

Vision

The house magazine of Rank Xerox Mitcheldean



Some of our YTS youngsters — (from left) Robert Harris and Mark Thomas, now into their second year, and six young ladies who were among this year's intake — Karen Morris, Cathryn Ellsmore, Tracy Morgan, Sarah Kear, Nicky Turner and (in foreground) Kay Sterry.



Making their way up in the world are these undergraduates who have taken up industrial placements at Mitcheldean. They are (front row) Ian Plows, Paula Matthews, James Williams, (behind) Paul Cullum-Smith, Nick Powell, James George, Ketan Varia, Andy Cunningham and David Phillips. Yet another, Rhys Williams, is pictured on page 4 as one of the members of the Problem Vendor Process QIP project team.

Stepping up young people training

WE MAY not actually remember seeing fewer prams and pushchairs about in the seventies.

Nevertheless, as the media keep warning us, because of a drop in the birthrate during that period, we can expect a dramatic fall in the number of school-leavers in the early 1990s.

With fewer youngsters to recruit from, rapidly developing technology and increased international competition, it is obvious that better qualified young people will be in greater demand than ever before.

How is Mitcheldean preparing to meet the situation?

At least a year ago it was decided that our young people training programme, which used to be geared to the more traditional skills, would have to be focussed more on our business needs.

"We have stepped up that programme considerably," says Brian Fowler, in charge of young people training. "At present we have some 50 youngsters on site receiving training in some form or another."

Strengthening our links with polytechnics and universities, we are for the first time offering industrial placements to undergraduates — providing a 'filling' of one year's business experience at Mitcheldean in a four-year 'thick sandwich' degree course.

To seek out likely candidates, Brian together with

Keith Laken of group personnel, visited a number of colleges, as a result of which ten young people were offered placements that matched up with the type of studies they were pursuing.

During their year with us they are getting to know Rank Xerox and its business and acquiring practical experience to back up their academic studies. This will stand them in good stead when they come on to the job market.

We in turn can get to know them and benefit from their contribution to our operations and their fresh approach.

The training that they are given is the responsibility of the department in which they are placed.

Nick Powell, who is doing a business studies course at Trent Polytechnic (Nottingham), has been spending some months in the operations analysis section of control department.

"We are taking him through the work of the section," said manager Gordon Cruickshank.

"Nick arrived at the start of the control plan when we were revising our prices for the coming year. After instruction he was able to take over Pauline Jones' work while she was engaged on revision of standard costs.

"When that was finished, he moved on to another area where he could apply the knowledge he had acquired."

The son of Bruce Powell who

Continued overleaf

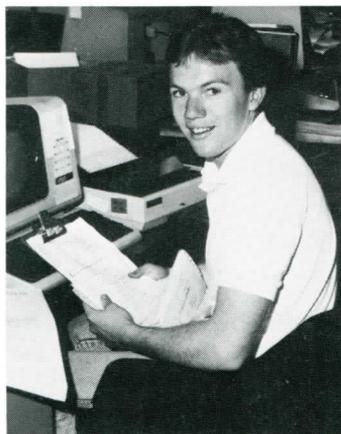
was formerly in works engineering, Nick says: "I'm glad I decided to come; people have been very helpful to me here."

In harness assembly is David Phillips (Bristol Polytechnic); he's working along with Allan Edwards, monitoring performance of the two AM81 machines with the aim of increasing utilisation.

One of three from Bath University, Andy Cunningham, an electrical/electronic engineering student, has been repairing screens for engineering printers in refurbishing operations and happily "getting to grips with the product".

Working nearby in ROS is Ian Plows, also from Bristol Poly, who rated it "a nice work situation." Micro-electronics systems design is his subject, and he has been constructing a refurbishing manual for a VDT for the 4045 laser printer, part of the Documenter personal publishing system.

Then there are James Williams (GLOSCAT) who is



A former YTS lad, Lee Osborne has now been taken on as a trainee in refurbishing materials. Lee's father Barry is in QA and his grandfather Jack is one of our retired long-servers.

helping to improve manufacturing computer systems in MIS; Paula Matthews (Bath University) who has been carrying out various projects in personnel department such as the car sharing scheme, and investigation of trends; and Ketan Varia, from the same university, doing screening work on the 5046 line.

James George, another Bristol Poly student, is working

for Dave Powell in control department; and there are two from the Polytechnic of Wales — Paul Cullum-Smith assisting with stock control in import/export section, and Rhys Williams in purchasing who has been a member of the 'Problem vendor process' QIP project team featured in this issue.

Another form of young people training, which we offer to local school-leavers, and which attracts more applicants than we have places for, is our YTS scheme, arranged in conjunction with the Forest of Dean Tertiary College who act as managing agents.

This year the policy has been to select those youngsters who could do work more related to our needs and who could benefit most from the sort of training we could provide.

Kay Sterry, working in Alan Ladd's quality & technical services office, is very happy about the opportunity she has been given. "No more dull Monday mornings!" she says.

Her mother, father and brother all work on site so she is familiar with our operations.

Now she's been getting used to the workstation and other equipment. "Pearl Phelps lets me get my hands into everything!" she told us.

Two YTS youngsters, Mark Thomas working in invoice clearance and Robert Harris in MIS, are into their second year with us.

After two years, provided that they have successfully completed their academic course and that we have a suitable opportunity, YTS youngsters may be engaged as trainees for a further two years.

We have nine such trainees who have come to us down this road — three in clerical and six in mechanical/electrical categories.

Now in their last, or last but one, year of training, our six RX apprentices are doing sponsored degree/HND courses. Like the YTS trainees, they are sent on Outward Bound courses from time to time to broaden their horizons and a group of them attained particularly high levels when they went to Snowdonia last August!

Thirteen former apprentices who recently

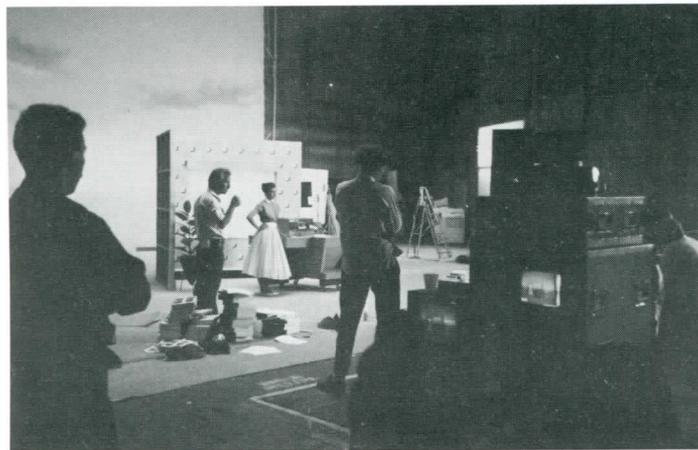
Olympics chance for Xerox range

RX APPRENTICE Ian Britton popped down to Pinewood Studios twice during August.

Was he thinking of giving up his engineering training and trying for a part in the new Batman film being made there? Or a brief but lucrative appearance in a bank commercial angled at students?

