



"The Xerox 1038 automatic document feeder literally takes the work out of your hands," says Jackie Cornwell, secretary to Alan Ladd, small copier assembly operations manager.

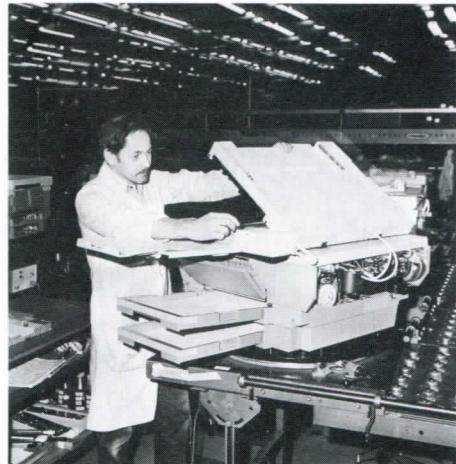
Powerful, peerless – that's the Xerox 1038

The latest addition to the 10 Series range — the Xerox 1038 — has got just about everything a customer could want from a low volume machine — and then some.

Designed in Japan but not marketed there, it made its European debut at the SICOB exhibition in Paris last September where it was received outstandingly well, and it is now launched throughout Europe.

The Xerox 1038 is believed to be the most powerful desk-top copier on the market; with its A4 copying speed of 25 copies per minute, it is 60 per cent faster than the Xerox 1025. Slotted in between that model and the 1040 mid-volume machine, it packs into a compact frame a remarkable number of features, some rivalling many larger copiers.

Mike Baugh checks the automatic document feed during final run and test.



The new machine, which comes in four configurations, is being built in bld.32 on the same line as the 1025 (also available in four versions).

Says Alan Ladd, manager, small copier assembly operations: "This means that, in total, there are eight configurations going through on the same line, which is a feature unique to Mitcheldean.

"This points up the greater product configuration flexibility of our facility, and also reflects well on the skills of our assembly personnel."

There has had to be an intensive training programme, which is still continuing; and in order to assist the operators, product training staff have introduced visual aids at relevant stations, and colour coding to identify the configuration of each machine.

There is the Xerox 1038 — the basic model offering same size copying, and the 1038Z with zoom reduction and enlargement; either can be supplied with automatic document feeder.

All versions have an A4 copying speed of 25 copies per minute and three paper trays are standard with copy size ranging from A3 to A6.

Then there are the optional accessories, including a 10-bin sorter, high capacity paper tray holding up to 2,600 sheets, and four colour copying kits. Available in the field, the latter offer the customer the advantages of printing in blue, red, green and brown as well as black.

Continued overleaf



It senses the size



The secret of the automatic document size sensing lies in sensors connected to a PCB incorporated in the platen cover which Audrey Wiggs is assembling. With her is Robin Richardson, foreman, sub-assembly section. **Above centre:** QC inspector Terry Rawlings watches as Gerald Clayton carries out a final test on a platen cover assembly before it goes to the main line to be assembled to the basic machine.

Right: David James sets the optics on the upper frame in the frames sub-assembly section. **Top right:** Bob Coleman 'marries' the lower and upper frames; the combined assembly is then checked and sent by overhead conveyor to the main line.

Billed as "a copier which virtually thinks for itself," the 1038 boasts a key feature not present in other Rank Xerox copiers and one which is believed to be unique — automatic document size sensing.

The Xerox 1038 automatically senses the size of any document on the platen and selects the paper tray containing the closest size of paper.

In conjunction with the automatic document feeder, mixed originals ranging in size from B5 to A3 can be copied automatically to a standard size without changing paper cassettes.

On the 1038Z reduction/enlarge-ment model there is even greater versatility, the document sensor enabling a multi-sized set of originals to be copied on a single paper size selected by the operator.

Left: The Xerox 1038 is 'geared up' by Julie Thomas at the first station on the north main line. On hand to sort out a line problem is product engineer Mike Salmon. **Right:** At the end-of-line QC station, Paul Mason inspects a basic model 1038 while Brian Fisher stands by to carry out any necessary repairs. On the right, Clive Griffiths, north line assembly foreman, and Ron Wilks, QC foreman, discuss the current machine quality status recorded on the station chart.



When the three paper trays are loaded with the same size of paper, the 1038 can be programmed to switch automatically from one tray to another, saving more time during multi-set document copying.

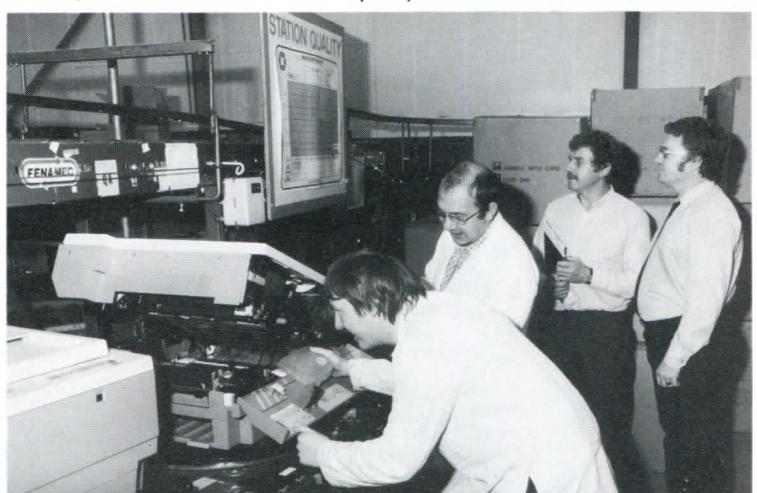
The 1038Z provides a reduction and enlargement range of 64 per cent. to 156 per cent. of the original document size in 1 per cent. steps; there is the facility, too, to pre-set two frequently used R/E ratios.

