

# Vision

The house magazine of Rank Xerox Mitcheldean

## Taking the pulse of the plant

WE TEND to be a bit overweight, need more vigorous exercise, should take more fibre in our diet and eat fewer fatty foods like potato crisps.

That's just a general conclusion 'Vision' came to after talking with people who underwent the recent Heart Health Checks on site.

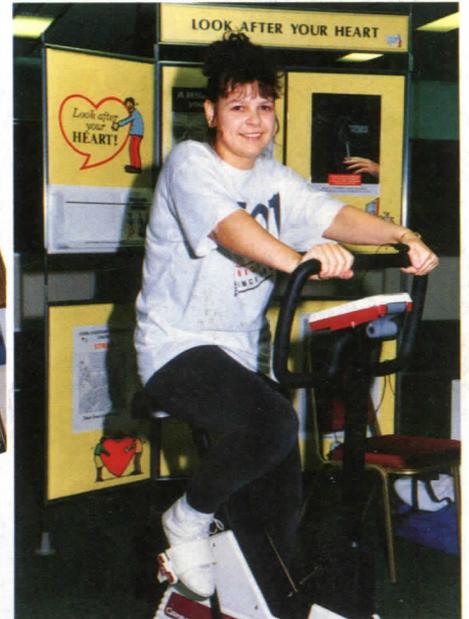
Not, we hasten to add, the official findings which had yet to come at the time of writing.

The disturbing facts about increasing levels of heart disease in this country have been publicised in the media generally and many companies are sending their executives to be screened in an effort to ensure their fitness.

Oscar Rawlings watches as Phil Bennett charts his height and weight.



Above: Displays like this one in refurbishing showed people what the Heart Health Check involved. Studying the free offer are Paul Dix and Stuart Love.



Tracy Rudge pedals away on the exercise bike; a lead clipped to her ear is connected to the monitor on the bike to give a reading of aerobic fitness. Left: At the reception desk Brian Jordan is given a personal health profile form to take round with him.

As part of the health awareness campaign embarked on by our medical centre in conjunction with personnel department, all RXMP employees were recently given an opportunity to be screened entirely free, the company meeting the cost.

Some 1,100, two-thirds of the workforce, opted to do so. "We were quite overwhelmed by the response," said nurse Jacquie Shaw, who carried out the major task of fixing appointments for both day and night shift workers.

"Initially it had been arranged that the Heart Health Check unit would come for two three-day sessions. That was extended to 12 days over four weeks in June, plus an additional three-day session in August.

"Even then some late-comers had to be disappointed."

The Heart Health Check unit chosen to carry out the screening was recently introduced by Gloucester

Health Authority's health education services as part of its heart disease and stroke prevention project.

Phil Bennett, senior health education officer, told us that Rank Xerox was the first industrial company in the county to make use of the service.

However, we weren't guinea-pigs for the scheme. Said Phil: "We tried it out on our own hospital staff before launching it and, at a rough estimate, you are in better shape than they are!"

The overall aim of the project is to enable people to make appropriate changes in their lifestyle which will reduce their risk of suffering a heart attack or stroke.

And by bringing the unit to company premises it is hoped to attract people who might not otherwise get round to arranging a personal screening (which incidentally can be quite costly).

Everyone was assured that

the personal information they gave to the health check team would be treated as confidential, would not be stored by the NHS or divulged to Rank Xerox.

Working from 8.30 am to 5 pm, the team dealt with some 60 people a day. Each individual check took between 30 and 40 minutes during which screening, testing and questioning was carried out.

The questioning actually started in advance. Each person attending was asked to complete a questionnaire designed to help the team assess their present stress level and bring it with them when they came for their appointment.

This called for a self-assessment of one's own behaviour — 'I worry at home about my work', 'I feel angry when people continually interrupt me when I am busy', 'I find it difficult to relax'.

The answers were scaled — and we hope most people ticked 'rarely/never' against 'I find life has lost its sparkle'.

Continued



Richard Rowe has a blow on the spirometer in the lung function test.

On arrival at reception the score was totted up and this alone was recorded. People had been promised confidentiality, and Phil Bennett assured us it was impossible for any analysis on a personal level to be made as each person was identified only by a code number.

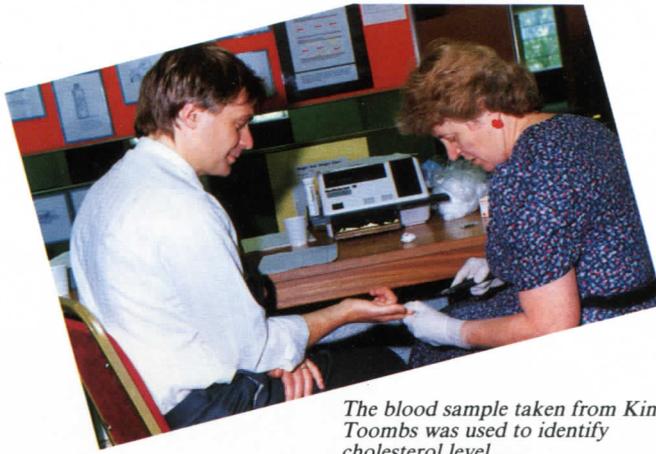
They were handed a health profile sheet to take round with them and the staff, all medically trained, filled in the results as the check progressed.

There were six stations. After measurement of height and weight and a blood pressure check, there were lung function tests for carbon monoxide and peak flow measurement.

Easily the most popular part of the operation was a 'ride' on one of the exercise bikes which monitored heart rate and measured work output on a computer.

Individuals whose blood pressure was above a certain level had to forgo this experience, but if they felt more relaxed at the end of the total

The blood sample taken from Kim Toombs was used to identify cholesterol level.



check and wished to do so, they could have another blood pressure reading and a second chance to go cycling.

Orange juice was available for cyclists who wanted a drink after their exertions; it also gave them a chance to bolster up their courage before giving a blood sample — the least popular part of the procedure — for the measurement of blood cholesterol.

After this came a friendly chat with a computer about dietary intake and consumption of alcohol, and a print-out of



Having keyed in her answers to the computer's questions about her diet, Julie Cox (right) awaits a dietary assessment.

advice. One felt a positive glow of self-satisfaction on being told "Good, you certainly know how to get your roughage!"

At the end there was an assessment at which the results of the various checks, plus the stress questionnaire score, were brought together.

The individual's risk factor was worked out, advice given, and all relevant information, including the completed health

## Their largest gathering



The 25-year service award people pictured with Joe Marino.

A TOTAL of almost 300 present at the 36th annual dinner, held on 12 May, made it the LSA's largest gathering since the beginning of the association.

The high number of possible attendees and the fact that their usual venue, the Chase Hotel at Ross-on-Wye, had recently changed ownership, gave the committee some anxious moments, but in the event all were accommodated comfortably and the dinner was rated one of the best so far.

Of the 44 Mitcheldean employees reaching their 25th year with the company, 40 were LSA members and Joe Marino, then vice president of the Welwyn engineering centre, came along to present those who attended with their awards.

LSA chairman Kevin Horrobin extended a welcome to him, to EMO vice president and director Dick Holmes and all the other guests. He also took the opportunity to thank Mitcheldean management for their support and committee members for their efforts during the past year.