Neither, in fact. He went to provide support for a veteran star from Mitcheldean — our 914 machine — making its appearance in a Xerox commercial.

The first photocopier to be volume built at Mitcheldean, it was required to play a part in a CD video featuring Xerox



Ian Britton took this shot of the set with the 914 machine at Pinewood Studios (he was unable to get a close-up of David Bailey!).

reprographic products to be screened in the USA.

An earlier one, on business systems and other Xerox office equipment, had been made in this country by a New York company with top photographer David Bailey directing the shooting, and this had proved so successful the reprographics one was commissioned.

Both were to be slotted in during TV coverage of the XXIV Olympiad in Seoul and thus be seen by the millions watching other 'top performers.' The reprographics video

concentrated on the new 50 Series, so named to commemorate the 50th anniversary this year of the invention of the xerographic process by Chester Carlson.

It commenced with a shot of the 914, demonstrated by a model in late '50s style outfit (the 914 was introduced in the USA in 1959). Then there was a quantum leap to the new series with their advanced design and array of features that would have been undreamed of 50 years ago. Before travelling to

Pinewood, the 914 was taken out of the showroom and 'made up' in the paint shop. Ian, who was one of the group who refurbished it in its silver jubilee year in 1985, was commissioned to chaperon it and get it operational after arrival.

Apart from a little cough before producing each print (a long-standing habit to do with its puffer) it worked all right, but was inclined to be a little temperamental.

David Bailey wasn't taking any chances when shooting took place and so it was arranged that Ian should act as stand-in by crouching behind the machine and pushing paper through at the right time.

In the event, this idea was dropped and the 914 was not required to work, but Ian's knowledge of the machine nevertheless came in useful.

Apart from David Bailey, Ian was able to meet another well known personality.

The film was 'blessed' with the addition to the cast of an engaging 'monk' by the name of Brother Dominic. In real life American comedian Jack Eagle, he has collaborated with Xerox in other ventures and he brought his own special brand of humour to the production.

A record run

XEROX, in fact, achieved a first at the Olympics, we learned from 'Xerox World'. TV commentators got a helping hand because NBC-TV had contracted with the Xerox Reproduction Centre organisation to electronically compose and publish the Athletes Profile Manual containing biographical information on the thousands of athletes competing.

'finished their time' have now qualified for jobs at Mitcheldean.

Having achieved HNDs in business studies, Joanne Bonser is employed in control department while Dean Bennett and David Simpson are in purchasing and, like Rhys Williams, have recently been part of Peter Street's QIP project team.

Another now in purchasing is Ian, the son of refurbishing materials manager Roger Smith, who gained a degree in electrical/electronic engineering.

Of the four who gained HNDs in that subject, Andrew Portlock is in works engineering and Carl Beiszley in MIS; Julian Priest is employed in the electronic workshop while Janie Phelps is now helping to train people herself — YTS youngsters among them — in the product training centre.

The other five — Julian Adams, Ian Blethyn, Gwyn Lewis, Mikela Stewart and Colin Wynn — are all electrical adjusters in refurbishing operations.

A further 11 new starters, recruited from the shop floor,

are receiving training as electrical adjusters and are sponsored at college on a day release basis.

Many of the young faces we have been seeing around the site for short periods belong to those who come from local schools or colleges to take advantage of the work experience opportunities we offer.

One such was Steven Reid (son of quality systems manager Bob Reid) who is doing an OND in mechanical engineering at GLOSCAT. He was pleased to be able to spend a couple of weeks with Roger Bailey getting to know about our Intergraph CAD/CAM system which was, he said "vastly more advanced than the one at college."

His third week was spent in works engineering and he was particularly impressed with the "high regard to safety throughout the plant."

These work experience youngsters may well, of course, apply to come back again under the YTS scheme.

The fact that all these young people not only acquire valuable business know-how but also



Acquiring electronic skills in the product training centre with the help of trainer Janie Phelps, an ex-RX apprentice, are four of this year's YTS intake — (standing) Marcus Herridge, Kerry Mapps, (seated) Jonathan Smith and Justin Harris.

take away with them a good image of Rank Xerox, is due in large measure to the Mitcheldean staff who make

time in a busy day to explain things and take an interest in their progress.

New 50 Series machines

THE SIX new products in the 50 Series range from the first Xerox personal copier to the fastest and most productive duplicator in the industry's history.

One of the machines is, of course, the 5046 which is being made in bld.3 and which was featured in an earlier issue. It has four configurations and the one being shown in the commercial is that with recirculating document handler and finisher.

Two other products, which made their debut at Hanover '88 this spring, are detailed here; the rest had not yet been introduced into Europe at the time of writing.

Mid-range model

FOLLOWING THE recent introduction of the Xerox 5046, the 5052 now completes the powerful Rank Xerox fully automatic two-sided copying range operating from 35 to 92 copies per minute.

At 55 copies per minute on A4 size paper, the 5052 enables users to copy automatically on both sides of the paper from single or double-sided originals and produce complete sets of documents ready stapled. The machine is able also to add covers or dividers automatically.

Information from one source document can be used for several different purposes, such as completing pre-printed forms, or circulating confidential information on a

need-to-know basis. The 5052 does this by editing selected lines or paragraphs from the copies as they are produced.

Copying pages from bound documents can be tedious and time-consuming moving the volume back and forth, always with the risk of missing a page. The 'split scan' of the 5052, however, permits the copying of facing pages in turn, without moving the document.

Other features of the 5052 are automatic copying from continuous computer feed forms; zoom and pre-set reduction and enlargements; 2000 sheet paper tray for uninterrupted long runs; and an 80-character message display with 200 messages.

There are two versions of the product. Both have a recirculating document handler, but one has an offsetting catch tray, whilst the other has a fully automatic stapler/finisher.

This European copier was

designed at the Xerox mid-range unit at Welwyn Garden City and built at the Rank Xerox manufacturing plant in Venray.

Personal copier

A COMPACT and high quality copier, the Xerox 5007 brings new standards of excellence to the very smallest of plain paper copiers. The 5007 was designed by Develop in Germany and will be produced for Rank Xerox at Develop's plant in Gerlingen, West Germany.

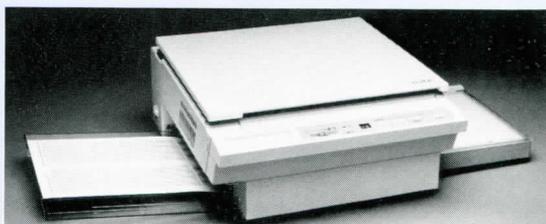
Priced at £800, the 5007 is ideal for the small business. It takes less than ten minutes for a customer to install, and because of its size and low noise level while running it can be placed conveniently where it is most needed.

It gives seven superb copies per minute with the first copy out in just nine seconds. Up to 100 copies can be made without reloading the paper tray, and it will copy on a wide variety of materials, heavy paper and transparencies.

Reliability is one of the key features of the 5007. With customer replaceable photoreceptor units which are designed to last at least 10,000 copies, the need for service calls is virtually eliminated.



The Xerox 5052 and below the Xerox 5007.