This model also features an alphanumeric display panel with access

to almost 200 hundred different messages to assist the operator in performing a wide range of jobs and correcting minor problems.

In addition, eight machine function options, including power save, automatic tray switching and image size priority, can easily be programmed by the operator.

On top of all that, there is a built-in electronic auditron which can provide up to 27 authorised user access numbers, so the use of the copier can be audited and controlled.



Twenty years' service

Two people in assembly operations who worked on the first xerographic machines at Mitcheldean received 20-year service awards from the company in December.

Kath Webb started in 813 assembly in the purpose-built 'Xerox Building' (bld.24). Sub-assembly work for the ever more powerful 2400, 3600 and 9000 families followed. She was engaged on paneling on the main line when the Xerox 2830 (re-named the 1030) made history as the first small copier to be built in the automated bld.32 facility. Later she transferred to bld.40/1 and is now one of a team building the document handler/feeder assemblies for the 1025/1038 models.

George Cresswell's days at Mitcheldean began on the 914 main line. Two years later he became a mechanical adjuster on the 2400, and he has been one ever since, working on the 3600 and later on the whole 9000 family. He has subsequently been engaged in various activities in bld.40/1, most recently in the CCT area.

George has a long record of service in the sphere of employee relations. He became shop steward on the 2400 main line and has for the past 14 years or so been senior steward for the GMBATU (formerly the GMWU). He is currently a member of the pensions consultative committee, and the main safety co-ordinator for the industrial staff trades unions.



Les Kilmister, shift manager, small copier assembly operations, presented Kath Webb and George Cresswell with their service awards; both chose bracelets (George made his a Christmas gift to his wife).



Engaged in a technical discussion are (from left) Pete Jennings, product engineering section leader responsible for Xerox 1038/1025 machines with John Lugg and Dave Barrett, two members of his team.



Pat Duggan gives a Xerox 1038 a valeting service in the CCT (customer compliance test) area in bld.40 before it is put into cartons for despatch. (Pat received her 15-year service award from manager Keith Wilding just prior to this picture being taken.)

Facility changes

Prior to the introduction of the new copier into bld.32, three major facility changes were carried out.

There was a re-layout of the frames area (a project which won a 1985 Top Team award). The packing area, too, was re-arranged, in order to accommodate the larger box size of the new model.

In addition, the assembly of the 1025 SADH, formerly carried out at the end of the north line, was moved to a special facility in bld.40/1 where it is now built along with the 1038 ADF assembly; both are then supplied to the main line for fitting into their respective models.

Also located in bld.40/1 is the CCT (customer compliance test) area which is always set up for a new model during the learning curve, to protect the customer.

After passing through the audit section in bld.32, the completed Xerox 1038 machines are packed and despatched to this area for final screening, ensuring that they live up to the high standards set by the 10 Series range.

Continued from page 2

Small wonder that HQ product manager Graham Thompson, who has been launching our low volume copiers for the past four years, believes the Xerox 1038 is "an outright winner."

He was recently quoted in *HQ News* as saying: 'There is no other product at this level with as exciting a range of features and accessories. It is tremendous to be able to say confidently that this copier is way ahead of competition. It has 14 feature benefits over the Canon NP 305 which we regard as our strongest competitor, and Xerox 1038 copy quality is far superior.'

Prices range from £2,845 for the basic model, to £4,495 for the reduction/enlargement copier with automatic document feeder.

The Shape of Health and Safety



ACCIDENT TOTALS	
for year	to date
'85	'86
1	0
3	0
10	1
5	0
1	0
2	0
Total	
22	1

Convention reviewed



On stage in the auditorium – the people closely involved in organising our very successful Quality Convention.

Thank you for your contribution

"Our Quality Convention was enormously successful," said site director David Stokes.

He was hosting a luncheon in the Hospitality Suite on 19 November — the senior management team's way of saying thank you to all those closely involved in contributing to the success of the Convention held on 24 October.

"We had an excellent attendance, and a lovely day, and everything went very well," he said.

"I think what you did helped immensely to add to Mitcheldean's image, not only in industry here but also in the eyes of chief executives in the Corporation."

This was borne out by the many congratulatory letters which came in, and the complimentary comments made at the time and afterwards.

When attending the Rank Xerox 'Directions' launch in London the previous day, our site director had an opportunity to speak to David Kearns, Xerox chairman and chief executive officer, who said he had received enthusiastic feedback about the Convention from RBG president Wayland Hicks.

Rank Xerox managing director Roland Magnin was also very complimentary about what Mitcheldean had achieved over the last few years, establishing a lead in schedules, quality and costs.

The last issue of VISION quoted a few of the letters we had received, all of which said how interesting and stimulating our guests had found the Convention.

Over 400 people attended, of which approximately half were customers or potential customers, and it was rewarding to receive the following comment from the director of one large company: "You can be assured that the Convention will boost your sales as I, for one, now have complete confidence in your products and will more than likely be purchasing your equipment in preference to equipment from your competitors."

Right: Kate Phillips and a team of RX apprentices putting together hundreds of literature folders for handing out to visitors.

Another said: "Having had some experience of the time, thought and effort that goes into planning and staging such an event, may I also say that I was much impressed by the organisation for the occasion," while a supplier wrote that, as a result of their stand at the Vendors' Exhibition, they had picked up some very useful contacts.

Rank Xerox-locomotive

At a press conference held during the Convention, we asked John Butcher, the Parliamentary Under Secretary of State for Trade & Industry, if many other companies had done anything similar to promote quality by showing its actions and results to the outside world.

He replied: "There are a number of firms who are taking the total quality effort on board — the dangerous ones are those who are not even aware that they are in need of quality improvement.

