

Vision

The house magazine of Rank Xerox Mitcheldean

We get top scores for safety

A HIGHLIGHT of the visit of Al Dugan, recently appointed Xerox senior vice president, corporate strategic services, to Mitcheldean plant on Thursday, 2 April, was the presentation of two top awards to the site.

Engraved in gold on a marbled plaque mounted on oak, these were both D&M awards for excellence in our safety performance in 1991.

The first was for achieving the 'below current year injury ceiling and green rating', resulting from the D&M health and safety audit which took place last year.

For this the plant was audited against 260 benchmarks set for 42 activities, ranging from employee training and housekeeping to fire protection and chemical hazard control.

The total score decided whether we came within the desired green (up to 100) zone, the yellow (100 to 300) zone or the red (300 to 600) zone.

It was great to know that we had been rated amongst the top plants in the green zone — in the company of Venray, Lille and Coslada manufacturing plants — a total of 24 locations being audited altogether.

Capping this, we also received the President's Safety Award for Excellence through achieving 'the lowest recordable incidence rate

for 1991' of all eligible plants within D&M.

Said Al Dugan: "I think you have done an excellent job."

Expressing his particular pleasure in receiving this latter award on behalf of RXMP, site director Gerry Lane pointed out: "There is a very fine line between success and failure," and he reminded everyone there was still room for continual improvement.

During the morning of his visit, Al Dugan attended presentations on our quality initiative, human resources and the bargaining unit arrangements, and Fuji Xerox relationships.

After the presentation of awards at a communications meeting with the management team, Al Dugan spent the afternoon touring new build and customisation areas, and the harness section in building 3/2.

MOC manager John Flynn, who escorted him in new build areas, reports that he was impressed with the progress made in building 1 since his last visit a year ago, and the introduction of new products.

He was also very pleased with the obvious keenness and enthusiasm on the shop floor.

Further presentations on the focussed factory structure and productivity initiatives completed the agenda of a successful day.



Al Dugan (right) presents the President's Safety Award for Excellence to site director Gerry Lane.



During his tour of building 1, Al Dugan chats to (above left) Howard Foxwell, (above right) Vince James and Allan Jones. **Below:** Discussing the integration of Docutech systems with Mike Perkins and (right) Dave Tomlins in building 3/1.

A silver from ROSPA — again

OVER THE course of many years, RXMP has won numerous external awards for safety, among them the bronze, silver and gold awards from the Royal Society for the Prevention of Accidents.

In 1990 we had the bronze, last year the silver and now, coinciding with our corporate success, we have won a silver award once more, in the face of ever fiercer competition.