Five fine projects at second QIP review this year

● **Manufacturing cost variance (MCV)** — There are numerous factors — cost of materials, number of hours worked, overheads — which account for a difference between planned and actual manufacturing costs. Our MCV was unacceptably high and reported in total only. In order to bring it under closer control and eventually eliminate it, it was necessary to relate it to specific functional areas. This team created a process to enable MCVs to be identified by function; it has focussed attention on the situation and a definite reduction in MCV is expected next year. The project has had various spin-offs; it has brought about a general improvement in our financial reporting systems, making them easier to maintain and more efficient, and has also generated other QIP projects.

Team: Tony Murrell/Gordon Cruickshank (leaders), Graham Beach, Doug Bevan, John Evans.



● **Bill of materials (BOM) methods** — The existing method used for BOM creation and maintenance was not adequate to prevent excess material and problems associated with production shortfall and asset strip. With nearly 50 different products involving upwards of 12,000 part numbers, the situation had become very complex and in order to resolve the range of problems identified, five interdependent 'mini teams' were set up. To accommodate *asset strip* the CBA BOM was completely restructured, enabling better planning and visibility, with a *usage tracking system* providing better control of BOM variances. Ground rules were established to prevent *excess material on new product start-up* without prejudicing production of early machines in refurb. Other improvements concerning *low volume programmes* and the *planning & procurement of alternatives* involve enhancements of the system and are to be actioned by MIS.

Team: Mel Alder/Roger Smith (leaders), Chris Cinderey, Brian Kear, Don Meek, Mark Smith, Steve Watkins, Richard Andrews, Carl Joiner, Jar Mullahy, Graham Perkins, Graham Powell, Barry Thomas, Dave Mahar, Doug Bevan.



● **Problem vendor process** — No review process existed for managing problem suppliers on new programmes for delivery, quality and capacity issues. The team, consisting of 5046 materials staff and CCM members from WGC and Venray, developed a rating system for all vendors with red, yellow and green-coded categories (green indicating OK no problems; yellow — proceed with caution and monitor; and red — caution, could stop any minute). A problem vendor review process was set up with meetings every fortnight to monitor action plans aimed at fixing problems on red and yellow-coded vendors. This process,

which has been in operation since late last year, has reduced the number of serious problems and has been a key factor in improving supplier delivery performance from 62 to 95 per cent. The establishment of a very strong working relationship with CCM has been one of the side benefits.

Team: Peter Street (leader), Mike Stevenson, Bob Parsons, Bob Ryland, Gordon Grey, Nigel Ward, Rhys Williams, Dean Bennett, Mike Clark, David Simpson, John Rawsthorne, Brian Reeves and CCM members Keith Emery (WGC), Leo Struyk and Harry Kempfen (Venray).

THE THIRD and last QIP review took place on 30 August, too late to be reported here, and four projects were presented, making a total of 16 for the year.

Three QIP teams represented Mitcheldean at GB Teamwork '88 on 6 and 7 September — we'll be featuring that too in our next issue.

The final selection of the Top Teams for 1988 was due to be made as we went to press, with awards being presented at the Quality Convention on 7 October.



● **HP-1000 to VAX transfer** — What do you do if you want to retain some unique computer services but can't afford to run the computer? This was a problem foreseen on the HP-1000 engineering computer as the user base declined. This team acted early, pre-empting the problem by carefully migrating vital systems and special terminals, etc., onto the EMO network, thus preserving the services for a wider audience and saving the whole of the maintenance costs of the HP—all without disturbing any other network users.

Team: Don Southey (leader), Keith Jones, Andy Herridge, Glyn Williams, Tim Humphries, with support from Duncan Fox (Software Alternatives).

● **1012 dev. box fill** — How did a 'drinks dispenser' and 'water wheel' come to be featured in a QIP project? These, in fact, described just two of the various methods considered for filling the dev. box with a quantity of toner for copy quality tests. The existing method, which involved piercing the toner cartridge, pouring toner into a plastic cup to a set limit then transferring it into the dev. box via a funnel, was unsatisfactory. The team finally opted for a specially coated scoop which was dipped into a reservoir of toner; the toner was then poured in via a re-designed funnel (manufactured in small batch) which could be positioned firmly on the dev. box. This has resulted in more accurate measurement of toner, less contamination of both the work area and the machine, a saving in time and greater safety, since Stanley knives are no longer needed to open cartridges.

Team: Glyn Clarke (leader), Paul Jones, Bill Smith, Jason Welsby and John Goode.



Excellent vendors win awards

THERE'S A real pleasure in personally thanking a group of people for their contribution to the success of your business.

An opportunity for us to do so in recent months arose when three UK firms were chosen to receive a Xerox Multinational Supplier Award of Excellence for 1987.

The fact that these three companies were selected out of a vendor base of some 600 to receive recognition is something of which they can feel justly proud.

To qualify, suppliers have to meet our exacting standards as regards quality of parts or materials, delivery, cost and general service.

Awards are made to both CCM suppliers (those worldwide who are managed by centralised commodity management teams both in the USA and Europe) and non-CCM suppliers who are managed at plant level.

Maurice Pask, manager, material control refurbishing, who deals with non-CCM vendors, was accompanied by buyer Mike Scruby and Vic Jones of SQA when he went to Lincoln last May to hand over one of these awards to James Dawson & Co., who supply us with rubber goods such as belts.

At the presentation attended

by the workforce, he spoke about Rank Xerox, its past and current activities, and explained how their company had come to win the award by meeting our strict criteria.

"We have been dealing with Dawsons for some 20 years," Maurice told us, "and it was nice to say thank you personally to the people off the shop floor."

About a fortnight later he and Vic, together with Gary Fishburne, section manager, refurbishing purchase, journeyed to Stockport in Cheshire to make a presentation to R.P. Polythene.

This is a very small company who supply us with polythene goods, chiefly bags of all sizes, from small ones for spares to very large plastic covers for over-shipping.

Last June it was the turn of Expedite (South West) who provide us with general office stationery and site services.

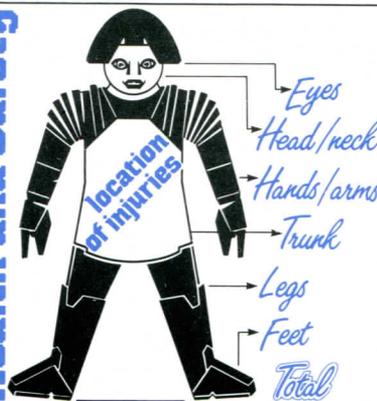
They also serve other RX locations, so the presentation this time was made at the company's Weston-super-Mare headquarters by CCM team member Jeff Sadler of WGC who was accompanied by CCM colleague John Millo and Mitcheldean senior buyer Olly Evans.



Right: John Burkin, managing director of James Dawson & Co., chats to Maurice Pask at the presentation. **Above:** Dawson's sales product manager Rod Mountford with Mike Scruby during a tour of the works.