"We would like to see more companies like Rank Xerox acting as locomotives, doing more of what we have seen today."



Left: Mike Bendall (left) and Brian Buckland preparing the business quality and awareness training display.



Many people — more than could be accommodated at the luncheon — made some contribution to the total effort last October.

For those who had to remain at their place of work during the event, there was an opportunity the next day to see the displays, wander inside the white and gold marquee and take a look at the impressive auditorium.

A video of the Convention was made by Tom Wynn from the RX video centre at Newport Pagnell, with the assistance of apprentice Sean Mills, and this is being shown at communications meetings.

The Convention was one of five submissions from Mitcheldean which succeeded in winning an RMO 'Team Excellence' award; meanwhile our Top Teams scheme continues into 1986 with the first award presentations taking place soon.

As the new Quality Calendar says: "While 1985 has been a year of significant results for us, competitors have also improved their quality and 1986 presents us with new challenges. Leadership Through Quality is our key strategy" — and its key messages are conveyed as a 'thought for each month' in the form of some amusing cartoons.

As EMSD director Dick Holmes said at the Convention: "Quality is fun."

£600 more for charity

The charities chosen by the second group of three Top Team '85 award winners received an early Christmas gift last November totalling £600.

The critical consumables stock team had decided to give their £200 to the British Heart Foundation, and Adrian Holloway, the county organiser with responsibility for Gloucestershire and Oxfordshire, came along on Friday the 22nd to receive the cheque.

He was, it turned out, 'relatively' knowledgeable about us, for he is related to John Birch, who was a member of Mitcheldean staff in the 'sixties. Now with Xerox Design Technology, John can often be encountered in the Showroom demonstrating engineering office systems to customers.

Mr Holloway heard from leader Olly Evans how the team had earned the £200 in carrying out a successful project to prevent production shortages of critical consumables stock.

Thanking them, Mr Holloway said that although such donations went into a central fund, the money came back into the county in the form of emergency equipment for ambulances and also for hospitals.



Dr Tony Burlingham, consultant anaesthetist from Gloucester Royal Hospital, receives a £200 cheque from Mel Alder and his project team; he was accompanied by intensive care unit technician David Harrison.



Left: Adrian Holloway of the British Heart Foundation accepts a similar donation from Olly Evans and his project team.



Right: The third £200 cheque goes to CLIC's representative, Bob Thorndale, who is pictured receiving it from project team leader Keith Wilding.

It is estimated that 62 million working days are lost each year to industry and commerce as a result of diseases of the heart and circulatory system. The British Heart Foundation has funded 17 chairs of cardiology and cardiac surgery and five research groups to hasten the eradication of such diseases, still the cause of more deaths than any other disease or road accidents.

Mr Holloway added that the BHF were running a 'Sponsored Slim' and had just formed a committee in the Forest of Dean to promote the campaign in this area.

Intensive care equipment

The following Monday, two representatives of Gloucester Royal Hospital came to Mitcheldean to receive a similar cheque from Mel Alder's team whose project, it was explained, was to set up a control system to prevent defective parts from reaching the line.

Consultant anaesthetist Dr Tony Burlingham said that this money would go into their trust fund to help purchase specialised ventilator equipment needed in the hospital's combined intensive and coronary care unit.

"The ventilator will cost £11,000 and we have nearly reached our target now," he said. "It will cut down on nursing time and

enable the nurses to devote more attention to the patients themselves."

The hospital's trust fund, he told the team, enabled them to obtain equipment that would otherwise be difficult to get. This brought social advantages in that people did not have to travel outside the area for treatment, or to visit. "It is nice, too, to have this involvement with the community," he added.

Another tie-up with Gloucester Royal Hospital emerged in the donation of the third cheque to CLIC (the Cancer & Leukaemia in Childhood Trust).

This was the choice of Keith Wilding's team who had devised a successful paper feed modification for the Xerox 1025 as their project, thus enabling launch dates to be met.

Bob Thorndale, chairman of the Gloucestershire branch of CLIC, was pleased to say that they had recently finished an extension to the children's ward at Gloucester, a joint venture with the Health Authority towards which they had contributed £32,000.

"We have also just started a domiciliary nursing service, the first in the South West area," he told team members.

They were particularly pleased to learn that, by keeping expenses to a minimum, 99 per cent. of all money donated to CLIC goes to benefit the children.

A major new systems strategy

Rank Xerox launches 'DIREC

In London last November Rank Xerox launched a long-term systems and communications strategy, aimed at establishing it as a leading supplier of business products and systems.

Called 'Directions', the strategy involves the development and marketing of integrated combinations of both existing and new products, software and communications to carry out specific everyday tasks in the office — what the company describe as 'business solutions' for document processing problems.

The announcement included the introduction of ten new stand-alone and network computer products, new software packages, a new addition to our electronic typewriter line, new communications products and capabilities plus four 'business solutions'.

Some of the new products had been announced by Xerox earlier in 1985 and the Rank Xerox event, held from 18 to 27 November, coincided with a second 'Directions' package in the USA.

Rank Xerox 'Directions' was staged in a studio in the heart of London's Docklands development area. It was presented initially by Xerox chief executive David Kearns, Rank Xerox managing director Roland Magnin, and Robert Adams, president, Xerox Systems.

The presentation attended by a group of Mitcheldean staff on the 27th came at the end of a successful run with senior management, customers, the press and employees comprising the audiences.

It was introduced by John Duerden, executive director of Rank Xerox and event chairman, who outlined the strengths of the company.

In 1985 Rank Xerox achieved sales of 2.3 billion dollars, he said, making it number two in in-house office equipment and systems in Europe, and number one in reprographics.

