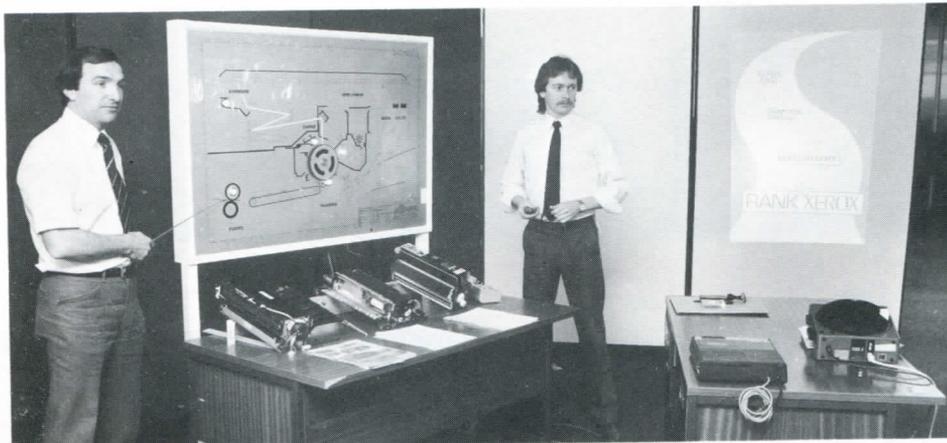
The Convention will be the highlight of the 1985 quality year ('Top Teams' is an on-going scheme), and that world-renowned quality expert, Dr J.M. Juran of the Juran Institute, USA, will be the guest speaker.

It promises to be an occasion of the highest quality.

Enjoying a lunchtime chat are Larry Sterrett, Keith Bradley, John Hockett, business & product quality manager, Alan Liebermann, business quality manager, and Steve Davis.



Boy George helps to bridge the gap



Ken Ellway and Clive Cowmeadow demonstrate the xerographic process.

Boy George may be a physical mystery, but what has he got to do with physics?

That's what we wondered when we saw his picture appearing on screen at the start of a lecture/demonstration on 'Physics at Work'.

It soon became clear. He was there to grab the attention of third-year secondary schoolchildren, and he certainly did that.

"How long do you think it would take you to trace a copy of this picture?" they were asked. "Ten minutes? In that time one of those Xerox 1035 machines over there could do 200 copies."

It made a good opener for a session on the principles of xerography which was the Rank Xerox Mitcheldean contribution to a Physics at Work Exhibition held from 25 to 28 March at the College of St Paul and St Mary in Cheltenham.

The event was organised by the Gloucestershire Science, Technology & Craft Centre (STACC) and sponsored by the Institute of Physics. Like earlier such exhibitions in other parts of the county, it

was designed to encourage pupils, particularly girls, to consider the physical sciences when they select their option choices for 'O' level and CSE courses, and to show them the challenging world of applied science, technology and industry.

Directed by Dick Delahay, our team of lecturers — Clive Cowmeadow, Ken Ellway, Ian Hale (all of product engineering) and Mike English (quality office) — worked in pairs on alternate days to give a total of some 50 lecture/demonstrations over the four days to over 1,250 students.

Boy George was just one of their bright ideas for making a 'permanent impression' on young people.

For their main exhibit the team had created an excellent animated diagram to illustrate the process of making a copy, complete with coloured lights and a revolving 'drum'. They also took along the actual hardware involved — paper trans-



Mike English gets electrifying results with a balloon and pieces of paper.

port and fuser assembly, corotrons, an exposure lamp, and a xerographic module and developer housing.

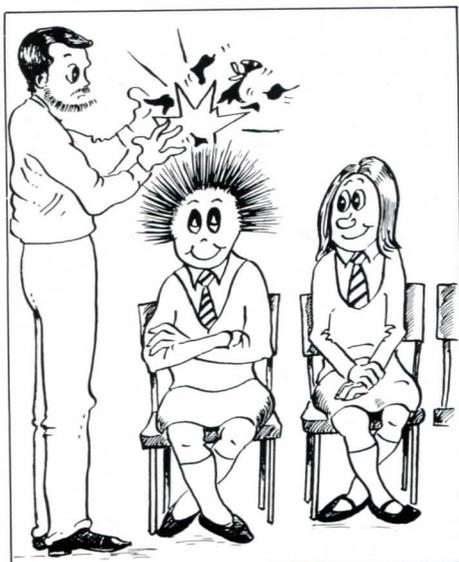
All these were used in conjunction with a taped talk and cartoon slides to back up a verbal description of the basic steps in making a copy (charge, exposure, development, transfer and fusing), each of which uses a physical principle.