The Shape of Health and Safety



ACCIDENT TOTALS	
for year	to date
'87	'88
0	0
2	3
5	3
4	4
2	4
0	0
13	14

Matching people to our n



The Mitcheldean Management Development Committee — from the left (seated) Brian Buckland (new build assembly operations), Keith Grant (assembly operations (refurbishing & manufacturing)), chairman David Stokes (site director), Kevin Horrobin (materials), Alan Ladd (quality & technical services); (standing) Phil King (control), Keith Laken (group personnel), Robin Fyffe (personnel) who is secretary. Also a member is Peter Braithwaite (MIS).

GETTING TO know the meaning behind the numerous sets of initials used is a necessary part of settling into any job.

However, even our more seasoned employees have been known to hesitate when asked the meaning of MODC (Management Organisation & Development Committee).

A whole pyramid of MODC committees exists within the Business Products & Systems Group of which we are a part.

There's one for each of the European Manufacturing Operations sites; however, our site committee has always been known as the Mitcheldean Management Development Committee (MMDC).

The chairman of each committee is a member of the EMO main MODC chaired by Dick Holmes, and he in turn sits on a Euro MODC which has links with other divisions of Rank Xerox and the US.

"AN INFLUENZA epidemic within the plant brought my first management opportunity, when I was asked to stand in for the absent 3600 press section chargehand," says MOC manager Kevin Horrobin, who started at Mitcheldean as an engineering apprentice.

"I'm not sure what management development process — if indeed one existed — gave me that opportunity; certainly 'being in the right place at the right time' contributed significantly."

Today Rank Xerox management development and training has matured to an industry leadership standard.

The capability now exists for suitably qualified and motivated individuals to structure their career development, to receive regular feedback and counselling via the appraisal system and, finally, to ensure that training requirements are identified to match their career needs.

Our most senior tiers of management are the concern of Dick Holmes and his EMO MODC.

Ensuring that we have the right number and calibre of all other levels of staff to help achieve the objectives of the company is the main task of the Mitcheldean committee.

The MMDC deals directly with second and third line management. Grades 29 and below are the responsibility of its sub-committee (MMDSC) who are also responsible for the development of people from the ranks of commercial, technical and industrial staff.

Operating as it does at two levels within the plant, the process therefore covers all employees.

Trends rather than epidemics create opportunities today. There has in recent times been an increasing demand for our products and the direct workforce has grown by over 600 as a result.

This has created a management need, and we have seen the number of section managers reach around the 60 mark, with a certain amount of recruitment from outside, and numerous opportunities for existing staff to get on the first rung of the management ladder.

Opportunities also occur from time to time when managers are promoted to posts elsewhere, or leave to take up early retirement, and succession plans have to be held in readiness by MMDC.

Transfers to other company locations are sometimes arranged to give managers a broader knowledge of the company's operations as part of their career development plan. This could even involve taking the family out to exotic places like India for assignments of up to two years or more.

Trends can create shortfalls too. At both levels the MMDC keep a critical skills list and update it regularly with an eye on the state of the market.

"We have been reasonably successful in the last couple of years in identifying where shortages are likely to occur, and been able to prepare for them," says Brian Buckland who, being a member of both

committees, provides a link between the two.

They have to keep a watch on age levels too. As mentioned in our cover article, a shortfall in the number of young people is predicted for the next decade.

MMDC review and agree plans for a certain amount of external hiring through the graduate recruitment programme and this has helped to bridge the generation gap which has developed in indirect areas as a result of limited recruitment over the past few years.

This and other types of cross-functional development are brought into place by Keith Laken who, as group staff representative on the committee, also attends the meetings of the Welwyn manufacturing operations committee and Joe Marino's main MODC.

Young people training, the YTS and industrial placement schemes are other initiatives of MMDC which are bringing about an injection of youth into the plant in order to help meet our needs into the 1990s.

"It all helps to maintain a balance between those who are familiar with our ways and methods and those who can provide an inflow of new ideas," said personnel manager Robin Fyffe.

Identifying people with potential

How do the MMDC identify people with high potential who could be considered for vacated, or newly created posts, or who would be capable of development? We asked him.

"Much of the discussion at meetings centres on appraisals and our high potential staff list is developed from that," he told us.

Once a year all those of management grade are appraised by their immediate managers.

Managers with three or more direct reports also participate in the 'management style survey', which provides them with confidential feedback as to how their management style is viewed by the people who work for them.

Providence didn't give us the gift of seeing ourselves as others see us, so it can be quite an eye-

opener. "It makes you realise how people perceive your style of management," says Robin.

There is another type of interview — the grandfather/executive interview — which the MMDC plan and monitor. Such interviews are arranged to give more senior people an opportunity to talk with their boss's boss about the business and their own development within it.

Said David Stokes, "The executive interview programme is an important and powerful communication tool; it provides people with the opportunity to express their views on all aspects of the business, and in turn provides them with feedback on individual and company performance.

"Some excellent ideas have emerged from these discussions."

The MMDC carry out

various other tasks that affect our lives at Mitcheldean.

They review the results of the various surveys regarding management style and work climate and take action as necessary. This 'employee involvement' aspect of their output includes the planning of internal communications strategy (the making of the video "A day in the life of Rank Xerox" is one example).

With the growing demand for higher qualified staff, great emphasis is being placed today on providing training, whether for employee development or to meet a specific future need.

In preparation for the 1990s

A company 'core' management training programme exists, for which the MMDC approve nominations; and where specialised skills training is needed — in presentation techniques, say, or

negotiating skills for buyers — these may be arranged internally or externally.

Says Brian Buckland: "We are currently looking at the training of technical staff to help prepare engineers and engineering managers for the 1990s."

Now that we have an alternative to traditional forms of training in the shape of our Open Learning Centre, there are greater opportunities for employees of all ages to acquire a new qualification or broaden their horizons.

With the many young people on site in mind, we asked Kevin Horrobin what advice he would give to anyone on the early steps of their career ladder.

His reply was this: "Obtain as much experience in as many functions as possible before specialising in one discipline. Once having decided on the preferred career, then ensure that you regularly review your progress, your training needs and your career aspirations with your boss."

Who's who in the MMDSC

ALL MEMBERS of the Mitcheldean Operations Committee (MOC) which directs the activities carried out on site are also members of the MMDC, as you can see from the photograph.

The MMDC operates on two levels, and the membership of its secondary level, or sub-committee (MMDSC), is as follows: chairman Brian Buckland (new build assembly operations), Charlie Walker (personnel) who is secretary, Mike Cooper and Dick Delahay (technical services), Dave Charley (refurbishing & manufacturing assembly operations), John Flynn (new build assembly operations), Dave Sanderson and Danny Haines (materials), Phil Ballinger (control), Mel Alder (ROS), Terry Elson (MIS) and Kim Taylor (group personnel).

Section managers gain diplomas

AUGUST IS the month when students of all ages brace themselves for the results of their various examinations.

And there was rejoicing among both the successful candidates and the people who had given them support when it was heard that the eight section managers who had taken the NEBSS diploma examination had achieved 100 per cent success.

Richard (Dicky) Bird, regional manager for NEBSS (National Examination for Supervisory Studies), came to the site on Thursday, 1 September, to hand over the diplomas personally to the section managers and extend his congratulations.

Mitcheldean plant had also achieved some distinction, he told those assembled, who included site director David Stokes and senior managers.

