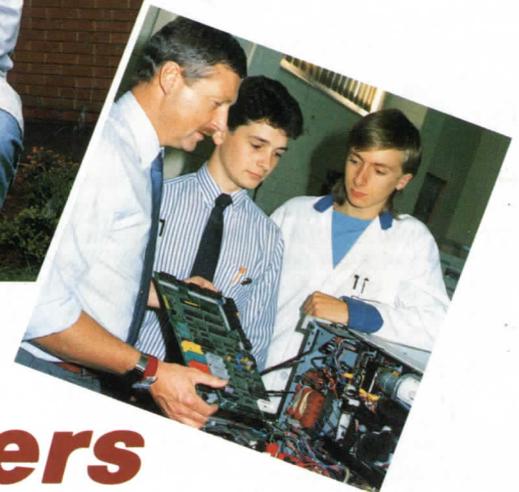


# Vision

The house magazine of Rank Xerox Mitcheldean



Rank Xerox opens the door of opportunity for a group of school-leavers. Pictured are secretarial trainees Sarah Powell (centre left) and Karen Lockwood, with (from left) mechanical craft apprentice/trainees Julian Kear, Jeremy Addis, David Opieler and electrical trainee Jonathon Barlow.



## Well placed to further their careers

LAST YEAR we embarked on an industrial placement scheme, offering undergraduates and those taking a higher 'education' qualification up to a year's business experience sandwiched between their academic studies.

"We saw this as one of the cornerstones of our young people training programme for the future," said personnel manager Robin Fyffe, "and I am sure it has enabled us to develop much closer links with the various universities, colleges and polytechnics that have participated in the scheme.

"The first group that we had on site during 1988/89 all fitted in extremely well and they have made a valuable contribution to our business."

The scheme has proved so successful, in fact, that the 1989/90 intake has been increased to 15 people, compared with nine the previous year.

From Trent Polytechnic we have had Nicky Ellis, Jochen Bohn, Richard Fearnall and David Barby. Jean Shaw Smith, Linda Murray, Paul McAlister, Alan Clark and Jonathan Simons have all come from Bristol Polytechnic.

Amanda Powell and Simon Reed are from Bath University, Cathy Upton from Brighton Polytechnic, and Denise Horne and Matthew Evans from GlosCAT, while Patrick Weir has come via the Polytechnic of Wales.

The courses they are taking range from business studies to manufacturing systems to computing, and they have been offered placements to match their studies.

They have entered into our business — and social — activities, carrying out various projects, assisting with arrangements for the Vendor Fair on 20 September, helping to show visiting pensioners

around the site, or even defending our honour on the hockey field!

Two of the new intake are embarking not on a first but on a second career.

Amanda Powell has given up nursing to take a degree in sociology and industrial relations while Denise Horne, a former industrial chemist, is doing an HND in computing (see page 2.)

This year we have taken on three mechanical craft apprentice/trainees — David Opieler, Julian Kear and Jeremy Addis.

Their training programme will consist of an initial year 'off the job' acquiring general engineering skills at the Royal Forest of Dean College, after which they will be placed initially in the maintenance department of works engineering to gain 'on the job' experience, explained Brian Fowler, manager, young people

Training officer Dennis Duke explains the importance of ESD (electrostatic discharge) protection when handling PWBAs to Paul McAlister (on industrial placement) and electrical trainee Martin Browning.

training.

We have also recruited two electrical trainees — Jonathon Barlow and Martin Browning, and two secretarial trainees — Sarah Powell and Karen Lockwood.

Of the young people who came to us last year under the YTS scheme, Karen Morris, Cathryn Ellsmore, Tracy Morgan, Nicky Turner and Mark Thomas have all been taken on as business/clerical trainees while Justin Harris, Kerry Mapps and Jonathan Smith are now electrical trainees.

We wish them all well in their careers.

# It's all working out well

FLEXIBILITY IS the keyword today, and the wider the experience one can gain, the better one can cope in the fast-changing world of business.

Denise Horne, 'industrially placed' in MIS, has certainly not lacked variety in her working life.

Armed with an ONC in polymer processing, plus a professional qualification in the same discipline, she did an apprenticeship with Pernal in Gloucester, gaining an HNC in plastics technology in 1981.

Then came her first career break. With her Merchant Navy husband she took time out and went on a world trip to the Persian Gulf, India and Pakistan, Singapore, Australia and New Zealand.



Denise Horne in the data communications exchange area of the computer hall.

After working as a junior industrial chemist at Dowty Rotol for a year, a new home-based career commenced — bringing up a son, Nicholas, and daughter, Stephanie. And doing a part-time job as a veterinary nurse.

With both children settled at school, Denise contemplated a return to business life.

Feeling out of touch with the latest technology, she decided to re-equip herself and signed on

for an HND course in computer studies at GlosCAT. "At that stage I could just about plug in a computer," she told us.

Now having completed her first year, she has opted to come to us for industrial experience where "there's more kit — and the people are great."

Along with another 'IP', Simon Reed, she is located in the UK operations and technical support department (formerly known as the data centre) in bld.7/1.

But there's no question of slaving over a hot terminal all day behind locked doors; Denise gets out and about the plant a good deal.

Together with Tim Humphries she has been installing new Falco terminals in materials department.

"These can be connected to two different systems simultaneously so users can switch from one to the other at the press of a button, whereas previously they had to use two separate terminals," she told us.

"They can even have displays from, say, MMCS and the

Xerox international ordering network (XION), on screen at the same time."

Denise has also been assisting our telecommunications people with exploratory work concerning the upgrade of our existing Telex system via the VAX system, this being accessible from any Impact terminal.

Her children are already computer literate "so we talk the same language."

They are well looked after in her absence by a neighbour who is a registered child minder and a godmother into the bargain. And her husband gets several months' leave from time to time.

"So it is all working out very well."

Denise even finds time for ballroom dancing — an interest she shares with the rest of the family.

She has danced her way to quite a few medals, and her children are now collecting awards as well.

## On a developing course

THE SECTION Manager Development Programme which was concluded last year has itself undergone development.

Originally designed primarily for production section managers, it is now being made available both to those who were more recently appointed to that position and to first level management in technical services and materials functions.

Renamed the Manager Development Programme, it follows much the same format as its predecessor, but the modules have been modified and updated.

All those participating, together with their managers, were invited to attend a luncheon at the end of June at which MOC manager Brian Buckland and training officer Pat Hawkins gave them an introduction to and an outline of the programme.

Twenty-one people are doing the full course, while others are doing certain individual modules relevant to their particular needs.

The programme has obtained recognition as a NEBSS diploma course and "It is encouraging to note that 18 participants will be taking the NEBSS diploma examination at the end — about twice as many as last time," Pat told us.

"In arranging this course we are renewing our links with

Malcolm Taylor of GlosCAT, who is assisting as project tutor, and with Dicky Bird, the NEBSS regional co-ordinator."

It was Malcolm who presented the first module — on 'How business works' in the current environment, the need to attract capital and other factors.

For 'Xerox — the business', the lecturer was John Moore, manager international accounts from the UK Co.

He explained how the year's operating plans were created, how goals were set for the operating companies with regard to revenue, return on assets, etc., and how marketing strategies were evolved to meet these objectives in discussion with the Opcos.