Joe Marino, who said he had two years to go before qualifying for his own 25-year award, spoke of his association with Mitcheldean which went back to 1969/70 "when we started working together on the 9000 programme."

His first visit to England came in 1977; then two years later he came to Mitcheldean, and he remembered thinking how fortunate people were to be working "in the sort of

environment I pay to go on vacation in!"

In his toast to the visitors, site director David Stokes, president of the LSA, spoke of the increase there had been in membership and the anticipated growth in 1989/90.

Other LSAs represented at the dinner were Rank Audio Visual and Rank Strand, and the 25-year club of Rank Taylor Hobson whose Gordon Cook had received a Film Academy 'Oscar' at a ceremony in Beverly Hills last March for technological contribution to the film industry.

In line with tradition, David Stokes highlighted some of Mitcheldean plant's activities over the past year which had been an extremely successful one.

Those receiving LSA 25-year service awards this year were: Christine Aston, Kevin Horrobin, Ted Hatfield, Geoff Beard, Mervyn Davies, Geoff Williams, Brian Castree, Maurice Marshall, Bob Brown, Colin Butler, Bill Holloway, Brian Fisher, Bob Ryland, Bill Hall, Mike Morgan, Norman Rudge, Roger Court, Ivan Jones, Jim Saunders, Trevor Jones, Keith Bradley, John Teague, Richard Cooke, Terry Annis, Dave Britton, John Gurney, Mike Ennis, Carl Joiner, Dennis Cowmeadow, Brian Reeves.

"Employment peaked at over 1,800 people, the highest number since 1984, and we produced no fewer than 116,000 units.

"This was a growth of 26 per cent. over 1987 and represented the highest level of production in the plant's history. Later this year we shall be celebrating our millionth unit."

After four successive years of growth, maintaining the momentum was obviously going to be very difficult, particularly with gross over-capacity in manufacturing across the world, he pointed out.

Just after Christmas we had had to make a marginal adjustment to the number of supplementary staff employed on site due to changing composition and demands for

profile and questionnaire, were packaged in a take-away folder.

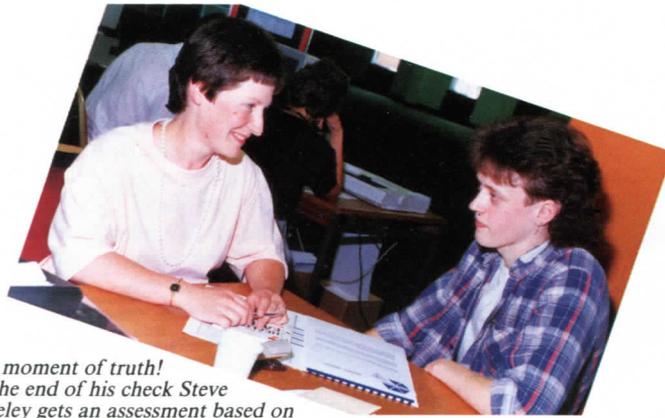
Where, for example, blood pressure and/or cholesterol values were particularly high, individuals were also given a standard letter of referral to their GP.

People compared notes after their checks and one occasional smoker was irked to find she did no better in the lung function tests than a heavy smoker. ("It will catch up with them eventually though," commented a health check team member.)

A marathon runner was mystified at being advised to take more vigorous exercise, while another told us, "It certainly opened my eyes; I've taken their advice, amended my diet and lost 6lb. already."

The measurement of their height proved to be a controversial matter for a number of people. We liked the comment made by a recently appointed section manager — "They told me I was 2 inches short but my job is stretching me!"

The Heart Health Check service was itself assessed. Every tenth person was asked to complete a short questionnaire



*The moment of truth! At the end of his check Steve Boseley gets an assessment based on the total results and healthy advice for the future.*

about the check for our medical centre to study.

As Jacquie Shaw said: "It's certainly made people think about their health and it is totally up to the individual as to whether they alter their mode of lifestyle in view of the results of their check."

The health education services are providing the company with their general broad findings, and, said personnel manager Robin Fyffe, "We will work with employees to effect improvements — for example, in the type of catering fare available on site."



*Richard Andrews takes a look at the range of leaflets available on how to keep healthy.*

## Going up

THE LSA membership figures change from month to month but at the time of the annual general meeting held on 21 June the records showed a total of 576, of which 265 were retired.

In the coming year 72 employees will qualify for membership, having completed 20 years' service.

It was decided at the meeting to increase the weekly subscription from 25p to 35p from January 1990 and at the same time increase the membership entitlement on retirement from £5 to £7 per year of service with effect from 21 June.

All the officers were re-elected, and Janet Ruck and Christine Aston have joined the committee, replacing Bill Cinderey and Gerald Clayson, who have now retired.

Bill, with 42 years' service behind him, was our longest serving employee; he is succeeded at the top of the league by Eric Smith, who can claim 38 years' service.

our products.

He spoke of the development of the manufacturing 'Just in Time' strategy which was being introduced to enable us to respond better to customer requirements.

This would involve changes such as sourcing material as close to the manufacturing plant as possible and introducing a high level of materials automation.

"We expect this strategy to necessitate a significant amount of capital investment in the plant over the next few years. I personally am very excited about the 'Vision' we are developing for Mitcheldean plant for the next five years," he said.

New products launched on site in the past year had included the 5018 and 5028 — highly featured, cost competitive, low volume copiers, and the 5012/5014 small desk-top copiers (featured in this issue).

"We also have plans to become involved in the manufacture and assembly of another new product," he added.

A major milestone in the structure of our employee relations on site had been reached.

The foundation of the recently agreed single bargaining unit was a common

job evaluation scheme and pay structure which covered all the technical, commercial and industrial staff on site.

"In addition, we have reached an agreement which has resulted in common working practices, terms and conditions of employment, and flexibility.

"It represents a major achievement for the plant, establishes Mitcheldean as a benchmark of best industry practice, and puts us in a very good position to respond to the competitive pressures that we will undoubtedly face during the 1990s. It reflects a positive attitude on the part of all staff, the trades unions and management.

"I believe that 1990 will be a challenging year in which all of us at Mitcheldean must concentrate our efforts on becoming a model supplier in every respect."

Responding on behalf of the visitors, Dick Holmes said that Mitcheldean's reputation continued to grow in the Xerox world, and the results produced were admired by all.

Like Joe Marino, he commented on the handsome appearance of the plant — "I am proud to have people come and see it."

Along with the rest of the Business Park and MEWS additions to the family it "looked like a million dollars."

He referred to the new single bargaining unit as a significant step forward. It was, he hoped, "a continuation of the management, union, employee relationship which has made this operation such a success."

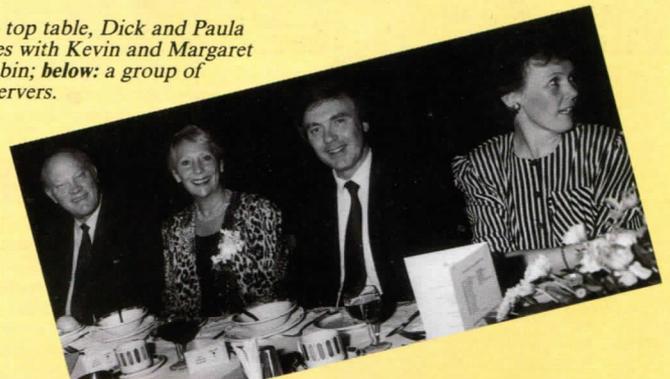
While the number of employees had risen, he pointed out that inevitably in a free society there are changes in demand that occasionally force the company to make

adjustments to its workforce.