A company-structured effort from start to finish, it was the first NEBSS diploma course in the country to have made use of distance/open learning, and was among the first three in-company NEBSS courses in the UK.

"The standard of work has been superb and great credit is due to the students who have worked so hard for 18 months,"



Pictured at the presentation are (from left) NEBSS regional manager Dicky Bird, Malcolm Taylor (GLOSCAT), training officer Pat Hawkins and successful section managers Trevor Jones, Richard Wood, Norman Rudge, Glyn Clarke, Mike Meredith, Bob Harris and Chris Clarke. (Tony Wood, who also gained a diploma, was away on holiday at the time.)

said Dicky.

He also paid tribute to training officer Pat Hawkins for organising it and "steering it through so excellently."

There was commendation for the company too, for their commitment and support.

This NEBSS diploma examination put the seal of approval on the section manager development programme which was introduced some two years ago.

Evolved to assist those appointed to the newly created role of section manager in carrying out their responsibilities, it consisted of 11 modules covering Xerox business, management studies and the various activities carried

out on site.

Sessions were held both on site and off, and quite a bit of homework was involved, with video and workbook packages for students to work through in their own time.

The programme obtained recognition as a NEBSS diploma course provided that candidates also kept a log-book and carried out a work-related project.

A mix of mature and less experienced section managers, the eight who opted to try for a diploma had to complete by April last, and then undergo a very searching interview concerning all the modules and the project they presented.

The assessment panel was

chaired by Dicky, who monitored the course from time to time; also on the panel were Pat, and Malcolm Taylor of GLOSCAT, who assisted as tutor for the project part of the course.

Chris Clarke achieved particular success. His project on a small batch control system designed to streamline the paperwork was selected to go forward for a NEBSS regional award.

Congratulating the group at the presentation ceremony, Dicky added: "The proof of the diploma pudding is going to be how well you put into practice for Rank Xerox the knowledge and skills you have developed over the past 18 months."



Robin Lewis



Jane Whitlock



Mike Meredith



Gordon Evans



Peter Rogers



Rod Pensom

Service awards

25 years

FOR MOST of his quarter century, **Robin Lewis** has worked alternately in new build and remodelling, with three years at Lydney in the mid '70s when he worked on the 660 press section and a couple of spells later at Lille when the work was transferred there.

A few years ago the press work for all models was centralised; then when it was mainly sub-contracted out, Robin moved into a secure area in small batch which is dedicated to the production of numbers for serial plates and labels for all our machines, plus a limited amount of press work.

Produced in different colours on paper, card or vinyl on two Markem machines, the labels range from safety notices to go inside machines — in the languages of 13 different countries — to over-ship labels; car parking discs and items for various departments on site are also produced.

When we called to see him, Robin had a 'gold rush' on — he was running gold foil through one machine, making discs for over-stamping on mod status cards.

Out of working hours, Robin's main interest is watching football. His elder son plays with the Temco Sports side at Lydbrook on Sunday mornings and with the Ruardean Hill side on Saturday afternoons and Robin goes along to watch.

20 years

"I was the first lady chaser; I'm the only one at Mitcheldean today," said **Jane Whitlock**, "and I love the work."

Jane came to us straight from school to start her first job in production stores, but shortly afterwards moved into goods inwards and began chasing — parts for production, that is.

Both her parents worked here — Eileen in purchase and Brian in works engineering as supervisor, site clearance. Both took early retirement, Eileen after 15 years while Brian, a former works convener, just completed 20 years before leaving.

All three were keen pigeon fanciers at one time, and members of Drybrook & District Flying

Club. But for the past ten years Jane's special pet has been a vixen.

"Dad found her abandoned as a cub, brought her home and I reared her. She never went after our birds — she even plays with the dog. I take her for walks and though I've released her in the wild several times, she always comes back like a homing pigeon."

Jane has an ambition — to get to under 9 stone, and reckons she's started a craze for dieting in the stores area.

Mike Meredith has always been involved with materials — the provision of them and, at one time, the disposal of them.

He started as a provisioner, moved on to the section which managed engineering changes, then joined configuration control where he worked on the 9000 family; it was during that time that he became a section leader, was promoted to supervisor, and spent some 14 months in the USA.

Towards the end of the 9500 programme he transferred into asset recovery where he disposed of obsolete plant and equipment — anything from electronic chips to a 37-ton fuel tank.

Mike currently works in refurbishing materials department, and was one of the group of section managers who recently achieved a NEBSS diploma.

Building radio-controlled model boats is a hobby of his. "I'm in the process of building a 10ft submarine," he told us.

But his prime interest these days is model steam railway engines — the 5-inch gauge sort that can pull up to 30 people on carriages.

"A friend and I have completely rebuilt a 'Royal Scot' and we've now started on two GWR 'Castle' engines," said Mike.

"I'm not the quartermaster — just a private," said **Gordon Evans** who has worked in stores ever since he joined us.

Originally he dealt only with raw materials — the bars of steel and aluminium for machining — and he spent some years with the machine shop at our former

Cinderford site.

Later, back at Mitcheldean, tool, consumable and maintenance stores were centralised in bld.5/1 where Gordon works today, dealing with some 23,000 different types of commodity ranging from nuts and bolts to machine tools.

Two years ago stores control was computerised and Gordon now records transactions on a terminal. "It's cut down considerably on the paperwork," he told us.

His leisure-time interests include fishing and snooker, but skittling is his favourite sport; he plays for the Globe Stars at Worrall Hill and for small batch section in the interdepartmental tournament.

Peter Rogers, too, has spent all his 20 years in materials; currently a marshaller in 1025/1038 assembly, he has also worked in medium and high volume areas.

A member of the British Legion branch at Walford, near Ross-on-Wye, Peter describes himself as "a motor cycle fanatic" and has followed the sport of moto-cross (scrambling) since 1961. He travels to events all over the country and even abroad (last July he went to Holland to see the Dutch Moto-cross Grand Prix).

He did, in fact, ride a motorbike for 24 years, though he didn't do any competing. "The Norton was my favourite model," he told us.

Then two years ago he upgraded to three-wheel transport with a Reliant which he finds ideal for getting about. "It does over 60 mpg and that makes a big difference to the cost of attending an event the other side of the country," says Peter.

Yet another who has had 20 years' experience in 'shifting goods' is driver **Rod Pensom**.

After a brief period as storeman/driver in production stores, and raw materials at the Northern United site, Rod moved

into transport department as a forklift driver.

Some six years ago at the company's request he applied for and gained his HGV class 1 licence which allows him to drive anything from an artic downwards.

He is the youngest in his family, with an elder brother working for National Carriers "so I see him every day", and three sisters with Sutcliffes.

A former rally driver and footballer (he played for Mitcheldean for five seasons), Rod likes to follow the local team and was a linesman last season.

Vehicles come into his hobbies too — he collects miniature vintage vans, an interest he shares with his young son.

Lyndon Smith is better known as Big Taff. No prizes for guessing where he hails from. As for the 'Big', he admits to having gone up to 20 stone at one stage, but is now down to 16½ stone — and slimming.