"What impressed me," said John Evans, "was the fact that he quoted current figures and data from a recent presentation

*John Moore from Marlow runs a session on 'Xerox — the business'.*

given by Xerox president Paul Allaire to Opco general managers."

Participants did a bit of role playing in one exercise. For this they were split into two groups, and each group had half an hour to come up with possible solutions as to how Opco general managers might go about meeting the targets set them.

Both groups came back with very similar ideas — "and these turned out to be pretty much in line with what the Opcos will actually be doing next year," said Terry Jones.

John Moore explained how the recent changes in organisation structure would make the company more market-driven and responsive to customer requirements.

He also spoke of the impact on the company of the single European market and how we

should be preparing for 1992.

"We learned, for example, that it will be necessary for machines being built to have 85 per cent. of their contents sourced in Europe," Chris Reed told us.

The managers appreciated being given an insight into the running of the business, and they spoke highly of John Moore's presentation.

"He certainly caught my interest," said Terry — and that seemed to be everyone's reaction.

The development programme also comprises eight functional modules — each dealing with a different aspect of Mitcheldean activities, and some of those participating are involved in giving presentations on their own department.

A highlight of the programme, as last time, will be five-day residential management studies courses held at Missenden Abbey in Buckinghamshire.



# "Life is full of opportunities"

AS THE eldest of five children of a farmer, one might have expected George Elliott to become a farmer himself.

But though he wore a 'smock' and went into 'the field', he became our youngest section manager instead.

Born in Northern Ireland, he came over to this country with his family in 1977, and was educated at Sandhurst — not the military college but a pretty country village outside Gloucester.

He was interested in mechanical things and used to look after the farm machinery; and when he finished school he decided to seek an engineering apprenticeship.

On a snowy day in 1981 he came to Mitcheldean for "the first and only interview I ever had. It was becoming difficult to get apprenticeships and I counted myself very lucky to be accepted."

Wearing his 'smock', as the white apprentice coats are called, he started his four-year apprenticeship in mechanical engineering, doing electrical as well as mechanical studies in the training school in the maltings.

Apprentices were often given unusual projects to carry out, and, along with other first-year lads, George helped to refurbish a 150-year-old wrought iron gate for Ruardean village pound, one of the last working pounds in the country.

The lads also made a brass plate with a brief note engraved on it, enabling passers-by to appreciate a little of the village's past history.

Outside the school, all George's time was spent in the tool room and small batch areas where he learned the skills of grinding, turning and milling.

Meanwhile, the old brewery buildings were being converted into the Mitcheldean Enterprise Workshops and the school into a multi-discipline training facility.

By late 1984 all was ready for the official opening by HRH the Duke of Kent and this time the apprentices were put to work to make a digital desk clock for the royal visitor.

"We got the components together, the electrical lads wired up the buttons and the face, and I machined the parts, engraved an appropriate inscription, had it all gold-plated and put the assembly together," George recalls.

Unfortunately, a blanket of fog descended over the village at the vital moment, preventing the



George Elliott with a 5012 model.

Duke's helicopter from landing, and the Lord Lieutenant of the County carried out the ceremony instead.

"We had to scrap the clock inscription, and the brass plaque we had made to commemorate the event had to be remade to fit the facts."

Then in May the following year, the Duke was able to keep his promise to come, so an additional plaque was made to hang beside the first one.

"I put a new inscription on the clock and had the honour of presenting our gift to His Royal Highness. My first royal engagement!"

As George says, "Life at Mitcheldean is full of opportunities!"

Having finished his time, he applied for a job and "was lucky to get one as an electrician on the assembly floor."

After product training on the 9500 he moved on to the electrical run. "For the first time I appreciated how a photocopier actually works — the principles of xerography. I found it incredibly difficult to begin with but I had a great deal of help both from product training and from the seasoned electricians."

He did the Leadership Through Quality course and, ever optimistic, applied for a section manager's job — at the age of 21.

But the MMDC felt he needed further development first. By spending a year as an assistant product training officer he learned how to control people in a training environment and how to put together courses. "I trained up apprentices and did new starter inductions.

"Having been a starter myself not so long before, I had a good idea of what they wanted

to know and could identify with them."

Then George left us — for a year's assignment at Welwyn engineering centre to widen his horizons.

There he helped to operate a special system set up to monitor the quality of 5046 copies after install, and it gave George his first contact with the field, enabling him to meet customers and UK service engineers and work controllers.

In November 1988 he returned to base and at the age of 23 achieved his goal, becoming a section manager in QA.

He worked on 1025/1038 until the latter finished and on 1012; he has since led a team of seven inspectors in 5012/5014, reporting to Neil Jones.

"The quality of machines we release every week is very, very high, thanks to the efforts of everyone concerned."

George is very appreciative of the training opportunities he has been given by the company and rates them second to none.

In spring 1988 he spent a stimulating week on a Leadership Trust course near Ross-on-Wye, meeting people from many different companies and from all levels of management.

"Everyone was dressed casually in jeans and a shirt and this had a great levelling effect. We had discussions and carried

out exercises, working problems through and overcoming obstacles."

This involved moving barrels of water, paddling canoes and other challenges not normally met with at Mitcheldean!

George also did the management studies module from the section manager development course about two years ago, and he is looking forward to doing the rest of the course now that it has been recommended in a modified form.

Though he does get his hands into machines, much of his daily work is concerned with studying data. He balances that in his leisure time by using the manufacturing skills he acquired early on.

"While I was an apprentice I bought a ten-year-old VW Beetle. I got it working and demonstrated my faith in it by using it to get to work.

"That started me on my hobby of restoring cars, mainly of the 1960s. But I don't actually work on engines now, I just refurbish the bodywork, doing panel repair and spray painting.

"I'm currently working on a Karmann Ghia sports coupe and a Triumph TR3 open sports car."

*George has now taken up an assignment as section manager within assembly operations at the Welwyn pilot plant, working on a new product.*

## Down to glorious Devon

IT WAS a lovely summer day for the annual outing of the LSA retired members on 23 August.

Committee members June Knight and Richard Skyrme were there to see us off, with Nora Powell loading on board the packed lunches she had prepared for us.

The scenic route took our three coachloads of members and guests, with hosts Colin Butler, Ken Buffin and Gerald Clayson, through the Forest of Dean and Chepstow, and across the Severn Bridge to join the M5 on the long trip to Torquay.

Our first of two stops gave us the opportunity to meet and chat over a cuppa before the distribution of our 'munch boxes' and the continuing journey to our coastal destination.

Arriving at Torquay about 12.30pm gave us about four hours to see the sights. Many went off in groups exploring while others were content to bask in the sun.

Jack Woods managed to find my group a 'Worthington' house

—nothing quite like a pint with old friends!

Jeff McCoy returned to the coaches 'legless' (in shorts), having lost his trousers on the way — an emergency the attending medics sister Gladys Collins, nurse Lillian Howell and referee Tony Cale were unprepared for!

Our journey back through pleasant countryside brought us to Newport Towers Motel by early evening where we were able to socialise once more before sitting down to a pre-booked meal.

Arriving back at Mitcheldean at 10.30pm we were met by treasurer Dave Morris.

Our thanks go to the committee for once again organising a super day out, appreciated by all.