The formal part of the dinner concluded with the running of the usual draw, conducted by secretary Dick Skyrme and retired long-server Alan Cryer.

Among the prizes, which were presented to the winners by Joe Marino's wife Nadine, were two rather novel ones — a Donald Duck and a Mickey Mouse video, donated by Joan Order of Rank Audio Visual.

*At the top table, Dick and Paula Holmes with Kevin and Margaret Horrobin; below: a group of long-servers.*



# They gave us a

WORK EXPERIENCE is gaining in popularity, judging from comments made by the staff and pupils of two local comprehensive schools; and we like to think we have contributed to this.

This year the whole of the fourth year — 111 from Dene Magna, 161 from Lakers School — sought placements, mainly in Gloucestershire but also as far afield as London, Liverpool and Southampton.

The onus is on the pupils to find their own placement — a task which helps to give them self-confidence.

There were seven, five boys and two girls, from Dene Magna and three lads from Lakers, who came to RXMP in June and July.

"We had many others who would have liked to come, but we felt you had more than your fair share!" said Dennis Roberts, Dene Magna's director of studies.

In some cases the youngsters had parents who were, or had been, employees and it certainly made them see them in a new light!

The main purpose of work experience is to give an insight into commerce and industry, but, said Mr Roberts, "It also supports several areas of their curriculum, such as the sciences and English in addition to business studies."

All had to keep a diary and put on paper their thoughts about us and the way we operate. We record here some of their comments:

## Dene Magna

"I didn't think very highly of work experience before, but coming here has changed my views," said Matthew Sleeman,

who was located in ROS. "I've enjoyed being here a lot."

His week with us also focussed his thoughts about a career. He had considered being either an electronics engineer or a graphic designer, but we helped to tip the balance towards engineering.

"It's such varied and challenging work, and I think the technology used here is brilliant," said Matthew.

A few desks away in refurbishing materials department David Sherwood (his father Bernard works for Hygiene Services) was working at a VDU. Unfortunately he had broken his leg before arriving so going into the stores was not on, but he learned about ordering parts and expediting them.

Just down the corridor in the electronic workshop we found Mark Tate, working under the eye of his father Jeff, tool engineering manager.

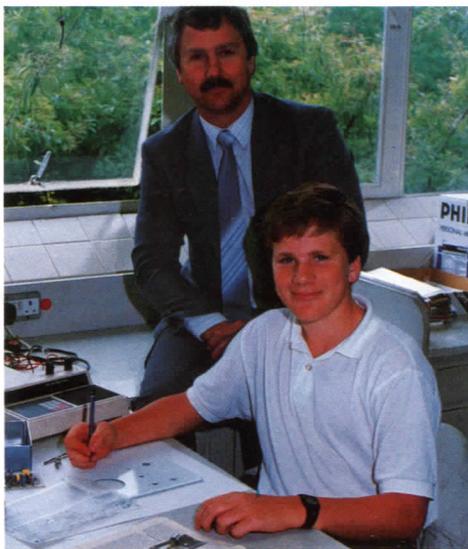
As a project Mark had chosen, rather topically, to build a heart rate monitor, with help from the engineering staff. This involved assembling components for a PWBA, soldering them in place, and building everything into a box.

Then he tested the device on lab equipment — and also on his own family!

"I thought his soldering was very professional," said Dennis Roberts.

Learning about another branch of engineering occupied Matthew Whittington, whose father Brian is a section manager in 5012/5014. His current idea is either to join the police force or try for an engineering apprenticeship.

"I don't want to work in an office — but it wasn't as bad as I thought it would be!" was his



Tool engineering manager Jeff Tate with his son Mark, seen at work on a heart rate monitor which he tested on lab equipment — and his own family.

Below: Secretary Kay Lewis (left) introduces Emma Skinner to the Xerox workstation. "My sister came here last year and she said it was very good, so I applied too," said Emma.



Julian Shufflebotham (works engineering) explains to Brian Whittington how our computerised Delta 1000 energy management system operates.

## RX Technology Lab

THE OFFICIAL opening of a new science and technology laboratory at Dene Magna School took place on 13 July. It bears the name Rank Xerox Technology Laboratory, our company having contributed funds towards the purchase of certain technology equipment, and an annual Rank Xerox Technology Prize will be awarded to the student who displays particular ability in this area.

RXMP was represented at the event which we will be featuring next time round.

## Encouraging links

A LECTURER on secondment from the Royal Forest of Dean College, Rosemary Steer has been spending some months with local firms — including RXMP — with a view to forging closer links between education and industry and she asked us to publish the following:

"I WOULD LIKE to express my very sincere thanks to all those people who contributed to my placement at Mitcheldean. I greatly valued the time that I spent shadowing some of you, attending your meetings, learning of the careers of former students and discussing issues.

Thank you all for accepting me so readily, for sparing me

time to discuss your work and for being so open and welcoming. I leave much wiser and with very happy memories.

I have enjoyed discovering how the activities of a large organisation like yours relate to each other and have been most impressed by your 'quality' philosophy, the high standard of your courses and meetings and the level of people's commitment.

From my base in the Mitcheldean training centre I've seen how keen people are to acquire new knowledge and skills and have appreciated the high quality of your Open Learning programmes.

You play host to a considerable number of work experience students and those of us in education would like you to know how much we value the time and energy that you give these young people. They learn and gain an enormous amount in terms of attitude, knowledge of the world of work and ideas for their own careers.

There are many ways in which education and industry can learn from each other. I intend to incorporate some ideas on the 'quality' theme into my teaching as well as to stress the importance and excitement of manufacturing industry as a

# good report

comment.

Julian Shufflebotham introduced him to the role of works engineering, taking in everything from drawing-board work and the Delta 1000 energy management system to putting information into a spreadsheet for the 1990 utilities plan.

The two girls, Emma Skinner and Rebecca Dowle, both wanted to learn about secretarial duties and spent their week in MOC offices. Emma was assigned to Kay Lewis, secretary to personnel manager Robin Fyffe, while Rebecca was in the care of Janet Ruck, secretary to materials manager Kevin Horrobin.

Richard Wood, who was seeking commercial experience, was placed in the operations analysis section of control department where, manager Gordon Cruickshank explained, "We give the young people a general rundown on our work, and a small job to do, then a project which they can start and finish in their time here and which helps us too."

Richard's project called for a bit of detective work, investigating sub-contract purchase price variance for fuser rolls.

## Lakers School

The following week saw the arrival of three lads from Lakers, all with Mitcheldean connections.

Shaun Baldwin, whose grandfather Eric Virgin works in commodity operations, is doing a business studies course and he spent not one but two weeks in operations analysis.

This gave him time to carry out two projects — one providing information for the works engineering utilities

stimulating environment in which to work.