An electrician by trade, Taff has always worked in assembly operations, apart from a brief spell in works engineering. He's done both mechanical and electrical work on a wide range of models and today is engaged on re-working of parts for the 5046.

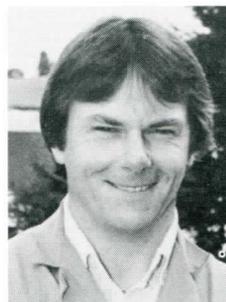
Fluent in Welsh and German, Taff comes from a very musical family and looks every inch the bass singer that he is.

"My father, who farmed in Abergavenny, conducted his own choir and their practices in our home interfered with my concentration on homework." But he still loves to hear a male voice choir!

Taff has belonged to the RAOB for 21 years and is a past Grand Primal of the minor lodge at Monmouth.

Church architecture and cooking ("I particularly like doing beef dinners") are other interests of his. Being photographed is a pet hate, which explains why we have no picture of him!

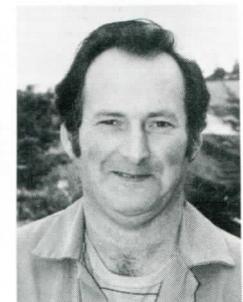
Chris Barnard



Gordon Davis



Terry Morgan



After a year in his first job in the old Bell & Howell machine shop, **Chris Barnard** was accepted as an apprentice. When he finished his time, he went into small batch and has worked there ever since.

In recent years he has specialised in CAD/CAM machining — in fact he recently completed one of our first third party orders, for British Gas, on a CNC machining centre.

Chris has been a first aider for about four years, but the only emergencies he has had to cope with have been late night call-outs to provide emergency tooling!

Like others we've featured here, he is weight-conscious. "I used to be 18 stone but managed to get down to 11. Jogging used to help but when cartilage trouble made me give it up, my weight went up again so I have to watch it."

There are many Barnards at Mitcheldean. Chris isn't related to all of them, but his uncle Jack (export packing) is one of our long-servers.

Having completed his apprenticeship with Allied Ironfounders of Lydney, **Gordon Davis** joined us as a tool-maker.

After some eight years in the tool room he moved into PED and did a two-year residency in Webster in the early '80s on a new 9000 family product; this included some 15 months in the Xerox Automation Institute where he was involved with robotics and came into contact with people right in the forefront of the new technology.

On his return he carried out a number of commissions in connection with automation, then had a spell in ROS and as a product training officer on the 1025/1038 before rejoining product engineering to work on knock-down kits and, subsequently, on line support in small copier operations.

Since 1986 he has been a member of the award-winning National Integration team working on 1012 and successive products.

Gordon used to play football for Cinderford Town and Lydney Town clubs and later took up refereeing. Then, as he puts it, his attention was diverted to golf at which he claims he is "still a novice". He also plays skittles at Milkwall Club.

Having done his apprenticeship at a Lydbrook firm, **Terry Morgan** joined works engineering department in 1968 and has worked on machine tool and assembly maintenance ever since.

It's a job that has taken him around not only on site but also abroad — to Germany in the early '70s in connection with the former Burkhardt & Weber machining centres and to Switzerland some five years ago for training on the Duap Dubied fuser roll machine. "We've just

Ernie keeps things moving



FROM HIS 'control tower' on the mezzanine floor of bld.1, operations manager Ernie Atkinson surveys a busy scene.

To the left, forklifts weave their way in and out, bringing goods from the docks to the receiving area for storage in the high rising racks.

To the right, other forklifts are equally busy carrying out materials to feed our production lines.

Further away to the left are the gravity stores of finished machines in their smart white boxes awaiting transport.

This exchange of piece parts for machines prompts Ernie, who has a nice sense of humour, to suggest that his title might appropriately be changed to that of 'manager of SWOPS' (stores/warehouse operations)!

Away down in bld.4, with the spares and export packing section that is also part of his responsibilities, is the knock-down facility which was set up for licensing projects.

Here, when it's a case of minimum knock-down of machines for, say, Eastern Europe, the 'swopping' process is reversed somewhat; when finished machines arrive from the assembly floor, parts are removed to a certain level before despatch.

Looking back, Ernie concludes that his career "has all been about moving inanimate objects — whether it's planes or photocopiers."

It is now just a year since he joined us, having spent some 20 years in the engineering branch of the Royal Air Force in which he attained the rank of flight lieutenant.

been on holiday in Switzerland and I was able to show the family where I went," he told us.

A retained fireman at Ross for 15 years, Terry gets calls out of working hours to help with emergencies ranging from road accidents to "getting cows out of the river."

He helped himself — and charity — when he did a sponsored slim last year and raised £56 for CLIC.

Trained and employed as a manager of aircraft maintenance, he also received considerable electronic and systems training for work in the multi-disciplined military aerospace engineering environment.

It was an experience that made him particularly adaptable, he reckons, and, having reached a watershed in his service life, he decided to look for a second career.

For his first six months at Mitcheldean he was operations support manager in refurbishing, during which time he was able to gain an insight into the company and its culture.

In addition to training in Leadership Through Quality, he participated in 'Mining group gold' — a special session for facilitators on the techniques for steering meetings and workshops and supporting QIP projects.

Says Ernie: "I had never previously come across anything of this kind that was so well structured."

Major challenges

Last spring, shortly after the supply centre had transferred its allegiance from manufacturing to customer service operations, Ernie took up his present post with responsibility for 105 staff within Danny Haines's material logistics function.

His first challenge was to move all the materials and packing facilities out of the north end of bld.1, to make room for BOC distribution

services who were taking up the lease of some 142,000 sq.ft, and find alternative locations for them.

It was a task that had to be, and was, accomplished within very tight time schedules "with a great deal of help from ISC administration and transport people," he says.

There has been a tremendous growth in the rate of arrivals of materials, driven by new product start-ups and changing patterns of shifts.

Ernie's major challenge today is to manage the resultant quantities of incoming material and finished products, and deal with associated storage and shipment problems, in the most efficient manner.

For some six years prior to joining us, Ernie was commuting daily firstly to Huntingdon and then to London from his home in Grantham, Lincolnshire, so he's happy to have made a landing here.

Hailing from the north-east (he was born in Hartlepool), he feels an affinity with the Forest of Dean.

"I was brought up in a small mining village where, as happened here, the industry was dying out."

He admits that the scenic beauty of the area was one of the attractions of coming to work at Mitcheldean, and the Atkinson family have settled in a new home in one of our most famous beauty-spots — Symonds Yat.

He and his wife Barbara, a former district nurse, have two young daughters — Louise and Sarah. "It's a lovely place in which to bring them up," says Ernie.

Swimming and computing are his main hobbies (he has two personal computers which he uses for household budgeting and word processing).

Weight, he says, is a situation he is watching. "I have an interest in diets, but I can't take on more than three at the same time!"

Any news for Vision?

If you have, then please — mail it to me in bld. 6/2,

or leave it any any gatehouse for collection by me,

or post it to me at Tree Tops, Plump Hill, Mitcheldean GL17 0EU.

or ring me — ext.566 or Dean 542415.