Suggestions for next year's outing were listed on forms handed out so that the committee could consider the wishes of its members.

Alan Cryer

# Lille - a plant that has variety in its mission

IT WAS in 1974 that Rank Xerox opened its fourth manufacturing unit at Neuville-en-Ferrain, near Lille in the north of France, close to the border with Belgium.

Many members of Manufacturing Group staff, then based at Mitcheldean, were involved in the planning stages, and while French management at Lille recruited local staff, they had the assistance of Group personnel in acquiring specific skills.

For example, Ian Hammill was engaged as assembly production engineer, while Keith Laken chaired an interplant working party that prepared a training plan for Lille.

In the March 1974 issue of 'Vision' we published an interview with Jeremy Henwood, who as Group manager, facilities and resources planning, had overall responsibility for getting the project going.

The site, he told us then, had

been chosen because of the good communications facilities it offered.

It was on a major highways network, and there would be a motorway link-up between Lille and the French end of the Channel Tunnel which was then under discussion.

Now, 15 years later, the Tunnel is becoming a reality, and the proximity of the French end at Sangatte is likely to have significant commercial benefits for the region and especially for the major conurbation of Lille.

This important industrial, commercial, cultural and educational centre is as near to the plant as Gloucester is to Mitcheldean.

Its traditional textile and coal-mining industries have been largely replaced by the more advanced technologies of plastics, microcomputers, optical fibre networks, automated transport, etc., and Lille is second only to Paris in the export league.

The city boasts one of the biggest and most famous French universities; its restaurants and cookery schools are well known; it has numerous cinemas and theatres, music schools and a national philharmonic orchestra.

With such an advantageous setting, the Rank Xerox plant had no difficulty in settling quickly in the area.

## Multiplicity of models

The first product to be assembled at Lille was the 840, an engineering printer. Later, up to the end of the '70s, the plant concentrated its activities on refurbishing.

"We were the biggest garage in France," says Pierre van Coppennolle, director of manufacturing operations.

More than 50 different models were dealt with within five years by a workforce who had never worked on copiers before.

When the company decided to sell copiers as well as leasing them, refurbishing demand dropped.



Lille plant, pictured here at night, is located on an industrial estate surrounded by farmland. Occupying 36,000 square metres, it comprises three inter-communicating buildings — for production, administration and social activities (canteen, sports, etc.).

But its resources were redeployed when, in 1981, the plant was selected as the European manufacturer of Xerox electronic typewriters.

Since that time about 300,000 machines have left the production lines, including those of the third Xerox generation — the new, almost silent 'Piano' series.

In 1983 Lille commenced the assembly of the 1075 copier, now replaced by the 1090. And in April this year the production of the 10,000th unit was celebrated.

The plant continues to recondition mid and high volume copiers and this year it developed a process for converting the 1075 into the 4050 electronic printer.

## I/O devices

It was in 1985 that the first input/output devices were introduced on the lines which have now produced about 600,000 units.

Meanwhile, Lille plant has extended its mission from pure manufacturing towards involvement in new programme development with the set-up and expansion of pilot plant activities for input/output devices, becoming a recognised 'centre of competency' for these products.

Last year, a fully automatic line was installed to produce nearly 10,000 ribbon cartridges per day for the 6000 series typewriters.

In parallel with these assembly activities, Lille has become the European duplication centre for software and fonts for all Xerox products with a capability to duplicate up to 10,000 discs a day and deliver to order within a week.

Lastly, Lille has entered third party business with the assembly of microcomputers for a French electronics company, Normerel.

This activity recently resulted in a joint Xerox/Normerel agreement under which Lille plant manufactures for Xerox, under Normerel licence, elements of a workstation called Companion.

Thus, with refurbishing, typewriters, new build copiers and I/O devices, ribbon cartridges, microcomputers, and software duplication, the Lille range of activities is exceptionally diversified.

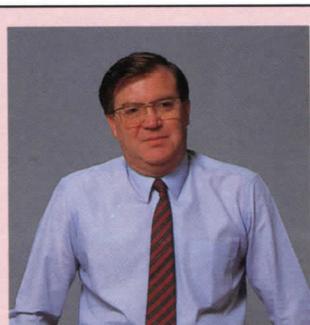
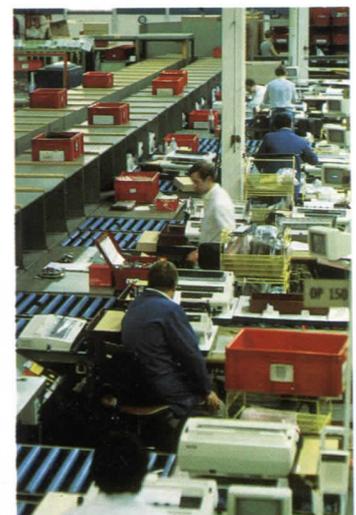
This variety in its mission has led Lille staff, always naturally flexible, to adapt quickly to new products.

Almost all workers can tackle at least two or three different jobs and it is not unusual to find today someone working on typewriters who was working yesterday on the 1090 and will soon be on finishers — all with equal efficiency and quality performance.

This flexibility of the workforce is also a positive result of Leadership Through Quality culture.

For five years now quality has been evident in the words, action and behaviour of each of the 600 trained employees, from

The typewriter production line.



THE FIRST person to be recruited for the Lille plant, in 1973, Pierre van Coppennolle worked on the project while based at Mitcheldean until 1974 when he went to Lille as manager, technical operations.

In 1977 he took up an appointment within Manufacturing Group as manager, manufacturing engineering staff, and for two years was once again resident at Mitcheldean.

He then returned to Lille as production manager, becoming plant manager in 1982, and he is now director of manufacturing operations.

plant management to operators.

This individual and collective commitment recently resulted in the award of the 'Industry and Quality' prize by the Minister of Industry.

It was the first time that this distinction had been granted to a company whose registered capital was not French, which made it all the more valuable and appreciated.

Lille's reputation has grown and the plant often serves as a benchmark throughout France.

However, it does not rest on its laurels. Trusting in the principle that one must never stop progressing, otherwise one regresses, Lille continues to study and implement management processes that can help it get ahead.

Such progress, Lille management is convinced, will be achieved through its people.

As an example of employee involvement, line operators are to become responsible for the first level of maintenance of their own work stations, making people more responsible and resulting in reduced maintenance costs.

The development of Lille staff is expressed both within



Quality test on a 1090.

the plant and outside working time — and there is no lack of talented people.

One such is amateur artist Jean Carlier, employed in maintenance department, who has a lovely painting on display in the plant cafeteria.

Sports have a strong following; activities are organised through the works council and some personnel are qualified trainers.

Christian Lermusiaux, for instance, who is employed in packing, has been running the karate club every Wednesday for six years and has brought two of his colleagues up to black belt standard.

"When my bosses are on the tatami," he says, "I give the orders!"

English, by the way, is mandatory for all graduate and

supervisory jobs, and English lessons are organised in the plant; but workers generally understand the familiar English terms they meet daily in their work.

#### A full partner

Despite its relative youth, Lille has become recognised as a full partner in the Manufacturing Group.

It maintains a permanent relationship with the design units in Webster, Welwyn, the US west coast and now Fuji Xerox, and also with all the plants worldwide — at one time as a customer, another time as a supplier.