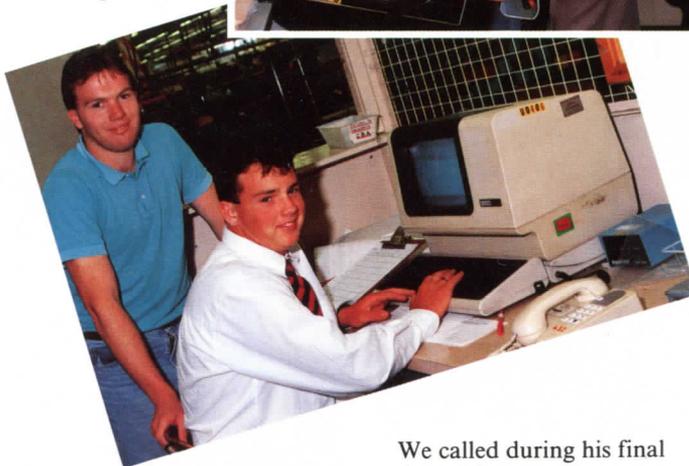
On my return to the College I shall have a particular responsibility for industrial links and careers education. I intend to build on the contacts that I have established locally and to encourage links in more subject areas than has traditionally been the case.

Economic awareness is being introduced throughout the curriculum and it is always more interesting to work from local examples and case studies as well as to learn from first-hand experience.

I hope that in future you will see more teachers in your midst and that some of you will be going out into schools and colleges.

*Jonathan Mould watches as Mike Gunn works on a drawing of a holding fixture in the electronic workshop.*

*Below: Lee Osborne (left) initiates Paul Kear into the mysteries of our materials control system in refurbishing materials department.*



efficiencies programme and another on general vendor price variances.

Unlike his predecessor in refurbishing materials, Paul Kear was fully mobile and was able to go into the stores while getting to understand the workings of Mitcheldean's material control system.

Paul's father Derrick, a long-server who recently took early retirement, had worked in the very same area so Paul gained an understanding of the job his father used to do.

Although we would wish to encourage links in a variety of areas, I suspect that much liaison will continue to be channelled through Brian Fowler. I am particularly grateful to Brian and the staff of the training centre for allowing me to work alongside them and for being so patient and helpful.

Incidentally Brian has details of all next term's adult classes at the College. For anyone who hasn't seen the changes at Five Acres recently, it's well worth a visit — and I'll be delighted to return the hospitality that you have shown me.

Once again, my sincerest thanks for a very enjoyable three months and very best wishes to you all for the future."

Rosemary Steer

We called during his final session with section manager Mike Meredith and he sounded very enthusiastic about his time with us.

Equally so was Jonathan, son of night shift manager Brian Mould. Keen to take up an engineering career, he was placed in Jeff Tate's department where he did some draughting, learned about small batch/tool room operations and even went on visits to tool-making equipment vendors.

"It's certainly given me a good insight into what life is like in a factory — it's been great!" said Jonathan at the end of his week's work experience.

In fact, all ten took back to school a good report of us, thanks to all those who helped and took an interest in them.

## Any news for Vision?

*If you have, then please — mail it to me in bld. 6/2, or leave it at any gatehouse for collection by me, or post it to me at Tree Tops, Plum Hill, Mitcheldean GL17 0EU.*

*or ring me — ext.566 or Dean 542415.*

*Myrtle Fowler, editor*

## Gardening show

ONION GROWERS who have tried without success to gain a first prize in our annual Gardening Association competitions have a better chance to secure one this year.

The programme for the 5th annual event, to be held on Saturday, 26 August, in the clubhouse, includes two special classes — heaviest onion (dressed) and three exhibition onions, open to anyone who has not won a first prize in these categories at any of the previous shows — plus the usual classes for onions and other vegetables, flowers and pot plants.

The club's president, site director David Stokes, will present the prizes which include the president's perpetual trophy for the highest number of points in the show, and once again Roger Keyse will do the judging.

The show opens at 1.30pm and the prize presentation takes place at 2.30pm.

More details are available from the organising committee — Phyllis Christopher (chairman), Harold Moore (hon. sec.), Andy Gardiner (treasurer), Rex Turley, Mike Manns, Vere Christopher, Keith Knight and Mike Rouse.

## John Ingram

WITH THE death of John Ingram on 17 July at the age of 61, Mitcheldean lost a popular and professional 'works photographer', and your editor lost a very supportive editorial colleague.

Many will remember John as a tool inspector in the standards room. He worked at the plant for nearly 20 years before he took early retirement in 1983, turning his hobby into his business, and applying the same high standards of quality in his second career as he did in his first.

Over the years his pictures have recorded our various activities in 'Vision', adding greatly to the interest of its pages. He carried out other photographic tasks too, both for the company and for the community in general, including commissions for the Gloucestershire Record Office.

We shall all miss him very much. Our sympathy goes to his wife Hela and his daughters Christine and Susan, all of whom worked on site at one time.

# Spring double 5012/5014 out of 1012 by Xerox

JUST TWO years ago we featured a 'little champion', the Xerox 1012, which notched up a number of firsts, not only in Xerox but also within the industry.

This year has seen the launch of two new desk-top copiers developed from that 'little champion' — the Xerox 5012 and 5014, which bring the quality and productivity of higher volume machines to convenience-copier users.

Announced at Hannover last spring, the machines incorporate a number of new features introduced in response to customer requirements.

They have now been launched in most European countries and expectations that the products would be well received by dealers, customers and engineers have been fully realised.

The success story is reflected at Mitcheldean, where production commenced early in the New Year and had reached the top of the learning curve before we went to press.

Keith Horrobin, manager of 5012/5014 assembly operations, told us that the new models were going extremely well with excellent results all round.

Quality had been better than target for three consecutive periods, said quality manager Neil Jones, and as a direct result it had been possible to remove the CCT facility in mid-June.

Competitively priced, the two 50 Series copiers offer

sustained excellent copy quality, and customer replaceable copy cartridges, each guaranteed to give 18,000 copies.

Operating at the same speed as the 1012 (12 copies per minute on A4 paper, 15 cpm on A5), both models possess an automatic start — a feature new to the convenience copier class.

During their 30-second warm-up, the operator can program the first job and walk away. When the warm-up is completed, the copier will run the job automatically.

While the 1012 offered two pre-set reduction/enlargement ratios, the 5014 gives a choice of three, two reduction ratios of 71 and 82 per cent., and an enlargement of 122 per cent. of the original. Together with an oversize platen area, this feature can be used to produce copies up to B4 from original documents as large as A3.

The 5012 can produce copies from originals up to B4 size on same size paper. It has a single paper cassette which holds 250 sheets of A4 or B4 size paper, while the 5014 has two paper sources, a drawer and a cassette, each of the same capacity.

As well as an improved copy cartridge life and improved toner cartridge yield, both models have a built-in electronic copy counter which enables the user to read the number of copies made on a copy cartridge, for monitoring or supply re-ordering.

In addition there is an

*From left: 5012/5014 quality manager Neil Jones, assembly operations manager Keith Horrobin, and Keith Bradley who has been programme manager at Mitcheldean in addition to his product engineering responsibilities. (Keith is now manager, supplier quality assurance, and John Overbury has taken over 5012/5014 product engineering responsibility).*



*A view of the main assembly line with end-of-line operations on the right track.*



*Michael Melhuish sets the lamp brightness of a 5014 at an illumination setting fixture; on the right is section manager Dave Roberts. Right: Richard Shanahan (FR&T) removes the platen glass of a 5014 to enable the investigation of an optics-related matter; on the right is product engineer Tony Tovey.*



electromechanical copy counter which shows the total number of copies made on the copier.