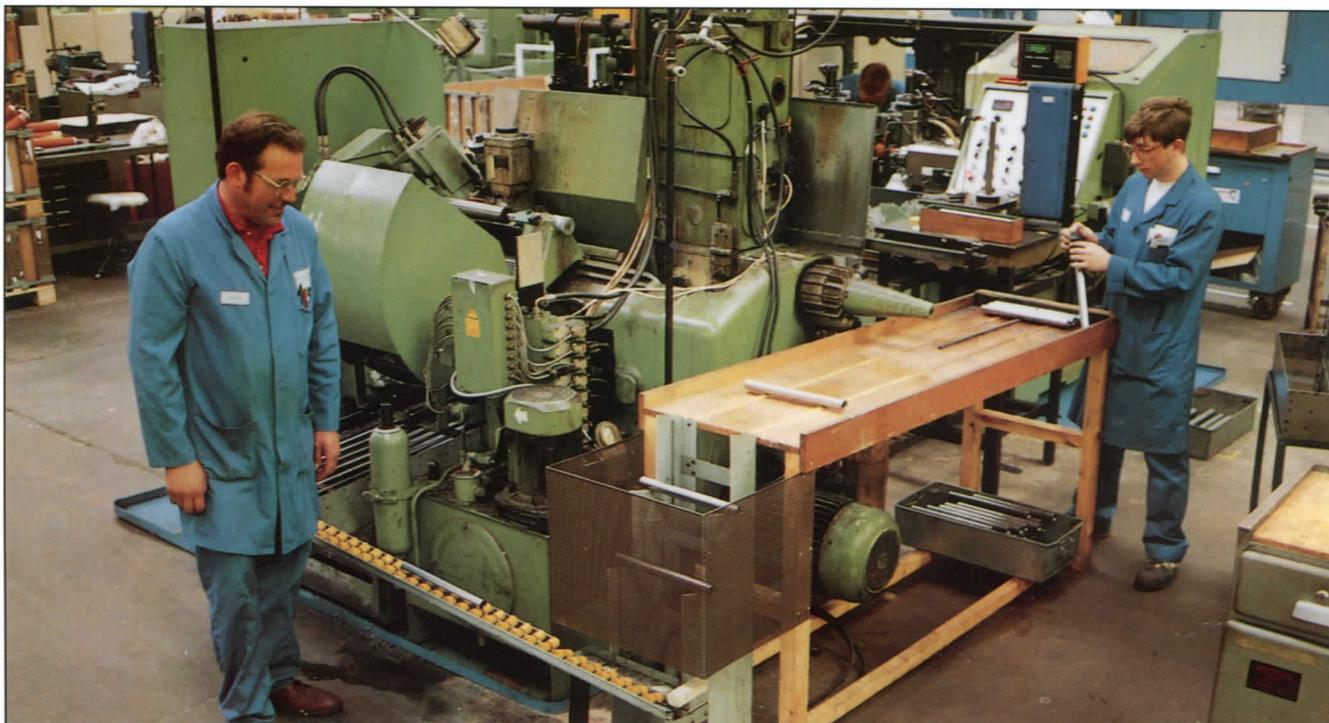
This latest award is to be presented at the ROSPA National Safety Exhibition at the NEC, Birmingham, on 18 June. Like the corporate awards this comes at an

appropriate time, for March marked the beginning of the European Year of Safety, Hygiene and Health Protection at Work.

"It will provide an excellent opportunity to focus attention on current health and safety issues," said Eric Forth, who was Employment Minister responsible for health and safety, at the time the initiative was launched.

(Some readers will recall that Eric worked at Mitcheldean as group audit manager in the '70s before being elected Euro MP for Birmingham North.)





Machined fuser rolls now get a lift back to operator Andy Cleal (right) for inspection/oil dip/toting. On the left, John Davies (small batch) watches the rollaway system he helped to construct in operation.

Operators — key experts in Kaizen

HAVE YOU heard about 'Kaizen' yet?

It's a Japanese word, as you'll probably have guessed, and it's made up of 'Kai' (which means 'change') and 'Zen' (which means 'good' or 'for the better') — so the total meaning is 'continual improvement'.

Just what it involves is not easily defined, yet it is primarily a matter of commonsense.

The Kaizen process takes place in the workplace, and the operator is recognised as a key expert in his or her job.

The first stage is to clean up the workplace and improve housekeeping.

It then involves creating a work environment which avoids inefficient motions, lengthy transportation; is ergonomically correct, with the right location, the right tools, etc.; doesn't result in excess production or production of failures; and doesn't waste space.

Perhaps the best way to describe it is to give a classic example of a project, though the team involved didn't realise it was Kaizen at the time!

Andy Cleal machines 5047 pressure rolls, first on a boring machine, then on a lathe. The lathe exit ramp held just 12 rolls; what Andy found tiresome was having to stop when it was full, walk round the machine and remove them one at a time ("because there was nowhere to put them down").

Having inspected each one, dipped it in oil and placed it in the tote, Andy then went back to start

another process sequence.

A visit last year to Fuji Xerox provided inspiration when engineers Roger Imm and Chris Barnard discussed the problem with Andy. With the assistance of small batch technicians Dave Hill and John Davies, a simple means of bringing the machined rolls round the lathe and back to the operator position was constructed.