In particular, the relationship between Lille and Mitcheldean has been excellent over the past 15 years.

Because of its experience the French plant has been called upon to provide support for the start-up of plants in Mexico, Brazil and India.

In addition, it keeps in close touch with all European Operating Companies.

Quite apart from its role as an employer, the plant fits naturally into the economic,

educational and social life of the region.

The plant management team participate in official efforts to promote the region; they also give lectures in colleges on subjects ranging from automation and robotics to quality and safety.

At the same time the plant opens its doors to around 1,200 students a year for lectures and guided tours.

Through such diverse activities, it hopes to make its contribution to the dynamism and prosperity of the region.

*Our thanks go to Christel Duborper who contributed the major part of this article.*

#### 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, Plump Hill, Mitcheldean GL17 0EU. or ring me — ext.566 or Dean 542415.*

*Myrtle Fowler, editor*

## Quality vendors gain awards

SUMMERTIME is vendor quality award time, and this year 72 Multi-national Supplier Awards of Excellence, compared with 50 last year, were made for 1988.

We at Mitcheldean receive parts from about half of those 72 firms, selected from a CCM vendor base of some 350, and of these, four are in the UK.

That may not sound very many but it has to be remembered that company quality requirements have become more stringent at 600 reject parts per million received, compared with 750 last year, so it has become that much harder to win an award.

This year vendors have also had to show us that they have a quality improvement programme in operation, JIT manufacturing and a total quality approach, all of which are vital to the Mitcheldean 2000 project, our major new manufacturing initiative.

One company — SWF, who supply motors for the 5046 programme — actually gained a special award for their significant work on JIT of which we are now beginning to take advantage.

Said Peter Street, manager new build procurement, "It is nice to reflect that this recognition process was initiated at Mitcheldean back in the early '80s, and we can personally vouch for the motivation that it gives a supplier to receive an award."

Take the case of Precision Engineering Supplies, a family concern based in Monmouth, which makes thermistors and switches.

They were awarded CCM supplier status only last year and they were 'absolutely ecstatic' at being given an award of excellence.

They have just built a new clean-air plant in the town which will assist them in keeping up the good work.

Buyer John Rawsthorne, who went with Dave Phelps of SQA and CCM manager Dan Robinson (based in the USA) to the award presentation, said "We like to think we have nurtured them along the quality road."

The other three companies have all been successful in gaining awards in previous years.

It was the second year



From left: Harold Boseley, Sarah Chapman and Jeff Sadler at the presentation of a vendor quality award to executives of the Scottish firm of John McGavigan & Co.

running that Hamlin (UK), suppliers of reed switches, have won an award and at this presentation Dan and Dave, together with buyer Ian Smith, travelled to the company's base in Diss, Norfolk.

An even longer journey was necessary in the case of John McGavigan & Co., our suppliers of machine graphics for a number of years.

Buyer Harold Boseley, and Welwyn-based CCM manager Jeff Sadler and buyer Sarah Chapman, travelled to Kirkintilloch, north of Glasgow, for the presentation (Dave Tingle of SQA was unable to join them).

This family concern, who not long ago celebrated their 125th anniversary, was one of the very first companies to win an award in 1984.

Jeff also did the honours when, with buyer Adrian Gargan and Vic Jones, representing SQA, he visited the Slough headquarters of Flexello Castors for the presentation of their award.

Next year will be an even bigger task as our requirement has been further reduced to 500 ppm.

"This, together with our Mitcheldean 2000 project, will be a significant challenge for our SQA engineers who are already working with the suppliers on a number of projects to help achieve these new customer requirements," said Brian Reeves, who is now handing over as MQA manager to Keith Bradley.

# An 'impressive' project that proves good for our image



*THIS IS a story of how, in solving a refurbishing problem, an innovative team introduced a totally new type of work into the paint shop, and went out of their way to ensure that it was absolutely safe and ecologically acceptable.*

DURING 1986 and 1987, products began coming into refurbishing operations with the panels, frames and registration guides containing logos and markings that were an integral part of the finishing process on the component when new.

At that time Mitcheldean had no facility for reclaiming the damaged parts finished in this way. We had either to scrap them and replace them with new, or put them out to sub-contract for repair, in which case the logos and markings were printed on by means of the screen printing process.

By mid 1987 more and more products were being finished in this way and, at the same time, the cost of sub-contracting was becoming increasingly expensive.

A possible solution lay in setting up and operating a small screen process operation ourselves. "But," said Mel Alder, refurbishing operation support (ROS) manager at Mitcheldean, "while we had people who understood painting and finishing processes, we had no expertise available on this particular process."

To find out more about 'the state of the art' GlosCAT was consulted, and "they were very helpful," said Mel. "The head of their printing school came and discussed the problem with us and they designed a three-day course specially for us."

In July 1987 — on the same day that a QIP, led by Mel, was generated — ROS engineers Des Weyman and John Martin, together with paint shop section manager Clive Reid, went to college to gain a thorough appreciation of screen process printing.

They came to the conclusion that this process would fulfil refurbishing criteria. That was the good news.

The bad news was that, as they had discovered, there were no suitable inks or solvent cleaners on the market that would comply with corporate health and safety standards.

The use of existing inks/cleaners would present us with a significant safety problem. We would have to install some very expensive air 'scrubbing' equipment, and

operators would have in effect to wear, 'space-suits' to protect them from unpleasant effects through inhalation and absorption through skin contact.

"We felt we had a company responsibility to ourselves and to the community not to use such hazardous substances. Refurbishing operations are environmentally clean (we use virtually no CFCs) and paints used in the paint shop are safe ones," said Mel.

"So the health risks and environmental considerations decided us not to go down that road."

The project team — (from left) Chris Osborne and John Martin (both of ROS), Pat Madley (works engineering), Des Weyman (ROS), Clive Reid (paint shop section manager) and team leader Mel Alder, ROS manager.



## It opened up a new avenue

The traditional market requirements were for inks that dried in seconds. Here in refurbishing, however, where work would be done in small batches, there was no such constraint. Drying could take minutes, or even hours.

This opened up a new avenue. The team could pursue the development of safe inks and acceptable cleaners for the screen which would not require

Kim Davies fits the screen into position over a multiple unit of components for a refurbished 1065 mid volume copier.

Below: Different size squeegees are used for different jobs. For larger ones, the squeegee can be moved across the screen by a metal holding arm, as our picture shows.



any special air scrubbing equipment or significant protective gear.

Having reviewed the safety implications of the screen printing process with site safety and risk management, it was decided to install a screen printing facility and carry out an investigation into the production of the desired materials.

It was recognised, however, that such development would take nine months to a year to complete, involving as it would numerous tests and trials.

There were also questions of storage of materials, disposal, procedures in case of accidents, etc., that would have to be considered.

In the course of their studies, the refurbishing trio had made contact with an ink chemist of international repute, and he was commissioned to formulate six possible options for safe, water-based inks, and cleaners, under a non-disclosure agreement.

Rigorous application and safety tests on these were carried out. John Martin did adhesion and hardness tests, using steel and plastic panels, and working out the ratio of hardener to be

# All set up for quality results

QUALITY RESULTS from the screen printing process depend very much on the skill of the paint shop operators.