The team had further tricks up their sleeve. To demonstrate the building up of a static electrical charge, for example, they used a balloon and pieces of paper (though it didn't work on some hair-dos!), while a glue stick and glitter provided a bit of 'imagery' in explaining the development stage.

And although they didn't have them on hand, lightning, photography and non-stick pans also proved useful as familiar examples of processes.

After the talk the pupils, who were

Ian Hale answers questions about the Xerox 1035 from a group of students.



ENERGETIC, INNOVATIVE AND CARING TEAM

In a letter to director Chris Wood, STACC director Boyd Gunnell expressed his thanks, and those of the pupils and teachers, to Rank Xerox for helping to make the 1985 Physics at Work Exhibition a memorable experience for all concerned. He mentioned particularly the "enthusiastic support of Dick Delahay and his team of energetic, innovative and caring young engineers. Their commitment and professionalism has enabled them to both educate and interest young pupils and their teachers, and to stimulate many pupils, boys and girls, to have an interest in applied science and engineering-related careers." He added that he looked forward to maintaining the links that had been established between Rank Xerox, STACC and the schools in Gloucestershire; most of the latter wished to participate in a similar exhibition next year and bring along even more pupils, he said.

accompanied by a teacher escort, were invited to gather round one of the 1035 machines (printing in red for the occasion) and see a demonstration of its capabilities.

The other copier was opened up to reveal its inner workings, and the youngsters were particularly fascinated by its electronics.

"What's the size of its memory?", "How do you get 5,000 volts?" — the questions kept coming, but time was limited and they had to move on when the buzzer went.

Before leaving, each pupil was given a carrier bag containing sample photocopies with teasers and crosswords plus reminder notes on the xerographic process and some questions to answer.

This was a good idea since the pupils had to take in information from six other lecture/demonstrations — on liquid crystal displays (Royal Signals Radar Establishment), the propeller (Dowty Group), speech recognition of fibre optics (Smiths Industries), hybrid power systems (Hawker Siddeley Power Plant), the compact disc (Philips Electrical), energy changes and electricity production (CEGB), detection of breathing (Telemetrix-Lord Medical), safety in car crashes (B.L. Technology) and wind forces on structures (National Maritime Institute).

We don't know how the others rated,

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

Clive takes chips to school

The success of the RX team was all the more praiseworthy considering they had done nothing of this kind before — with the exception of Clive Cowmeadow, who tried his hand at the teaching role some months earlier.

This was in connection with a scheme called 'Opening Windows on Engineering', designed to give secondary schoolchildren a glimpse of engineering in its problem-solving role as seen through the eyes of younger practising professional engineers.

Working in co-operation with the Engineering Council Regional Organisation (ECRO), and with the backing of the professional institutions, STACC have been recruiting experienced young engineers for the scheme in this area.

Clive volunteered to 'open a window' and attended a briefing session in Bristol last December, along with some 35 other volunteers from different branches of engineering.

Later, on 27 February, he and two engineers from British Aerospace (a woman) and Bristol Water Board went along to Whitecross School, Lydney, to try out their talks under the guidance of Kevin Walton, the man in charge of the project.

Clive chose to talk about printed wiring board assemblies — why they are needed, how you go about planning one on paper, converting that plan into a parts list and preparing the artwork (which, he pointed out, could now be done automatically using a computer-based system like MINT).

but Boyd Gunnell, Gloucestershire STACC director, wrote to Dick Delahay to say that "Without doubt your team's exhibit and presentation was one of the most professional performances for school pupils I have come across in many years of teaching.

"Many hundreds of pupils not only now possess a Rank Xerox bag but also have a much deeper understanding of applied science, engineering and, perhaps, even Boy George!"

He took along with him some big 9500 boards and microchips as visual aids for his two 30-minute sessions, "so they could see that our machines contain the same kind of electronics as their home computers," he told us.

"It would have been better for me if the Physics at Work Exhibition had come first because I would have been much more practised. As it was, I was scared stiff! I got no answers to my general questions and I ran out of chat before my 30 minutes were up.

Later, however, I hit on the idea of picking on one student at a time and asking a direct question; this worked much better, and I really enjoyed the second session."

We asked Clive what the experience did for *him* and he told us: "It has certainly given me more confidence. I think we ought to be doing more of this sort of thing; after all, engineers have to talk to all kinds of people, including customers, in the course of their job."

And was he glad he himself had chosen engineering as a profession? we enquired. "It wouldn't suit everyone but engineering has been good to me," was Clive's reply.

It certainly gets him places. In the last year he has carried out assignments in South Africa and the USA, and now he's working at Welwyn on a new product for some six months.