It employed 31,000 people, had operations in all European countries, and had recently forged important links with some of the biggest European electronic and office equipment companies in that community.

Growth market

About 20 per cent. of Rank Xerox sales were currently in the systems area, he said, and it was forecast that, by 1990, 50 per cent. of its sales would come from its systems business.

It had already provided industry leadership in local area networks with Ethernet and laser printers.

"Xerox remains the world leader in reprographic technology — a leadership reasserted with the launch of the highly successful 10 Series copiers. The company have built on that experience and combined it with their knowledge of laser printing, office systems and publishing to produce a range of products and systems for the document processing market."

"The creation, control and management of documents, electronic or paper, is a major



John Duerden



David Chambers

Selected departmental workgroups would be the main beneficiaries of the new systems and products, he said. Most business environments had already a variety of equipment from different suppliers, and Rank Xerox was committed to making its present and future products compatible with those of other major business systems suppliers, enabling customers to build and maintain totally integrated systems.

"The 14 new systems products — four of which are first worldwide announcements for Xerox Corporation — include workstations, printers, and a new range of software and communications facilities, a new local area network, and a number of specific business solution packages for our customers," said Mr Chambers.

Printers

One of the most important products presented was the Xerox 4045 laser copier printer — the company's first desktop laser printer, being assembled at Coslada (Spain).

Producing high quality documents, almost silently and about eight times faster than the small line printers it will replace, it connects to computer systems, clustered workstations and Xerox networks, and offers many of the features available with top-of-the-line Xerox laser printers.

It can also be used as an occasional office copier — the only desktop laser printer available with this option.

Another 'first' was the mid-range Xerox 4060 electronic printer using a new ion-deposition technology — the Xerox alternative to conventional line printers for volume computer output in the data centre.

Operating at up to a page a second (using standard A4 paper, not fanfold), it offers letter-quality output, allows users to mix fonts and will generate forms, logos and signatures.

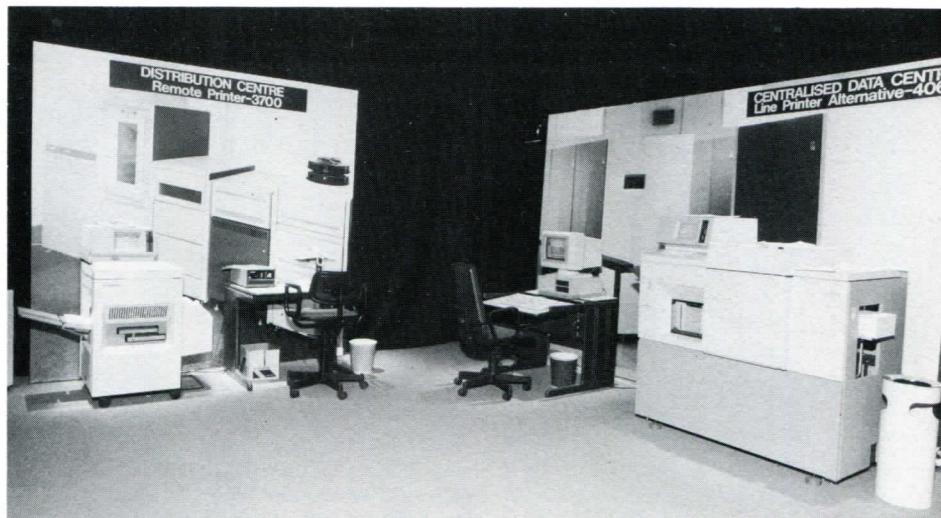
These printers, together with the existing 9700, 8700, 3700 and 2700 models, now

"Oil gets everywhere" — and we learned how facsimile machines made it possible for text and artwork to be conveyed from one side of the world to the other to produce a storyboard for an advertising campaign.

The message was clear: documents help to structure day-to-day life and, whatever the problem, there is a solution which makes things happen more efficiently, quickly and economically.

David Chambers, manager of Rank Xerox' typewriter business division, then came forward to talk about the worldwide strategy for the systems business.

Featured in a group of host-based publishing solutions for data processing centres are the 3700 laser printer, and the mid-range 4060 electronic printing system — a main-frame connected, ion deposition printer. **Below right:** The capabilities of the 4060 are explained to a Mitcheldean group: on line to a main computer, the system produces 60 pages per minute and has the high print quality, forms and font flexibility associated with the Xerox high volume printer range.



provide a very wide range of laser printing solutions.

Workstations

The new high-function Xerox 6085 offers all the power of the 'Star' workstation at half the price, plus an IBM PC option.

The 'ViewPoint Series' software developed for it provides the windowing, mouse and icon user interface (invented by Xerox) and runs Xerox applications packages including word processing, spreadsheet, graphics and communications; it also runs most of the applications programs written for the IBM PC, and processes multiple applications at the same time, combining their output into one integrated document.

Two new artificial intelligence workstations — the 1185 and 1186, based on the 6085 — are expected to help spur AI technology growth by making it more affordable to business organisations.

The 6060 family is a new range of workstations which can be tailored for both personal computing (6064 and 6065) and word processing (6067 and 6068); all are compatible with the MS-DOS operating system for PCs.

Unique features include the 'Screenmate' user interface (which allows the user to work from screen menus instead of commands in

stration of the 6015 communicating typewriter which is an office publishing solution — a network-based system to managing the creation, production, storage and distribution of office documents. This solution included a 1025RE photocopier.



Looking into the workings of the new 4045 laser copier printer which prints at 10 pages a minute and has a wide array of features not previously available in a compact laser printer. In the foreground a 6060 family workstation.

Above right: Being introduced to a 295 Telecopier, which also functions as a computer peripheral, a scanner, a local printer and an occasional copier.