Paint shop operator Mike Jotcham (now retired) and John Martin 'got it working' by meticulous trial and process improvement, and they passed on their expertise to the operators.

"They in turn have mastered what was for them a totally new process," says Clive Reid, "and they have become very good at it."

The artwork supplied by ROS is photographed and the image is created as a stencil on the screen by specialist sub-contractors.

The printing operation itself is quickly carried out; it's the setting up work that takes the time.

It's very important to register the work correctly — especially when you're printing the registration guide for a machine! In fact, setting up can take hours, depending on the complexity of the work.

The components rest on 'nests' which are positioned accurately under the screen (it all takes a lot of adjustment of the frame) and are taped securely in place.

added to the ink.

Meanwhile data was obtained so that Terry Buffry's consultancy service could obtain chemical analyses for safety purposes.

## Only one ink proved successful

Out of the six white inks, only one was successful in meeting all Rank Xerox requirements.

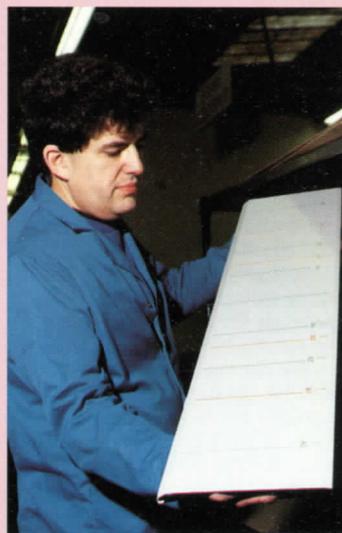
The trials had then to be repeated with the dozen or so required colours which, being light, were difficult to control.

All this took a long time. "But the longest task of all was the development of safe screen cleaners, using chemicals that would move the ink but wouldn't destroy the screen," said John.

It was a completely different venture from anything the team

"If you make a mistake you have wasted a lot of time — and all the painting, texturing, drying and other operations have to be done again. So you don't make a mistake," says Kim Davies.

To save on costs, some components are printed as multiple units in one go. Another saving on screens is achieved by isolating the required stencil(s) — again by sticky tape — thus obviating the need to clean a bigger area than needed.



The ink is mixed with a hardener before a printing operation.

Different sizes of squeegee are used for different jobs. For really big panels (one is as big as the table itself) the squeegee is held by a metal arm which can be moved across the screen.

The inks are supplied in small pots to avoid wastage and have to be mixed carefully with the correct amount of hardener. And after application the ink has to be gently but thoroughly cleaned off the screen.

The components are simply left to dry on trolleys for some eight to ten hours.

And the images printed on them look most professional — which is all good for *our* image!

Gerald Peart carries a newly printed registration panel for a 2080 engineering printer to a trolley to dry.

had ever done before. There was no previous expertise to build on — they came to it stone-cold. And they found it a stimulating challenge.

"At one point in the project there were some misgivings," said Mel. "Money had been spent and there was nothing much to show for it. But we were quietly optimistic that we would actually get there in the end."

And they did. By November 1988 their efforts were rewarded. Site safety and risk management signed the process off as meeting all requirements.

The QIP project won a citation at the 1988 Quality Convention which enabled the team to make a donation to the Gloucester Intensive Care Unit, and early this year a presentation of the project was made to the ORM, showing that the team's determination to succeed was going to pay off financially.

During 1989 the original estimated annual savings have actually been bettered.

Said Mel: "Just solving the problem to our technical satisfaction was not sufficient, however; we had to show a genuine improvement and return on investment.

"Apart from the financial aspect, we have succeeded in bringing new work and new skills into refurbishing, turn-around time has been reduced and we have contributed in a small way to the move towards Just in Time deliveries.

"Further, we believe that this project is not only beneficial to the plant but also to the community in that we have helped to eliminate pollution and the use of hazardous substances, and can claim to have influenced market forces against environmentally damaging practices."

# Service awards

## 30 years

THIS IS a red letter year for **Mike Salmon**, and not only because he's completed 30 years with Rank Xerox.

Mike did his engineering apprenticeship with us, touring all relevant technical areas before he secured a job in PED, where the majority of his time has been biased towards the assembly side of things.

He worked initially on the prototype 914 machines in the old 'experimental department', since when he has been involved with most of our models. For the last few months, however, he has been one of the technical team in the harness assembly centre.

Five years after joining us he married Tricia, who was secretary to the late Trevor Walding in 813 assembly, and this September they celebrated their silver wedding.

They were taken out to dinner by their two sons, David who is a civil servant and Paul, who works for a local builder. Earlier this year David was married — yet another reason for remembering 1989.

"My second love," said Mike romantically, "is singing." A tenor, he is a member of the Dean Singers, a small informal group who do a lot of work singing in charity concerts and local chapels.

He also belongs to Drybrook & District Male Voice Choir and the Forest Church choir, all of which involves him in up to three practices a week.

Mike shares his second love with his first. His wife is a soprano (she sings with the church choir like Mike and with the all-ladies Springfield Singers). "We go to each other's concerts and

I'm trying to get her to do a duet with me."

Needless to say, their house is "full of music."

## 25 years

"I started my working life as an accountant," **Peter Whiles** told us, "but I couldn't stand the excitement!"

So after a short spell in the cost office he went into assembly operations which has remained his sphere ever since, starting on the 813 main line and moving on to the 2400/3600 where he became a chargehand.

He subsequently worked on mid and high volume machines, progressing to supervisor, then assistant manager.

"There was an interesting phase in the early '70s when we brought 7000 subs back from Venray and we bussed people across weekly in Piper Aztecs," he recalls.

The highlight of his career came when he was appointed to lead the automated assembly facility project in bld.4, Peter later being appointed production manager for our first 'P' product (appropriately!).

He changed direction in 1983 with his appointment as materials manager for small copiers. Then came 18 months at the Welwyn pilot plant as production manager for the 5046 processor build operation, and on the return of the team to Mitcheldean in 1987 he took up his present post as 5046 assembly manager.

"It's been fascinating to be involved in starting from a 'green field site' and bringing a new project to fruition," he says.



Mike Salmon



Peter Whiles



Christine Aston



Dave Britton



Jean Weyman



Geoff Williams

Having been to Webster, Fuji Xerox plants and all RX manufacturing sites except Coslada, he considers himself "very fortunate to have had such opportunities in terms of travel."

Peter hails from Ilford, Essex. He married a local girl and lives in Ross-on-Wye. Apart from the usual DIY he enjoys wine-making, playing skittles for Ashburton Inn, and walking.

He maintains a keen interest in nature conservation and belongs to the 'badger set', being a founder member of the Herefordshire Badger Group.

**Christine Aston** has always worked with figures, whether relating to pounds or parts.

She started in accounts as clerk/typist, going on to work on the bought ledger. Then in 1973 she switched to cashing, a job which occupied her for the next 14 years.

Working with long-server Marion Cornwall, she used to deal with matters ranging from travel and expenses to the senior payroll. "I enjoyed it very much because I got to know many faces — that was all I could see of most people through the window!"

Some two years ago the cashing function was phased out, cashless pay was introduced and the NatWest Bank came on site to provide a more cost-effective cash handling service.

Christine obtained a transfer to production stores administration in the supply centre where she learned to use a VDU to control stock, recording the movement of incoming goods and their subsequent distribution to the line.