Nevertheless, he expects to be able to fulfil the commitment to open further 'windows on engineering' during 1985.

Eyes on Safety

Total number of accidents for period:

Mar/Apr '84

Mar/Apr '85



RX PENSIONERS, PLEASE NOTE

If you have not been receiving your copy of VISION lately, the reason just might be that you've moved house and haven't advised us of your new address (such changes are not automatically passed on to us by RX Pensions). We do try to trace you when the envelope comes back marked 'Gone away', but it would be best for all concerned if you could just drop a line to your editor when notifying other contacts of your change of address. Many thanks.

The total for the current safety year to the end of April is 10, compared with the figure of 14 for the same period a year ago.

Runners-up come first



A taste of success for Ladd's Lassies - while rally star Graham Elsmore tastes the cocktail in the cup!

While a private wedding celebration was in progress in the function room, a 'wedding' of the men's and women's interdepartmental skittles finals took place in the club alley on Saturday, 13 April.

This was the first time both have been held on the same night, and in each case it was last year's runners-up who became this year's champions.

Since only six teams entered in the ladies' event, these were split into two groups on a Round Robin basis, the winners of each group - Ladd's Lassies and Live Wires (both bld.40/2 assembly) - playing in the final.

It was Ladd's Lassies, captained by Masie Davies who, having been beaten in the 1984 finals, clinched a victory with

172 to the Live Wires' 167 (captain Marlene Meek).

Masie had also tied with Margaret Treherne (another Ladd's Lassie) as highest individual scorer with 44, but she was on a winning streak that Saturday, and doubled her success by getting one pin ahead to win the trophy.

A total of 26 teams entered the men's knock-out contest, which organiser Graham Welch told us was two up on last year, and once again it was the 1984 runners-up, the Y-Fronts (bld.42/2), who won the day.

John Parry, their captain, was particularly pleased to get his hands on the top trophy at last; he has captained three finalist teams in the past, including the 1984 event, and has had to be content with



Graham puts in some bowling practice, with encouragement from the Live Wires who were runners-up.

second place each time.

His team scored 316:294, beating by 22 pins the Rollers 'A' (fuser roll section) captained by Bill Jones.

Highest scorer with 57 was Roger Barnes of the Ex-cals (refurbishing).

Local rally star Graham Elsmore kindly came along to make the presentations and he displayed considerable stamina in handling out all the individual and team trophies, kissing all the lady skittlers and posing for innumerable photographs with a smile.

Readers may remember we featured him in VISION when, together with his

Money figures high on agenda

Not just because the Budget was fresh in mind, but because our Sports & Social Club has to face the hard, economic facts, just like any other business, money inevitably figured prominently in the proceedings at the annual general meeting on 21 March.

Reporting on the progress of their three-year plan to minimise the impact of the loss of members and their families, chairman Reg Taylor said they had successfully reduced wages over the past year by 10.16 per cent. by the use of fewer full-time staff, a reduction in overtime and better utilisation of staff, but he felt more could be done in this direction.

Appointing a full-time club secretary had proved to be a better bonus than expected, however.

Debts to the company were repaid in full in 1983, and the club had approximately £46,000 in the bank and building society as shown in the balance sheet for December 1984.

Efforts to attract more people into the club included the introduction of their own catering, run as a separate business from the club; bar prices were kept as low as possible, and new forms of membership had been opened up.

All systems had been made more accountable and straightforward, the only

area still to be re-organised being bar stock control.

"This club is a most important asset on site for Rank Xerox and others," said Reg, and with Chris Wood as president, and with the help and advice of Derek Knibbs, they looked forward to a good future.

"We have a healthy, viable club even with only 1,500 members, thanks to the efforts of the committee and staff; in two years we have achieved 85 per cent. of the tasks set and next year the remaining 15 per cent. should present no great problem."

Getting the ratio right

There had been several committee changes during the year, and some members had had to be co-opted, said Harlene Denning, making her first report as full-time club secretary.

Highlighting the ratio of bar revenue to wages, she said that whereas in 1980 wages had been over £20,000 higher than bar revenue, they had in the last two years succeeded in bringing the figure down to some £4,000 less than bar revenue.

The early part of the week was subsidised by the latter part, and the letting of the function room for private functions such as wedding receptions and anniver-

saries for members had made the club more viable.

Despite having no previous knowledge other than that of running her own kitchen, Harlene had tackled the task set her to provide a catering service, and with the help of Mrs Linnell and the employment of a part-time cook it had worked.

"We paid back all the stock money to the club and also paid for the cleaning of the kitchen. This year should also be financially sound and make the kitchen a self-sufficient part of the club," she said.