A special mode for copying photographs is a new feature, and, like the 1012, both machines offer automatic copy quality adjustment and a manual contrast control which enables the user to fine-tune copy reproduction.

Other features which the models share include a power saver which automatically switches to a standby mode after four minutes pass between copying jobs, and a job-interrupt facility which enables an operator to put a copying job on 'hold' while running a rush job; when this is completed, the original job resumes automatically.

Both copiers have easy-to-read graphic display control panels. The displays tell the user when paper trays are empty and when to order or change the copy cartridge.

## Facility changes

The introduction of the 5012 and 5014 into what was the 1012 assembly facility in bld.3/2 involved some rebalancing of the line with extra optics fixtures.

With about 40 per cent. different parts being involved and an 80 per cent. change in the sequence of build, a retraining exercise was called for.

In the largely automated packing area an extra track had to be installed for the 5014 with its larger platen; this is boxed and shipped on an individual pallet, whereas the 5012s are boxed and automatically wrapped in film, four to a pallet.

Even before the 1012 moved out and the new models moved in, a new materials system was being developed to ensure better utilisation of space.



Section manager Brian Whittington and Adrian Skillern in the packing area where a line of 5014s are strapped ready for shipment. **Right:** A quartet of 5012 machines being automatically wrapped together as they revolve on their pallet.



Materials section manager Gary Sleeman is pleased with the new parts storage system. Seen topping up a bin with springs for optic subs is shop marshaller Gordon Turley.

Instead of small parts being taken to the line in boxes, these are now unpacked and the parts stored in rows of bright green bins marked with the respective part numbers.

Marshalls keep the bins topped up and feed parts from them to the line.

This system, said materials section manager Gary Sleeman, had made a significant improvement to stock control, had reduced line fall-out of damaged parts and contributed to the general tidiness and cleanliness of the area.

A more recent improvement

has been the relayout of end-of-line operations and the installation of glidestock racking to hold materials.

This has provided more room for the build-up of machines awaiting FR&T and effected improvements in terms of safety and housekeeping.

## End of the line for 1025/1038



## A unique exercise

WITH THE broadening of the supervisory role to that of section manager in 1986 and the transfer of these jobs into the management structure, Mitcheldean was left with three bargaining units — industrial, commercial and technical.

It was felt that the merging of these into a single bargaining unit would help in developing flexible working practices and so improve Mitcheldean's performance and competitiveness.

In order to achieve such a unit, it was essential that we had a unified job evaluation scheme, and a Job Evaluation Process team, with both management and non-management representation, was set up to develop this.

Consultancy support was obtained from the Cranfield School of Management who came up with a number of 'off the shelf' job evaluation schemes. But after consideration it was felt that a scheme should be designed specifically to meet Mitcheldean requirements.

A great deal of hard work and discussions with the workforce and their representatives resulted in such a scheme being developed to cover all jobs — a total of 69 different ones — within the commercial, technical and industrial areas.

Twelve factors were identified and all RXMP occupations were then measured on the same lines, using an analytical points rating method which is both simple in design and simple to operate.

Whereas Mitcheldean previously had three job evaluation schemes, all with different job descriptions, processes and evaluation teams, and three different pay structures, now there is one small grading team and one pay structure which is consistently applied to all jobs across the site.

Selected for presentation at the June ORM, this QIP project was seen as a key enabler for the final development of the single bargaining unit which came into force last year.

Just before the spring holiday, a large group of people who had worked on 1025/1038 operations gathered in bld.3 for a photograph to mark the production of the last machine. Close on 194,000 units were produced over the four-year period. Thanking them for their contribution, new build assembly manager Brian Buckland said that the programme, which finished fittingly on zero defects, had been a very successful one for Mitcheldean, and machines were still selling well.



Barry Osborne



Roger Brookes



John Skilton



Maurice Hale (left)  
and Brian Meredith

the 5046 is selling well with demand exceeding supply.

Roger's brief foray into entertainment as one of the Mitcheldean 'Beatles' in the '60s, his interest in his greenhouse and vegetable growing, and the Brookes family dedication to VWs must also go on record.

Roger and his wife Pauline have two sons — Richard, 17, who is 6ft 2in. and 21-year-old Gary who has rocketed to 6ft 5in.. Laid end to end, all these Brookes brothers would stretch to 37 feet!

### 25 years

Fresh from school, **John Skilton** spent six months on the 914 assembly line before applying to become a trainee inspector.

After training in all areas, he was appointed a mechanical inspector in goods receiving inspection where he has worked for nearly all his 25 years. It's a department rich in long-servers!

John is an 'old trouper' in another sense. As a member of the RX Amateur Dramatic Society he took part in the comedy sketches which featured in the Variety Shows that used to be staged on site.

His wife Alison once worked in goods receiving inspection herself as a secretary; they have three boys of 12, 10 and 3 years. The two oldest are junior footballers in Ross-on-Wye, and "They are very keen on sports, unlike me," says John.

Goats are not the most popular of animals, but John and Alison champion them. They used to breed pedigree dairy goats (British Sanan) which they exhibited with great success at agricultural shows, winning the 'best goat in show' award at top events such as the Royal Welsh.

They even exported their goats to Spain, Bahrain and China.

Until a year ago they kept a smallholding with goats plus chickens, ducks, a pony, cats, dogs and a budgie. But the workload proved too great and they had to give it up.

They haven't lost their interest in goats, however; Alison is chief

### 20 years

*Pictured are 20-year people (from left) Kath Hughes, Derek Hewer, Pete Weaving, Ken Drew, Graham Bunt and Joan Davies. Others who reached this milestone about the same period are Brian Sellick, Bill Whitlock, Paul Ricks, Patrick Ward, Michael Hepburn and Ernest Roberts.*



steward of the goat section in Monmouth Show (John helps too) and they still retain their membership of the various goat societies.

"Later on when the children are older we hope to pick up our 'blood lines' once again. There's a lot of work and no profit in it, but it's a most rewarding and absorbing hobby," says John.

Coming from a heavy engineering company, **Maurice Hale** found his initial job in 914 sub assembly too much of a contrast, and he switched to making up jigs for holding parts in plating and painting operations.

In the years that followed, apart from a spell in the wiring section, he was engaged on remodelling and repair work.

Then he joined the 2300 team at Lydney and stayed with small copier new build until last year, when he transferred from the 1025/1038 line to 5046 operations where he works as an assembly recovery fitter, checking line equipment and repairing parts.

When jobs in the home and garden permit, Maurice likes to do some photography.

He and his wife are dedicated Christians; Greta is a lay preacher and they are both involved in quite a bit of Christian work.

They and their nine-year-old daughter were looking forward to a holiday in Scotland when we chatted, with possibly a visit to Edinburgh to see the Searchlight Tattoo.

"Greta is Scottish, so I have a personal guide whenever we go north," said Maurice.

Rechristened Basil by his mates, **Brian** (he prefers his own name!) **Meredith** started as shop boy on the 914 floor. Fetching and carrying were his main tasks — and one new recruit by the name of Rosemary whom he fetched from personnel department later became his wife.