She likes using keyboard skills and has added a string to her bow by doing an evening course on word processing.

Christine met her husband Ken when he, too, worked in the finance department. They live in a bit of Mitcheldean's industrial past — a cottage which once housed a nail-making business. "We're both interested in gardening, but Ken does all the work!" she told us.

Along with Janet Ruck, Christine was recently elected a member of the LSA committee and "we're now working on arrangements for the annual social in November."

Having served his engineering apprenticeship with the NCB, **Dave Britton** did a brief stint in 813 assembly before joining the reliability lab. in the old maltings.

In 1970 he transferred to reconditioning/remodelling, combining this with work on new build. Six years later found him solving problems on major subs returned from the field for repair, a job which took him on occasion to Lille plant.

Since 1980 he has been involved with small copiers, mainly on the configuration side.

He was one of the technical team who were involved in setting up the automated facility in bld.4 and was the first product engineer to go to Japan in connection with the 2830 (1030) — a round-the-world trip going out via Los Angeles and returning via Singapore.

Another highlight of his 25 years with us was his trip to Cairo last year to assist Xerox Egypt with identifying components for 1012 and 1025 start-up.

Currently working in 5012/5014 assembly, Dave has recently been qualifying the Mitcheldean-manufactured fuser rolls for these products.

A bandsman since the age of 10, first with Lydbrook and then Berry Hill bands, Dave now plays the tenor horn with Monmouth Town Band, and last August he went with them to Carbone, which is twinned with Monmouth, to take part in the French town's bicentenary celebrations.

Both he and his wife Barbara are parish councillors in English Bicknor (Barbara is council chairman) and they also share a great interest in gardening. They have nearly an acre of ground and "we have a five-year landscaping project," Dave told us.

Their son James, who runs the Christchurch scout group, has inherited his parents' love of

## 20 years

20-year awards went recently to (from left) Paul Ricks (QA), Carol Copeland (secretary to site director David Stokes), Keith Ellmore (PED), Mel Alder (ROS), Mike Smith (PQA) and Mike Davies (QA). Janet Ensor (materials) and Margaret Williams (MIS) have also received similar awards.





In the new laboratory at Dene Magna School, Clark Price and Claire Bullock work with construction kits while Clare Lockwood and Brian Sterry process a PCB.



County council chairman Eric Radley cuts the ribbon at the opening ceremony. With him are (centre) headmaster Barry Howells and MOC manager Brian Buckland.

## Constructive support for a neighbouring school

"IN THE last year or so we have had a declared intent to help form closer links between industry and education.

"Our support for your new science and technology laboratory is one proof of that intent," said Brian Buckland, manager, new build assembly.

A governor of neighbouring Dene Magna School, he was invited to participate in the official opening of the new facility last July — a ceremony performed by Eric Radley, chairman of Gloucestershire County Council and chairman of the school governors.

"We hope that the students will be proud of the new laboratory and of the school they attend," added Brian. "We at Rank Xerox are proud to be associated with this project."

Also representing the company on this occasion were personnel manager Robin Fyffe, Keith Jones, manager, new technologies, and Brian Fowler, manager, young people training.

Mitcheldean plant is specially close to Dene Magna — and we

don't mean just geographically (it is a few minutes' walk from the site).

Many of our employees have children attending there, and quite a few of the pupils have come to us for work experience, or as trainees.

That bond with them has been cemented with a sponsorship arrangement under which RXMP has made an initial payment to assist with the purchase of the most critical items of equipment for the laboratory.

Further sums will be provided in 1990, 1991 and 1992 specifically for additional equipment.

The school were so delighted with this response to their request for support they decided to name the new facility the 'Rank Xerox Science & Technology Laboratory' and a sign, based on the students' design and printed by the staff, is being mounted on the wall outside the facility.

In addition a Rank Xerox Technology Prize for the

student displaying particular ability in this part of the curriculum is to be awarded annually.

Further strengthening this new working relationship, the headmaster Barry Howell, Iain Baird, head of scientific and business studies faculty, and Trevor Roper, technology co-ordinator, were invited to visit the plant so as to understand our business and the way we operate.

We recently had an opportunity to see some of the equipment — both high tech and low tech — which has so far been purchased with Rank Xerox funding.

In the former category was a complete processing equipment for printed circuit boards — "Something we could never have afforded ourselves," they told us.

Low tech, by microchip standards, was a variety of Meccano and similar construction kits for making working models of gear systems, etc.

Said Mr Howells "We hope that with the new laboratory and its equipment it will be possible to bring about a greater technological awareness in students, encouraging problem-solving skills with the use of a variety of approaches and bringing staff from separate disciplines closer together."

Schools provide the workforce of the future and it is important that youngsters are given a chance to acquire skills that can be useful to them in their working life.

The new relationship with Rank Xerox will also help Dene Magna to achieve a better understanding of the needs of industry and thus be able to reflect these in their curriculum.

*Continued from opposite page.*

cultivating things — this autumn he's off to study at the Forestry College in Cumbria.

'Life begins at forty,' so they say. For **Jean Weyman**, it's a case of 'married life begins at forty'. For when we spoke to her she was getting ready for her wedding in September.

With us ever since she left school, she reckons Rank Xerox is a good firm to work for.

Her first job was on 813 assembly minor subs and she stayed with that model until it finished, then switched to subs for the 9000 family. Today she works on major subs in refurbishing.

All Jean's family have been

Mitcheldean employees.

Her late father was in the supply centre, her mother in assembly and spares packing; her elder brother was a design draughtsman and her youngest brother was an RX engineering apprentice who stayed with us for some 15 years.

Each time **Geoff Williams** has come to work at Mitcheldean, he's stayed a bit longer.

Having completed commercial studies, he joined production control — for just nine months. Then after four years with AEI at Lydbrook he returned as storeman and progress chaser — for two and a half years.

Some nine months with British Nylon Spinners in Gloucester followed before he settled for the

third and longest time — a quarter of a century here on site. Obviously he couldn't keep away!

This time he joined the quality function as an assembly inspector on 813 machines, since when he has worked on most models. For the past few years, however, he has been on inspection in refurbishing's paint shop.

Also working in refurbishing, on the assembly side, is his nephew, section manager Graham Powell.

In his main leisure-time activity Geoff 'sports' blue and white — but not because they are Rank Xerox colours.

"I used to play football years ago, in an inconspicuous sort of way. But it wasn't until my son Paul went to college in Coventry some seven years ago that I was

drawn into following Coventry City, better known as the Sky Blues. Now I hardly ever miss a home game."

Together with Paul, who runs his own computing services business, and daughter Lisa, who works at the Land Registry in Gloucester, Geoff sets off in the car every other week for the 150-mile round trip. "I absolutely love it," he says, beaming.

His wife Doreen (she worked in PCD in the mid-60s) opts for a quieter time at home!

Geoff attended the first home match of the season this August but missed the second, for a very good reason — their holiday in Cyprus.

"Next year it's going to be Crete," he told us. "I believe in setting my goals well in advance."

# Nice to see you again

MITCHELDEAN PUT out the welcome mat for RX pensioners on four 'At Home' occasions during the summer and early autumn.