Myrtle Fowler, editor

A trip to the seaside

THE ORDER of the day for this year's LSA summer outing to Bournemouth was 'raincoats and umbrellas' rather than 'spades and buckets'.

However, the weather did not deter over 150 retired members and guests from turning up for the annual 'do' on Wednesday, 24 August.

A cavalcade of three coaches provisioned up and left Mitcheldean at 8.30am, wending their way through the back lanes of Coleford and St Briavels to Chepstow and via the Severn Bridge, Bath and Salisbury to the coast. (Sid Wood had brought along his map "in case we got lost.")

Stopping for a short break at Warminster, we took the opportunity to distribute Nora Powell's lunch boxes, to save time on arrival; so by the time we reached Bournemouth, many had munched their way through the goodies.

Rain greeted us when we left the coaches on the sea-front and, with no opportunity for sunbathing, most of us were off exploring the town's shops,

sports and leisure centres, exhibitions or what have you in order to dodge the downpour. (Winnie Knight was one who was spotted in a store securing a bargain.)

Returning late afternoon, the weather suddenly changed, the sun broke through and we enjoyed a splendid ride through really beautiful countryside, skirting Salisbury where we had a glimpse of the imposing cathedral before rolling on to Bath.

All the way superb country views greeted us. "A summer evening with England at its best" was a comment overheard on the coach, and that just about summed it up.

Arriving at our final port of call, the Two Rivers at Chepstow, we began what is regarded by many as the highlight of the day — the reunion of workmates, enjoying each other's company and conversation over a 'pint and a pie' and re-living many of the good times past.

This is what the Long Service Association is all about

—friendship.

Amongst the familiar faces missing on our outing this year were those of Vin Baxter, Daisy Bullock and Fred Wickstead — we look forward to seeing you all soon (perhaps at the social evening?)

Our evening ended with Marion Cornwall acting as cashier and being seconded by the hotel, who were in a bit of a panic, to collect the money for the meals, ably assisted by Bill Cinderey and Colin Butler. It was just like old times when we worked together as a team.

All too soon we were home again (in time for Eddie Lewis to get in a pint before closing time).

A super day out, thanks to the efforts of the hard-working LSA committee without whom we would not have the outing.

Well done — keep up the good work!

A line on our anglers

THE RXMP Angling Club has attracted over 30 fully subscribed members in this, its first season.

Its policy is to provide quality freshwater fishing for both experienced and novice anglers, and to organise competitions on a wide variety of waters, including lake, pond and river venues not often fished by local anglers.

Despite generally poor weather conditions throughout the summer, the club has already organised five successful competitions in Gloucestershire, Hereford and Worcester, and is busily arranging a further series of competitions leading up to Christmas.

Results to date are as follows:

Russells End Reservoir (Glos.): 1st Dave Williams, 2nd Steve Zimmermann, 3rd Glan Jones.

Evesbach Lake (Worcs.): 1st Dave Williams, 2nd Gary Sleeman, 3rd Richard Williams.

Leigh Sinton (Hereford): Three joint 1sts — Dave Williams, Richard Williams and Alan Simmons.

Dene Rise Pools, Blakeney (Glos.): 1st Alan Simmons, 2nd Paul Rickards, 3rd Jonathan Priest.

Royal Oak (Hereford): 1st Alan Simmons, 2nd Dave Williams, 3rd Paul Rickards.

Details of membership and competitions can be obtained from Colin Phelps, Steve Zimmermann, Dave Williams (all bld.3/1) and Tim Hamper (bld.7/2).



MOC MANAGER Alan Ladd spoke highly of the personal contribution that Ruth Morgan had made to the success of the MEWS when he presented her with a gold chain on behalf of friends and colleagues at her semi-retirement get-together in August. "She has given Rank Xerox a very good image," he said. (One tenant sent a box of the goodies he makes to show his appreciation!) Ruth first joined us in 1955, left after six years for some 15 months, then returned to work in many different spheres, including production, personnel, the group directors' office and a spell on the Mitcheldean Productivity Campaign (working from 8am to 2pm, she recalls). In 1984 Ruth joined the Business Park & MEWS team; the venture had, she said, proved "a unique experience for me and the company." (She now works mornings only in the MEWS.)

ANOTHER WELL known Mitcheldean personality, John Parry, received a rousing send-off when he took early retirement last August. During his 22 years' service he worked on a whole range of our machines, from the 813 to today's small copiers, becoming foreman and later section manager; more recently he was in materials department. MOC manager Kevin Horrobin spoke highly of John's approach to his work and, on behalf of his colleagues, presented him with a gold watch. The marshalls also expressed their good wishes with the gift of a pair of binoculars so that John, a keen race-goer, can get a close look at the horses!



They're going to take life easier

Mark makes it five in a row

APART FROM a little drizzle during the afternoon round, the weather held fair for the Golf Society's fourth stop on the '88 tour — this time at the Worcestershire Golf Club at Malvern, on 20 July, playing for the Scratch and Powell Cups.

Both competitions were 36-hole medal play with the gross scores (actual number of strokes played) for the Scratch Cup and the net scores (actual scores less handicap allowance) for the Powell Cup.

Mark Barnard, who had won the Scratch Cup the previous four years in a row, had said in his usual 'modest' manner that he was going to make it five.

True to his word, in the morning round Mark tore the course apart, scoring a 2 under par gross score of 69 including 5 birdies which left the rest of the field out of sight.

He was also leading the net competition with a 66 from Don Meek and Ray Hook on 70 apiece.

In the afternoon round Mark played a little more defensively, scoring a 77. Even so, he still won the Scratch Cup by 11 shots from Ken Ellway who scored a creditable gross 76, net 69, which was equalled by Bob Pritchard, recovering well from a disastrous first round.

The drama was not yet over, Don Meek holding his early form and coming in with a net 71, just failing by one shot to catch Mark in the net competition. This made it a double win for our Lydney-based hotshot.

The handicap committee, in the form of Don Meek, has since reduced Mark to a 2 handicap next time out.

Bill Meek, stepping in for Trevor Jones who was away on company business, concluded the day by making the 'thank you' speeches and presenting the prizes, during which he startled the club members present when mentioning Mark's 2 under par morning score.

A great day out capped by a fine performance.

The Interdepartmental Cup/Captain's Day on 8 September will be reported in the next issue. The AGM & prizegiving will be on 16 November — newcomers welcome!

D.R. 11



Goodbye, Bryan!

A LARGE group of his colleagues gathered in the hospitality suite in August to wish Bryan Cook farewell on his leaving to take up an appointment within the planning & control department of BP&SG Manufacturing Operations. Bryan joined Rank

Xerox 12 years ago; he came to Mitcheldean as controller in 1985, and has at various times over the past three years embraced materials, technical services, quality and personnel functions as part of his management development. Said site director

David Stokes, presenting him with a gift of a lighter from colleagues: "We, the management team, and the plant, owe you a considerable debt of gratitude for your commitment, professionalism and, last but not least, a dry sense of humour."

Chinese VIPs visit the site

SIX MEMBERS of China's State Planning Commission (SPC) recently carried out an eight-day visit to Europe to see a wide range of Xerox products and industrial capabilities.