The rolls now travel along a 'rollaway', then get a lift-up (works engineering did the interconnecting control wiring here) to a roll return ramp holding 45 rolls. And the inspection/oil dip/tote station has been relocated alongside. All for minimal outlay.

Everything is to hand, productivity has increased — and Andy's a lot happier.

Further improvements are in the pipeline — and that's another Kaizen feature (you should never be satisfied with what has been achieved).

Kaizen came to Mitcheldean via Sweden, when MOC manager Danny Haines and Des Halliday, harness centre manager, underwent a course at the Saab car factory.

It lasted five days, one in the classroom studying Kaizen principles, and the other four on the shop floor, the idea being managers should get to understand the work of operatives through personal experience.

Divided into two groups, they applied Kaizen principles and made substantial savings in a real hands-on effort, supervised by their Japanese tutors.

On their return Des and Danny

set about spreading the word.

Says Danny: "We want to create the environment in which Kaizen can flourish. We don't want to see it 'flat out' after firing up."

To this end he has been looking at all the things that could speed its development.

Avoiding bureaucracy, for example. "Any costs involved are low value and we've taken steps to ensure projects don't get caught up with a lengthy approval cycle."

Fast track response from works engineering and tool-makers in small batch is essential, and has been promised.

A video on Kaizen to promote awareness has been prepared, and people are being 'trained' selectively as and when an area is ready to have a go. And there doesn't seem to be any shortage of people willing to get involved.

Reward and recognition will be by means of the existing scheme. No formal reports are necessary, but on successful completion of a project a senior management team may review what has been achieved.

Danny himself, having recently taken up a new post as manager of the product assembly centre, has a particular interest in seeing the way made clear for Kaizen to take off, since he will be fostering such projects in building 1.

Des Halliday has already stimulated several projects in the harness assembly department. For example, section managers Gordon Blewitt and Dave Jones both recruited teams to carry out

improvements in specific areas.

Said Gordon: "We found we had a lot of stuff lying around that we didn't need. We 'red-labelled' an assortment, including a coat stand, a spare Linbin, a couple of unwanted air-lines and surplus parts.

"Some we just scrapped; some were sent back to stores. We also had surplus boards we needed to keep for future use so we had a trolley made to store them tidily.

"Clearing out helped us tremendously — and it didn't cost a penny."

Both Gordon and Dave reported that these housekeeping efforts achieved a space-saving of around 30 per cent.

That enabled them to allocate more of the shop floor to production and to introduce new harnesses without space problems.

A further example of Kaizen can be found in building 3/2, where the harness assembly operation is being centralised.

In order to save operators having to go backwards and forwards to a test set for checking connections, sets are being relocated centrally within the board itself, another idea brought back from the Saab factory course.

We plan to feature further Kaizen projects in coming issues. And if you have any ideas for improving your individual workplace, don't keep them to yourself!



The school group are shown the working parts of a Xerox copier. The RX team also explained the various training schemes we run for young people.

AT THE stage of school life when decisions have to be made about GCSE options, a lot of hard thinking is needed. Any help concerning possible future careers is mighty useful — ask any parent!

Such help was on hand on 7 April, when a group of 20 students selected from different schools in the county came to Rank Xerox for the day.

Their visit was part of a 'project week' organised by the Smallpeice Trust to help the youngsters understand engineering at work.

During the week they worked within their group on projects devised by local companies like ourselves, British Airways, Laing

Mujib Choudhury tells how an RX team gave

AN INTERESTING LESSON IN ENGINEERING

Construction, Dowty and Nuclear Electric. This gave the students not only an opportunity to visit large companies, but also an insight into the essential role engineering plays in industry and its career possibilities.

At Mitcheldean, the students were looked after by the RX Smallpeice team of industrial placement students, Mike Keady, James Stevenson, Neil Taylor and

myself (all studying manufacturing systems engineering), while Andrea Bray (business studies) acted as facilitator.