Word about the success of last year's series of visits must have got around because this time double the number of people applied, and we saw groups of up to 30 on site on 19 July, 15 and 31 August and 20

*Touring the refurbishing floor with apprentice Andrew Millwater as guide.*



*Alan Clark (industrial placement) shows a group our latest range of copiers in the showroom.*

September.

The pensioners, each of whom was invited to bring a guest, saw a company video, then were shown round the showroom and taken on a tour of the plant.

Retired employees are always intrigued by the changes wrought since their time at Mitcheldean (and the way the trees have grown!).

Molly Reed, looking for some erstwhile offices, was surprised when the chaps on the forklifts called out "It isn't there now, Molly". ("Fancy them remembering my name," she said happily.)

Dorothy Howells, Graham Smoothy, George Meek, Florence James, Harry Sampson, Jim Blake, and Ben and Nancy Trafford were just a few of the visitors we hadn't seen for quite some time.

They all enjoyed renewing old friendships or, as in the case of Nigel Brookes, brother of Roger in 5046 assembly, meeting up with their relatives!

Before they returned home

*Graham Smoothy chats with former colleague 'Zab' Bhaiyat. "I used to help him eat the chapattis he brought in for his lunch!" recalled Graham.*



they were given tea — another chance for a chat with each other and with Barbara Keech, who has taken over as secretary of the Rank Xerox Pensioners' Association from Arthur Hughes, now president.

She told us "We are ten years old next year and are thinking of ways to mark the occasion — we look like having celebrations in a number of places."

Thanks on our visitors' behalf go to Neil Foulger (divisional personnel) who arranged matters, Stan Wheeler, RXPA co-ordinator for the west region, who dealt with the many applications, and Brian Fowler and his young people who hosted them on the day.

# Money raised like magic

THIS YEAR'S record fund-raising on site in aid of the Craig Johnson Appeal culminated in a social evening in the clubhouse on Saturday, 18 August.

Among those attending were many whose ideas, and energetic efforts, had enabled the amazing sum of over £5,000 to be raised.

That well-known Mitcheldean duo, Pete and Clive Griffiths, acted as MCs and they thanked all those who had helped to bring in the money in various ways.

There was the cycling marathon by production stores bikers, the paint shop project, the snooker marathon, a rather long 'stroll' from Hereford to Mitcheldean by Richard Wood, Jan Sologub and Dave Potts, the relay run organised by Graham Welch, the harness centre fancy dress day, numerous raffles run by Christine Horlick and many others, not forgetting the support of the Sports & Social Club.

The evening's bill of entertainment featured the Town & Country Duo, comedian Fred Wedlock, and magician/illusionist Ricky Riot, better known to us as Mike Barnard of refurbishing.

Among other tricks, he got a rise out of Graham Powell! But the highlight was an act devised by Mike himself in which he shut his wife Angie in a box and proceeded to pierce it through with 6ft rods.

She finally emerged smiling and unscathed (doubtless the fact that Mike is a first-aider was a comforting thought while she was inside).

The cost of the evening was met by the company, so the ticket and raffle money could go into the employee charity fund.

Chris Johnson and his wife Jane were at the social and soon after, on 3 September, they set out with their eight-year-old son Craig for Budapest where the company had arranged for a Rank Xerox agent to help them settle in.

Craig is now undergoing conductive treatment for cerebral palsy at the Peto Institute which it is hoped will enable him to have a more active life.

The money raised externally by the community campaign is paying for the treatment. Sums from the Mitcheldean-raised £5,000-plus have been allocated

to Chris to fund his stay with his wife and Craig in Hungary.

More will be made available to fund future visits, finance any special amenities required in their home or meet other needs.

The employee charity fund is being kept going to support the plant appeal for 1990.

And whatever cause is chosen, Mitcheldean people can be counted on to respond in their usual warm-hearted and magical way.

*Clive Griffiths takes over the mike to say a big thank you to fund-raisers. Right: It's coming out time for Angie, wife of magician Ricky (Mike Barnard) Riot.*



# We get a bit of stick!

The Mitcheldean side, captained by Wendy Jenkins, pose for a pre-match photograph.

THE MORNING of Saturday, 19 August, dawned fine and clear, and the combatants for that day's match polished boots and sticks in readiness for battle to commence.

The RX Aylesbury team, led by Richard Lee, had asked us to field an inexperienced team as their own had just been formed.

In true sporting spirit our team manager, captain, coach and superstar, Wendy Jenkins, obliged with a mixture of experience and youthful enthusiasm (and the rest of the Mitcheldean team just stood and watched).

But deep in the Aylesbury camp deviousness was afoot. After their football team's total annihilation last year at the hands of the RXMP Superstars, their obvious plan was to lead us into a false sense of security by claiming to field a weakened side.

But when the teams took to the pitch at Monmouth Leisure Centre, the opposition were kitted out in matching light blue kit and even possessed an umpire.

It was too late to change our tactics by then so we implemented plan 'B'!

The game started and, spurred on by the crowd

(grateful thanks to Charlie Walker for coming), the Mitcheldean side swept into immediate defence.

Peter Jenkins formed a solid back row on his own with fine support from Lynne Ward who did a magnificent job in collecting the ball from behind the goal line in the absence of ball boys.

The mid-field combination of Wendy Jenkins and Nigel Ward gave the Mitcheldean side the air of organised confusion but turned in one or two impressive cock-ups that stunned the Aylesbury side with their sheer inventiveness.

Early play ran very much end to end and side to side but with very little hockey being played. Then suddenly, in a fine move down the right, Richard Lee broke through and steered the ball past advancing goalkeeper Gary Jones for a fine goal.

This minor setback did not dishearten the Mitcheldean team, and some fine right wing work by Barry (tell me the rules) Speirs inspired the forward line of Nicky Ellis, Jean Shaw Smith, Wendy (again!) and Nick Powell into some attacking moves that stretched the Aylesbury defence many times (poetic licence).

At last half-time approached and the opportunity for a swift pint! "No time for that," said the heartless umpire and the second half started.

The Aylesbury side made a number of changes, but we never noticed and played as before.

When it was obvious that plan 'B' would not work we introduced a subtle little move whereby Bev Dean struck the



Aylesbury's winning team, led by Richard Lee.

ball and followed through to render Nigel's right hand inoperative.

This might have been expected to introduce an element of sympathy and humanity to the Aylesbury game, for Nigel's absence took the Mitcheldean side down to eight players (there are normally eleven).

But the opposition responded as we thought, and promptly scored their second goal! Some good play by the Mitcheldean eight, however, kept the score-line at RX Mitcheldean 0, RX Aylesbury 2.

We would like to thank Richard, Bev, John, Geoff, Stephanie, Andrea, Jeff, Jessi and Alison for a fine game.

And we extend a special thank you to Sharon Quill for her splendid effort in making it to Gloucester Leisure Centre in time for the start of the game (only missed it by 27 miles!).

The return game will be played under different circumstances, when plan 'B' will not apply and the Mitcheldean footballers will carry hockey sticks!

N.J.W.

A close encounter in the field.



## Dave James on cloud nine

UNDER darkening skies, 27 Golf Society golfers met at Stinchcombe Hill CC on 28 June to compete for the America Cup.

The format was a 36-hole Stapleford tournament, and as our regular readers will know, that's 2 points for a net par, 3 points for a net birdie and so on.