Right: Meeting another member of the family! This mid-volume Xerox 1040 was one of the 10 Series range of copiers on display.

computer language), Xerox 'Writer' word processing packages and a specially designed word processing keyboard for secretaries and other document specialists.

The final workstation announcement was an electronic typewriter, the Xerox 6015, which can act as a send/receive terminal or printer for PCs; quiet in operation, this has a number of features to improve ease of use including 'print-point visibility' so that typists can see their current line of type, and automatic paper insertion.

Networking

Xerox fully supports the standardised software guidelines, its goal being to provide customers with virtually unlimited access to all kinds of networks, whether public or private, so that they will have unprecedented processing flexibility.

Being announced worldwide at 'Directions' was the Xerox Communications 24 network — a low-cost LAN intended for smaller workgroups which can be installed by the user; XC24 will connect up the 6060 family and other IBM-compatible workstations over a 600ft cable segment, providing electronic mail, printer and file sharing.

Other new networking products and capabilities announced included: a software package that makes it possible for users to easily create and revise business forms on our 2700 and 3700 laser printers operating with IBM 34, 36 and 38 computers; expanded access to IBM systems through Systems Network Architecture (SNA) gateways; Xerox Interpress Transform Architecture (XITA) — software that can be used to acquire data from other host printing architectures (Xerox Interpress is a language



to describe documents so that they can be created at different types of workstations and transferred easily to a range of printers).

The range of product interconnections and networks offered by Xerox — the widest in the world — is being extended with the worldwide announcement of database management services. The relational software of the Oracle Corporation will run on Xerox workstations and initially on the VAX and MicroVAX computers of Digital Equipment Corporation which can be directly connected to Ethernet.

Business solutions

A new approach is the grouping of our systems products into various combinations which can solve commonly met information processing problems. Product demonstrations had been set up and we were able to see the four initial document, printing and publishing solutions in action.

For example, a simulated office furniture company (which actually exists!) showed how efficiently it could handle an invitation to tender and a rush purchase order, using two 6015 electronic typewriters plus the 645 word processing model with screen, a 6064 personal computer, a 4010 daisywheel printer, a 295 Telecopier and a 1025RE stand-alone photocopier.

Finally, we entered the main exhibition area where we could appreciate the wide range of Rank Xerox products — a range that will be extended in more 'Directions' in months to come.



They're officers in reserve

Olly Evans and Neil Bates both work in commodity operations; they both devote much of their spare time to the reserve services; and they have both risen to higher ranks within the last seven months.

"There was a 999 call around midnight—a cottage was on fire. We came down this lane, blue light flashing. No sign of the fire brigade or any flames, but we could smell the smoke coming from one cottage.

"No one answered our knocking so we broke the door down (and the surround with it) and surprised an old chap in his longjohns coming down the stairs. We searched the premises but found no sign of a fire. Then we discovered that the smoke was blowing across from a burning chimney in a neighbouring cottage!

"Fortunately the old man was so grateful for our attention that he didn't complain about the door."

That's just one of the many stories which Olly Evans, senior buyer on production support, can tell about his nine years as a part-time policeman.

It was his interest in the martial arts which led to his joining the Special Constabulary. Back in the late 'sixties he started up the Karate Club at Mitcheldean. "But when I got too old to be beaten up and too old to play rugby, I felt I would like to do something to help the community. Quite a few of my martial arts contacts were regulars and they got me interested. I've benefitted by being trained in first aid and other useful things, and my wife enjoys the social side."

Olly started duty in the Newent area patrolling in Panda cars; he became section officer, rose to be sub-divisional officer (Gloucester area) and then, on 3 November last—the day he also received a long service medal—he was promoted to divisional commandant, which is equivalent to superintendent rank.

As such, he is in charge of 'B' division which covers one third of the county stretching from Gloucester into the Forest of Dean.

Specials have to do a minimum 70 hours a year, though Olly reckons he puts in about 500. They wear a peaked cap and bear the 'Special Constable' insignia on their shoulders; Olly has also now acquired some rather distinctive silver braid!

"We come from all walks of life," he told us, "and many of the youngsters who join go on to become members of the regular force. We run our units completely by ourselves, with the help of a regular liaison officer, but we all get together for social activities."

"We can be called on to carry out anything the regulars do, from attending accidents to controlling crowds to plain clothes duties."

While talking, we noticed a long scar on his hand—from a flick knife, perhaps?



Divisional commandant Olly Evans wearing his 'Special' long service medal.

Actually, he got it while engaged in another part-time pursuit—of fish.

Olly usually manages to spend one Saturday a month fishing off the Devon or Cornwall coast. On one occasion he was gutting some cod; the boat hit a freak wave, the knife slipped and he cut himself to the bone, though fortunately his hand was so cold he couldn't feel a thing.

In 1986, Olly will, in his new capacity, be paying quite a bit of attention to the Forest; but it's not as disturbing as it sounds—he will be involved in promoting the 'Neighbourhood Watch' scheme which has been proving effective in other localities in crime prevention.



Behind the camouflage is Neil Bates, now 2nd lieutenant, when he was on a basic recruit training course near Aldershot.

For Neil Bates, a neighbour of Olly's as well as a colleague in commodity operations, promotion came last summer.

As an SQA engineer dealing with castings, not only his engineering skills but also his ability to negotiate and communicate are called upon. His job takes him to suppliers in London, Yeovil and Bolton and also other company

locations at home and abroad when specific problems arise.

Neil joined the Territorial Army in June 1984 and, wishing to use those engineering skills in some way, he signed on as a sapper recruit in the Royal Monmouthshire Royal Engineers based at Monmouth Castle.

The most senior reserve regiment in the British Army, it was formed by Oliver Cromwell in 1572.