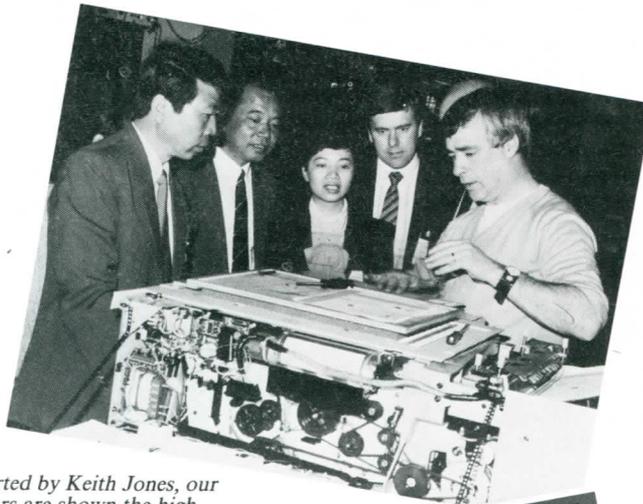
The SPC wields considerable influence in China in determining what investments are made in office equipment and the aim of the tour arranged for them was to enhance their awareness of and confidence in our products.

The delegation visited Rank Xerox locations in Venray, Lille and Welwyn as well as IHQ Marlow and one of our major account customers.

On Wednesday, 20 July, they spent a morning at Mitcheldean touring the new build assembly areas and the fuser roll section after an introductory presentation by business quality manager Keith Jones, who escorted them round.

Keith commented on the excellent way in which operatives overcame the difficulties of having to speak through an interpreter when explaining their work.

"It was a spontaneous effort on their part because no one knew exactly where the party would choose to stop."



Escorted by Keith Jones, our visitors are shown the high copy quality of the 5046 by Clive Barnett (FR&T).



Neil Wozencroft explains the coating and stoving processes in the fuser roll section.

Obituary

WE REPORT with regret the deaths of the following:

Bob Luffman

Bob, who died on 3 July at the age of 72, worked at Mitcheldean for 26 years. He was employed originally as a setter in the Bell & Howell machine shop and assisted in supervising the shop while all the various machine shops were being centralised.

During the '60s Bob moved into the model shop where he remained until his retirement in 1979, and where his rich baritone could often be heard providing music for his fellow workers.

Eric Knight

Eric was one of our original assembly team. Joining in 1943 when the company was carrying out Government contracts, he worked on searchlight production. Later he went on to

Bell & Howell equipment assembly, becoming a chargehand and then supervisor.

In the mid-'60s he was involved with prototype work on the 2400 and subsequently its production, and was also a member of the initial 9200 assembly management team. In 1978, while with the 2300 facility at Lydney, he retired for health reasons after 35 years' service.

His wife Ruth, who also worked with us at one time, predeceased him.

1012 X-Oners win again

IN VIEW of the success of the 1987 Interdepartmental Cricket Competition, it was no surprise that the 1988 tournament proved even more popular.

Sixteen teams entered to do battle, an increase of three on last year's entrants, one team being a group of ladies from the harness assembly section.

Ruardean Hill CC was again the venue for the matches, and thanks are due to those people associated with the club for their hospitality and co-operation in this, their centenary year.

The first round was due to commence on 25 May with the Exterminators (yes, it's those ladies) playing Cook's Discoveries, the control team.

Alas, the weather intervened and along with cries of "Oh no, not another English summer!" this long-awaited match was rearranged.

The first round did get under way the following evening and the '87 champions (1012 X-Oners), with John Howls once again invincible (121 not out), overwhelmed Brian's Ball Boys (small copier management). Better luck next year, lads!

Other notable scores from the first round were as follows: Rich Powell 61 not out (1025 Monarchs), Steve Roberts 80 (Rollers), Merv Hawkins 52 (Hannibal Hammers), John Gurney 63/Alastair Hawkins 66 not out (Refurbishing Stars).

The final match of the first round, the ladies versus Cook's Discoveries, was again hit by weather. The committee felt that this could be a 'sign from above' that ladies shouldn't be dressing up in white pads carrying heavy bats.

Those wicket ladies — the Exterminators — played up well using every ploy in the book, plus some that weren't.



However, the weather did eventually allow the match to be played.

The ladies arrived in fancy dress which could only add to the burden already borne by the Cook's Discoveries team.

After the pre-match photographs (not a normal practice, I might add) the match got under way with the ladies batting.

Wickets tumbled at regular intervals but strong batting performances from the Exterminators' captain, Lisa Coleman (7), and Caroline Jones (5) helped the innings total creep up to a creditable 39.

The control teams' two opening batsmen set about the run-making amid some unusually good bowling from Lil Broome, whose overarm action could be described as suspect! (Charlie Walker could possibly give a more accurate description.)

Despite the Exterminators' efforts, Cook's Discoveries eventually ran out the winners. Congratulations to them, but 'well done' to the ladies.

The second round saw some more close affairs. The Hannibal Hammers innings lasted an hour in making 39 against the Mixed Bunch with Gareth Clowes taking three wickets off 10 balls, thus helping the Mixed Bunch through to the next round.

Cook's Discoveries won through in a close battle with Pudge's Pitchers. Three notable 3-wicket men in this match were Gordon Cruickshank (Cook's Discoveries) and Lee Osborne/Roger Beckett (Pudge's Pitchers).

The Rollers against the 1025



The winning 1012 X-Oners and (below) the runners-up, 1025 Monarchs.



The trophies were presented by the Ball Boy himself, Brian Buckland. Here he hands the top trophy to the X-Oners captain, Steve Venner.

Monarchs was yet another close match, the Monarchs just winning despite a fine innings of 51 from Roller Steve Roberts.

John Howls's second century of the competition was enough to see the 1012 team through against the Beamers.

In the semi-finals the 1025 Monarchs won through in a well contested game against Cook's Discoveries, while 1012 X-Oners overcame the 90 target, set by the Mixed Bunch, for the loss of only three wickets, thus making the final for the second consecutive year.

The weather becoming changeable again on the evening of the final, it was agreed to reduce the match to 15 overs per side.

The 1025 Monarchs were first to bat and what a shock was in store for them! With the score on 7 runs, John Howls produced a hat-trick of wickets

which must have taken the wind out of the Monarchs' sails.

Despite this, a tremendous '43 not out' from Chris Gurney helped the side to achieve a creditable 98 for six from their 15 overs.

The 1012 X-Oners went in to bat with 'Evergreen' John Howls in fine form. His eventual 72 not out was another great performance, with his final two runs off the first ball of the final over being sufficient to make the 1012 X-Oners champions for the second year running.

A marvellous performance, but all credit to both teams for making it a close and exciting final.

The success of this revived competition bodes well for the 1989 season and, with the continued support of RX management, it is hoped to be able to donate the entry fees of £5 per team to a local charity each year.

This year's donation amounted to £80 and was divided equally between Lydbrook Hospital and Mitcheldean Old Folks Fund.

So, all you budding cricketers out there, get your practice in for next year's competition — entry forms will be out in April.

Mark Barnard