The day began with a brief introduction to Mitcheldean by Andrea, followed by a video on safety. Neil and I gave the students a lecture on xerography, during which we used parts of an old copier backed up by OHP's. To simulate the heat source for the fuser rollers we used nothing more technical than a domestic electric iron — but it made the point well enough!

Paul MacAlister followed this with a brief talk on ESD (electrostatic discharge) then, after lunch, our team took the group on a tour of the site.

The itinerary included a demonstration by engineer Dave Wood in the CAD facility (building 6/2) which Joe Allen, an associate of the Smallpeice Trust who accompanied the group, pronounced "superb".

Management representatives Brian Reeves, Dick Delahay and Brian Fowler joined us later at a conference/dinner held at Pershore College of Horticulture (where the Smallpeice project was being hosted) and talked with the students.

A high-spot was a presentation by the celebrated lecturer Professor Heinz Wolff of Brunel University on future space technology, and the exciting opportunities for engineers-to-be which sparked off a question and answer session.

The next day, armed with various kits, we set up our projects at the College alongside teams from other organisations.

We had three, each related to

assembly work which the youngsters had seen carried out during their tour of the plant. They were designed on the lines of the Leadership Through Quality problem-solving process involving teamwork, brainstorming sessions and final test and evaluation. Each project also had a theme.

Repeatability for the production of a quality product was the theme of the two-part project run by James Stevenson and Neil Taylor.

Here the students watched a Xerox 5047 fuser assembly being built, then built one themselves

within the allotted seven minutes. For the 5047 optics box, they had to create an assembly process and test this out. "We shone an image through the mirrors to ensure that we got a picture out the other side," said James.

Safety and cost was the theme in the construction of a Xerox copier frame, another project run by James with Andrea Bray, using only drinking straws and pins as building material. The tools were a ruler and a pair of scissors!

The test was that the students' structure had to be able to withstand the weight of a ream of paper while being economical in the use of straws.

Mike Keady and I ran a third project on designing and building a test rig for a 5047 optics wire harness that enabled faulty harnesses to be identified. The theme here was quality and reliability.

The schoolchildren were keen to do some practical work, although when it came to drilling holes in a piece of wood and then using a jigsaw to cut out sections, Mike and I had to give a hand.

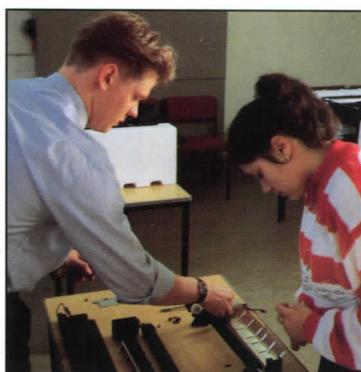
The most challenging task was when the youngsters had to give a presentation in front of their fellow students and teachers in a lecture theatre. But their performance was excellent and they were eager to tell others what they had achieved.

The RX team enjoyed taking part in this activity and so did the students — they even sent us a thank-you card!

Our thanks must go to the Smallpeice Trust for inviting Rank Xerox to take part and also to everyone within the company who helped by supplying us with materials and tools.



At Pershore left Andrea Bray meets Prof. Heinz Wolff (remember 'The Great Egg Race' programme he presented on TV?) and right Neil Taylor shows how to build a 5047 fuser assembly.



How the Trust aims to dispel an old image

DR. COSBY Donald Smallpeice established the Trust which bears his name in 1966. Its aims are straightforward: to promote the interests of engineering design and propound his life-long philosophy of 'simplicity in design, economy in production'.

Schools courses have been a regular feature of the Trust's activities since 1983, the aim being to dispel the image of an engineer as someone in greasy overalls, spanner in hand.

Through projects, lectures, videos and mini-career conventions, boys and girls learn what engineering is really all about.

The Smallpeice Trust has links with the Science and Technology Regional Organisation and it was through our involvement with SATRO — and because of our strong commitment to support local schools and colleges — that the Mitcheldean plant was invited to become involved with the enterprise.

Hugh gets things moving

"IF YOU want to know whom to blame when you get shifted around, I'm your man," says Hugh Colby.