After spells in sub-assembly, wire-cutting operations and remodelling, he transferred to

*Continued*

## Service awards

### 30 years

LOOKING BACK over his time with us, **Barry Osborne** concludes he has been a 'flexible inspector'. He started as a trainee and has inspected everything from parts to finished machines in both new build and refurbishing.

He particularly remembers working in the raw materials section in the '70s, sharing his time between our former Cinderford satellite plant and the stores at the Northern Colliery site. "We all became keen observers of the wildlife in the woods surrounding the old colliery," he recalls.

Returning to Mitcheldean in 1976, Barry became a leading hand; in succeeding years flexibility became the order of the day and he spent some time in materials driving a forklift truck, a new experience he thoroughly enjoyed.

He finally settled once more in parts manufacturing where he now inspects 1045 finished fuser rolls. "We've whittled down the types of defects to look for from 11 to just three," he told us.

Three generations of Osbornes have worked on site. Barry's father Jack was a long server in engineering. His middle brother Terry is an inspector too, in 5046 assembly, and his youngest brother, Peter, also worked here for some years.

Now Barry's son Lee, a former YTS lad, is a trainee in refurbishing materials.

An active member of Berry Hill RFC for about 20 years, he is proud that Lee has become a 1st team squad member. "Occasionally we find ourselves playing in the same match."

Barry also enjoys doing a bit of singing and has appeared with 'Misty' and other bands. "You have to keep fit whether you're playing rugger or rock 'n rolling," he said.

If **Roger Brookes** were a stick of rock, you would find the words 'Rank Xerox' running right through him!

This was how new build assembly manager **Brian Buckland** graphically described Roger's commitment to the company when presenting him with his 30-year award on the very anniversary of the day he joined us.

Roger is notable both as a character and as a six-footer. He is one of four brothers of similar height, all of whom worked with us at one time, and who accounted for some 93 years' total service.

Clive, the eldest, a supervisor in 4000 assembly, completed 28 years before taking early retirement; Nigel, a PED section leader, did some 23 years; and Myles, Roger's twin, who worked in the machine shop, clocked up 12 years.

Starting as a packer in Bell & Howell operations, Roger rapidly became a skilled assembly hand and within four years was an end-of-line adjuster in 813 department.

While working on the 2400/3600 line he went with some colleagues to Norway; they were one of three groups from Mitcheldean who were sent to study customer perception in Scandinavia.

1972 saw him become a chargehand when working on the 4000 floor along with Clive, and in 1980 he was appointed a foreman.

Five years on he joined the 5046 development team in the Welwyn pilot plant, becoming a section manager while there. "We had a great team and Joe Marino sang our praises right across the Xerox world."

Last year Roger was one of those who went to the USA to assist with the Webster start-up. Currently in charge of panel & pack, he is happy to report that

## Diamond Wedding

RETIRED LONG-SERVER Arthur Mason and his wife Florence celebrated 60 happy years of marriage on 15 June — a day they will never forget.

An anniversary party was held at Orles Barn Hotel, Ross-on-Wye, with family and friends from all parts of the country. Congratulations were received from the Queen, Margaret Thatcher and local MP Paul Marland.

Later in the afternoon when they returned to their home in Mitcheldean a surprise awaited them. Drybrook Band had been engaged to play for them in their beautiful garden, and the music was enjoyed by yet more friends — and neighbours.

Arthur worked at RXMP for 27½ years before retiring in 1972. He and his wife have long been keen on photography, both cine and still; so, too, have their daughter Valerie and her husband, ex-Mitcheldean Robin Berks, and all were members of our original photographic club.

Robin took early retirement in June after 26 years with the company; formerly in production control he moved to Aylesbury and latterly worked in material logistics. His son Rowan, a former RX apprentice, is now a business analyst in customer support services.

There's yet another family connection with Mitcheldean — Arthur's grandson Brian Jordan works in quality systems admin. and his wife Teresa in 5046 assembly.

*Arthur and Florence cut their anniversary cake.*



*Continued from opposite page*

transport. "The fleet then consisted of just one lorry, a Lister truck and a couple of forklifts," he recalls.

As the site expanded and satellite plants were added, the number and variety of vehicles increased and Brian, along with other drivers, was trained to drive all types.

On occasion he stood in as chauffeur to fetch VIPs from London Airport. "Having only driven locally I was bewildered the first time. I met my passenger but lost the car and we had to hunt it down.

"Identifying myself was another problem. I noticed the

# Ian paddles his own canoe

"I THRIVE on stress," says Ian Blethyn. And, being partial to potentially hazardous sports, he gets plenty of it in his leisure time.

He does motor rallying—both as driver and navigator, climbing, caving and canoeing as well as taking part in cycle racing. In short, he likes any activity involving skills and thrills. As for spills, "I haven't dislocated anything yet," he says.

Canoeing, however, is his favourite activity and when he gets going on that subject he admits he tends to go overboard.

He's been canoeing with the Wyedean Canoe Club since 1982, having been introduced to the sport through the Venture Scout association.

He trains two teams for the club and for the past four years has been leading and teaching groups of all ages and abilities.

That includes the disabled (who have special safety measures) and problem youngsters. "It channels their energies into something positive," he points out.

In July 1988 he qualified as a British Canoe Union senior instructor after a hard year's work training and practising, and he has the honour of being the youngest to qualify for the award.

But Ian hasn't rested on his paddles. He's now working towards his proficiency which will enhance his senior instructor status and enable him to lead and teach canoeists in what he describes as "more demanding 'white water'."

Currently club secretary, he also organises canoe polo and two slaloms a year.

Last March he was running the Rockfield Slalom, near Monmouth, where both novices

other chauffeurs held up big placards and all I had was a little visiting card! But I had a placard as big as theirs next time."

Brian was one of the internal transport team who took on the job of traffic warden in the early '70s. He found it terrifying to begin with — "Many's the time I had to jump out of the way of vehicles pretty smartly."

Though he likes the variety of his work, he doesn't really enjoy private driving and is glad his wife is now learning.

They have three children all out at work, two of them on site — Simon, who is employed in the harness section, and Rebecca, a trainee with Business Park tenant Scantronic.



*Ian does a spectacular drop of 15ft in an old lock on the Stroud Valley canal.*



*Getting ready for a race.*

and the country's top divisional paddlers could be seen negotiating a course through the 'gates' in white water.

It had been particularly wet weather and our photographer who went to get some action shots can vouch for the riskiness of the event. He nearly sank in the riverside quagmire where the water was far from white!

Canoeing is a fast growing sport — the Wyedean Canoe Club now has some 70 members ranging in age from 8 to around 60 years.

Keith Jones of works engineering and Barry Gates, currently on assignment to East

European Operations, share Ian's interest.

So, too, do Ian's brother aged 13, and his 18-year-old sister. (There are around a dozen kayaks in the garden at home, five of them belonging to Ian!)

A former apprentice, he completed his engineering training with us last August and today he works as an electrical technician in refurbishing assembly.

Despite his many sporting commitments he has made time for studies to further his career.

Having recently negotiated his way through a NEBSS introductory course, he is planning to embark on a certificate course this autumn.

His ultimate aim is to get into management and he feels his experience in canoeing is helping him to steer in that direction.

"Being a senior instructor gives you an insight into motivating people and other aspects of man management," he feels.