Social activities were still holding their own but the discos on Fridays still subsidised the special function and cabaret evenings. The Friday discos too had been hit by competition and it had been decided that rival discos should be kept to days of the week when business was slack.

Ups and downs

Commenting on the revenue account, treasurer Mike Keen said he felt that the surplus for the year of £12,320 (some £7,000 less than last year) reflected the current economic climate and the continual downward trend in membership.

Investment income, representing interest from the building society, was £1,692 compared with £2,181 in 1983.



co-driver Stuart Harrold (then in engineering), he completed a rally hat-trick in the National Wyedean Stages, coming first in 1975, 1976 and 1977. Graham told us he came in second the year after as well, and this last January his Toyota was the highest placed two-wheel drive car to finish.

But he admitted that when it came to skittles he was a novice — in fact, he had played for the first time in his life only a week earlier when he took part in a local rugby club knock-out!

Above: The winning Y-Fronts and (right) the Rollers 'A' team. **Right:** Graham Elsmore gets a presentation too, from club chairman Reg Taylor. Pictured with them are Graham Welch, who has organised the tournaments ever since the club house was opened, and (far left) Roger Barnes of the Ex-cals, who was the highest individual scorer.



"Bar revenues decreased by £4,720 for the year. The gross profit of 32.35 per cent. on selling price is very favourable but it has been apparent during the year that the social club is not being used as much as it was, especially during the week."

Fruit machine proceeds had also dropped by some £2,500.

However, the trend wasn't all downwards. Income from the kitchen was £360 last year when they had had outside caterers. Now it had been taken back under club control it showed a profit of £297 for approx. five months after allowing for payment of kitchen wages.

Bonanza income increased by £1,700. Though there had been an excellent Xmas draw, they spent about £1,000 less than in

1983, and current weekly income after deduction of prize money was £116.

Social activities, while showing a profit of £3,250, brought in £1,300 less than last year, Friday discos being the main source of income, though attendance at these had decreased.

"Cabaret evenings were once again a disaster. We realise that with a full house we shall still make a loss but bookings have not been very good. It has come to the point that to try to fill the function room we have had to reduce the cost of tickets and, as happened recently, we have had to admit people free," said Mike.

The pool tables brought in a steady income and the snooker table showed a profit of £481 after a loss in 1983.

Revenue from the juke box was minimal and income from the video game machine was consistent with last year's figures.

Subscriptions had fallen: the 1983 average for full membership was 1,460; this figure was now 1,310. Ex-employee membership was currently 64 and family/associate membership a little in excess of 100.

On the deduction side of the revenue account, the wage bill had been reduced to £37,390 (£41,618); this took into account the company's contribution of £5,000.

Licences and insurances remained fairly stable at £3,073, including our gaming licence of £825.

Expenditure on small equipment, repairs & replacements included a sum of £1,135.50 on the skittle alley. Cleaning materials showed an increase of £1,100, due mainly to cleaning of the carpets on a

Continued overleaf

Language in workshops

Both the spring meetings of the Computer Club took the form of workshops. On 18 March, the comparative speed of Basic, the most popular computer language, against machine code was demonstrated by two 'Remember' programs. The machine code had completed its task while the Basic one was just starting.

Fun was also had trying to get Fifth — an amalgamation of Basic and machine code — to do its thing. (Has anyone a Fifth manual that is correct?)

At the meeting on 15 April club members found a stranger in their midst in the form of a Commodore 64. It was made very welcome, even though it

was 'under the weather'.

Some odd sounds (amplified) came from a Spectrum 48K with a program called 'Syn Sound'. This produced squeaks and other noises until someone crashed the computer.

Crashes of a different kind were taking place meanwhile as members tried to handle 'Fighter Pilot'!

At the next club meeting, which took place on 3 June as we went to press, there was a demonstration of an interface, designed and built by a member for the Spectrum, and an opportunity to find out more about 'Fifth'.

Tony Churcher

Lilian Roberts

We were sorry to hear of the death of Lilian Roberts on 12 April at the age of 64. One of four sisters who all worked at Mitcheldean at one period, Lilian started at Mitcheldean in 1954 and joined the LSA after 12 years, which was then the qualifying period. She received her 25-year award in 1979 and later that year retired, having spent all her time with us in the old plating shop (demolished last year to make way for the MEWS development). But she came back to assist with catering in the club house for a time. Lilian was always very helpful and she will be missed by a great many people in Mitcheldean. We would like to extend our sympathy to her family.

Putting you in the picture

Continued from p. 15

regular basis. Deductions for trophies, medals, subscriptions and donations all showed a downward trend.