A member of the original M2000 programme team, he has for the past three years been in charge of the strategy office, his work embracing space and building occupancy.

He deals with projects both large and small. "A major project I happen to be personally responsible for is the integration of new build and recycling activities, so recycling will be virtually indistinguishable from new build assembly," he told us.

Before moving into M2000, systems figured largely in Hugh's career. Armed with an honours degree in statistics from London's University College, he started his association with Mitcheldean when, in 1968, having only just joined the management services division of Rank Xerox in Euston Road, London, and working for Ron Morfee, he was whisked off to this site 'just for a couple of days.'

"Little did I suspect that they would stretch to two years, and that I'd be connected with the place in one way or another for the next 24 years.

"Those first two years were spent partly on 'committed stock', which I bet a few people can still remember, but mainly on a new spares system. We had a consultant on the latter system who looked after all the documentation. He was very neat and tidy.

"When we came to test the system, we got the line-printer paper tape control loop from him to run the reports, but the printer started spasmodically to spew out reams of paper and tried to walk itself across the floor.

"We discovered he had carefully filed the ribbon away in a ring-back binder by punching two holes in it!"

In 1970 Hugh joined Mitcheldean's MIS department and found himself project-managing the new materials system, SOLAR. "A lot of blood, sweat and tears went into that over the next five years. Indeed, when it was replaced a few years ago by MMCS, I stressed to MIS that they should not throw away all the documentation — you never know, it might come in handy some time!

"I remember being featured in 'Vision' at that time when I was dubbed 'the SOLAR architect'. I did make tentative enquiries with personnel department to see if an architect job grade was higher than project manager, but without success."

Hugh gained some respite from all-night testing sessions by moving to group MIS in the late '70s (part of the Aylesbury 'mob', but still having an office at Mitcheldean).

Here he had various roles related to multinational systems strategies — and found that he had exchanged late night working for late night squatting in airport lounges.

He ended up looking after the business systems function, having spent the best part of two years along the way travelling to Venray as MIS manager of their AMACS automated stores and guided vehicle material delivery system.



Hugh Colby

"From the mid '70s until the early '80s we were continuously carrying out studies to find a common materials system for use by all MO sites.

"It seemed that in even years we would look at PPICS, the Webster system, and in odd years XMP, the XCS system used by Venray.

"Indeed, one of my fondest memories, and certainly that of my family, was of 1979 when eight of us (Fred Bach, Malcolm Pearce, Jeff Jones and Phil King included) and our families were shipped out to Los Angeles and Dallas to work up an implementation plan for putting XMP into Mitcheldean.

"Our families certainly enjoyed it as they were basically on holiday, while we had to work every day. Still, it was nice to come home at 6pm with the temperature still in the 90s and jump into the swimming-pool.

"Three months of sampling American living was quite an education. It included

occasionally vacating the apartment while the place was routinely fumigated to keep down the population of bugs.

"We had been warned about the local wildlife, including the poisonous varieties such as black widow spiders.

"One morning, while driving to work, we suddenly spotted a nasty looking spider crawling along the car interior roof. We set a world record for vacating the vehicle, and eventually Fred was delegated to take his life in his hands and bash the thing with a newspaper.

"We carried our trophy proudly on to work in a matchbox, where a local expert informed us that it was a harmless house spider!"

On his return to the UK Hugh, having worked in information management for 20 years, was then offered his present M2000 strategic planning assignment and he says: "I can honestly say it's been the most enjoyable and rewarding period of my working life, especially as it's meant getting to know and work with many people from all the various departments.

"It's been very satisfying to see us on the march again and to be able to help with all the projects bringing new investment to the site.

"I don't think we shall ever finish — you have to keep running to keep abreast of the competition. But then, they say it's better to travel hopefully than to arrive."

As well as Hugh the space man, there's Hugh the sportsman. Cricket and football have been superseded by golf, which he pursues with "religious fervour", and snooker.

The possessor of a handicap of 5, he is a member of the RX Golfing Society and also a director of Cotswold Hills GC.