## Obituary

WE REGRET to report the deaths of the following:

### Les Osley

In his 23rd year with us, Les was only 45 when he died on 16 July. He originally worked in the machine shop, then between 1979 and 1985 he alternated between small batch, the plating and paint shops, and refurbishing. Work on small copier subs followed and latterly he was in goods receiving inspection.

Les always looked on the bright side of things. A Bristolian, his no. 1 interest was ships, but he was also keen on aircraft,

photography and skittles.

His wife Ann worked in design draughting for 17 years and their son Neil came to us some years ago on a YTS course.

### Kate Matthews

RX pensioner Kate Matthews, who died on 19 May at the age of 76, had worked for 30½ years in inspection. She served on the LSA committee for five years and was vice-chairman when she retired in 1972. She was a tireless worker in raising cash for the old folk during her time at the plant and her help was much appreciated.

Our sympathy goes to the families of both Kate and Les.

# Chris gets in among elite

SIX RUNNERS from Rank Xerox joined the energetic group of around 70 who pounded the roads of Ross-on-Wye on 14 May in the seventh Ross 9 Road Race.

There was financial support too from the company in the shape of a donation.

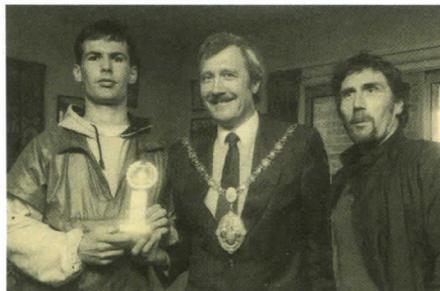
Production control manager Mike Bendall had been asked to start the race and remarked with relief as he did so, "I'm glad I don't have to take part in it!" Steve Brown of Cheltenham & County Harriers, who had won the two previous races, went for the hat-trick and got it, in a 46 mins 18 secs performance.

His club also won the team prize for the third year running.

This year there was a new award, presented by Kenny



Mike Bendall got everybody going.



First Rank Xerox man home, Chris Davis receives from the Mayor of Ross the award donated by Kenny McLeod (right).

McLeod (goods receiving) who was among those helping to organise the event.

This was for the first Rank Xerox man home and it went to Chris Davis (5046 pre-configuration) who came in tenth with a time of 51 mins 55 secs which ensured him an extra award for getting into the elite 'top ten'.

Not far behind was Billy

McLeod (fuser rolls) in 18th place and he, along with Steve Adams (production stores), Peter Jacques (goods receiving) and Fred Meek (refurbishing), received medals for being among the first 50. Andrew Leighton (Hygiene Services) also did well to finish the course.

Fred, running for the NSPCC, 'won' £30 in



Below: Fred Meek chats with Steve Adams and (right) Peter Jacques before the race.

sponsorship for the cause.

Yet another new prize — a plate, also donated by Kenny — for the last man home went to a very courageous runner who made it to the finish despite his various disabilities.

The awards were presented by the Mayor of Ross, Phil Cutter, a former runner himself. He thanked the Ross Rowing Club for allowing the use of their facilities, the organisers and competitors and all who had given their support.

# We're runners-up in Interplant Cup

ON SUNDAY, 11 June, 12 enthusiastic society golfers journeyed north to St Helens to compete in the Interplant (Haggett) Cup the next day.

The venue for this year's tournament with its nine teams of six players was Aston-in-Makerfield GC.

As in previous years the format was a 36-hole Stapleford competition with the best four scores out of six for morning and afternoon rounds counting towards the overall team total.

With clear, sunny weather ahead, the competition began in earnest, the first groups teeing off at 8 am.

Scoring proved to be a little easier and closer than last year in Ireland as during the midway lunch break individual scores were posted.

Leading was Ireland on 136, led by P. Hughes 38 pts and D. Parsons 36 pts. Second on 135 was Mitcheldean 'A' with D. Meek 36, M. Barnard 34, and T. Jones and W. Jones on 33 pts respectively.

Close behind on 134 were IHQ 'A' led by G. Smith (ex-Mitcheldean) on 36 pts and S.

Atkinson 33 pts.

St Helens, last year's winners, were fourth on 132, R. Brisco leading their effort with 38 pts, and at this stage Mitcheldean 'B' were in 6th place on 127 pts, D. Tyler making the lion's share with 34 pts.

The afternoon round began with much interest and commitment, as only a couple of points covered the first few places.

However, there is always a 'ringer' and this time he came from IHQ 'A'.

Playing off a 15 handicap, S. Atkinson scored 40 pts (never mishit a tee shot all day), his score being well supported by G. Smith 36 and another ex-Mitcheldean, J. Cash, and P. Donnegan on 35pts respectively, making a team score of 146.

Despite a valiant effort, Mitcheldean 'A' couldn't match this heavy and consistent scoring, coming in with T. Jones 37, M. Barnard 35, D. James 34, and D. Robinson 32 pts for a team total of 138.

Ireland, leaders in the morning, fell away to a total of

131, with P. Hughes 37 and D. Parsons 39 (leading individual points scorer on the day).

Mitcheldean 'B' finished 6th overall with G. Davis leading the afternoon's effort on 34 pts.

Full results were: IHQ 'A' winners with 280; Mitcheldean 'A' runners-up 273; Ireland 'A' 267; St Helens 'A' 260; WGC 'A' 259; Mitcheldean 'B' 249; IHQ 'B' 247; WGC 'B' 241; and St Helens 'B' 229.

The day concluded with a 'formal' dinner of prize presentations, followed by the traditional drowning of sorrows

(in our case).

On the lighter side, there were the two-piece suit and the golf kit — both missing trousers, the map that didn't show the Golf Club location, and the 'sleeper' who asked Gordon Davis, who was in the middle of his round, how to get to Haydock Lane!

All that remained was the long trip home and looking forward to next year when IHQ are the hosts and hopefully we can bring home the Haggett Cup.

D.R.

## Cue for cheque

The 12-hour snooker marathon played on May Day by Jeremy Sherwood and Anthony Wilson (right) pocketed £240 for Craig Johnson. Here the sum is handed over to Charlie Walker and Clive Griffiths representing the Employees Charity Fund. Centre is Gavin Jones who acted as referee for the marathon.



# Seven athletes run for Craig

IN A run-up to the climax of the plant's Craig Johnson Appeal, seven Mitcheldean runners covered 52½ miles between them in a sponsored double marathon relay run.

Held on Sunday, 18 June, a month that for once was really flaming hot most of the time, it was organised by Graham Welch (5018/5028 assembly) who took part as well as being responsible for the excellent arrangements.

None of the seven runners got lost en route, thanks to the route markers which Graham had put in place, and none required the attentions of the St John Ambulance people who were on hand.

It was a beautifully warm day — a bit too warm for the runners, in fact — but perfect for spectators.

And the 7.5 mile course, which commenced and finished near the Bridge Inn at Cinderford, was a scenic one, encircling Mallards Pike Lake, a popular beauty spot. (The temptation to take a short cut by swimming across the water must have been hard to resist.)

First to go round the course at 7 am was Graham — in a Rank Xerox vehicle kindly supplied by transport department. "It took me 2½ hours to put out the route markers because the posts were difficult to position in the hard baked ground," he told us.

Cold drinks were available for the runners before they started; and a drinks station was set up by the lake at the 3.5 mile stage where they were given thirst-aid and a nice, cooling sponge-down.