There followed a two-week recruit training course from which he emerged as a full sapper.

He was selected as a potential officer and from December '84 to May '85 he 'enjoyed' some pretty gruelling weekends at Sennybridge and Crickhowell, learning about elements of leadership, how to instruct, battle procedures, defensive tactics, communications, fieldcraft and other skills.

On one occasion at Sennybridge Neil had a lucky escape. He was travelling in the back of an Army lorry when it skidded on ice, careered down a steep gradient and overturned in a stream, the cab being half submerged. Fortunately, no one was seriously injured.

Attending battle camp at Sennybridge after the winter months of training, he found himself before an assessment board—a formidable body of officers ranging in rank from major to brigadier.

He subsequently learned that all his efforts had paid off—"I was given the nod, which meant I was destined for a further course at the Royal Military Academy, Sandhurst.

"This included an exercise on Salisbury Plain when we had no sleep for three days and were digging trenches in solid chalk (perhaps SQA wasn't so bad after all!)."

Neil just about survived, and on the last day he was granted a commission as 2nd lieutenant in RMonRE (M), — a fact duly recorded in *The London Gazette*.

Neil now holds the position of troop commander in RHQ troop with general responsibility for administration and training, and he is looking forward to going to Germany on an exercise next summer.

Trying to contact Neil at the end of November we learned that he was immobilised at home with his foot in plaster. Doubtless because of the rigours of TA (or SQA) life, we thought.

We were wrong. To keep himself in trim Neil does a regular training run and it was while padding around the neighbourhood of Newent that he tripped in a pothole and broke his ankle.

Now back at work, Neil comments philosophically: "That's life!"

There's just one more thing you might like to know about our two part-time officers: who salutes whom? The answer, we were told, is: it's stalemate!

Geoff shares in suppliers' quality success

There was good news last November from another SQA man — expatriate Geoff Moss.

Having worked with various European suppliers on the Continent since 1983, supported by RX Venray SQA department and now also by the newly-formed RX Lille SQA department, Geoff was delighted to see Peter de Bock, RX Venray CCM Manager, recently present a European supplier — Crouzet Alès, France — with the prestigious Xerox Multinational Supplier Award of Excellence.

This was for outstanding performance in the area of electric motors

during 1984, against stiff opposition from the USA and Japan.

Geoff, who lives in Grenoble, says: "It is especially gratifying for me, having worked with the people of Crouzet Alès over the last two years.

"Only last June the firm was honoured with a visit from the President of France, and I was able to see all the preparations and security arrangements being made for this important occasion.

"I look forward to further successes in Europe with our quality initiatives; it is clear, from reading last month's VISION, that Mitcheldean continues to give quality top priority."



Geoff Moss (right) with two engineers and two inspectors of Crouzet Alès, all looking justifiably pleased about the Xerox Award of Excellence.

This Workshop topped everything

There was more than usual activity, and a wide variety of accents was heard, in the vicinity of the Showroom during the first week of December.

All due to the fact that some 24 national technical specialists from a dozen or so countries, ranging from Finland to Hong Kong, were on site, attending the 1985 International NTS Workshop for Low Volume Products.

Said Trevor Smith, manager, TSD/low volume products (Aylesbury): "We have always held our previous workshops in hotels, but this time we thought it would be sensible (and less expensive) to hold it at Mitcheldean, and the 1985 event has topped everything we have done before."

Everyone was very impressed by the arrangements and facilities, he told us. "We had everything we needed for a successful Workshop; we were able to tour the plant and see the machines being built; the participants were able to communicate with home base through Intelnet; and any

information wanted was available on the spot."

The progress of current products, from the Xerox 1020 to the new Xerox 1038 model — and beyond — was discussed; knowledge was pooled, ideas exchanged, technical problems aired and possible solutions considered.

Peter Jennings (product engineering) gave a presentation on assembly operations at Mitcheldean and the steps taken to improve quality, while Bob Reid (divisional QA) expanded on our product quality audit activities.

One participant who was personally pleased at the choice of venue was Martin Stock; he worked with Bob in audit some years back and his knowledge of the site and contacts with former colleagues came in handy.

The social side was important, too, and all were full of praise for the catering and other arrangements, with Kate Phillips and Bill Broome and his staff getting special mention.

The only thing Mitcheldean couldn't provide was overnight accommodation —

so they settled for the Crest Hotel, Gloucester.

Trevor made particular reference to two instances of Mitcheldean's specialised service.

Several Opcos had requested late changes in their Eprom (memory chip) translations for the Xerox 1038; thanks to a new computer tool developed by a product engineering team, these changes were carried out far more quickly than hitherto.

As a result, it was possible to deliver samples of the final Eproms 'hot from the reprogramming' into the hands of the technical specialists concerned, enabling those Opcos to forge ahead with the 1038 launch without delay.

Further much appreciated help came from controller Bryan Cook. Some desk clocks engraved 'Xerox 1025/1038' had been ordered at Aylesbury by TSD but were late in arriving. Bryan's wife, who works at Aylesbury, picked them up and Bryan brought them over to Mitcheldean in the nick of time for presentation before the Opcos left for home.

A united nations assembly of Rank Xerox technical specialists pictured outside the Showroom. Martin Stock is third from right in the front row; Bob Reid is at the back, standing by Mitcheldean's 'Welcome'



"Please, no squabbling — we'll *all* get a piece of the chimney!"





An after-the-presentation picture in the Hospitality Suite.

Vic retires — for just one week!

To mark the retirement of Vic Buhlmann after 33 years' service with our company, a dinner hosted by site director David Stokes was held on 27 September last, when he was presented with a crystal ship's decanter as a gesture of appreciation.