Around 9am, as the first few groups teed off, the weather started to close in, with a mixture of driving rain, strong winds and cloud so low the whole course was enveloped in a Novemberish mist.

Visibility was restricted to

100 yards and less on occasion, but fortunately most players had visited Stinchcombe before and knew the way around.

Even so, driving the ball into a white blanket was a little disconcerting, to say the least.

Overcoming the conditions in fine style and leading the pack after the morning round came Dave James with 37 points, closely followed by Dave Robinson on 36 and Trev Jones on 33 points respectively.

During lunch, as the rain eased a little, the wind picked up, making the overall situation worse.

There were a few doubters

who questioned: "Is playing golf better than work?" and "Should we continue?". And one was heard to say "I ain't going out in that!"

However, golfers are generally known to be fairly resolute (although some may have other opinions) and, to a man, they commenced play for the afternoon round.

With the wind being much more troublesome than the rain, scoring became more difficult for most.

The best returns came from Jeremy Barnard and Don Frazer, both on 32 points, with Richard Morgan and Don Meek

on 30 points apiece.

Of the morning contenders, only Dave James could sustain his challenge, scoring 29 points for a two-round winning total of 66 points.

Joint second were Jeremy Barnard and Dave Robinson on 62 points, Jeremy being declared runner-up by virtue of a better back nine holes on his afternoon card.

With all having changed from completely sodden golf gear into some dry clothing, followed by a very welcome hot meal, Bill Meek thanked everyone for turning up and enduring the day's golf, and presented the prizes to our worthy winners.

D.R.



Top gardeners Mike and Carol Rouse receive the president's trophy from site director David Stokes.

The president's wife Carol is presented with a bouquet by Gardening Association chairman Phyllis Christopher.



Mike Trigg and Ruby Burge pictured with Mike's top-of-the-class chrysanthemums.

## Good show, gardeners!

ALTHOUGH THE RX Gardening Association's 5th annual competition, held on 26 August in the clubhouse, was not so well supported as earlier ones, it was nevertheless a most enjoyable event.

The number of entries — 67 from a total of 13 people — was down on last year, probably due to the fact that it was held during a bank holiday weekend, and at least two regular competitors had been handicapped by having recently moved house.

But adjudicator Roger Keyse told us he considered the standard of the exhibits was pretty high, bearing in mind that it had not been a good growing year.

With Andy Gardiner, last year's 'king of the heavies', not entering a weighty onion, the outcome of class 1 was uncertain.

It was Harold Moore who won the 'crown' with a 4lb.4 $\frac{3}{4}$ oz specimen.

To give novices a chance, there were two special onion classes this year open to anyone who had not gained a first prize at any of the previous shows.

Only Mike Manns availed himself of this opportunity and he had a clear field for his three exhibition onions.

A new name among the class winners this year was that of Bill Meek who, never having entered any gardening competition at all, brought along what proved to be the heaviest marrow, weighing 22lb.4oz. ("I wonder if he got planning permission for it," muttered Mike Rouse!)

Quite the heaviest specimen of all at the show was not entered in any class.

Grown by Malcolm Penning from what he believed to be a melon seed, it was a splendid

pumpkin. People paid 10p. a time to guess its weight — 35lb.12oz — Andrew Seaborn coming closest to win the £3 prize.

Presenting the awards, site director David Stokes, president of the association, congratulated the organising committee on doing an excellent job in what had proved to be a difficult year.

"I would like to see the competition expanded into other areas of the Business Park and the MEWS so we can 'grow' it as an activity," he said.

"It has family appeal and I would encourage you to keep it going. Well done, prize-winners!"

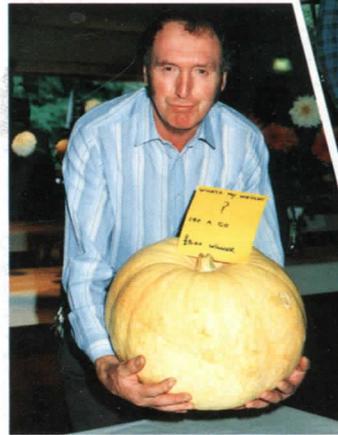
The battle for the president's perpetual trophy, awarded for gaining the highest number of points in the show, continued between gardening partners Mike and Carol Rouse and last year's winner, Harold Moore. This year they pipped him at the post with 28 points to his 27.

The flower section provided a blaze of colour. And some more beautiful specimens (most of them home-grown) were produced when organising committee chairman Phyllis Christopher presented bouquets to the president's wife, Carol, and to Val Gardiner.

Andy Gardiner takes early retirement this autumn and this was the club's way of saying thank you, but certainly not farewell, to his wife for all her hard work for the association since its inception.

Thanks also went to Pauline Moore who, along with Val, did sterling work as a steward once again.

Some super bargains were to be had when Phyllis ran with great success the final auction of exhibits, plus a collection of vegetables kindly donated for



Fred Sheers has a big problem guessing the pumpkin's weight. Above right: Andy Gardiner and Robert Brain find out the hard way, with the help of Robert's son Gareth, a keen pumpkin grower himself.



Julie, daughter of Bill Meek, holds her father's prize-winning marrow.

the purpose.

The association has the funds to hold a sixth event next year; what it really wants is more competitors, and plans for attracting them will be occupying the committee in coming months.

The association holds meetings on the first Monday of every month in the clubhouse

and anyone who is interested in gardening is welcome to come along.

### Class results

**Heaviest onion (dressed)** — 1st Harold Moore, 2nd Rex Turley, 3rd Mike Trigg.

**Three exhibition onions** — 1st Mike Trigg, 2nd Rex Turley, 3rd Mike & Carol Rouse.

**Ten shallots (culinary)** — 1st Harold Moore, 2nd Fred Sheers, 3rd Mike & Carol Rouse.

**Longest runner bean** — 1st Harold Moore, 2nd Fred Sheers, 3rd Mike & Carol Rouse.

**Heaviest marrow** — 1st Bill Meek, 2nd Fred Sheers, 3rd Andy Gardiner.

**Six runner beans** — 1st Harold Moore, 2nd Mike & Carol Rouse, 3rd Mike Trigg.

**Best five tomatoes** — 1st Mike & Carol Rouse, 2nd Fred Sheers, 3rd Harold Moore.

**Best pair of cucumbers** — 1st Mike Manns, 2nd Mike & Carol Rouse, 3rd Mike Trigg.

**Three beetroots (globe)** — 1st Mike & Carol Rouse, 2nd Vere & Phyllis Christopher, 3rd Fred Sheers.

**Five dahlias** — 1st Mike & Carol Rouse, 2nd Fred Sheers, 3rd Vere & Phyllis Christopher.

**Five chrysanthemums** — 1st Mike Trigg, 2nd Harold Moore.

**Vase of five annuals (one variety)** — 1st Harold Moore, 2nd Mike & Carol Rouse, 3rd Vere & Phyllis Christopher.

**Best pot plant (foliage)** — 1st Bob Smith, 2nd Mark Christopher, 3rd Fred Sheers.

**Best pot plant (flower)** — 1st Mike & Carol Rouse, 2nd Harold Moore, 3rd Fred Sheers.

**Special class — three exhibition onions** — 1st Mike Manns.