Craig himself was there with members of his family to give

the starting signal to Steve Adams (production stores), first off at 10.30 am.

Each of the following runners left in turn at 50-minute intervals, irrespective of whether the previous runner had arrived back.

Chris Davis (5046 pre-configuration) who was second was also the fastest, completing the course in 35mins. 39 secs.; he was followed by Billy McLeod (fuser rolls), Steve Powell (refurbishing), Terry Randall (5018/5028 assembly), Mike Smith (PQA) and Graham Welch.

Billy, having completed his run, set off a second time with Steve Powell; he waited at the drinks station enjoying a chat and a drink, then joined the next man, Terry Randall, and kept him company back to base.

"Billy needs a check-up from



Craig Johnson and his family get set to give the starting signal for the relay run, and Graham Welch checks his watch as Steve Adams gets set to go.



Terry Randall has a shadow running mate.



Left: Margaret Welch helps Billy McLeod regain his cool at the half-way drinks station by Mallards Pike Lake on his second round. Right: Steve Powell enjoys a shower laid on by Andrew Leighton.

the neck-up for going around twice," was Steve's comment!

Graham did the course three times all told, though not all on foot. After completing his official run, he had to go and collect all the markers, finishing his labours at 7.30 pm.

But his efforts, and those of

the other six participants (not forgetting Pete Griffiths who 'ran around' organising the sponsorship side), were rewarded by the raising of some £350 for the cause.

Graham's thanks go also to the drinks station team, Alan Bowkett for supplying after-run

drinks, the Johnson family for starting the run, St John Ambulance Brigade, the company for the loan of a transport vehicle, and the many Rank Xerox staff who supported the event through their sponsorship.

## Mark does it yet again

A BEAUTIFUL spring morning greeted the 20 golfers (fewer than expected) who gathered at the Henbury Golf Club in Bristol on 9 May.

The competition for this, the second stop on the '89 tour, was a 36-hole medal tournament, playing for the Scratch Cup (actual scores) and Powell Cup (score, less handicap).

Mark Barnard, Scratch Cup winner for the previous five

years, signalled his intention to retain 'his' cup by hitting the green on the par 5 first hole in 2, making the birdie 4 a formality.

Playing consistently good golf all morning, Mark completed the course in 73 strokes (net 71), leaving the majority far behind.

Dave James, with a 77 (net 70), Paul Meek on 80 (net 75) and Don Meek with an 81 (net 70) were the only challengers.

Mark repeated his opening score on the first hole, setting the pace in the afternoon for the chasing pack. He stood on the 18th tee, needing a 4 to equal the morning score, but nerves

may have crept in as, in succession, two balls disappeared into the woods, Mark ending up with a 10 for a 79 (net 77).

In spite of this wayward finish, Mark's score was far too good for his main rivals, winning him the Scratch Cup for the sixth time with a total of 152 from Paul Meek on 160.

(Next year we shall have to arrange a business visit for Mark on Scratch Cup day to give the rest of us a chance!)

The Powell Cup (for net scores) proved to be very much closer, for out of the pack came Steve Cooper with an afternoon score of 67, coupled with a

morning round of 76 for a day's total of 143.

Don Meek, joint leader in the morning, was going well again in the afternoon, until he reached the last three holes where he managed to lose four shots to par. This proved very costly as Don finished with a net 73, tying with Steve on 143.

Unlike our professional counterparts who face sudden death on extra holes, club and society winners are decided on the best score for the back nine holes on the afternoon round.

After due consideration the organisers declared Steve Cooper the winner of this year's Powell Cup.

## Turkeys topple Top Edgers

THE THIRD Interdepartmental Cricket Competition, like its predecessors, was a great success, attracting 14 teams.

Ruardean Hill Cricket Club were kind enough to offer their facilities and there were several memorable matches with near perfect weather. Only one game had to be rearranged.

The event culminated on 15 June with the final between the Top Edgers (5046 bld.1) and the Turkeys (1025/1038 assembly) which was ably umpired by George James and Larry Stanton.

John Howls and Pete Weaving, opening for the Edgers, had to face some fine accurate bowling from Shane Jones and Danny Keddle. The half century was reached in 12 overs for the loss of the opening pair.

Although Dave Williams (19) and Steve Boseley (10) batted well, Tim Stone and Alan Stephens were able to contain them with their good line and seam bowling, and they lost their wickets trying to push the score along.



Pete Robins, captain of the Turkeys, receives the trophy from personnel manager Robin Fyffe. Centre is Dave Elsmore who organised the match.

Scoring was just as difficult for Dave Tyler and Brian Fisher when they faced Roger Yemm and Dave Elias, and they were both run out attempting singles which were just not on!

Kevin Hardwicke took three wickets for two runs in an excellent spell with Pete Robins, leaving Graham Hudson and Mark Morgan as the undefeated batsmen. Mike Humphries didn't bat.

The Turkeys needed 93 runs at about 4.4 per over. Chris Davis and Lloyd Powell looked as if they were going to get them unassisted — after 11 overs they were 59 for no wicket.

Brian Fisher came on to bowl and in his first over had Lloyd caught by Bernie Gibbs for 21.

Then Tim Stone joined Chris Davis and between them they scored the remaining runs. Tim and Chris both finished with 31



The victorious Turkeys and below the Top Edgers, led by Bernie Gibbs.



not out, giving the Turkeys victory by ten wickets.

Man of the match must have been Tim Stone who, apart from scoring 31 runs, bowled three overs conceding only three runs, and held three catches in

the field.

Personnel manager Robin Fyffe came along to present the trophies and he thanked the players and officials for their contribution to this much enjoyed sporting event. C.G.

## Trophies for chessmen

"IT'S AN excellent game — a thinking man's game — and one to be encouraged," said MOC manager Brian Buckland when, at the end of a very successful season, he presented trophies to the winners of the RX Chess Club's three competitions.

Undoubted individual champion was Terry Daunter, winner of both the Portman Cup and Lightning Chess

Shield; Pete Griffiths was runner-up in the former and Andy Gardiner in the latter.

Andy (captain), Malcolm Wootton and Tony Burcher won the Wickstead Shield in the team tournament, beating Pete, Terry Darrington and Rob Miles 2:1.

Recently elected president, Brian has been associated with the club since 1982, and he said

he was happy to see it 'on the move' again.

To promote greater participation, there are to be two additional competitions next time round — a doubles, for which site director David Stokes has donated a trophy, and a 'league ladder' tournament (in which every participant plays everyone else), for which Brian is putting up a prize to be known as the President's Trophy.

The club has also received a

donation from the company to enable the purchase of some new chess sets and clocks.

It is hoped to organise open evenings when the season starts again in September, at which beginners will have the benefit of help from experienced players in getting started.

Thanks went to Terry Darrington and Pete Griffiths for organising the past season's events and to Wilf Jones for running them on the night.

At the AGM which followed the presentation, Wilf was re-elected chairman and Terry secretary; Pete was elected treasurer with Malcolm Wootton and Terry Daunter as committee members.

Brian Buckland with the chess mates.



### Birth

WE'RE HAPPY to report the birth on 12 May of a daughter Jennifer May for Neil Howell, stock control section manager in materials logistics department, and his wife Joanne, formerly in finance.