Vic's career has always been in the sphere of manufacturing operations, and he recalled his early days spent at Woodger Road, Shepherds Bush in London, where he began as a tool-maker with British Acoustic Films, then making professional cine equipment, and amplifiers for the Bell & Howell projectors built at Mitcheldean.

It was when he was appointed supervisor of the tool room, small batch and machine shop, that Vic became involved with the first of the flat-plate copying equipment to be marketed.

Later, as works superintendent with Rank Data Systems, he was responsible for the manufacture and assembly of the more sophisticated Copyflo machine and a 10ft-

high Xeronic computer output printer.

Vic came to Mitcheldean in 1970 as machine shop manager; he subsequently managed the satellite plant at Cinderford and after four years returned to the main site to become component production manager.

Transferring to works engineering, he was responsible for production maintenance until some two years ago he was seconded to the City Council to set up the Gloucester Enterprise Workshop.

Vic played an active management role in employee relations matters at Mitcheldean, and was a former chairman of the grading committee and vice-chairman of the negotiating committee in the industrial section.

He could always be depended on for a carefully considered opinion, backed by a wealth of experience, and many have benefitted from his advice.

He was therefore an ideal choice to take on responsibility for the group of 17 starter units in Chequers Road. "The set-up of the Workshop went well," says Vic, "and we had a lot of support from Rank Xerox in the purchase of surplus machinery and equipment."

"We have had something like 21 people who have come in and a number of them have developed their business to the point where they were able to move out to larger premises."

In this community support activity, he has had the assistance of Tony Sharpe, a former machine shop foreman, who joined the Workshop as technician supervisor.

Having come to the end of his secondment with the City Council last autumn, "which I've really enjoyed," Vic retired — for just one week!

Now he's back as manager of the Workshop, this time as an employee of the City Council, and is responsible for carrying out industrial liaison and projects for them in an area which includes Mitcheldean. "So I shall maintain a link with you all," said Vic, thanking everyone for their past support.

Vic also continues to serve in another capacity. Presenting him with a cheque from the LSA, chairman Alan Phelps thanked him for his two terms in office as president, and told him that he would not be relinquishing his presidency until their AGM in the spring — a piece of news which Vic accepted in his usual imperturbable manner.

On such occasions, little sidelights on personalities often emerge and this was one that must go on record.

Vic is a great pipe smoker, and it was said that, in the heat of discussion, the stress factor could always be measured by the volume of smoke which issued from his pipe!

Social snaps

Some 200 people attended the LSA social on 9 November in the club house.



Mice and MINT

While most people were probably glued to their home TV screens on the chilly evening of 11 November, some home computer enthusiasts were busy creating images on the screens in the high tech. area of product engineering department.

It was the best attended meeting of the Forest of Dean Amateur Computer Club so far this season, attracting a dozen or so people from school age upwards with a goodly number of current and former Rank Xerox employees.

Club president Keith Jones got things going with a brief presentation on the two types of computer system — centralised and distributed — operating in the area.

The MINT computer-aided draughting system, he explained, was a *centralised* one. It had 12 'dumb' terminals on site served by a single computer (the HP1000 mini-computer, now housed in our main computer block).

Using one of the four MINT terminals in the high tech. area, Keith showed how the cursor with 'rubber band' line could create drawings, and the plotter put on a fascinating display of agility with the paper flying back and forth to produce high quality finished work at great speed.

The cluster of 8000 Series workstations, each a 'smart' terminal with its own processor, represented a *distributed system*, explained Keith. Product engineers regularly used them to produce process documentation, and they enabled a Xerox Change Note to be effected in about a quarter of the previous time.

Each workstation was connected by over a mile of Ethernet cable to other workstations and computers on site; each could also access, via a gateway, other Ethernet-linked offices at locations as far apart as Aylesbury, Rochester and Japan.

Club members were eager to get 'hands on' experience and, with the assistance of their RX technology tutors, were soon happily manipulating the 'mouse' devices.

More than one young lad passed his provisional MINT test with (eight) flying colours, and an ex-Mitcheldeaner was heard to say, somewhat wistfully, "I wish all this had been around when I was here."

Some new faces among the golfers at the annual prize-giving.



In the swim

Two Rank Xerox cups, for the 9-year-old girl and 10-year-old boy classes, were among the trophies at the Cinderford & District Swimming Club championships held on Friday, 8 November, at Double View Swimming Pool. Manager Dick Delahay (product engineering) presented them to winners Anna Graham and Ian James.



Golf meeting gets a handicap

The annual general meeting of the Golf Society took place in the club house on the evening of Wednesday, 13 November.

Chairman Don Meek orchestrated affairs with his usual ruthless efficiency — that is, until a question came from the floor about the fairness of the society's handicapping system.

At this point cool democracy gave way momentarily to a heated exchange of views. There were finger-stabbing accusations. But a full and reasonable explanation of how the members' handicaps were derived followed and miraculously the meeting voted to continue with the same system for 1986!

Treasurer Tony Murrell presented the society's accounts, which showed that prudent expenditure had resulted in a satisfactory balance of 'the books', and proceedings moved on to the election of the following officers for 1986: *chairman*: Don Meek; *secretary* — Ron Caldicutt; *treasurer* — Tony Murrell; *committee* — Dave Robinson, Trevor Jones, Jeremy Barnard, Bill Meek, Danny Haines.

A vote on the venues for 1986 resulted in the selection of four clubs — Henbury, St Mellons, Abergavenny and Belfry (Birmingham).

Events then moved on to the presentation of prizes which formed a glittering display of silverware and crystal.

The crystal had been superbly engraved with golfing scenes by Arnold Basson, who many will remember from his PED days.

and who now specialises in this work.