Accountancy charges of £1,200 were for auditing our accounts on a three-monthly basis and production of annual balance sheet and accounts for the Friendly Society.

Main items of expenditure on equipment and furnishing were the purchase of garden furniture for the patio, a fridge and fryer for the kitchen, and dining tables.

"Though not making such a large profit as in the previous year, the financial position of the club is very sound," concluded Mike. "Our total assets are £195,164, made up of fixed assets of £150,300 (club house and fittings etc) and current assets of £44,864 (including building society investments of £27,102). After careful examination of our cash flow, we have recently invested £20,000 in a deposit account."

A question which regularly recurs at AGMs — that concerning payments to the committee — was dealt with firmly by the chairman. Committee members were paid only £2 for six to seven hours' attendance and this had to cover both their attendance and their petrol costs. "It must cost some of them £1 to get here alone, and they probably put that much back into the club with the purchase of drinks," he pointed out.

Life memberships were conferred on Graham Welch and Tony Sharpe — Graham for an outstanding job in organising the skittles tournaments since the club house opened in 1978 (not to mention the increased revenue for the bar which these events brought!), and Tony for the important part he played when he stepped in as treasurer some time back.

Those present showed their confidence in the existing committee when they were re-elected en bloc.

Reg Taylor took the chair for the third year running with Bernie Gibbs as vice-chairman.

Mike Keen, whose three years as treasurer was up, kindly agreed to be the club's chancellor of the exchequer once more, while Jan Sologub, Roger Meek and Dave Addis are the trio of trustees.

Other committee members are Thora Brown, Phil Collins, Maurice Gibbons, Brian Knight and Adrian Skillern with the addition of Bill Jones who has served the club in various capacities in the past.

Alterations to go ahead

Those who turned up for the meeting heard that the club had received the go-ahead from the Bessemer Trust for improvements/enlargements to the premises, and a special meeting will be called in due course to discuss provisional plans.

And if *you're* one of those who didn't turn up because you have a regular Thursday engagement, you may be interested to know that, on the understanding that it would result in a better attendance, it was decided to hold future annual general meetings on Wednesdays.

Knitters help famine victims



The wiring assembly ladies, skilled with skeins of coloured cables, have been working in wool to help clothe the needy children in Ethiopia. Having heard of the Mitcheldean Christian Fellowship's efforts to help, through Oxfam, the stricken families in that part of the world, Gwen Fisher auctioned some jumble which enabled a contribution of £10 to the cause. Back came a request for more help in the shape of knitted T-shirts, made to a simple pattern. Gwen got the needles going and in a few weeks (and with a bit of help from other kind knitters off-site) there was a mound of multi-coloured knitwear in different sizes. This picture of the RX knitters and their handiwork was taken just before the first consignment was sent on its way. Now others in the plant are casting on for a good cause.



Debbie and Neil Bollen

Golden Wedding

Congratulations to George Weatherley and his wife Lottie who celebrated their golden wedding on 24 April. One of the pioneers who came to Mitcheldean from London in the 'forties, George retired from the machine shop in 1975 after 37 years' service.

Weddings

Debbie Rudge (bld.32 materials procurement) to Neil Bollen at Aylburton Church on 9 March.

Sandra Baker (assembly) to Andrew Oliver at St Ethelbert's Church, Littledean, on 6 April.

Birth

Samantha Jo-lene, a daughter for Terry Gardner (transport) and his wife Shirley, on 2 May.

Obituary

We report with regret the deaths of RX pensioners Wray Goodwin on 17 March at the age of 73; Ted Ikeson on 21 March, aged 76; Tom Howells on 11 April aged 66. Our sympathy goes to their families.

What the best-dressed onions are wearing

The 'Heaviest Onion Contest' — the Rank Xerox Gardening Association's first venture — is to be judged in the club house on Thursday, 22 August; and with the association's sponsorship, the winner will be able to go on to compete in the vegetable section of the Bristol Flower Show, a major event which takes place at the end of August.

Gardeners who attended a demonstration arranged by the association on Tuesday, 4 June, picked up some useful tips from those experienced in showing vegetables on how to groom and display entries for the 'best exhibition' classes included in the contest. (The 'heavies' don't need to worry about their appearance;

weight is what counts and they can turn up in any old skin!).

The final date for entries is 30 June, so any current or former RX staff who are still thinking about competing should apply for a form without delay.

New president

The association are delighted that director Chris Wood has agreed to become their president. John Harris has taken over the chairmanship, Harold Moore (retired) continues as secretary and Andy Gardiner as treasurer, while Roger Childs, Gilbert Roberts and Graham Smith have now joined the existing committee.