The captain, Ken Ellway, presented prizes to the following winners: *Spring Bowl*: Dave James, John Howl; *America Cup* — Dave Robinson; *Powell Cup* — Bill Meek; *Scratch Cup* — Mark Barnard; *Rabbit's Cup* — John Howl; *Round Robin* — Don Meek; *Order of Merit* — Brian Snook.

Ken rounded off the evening by thanking the committee for their hard work during the year, and the members for their consistent support on the outings, and he wished the new captain, Dave Robinson, a successful 1986 season.

D.H.H.

It's growing

The Gardening Association, encouraged by the response to their first event — the Onion Contest held last August — are planning a more ambitious show in 1986, though no date has yet been fixed.

At the annual general meeting held on 22 November, the committee decided to branch out into other vegetables and flowers, developing the event into a mini horticultural show.

In addition to three onion classes — heaviest onion (dressed), three heaviest onions (dressed) and best three exhibition onions — there will be the following classes: ten shallots; longest kidney bean; heaviest marrow; and heaviest carrot.

There will also be classes for five dahlias (same or different varieties), best vase of six sweet peas, and best pot plant — so even gardeners without gardens can take part.

Prize money won't be on such a scale as before since funds are limited and the committee would prefer to see people entering mainly for the fun of the thing.

Membership subscriptions have been set at 25p. per annum, and it is hoped to obtain price concessions locally for members wishing to buy fertilisers, seeds and other gardening requirements.

Chairman John Harris continues in office for 1986; so do Harold Moore (secretary) and Andy Gardiner (treasurer) while Roger Childs has been elected vice-chairman.



The merry 'Merry Makers', winners of the mixed skittles tournament and **right** the runners-up, the Loopy Gurkins, pictured with Olympic champion Richard Phelps.



Olympic champion at the final

The sight of a young man wearing the striped blue blazer and badge of the British Olympic team in the club house on the evening of Saturday, 26 October, might have led some to wonder whether the interdepartmental mixed skittles tournament was rising to new Olympian heights.

But it was simply that, once again, organiser Graham Welch had managed to get a star performer to present the prizes at the final, and this time it was the reigning British champion in the modern pentathlon — 24-year-old Richard Phelps of Gloucester.

The Merry Makers, captained by Graham Merry and representing the electrical subs. section, had good reason to 'make merry' that evening, having beaten their opponents with a score of 224 to the 187 pins of the team with the novel name of Loopy Gurkins(!). Captained by Richard Pudge, the latter started out representing bld.32 subs but ended up as more of a mixture.

Although they missed being champions, one of their team — Mike Gurden — distinguished himself by achieving the highest individual score to date of 48 pins.

OBITUARY

There was sad news last autumn concerning the following retired long-servers.

Jack Hambrey

It was from Fred Wickstead that we heard of the death of Jack Hambrey in the early part of November at the age of 78. One of the real stalwarts who came down from London, Jack was chief inspector at British Acoustic Films in Woodger Road, Shepherds Bush, before coming to Mitcheldean in 1941 to take up a similar post. That was when the plant was engaged on wartime contracts; it was a grim time for the country but Jack was a cheerful character, always ready with a joke.

He returned in the early 'fifties to Woodger Road to become works manager there and some ten years later took early retirement when the works closed. He was living in Ipswich at the time of his death.

Stan Scott

Another well-known personality was Stan Scott, whose death at the age of 66

Ellen Baldwin (Finance Frolics) tied with Marlene Meek (Merry Makers) with the highest female individual score of 45 pins, but Ellen proved the winner in a bowl-off.

Chatting to Richard before the prize-giving, we learned that the five sports covered in the modern pentathlon were horse-riding, fencing, pistol-shooting, swimming and running. Richard works in his father's business but spends most of his spare time training in Gloucester Leisure Centre for this very demanding event.

Come to think of it, maybe one day the authorities will introduce a 'sexathlon' — with skittles as the sixth sport, we mean!

Full house

The club house was filled to the brim on that particular evening, for a wedding reception and disco were being held at the same time in the function room to celebrate the wedding of Lester, son of Bernard (stock control) and Anne Bennett (bld.32 assembly), and praise is due to the club staff for the way in which they catered for both events.

occurred on 6 November. Stan, who lived in Hereford, retired in April 1980 after 35 years' service. In that time his career spanned all aspects of production — inspection, parts manufacturing, machine shop, assembly operations and, lastly, manufacturing programme management.

A man who set high standards of performance in all he did, he made a major contribution to the Mitcheldean operation.

George Sologub

George Sologub was among those who came along to the LSA social on the 9th, so it was a shock to hear of his death on 25 November. Aged 67, he was of Polish extraction; he came to this country in 1939 and served in the RAF during the war, winning the DFC. George spent 24 years at Mitcheldean, starting in the machine shop where he became a setter operator, then transferring to QA as an inspector in CBA assembly.

He was a keen skittler, and played for the Rank Xerox team for many years.

George retired in the spring of 1981, as did his wife Joan, who worked in



Club secretary Harlene Denning presents a bouquet to Heidi Turk who came along with Richard. Joining the line-up are Graham Welch and club chairman Reg Taylor.

Golden weddings

Congratulations to two couples who celebrated their golden weddings on Boxing Day — Fred and Mollie Batchelor and LSA members Tom and Win Knight.

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

configuration control. Their son Jan works at Mitcheldean and so did both their other two sons at one time.

Edgar Clevely

Though not a member of the LSA, Edgar Clevely was one of the old BAF crowd at Mitcheldean from 1947 to 1957 and will be remembered by some of our pensioners. He lived at Plymouth, and was 69 when he died on 17 September.

We also report with regret the deaths of the following pensioners: Peggy Burley on 28 November aged 59; Alan Charles on 3 December aged 61.