Hugh and his wife Bet have two sons. James, the elder, is a telecommunications network designer with Microtel in Bristol. Daniel, the second golfing member of the family, is just taking his finals in chemistry at Liverpool University and is on course to do a doctorate.

Both have reached greater heights than their 6ft 2in father. James is an inch taller while Daniel is a lofty 6ft 7in. "So I don't wrestle with them any more," says Hugh. "Wrestling with space problems is challenging enough!"



Richard Wood works on a connector for a harness board, watched by Roger Niblett.

Swimming for Seals

SECOND YEAR apprentice Richard Wood has been swimming for Seals.

That's the name adopted by the disabled people's swimming club at Monmouth, to which his mother belongs.

So Richard had a special reason for taking part in the recent 'Swimathon' organised by the Rotary Club of Monmouth.

He and his father Terry, who works on site for EMP, were part of a team of five.

Altogether there were 37 teams, making a total of around 220 swimmers. They all swam in the Monmouth Boys' School pool (55 minutes for each team) — but not all at once, of course!

Being both motivated and dedicated swimmers (Richard used to represent Ross-on-Wye Swimming Club at galas), the pair did the majority of the 180 laps required of their team, Richard raising £202 and his father £30.

Explained Richard: "The entire amount raised by Monmouth will go into the kitty to be distributed among deserving local causes, and the Seals will benefit.

"This will help towards the £3,500 we are aiming to raise for a hoist to lift disabled swimmers into and out of the water."

Along with fellow mechanical apprentices Matthew Whittington and Paul Manns, Richard is gaining experience of working on a whole range of tools, including CNC mills, in small batch department.

He makes fixtures or parts for production and maintenance, plus third party items, under the guidance of Roger Niblett.

Incidentally, Richard has just become a sergeant in the Cinderford Army Cadet Force based at Cinderford, where his company sergeant major is — Roger. "I trained him as a cadet, now I'm training him as an apprentice," he told us.

LASER LINE GETS A BRIGHT NEW LOOK

A QIP project on upgrading the Xerox 4235 production line, presented to MOC in April, was unusual in that it was led by an industrial placement student.

Team leader Lucy Adkinson, who has now returned to Nottingham Polytechnic to read business studies, told us she found the experience "really good — and I have had so much help from everyone."

All of the assembly, materials, QA, works and manufacturing engineering staff were involved in the project, which was designed to improve the 4235 production line facilities and layout, and to establish the area as a new-build operations benchmark.

Four chief areas were examined — work, materials, housekeeping and personal — and the programme took eight months to complete.

Said Lucy: "We looked at the problem from top to toe — from overhead signboards to the floor itself, which was repainted."

Everyone in the team was given a suggestion sheet and encouraged to offer ideas of any kind to improve the facility. "These were all very helpful — one green-fingered person even suggested we get a cheeseplant and call it Boris!"

"We subdivided the tasks among smaller groups, breaking the job down into such activities as assembly operations, QA, mfg engineering, works engineering and materials," said Lucy.

Among the problems identified were: there was too much unnecessary material in the section, personal facilities were inadequate, housekeeping standards were poor and work



areas were not set out to maximise efficiency.

The situation now is very different, as the 'before and after' photographs and video (starring everyone in the team) clearly demonstrate.

Material on the shop floor has been nearly halved, and a replenishment system is in place to "get the operation more Just-in-Time."

The space thus freed is now used for low-value stores on every station. It has also enabled the assembly of the 4235's electronic sub-system to be more easily accommodated within the line.

Production efficiency has been greatly increased by this layout, which significantly reduces walking. "Every operator contributed to the success of the layout by deciding exactly how

Assembly operator Sharon Mutlow and QIP leader Lucy Adkinson discuss the project. **Right:** Terry Osborne (QA) takes some 'after' video shots.

they wanted their station to be set out," Lucy told us.

"We've also done a lot to improve not only the efficiency but also the visual appearance of the facility. Access facilities are better and it's now a brighter, more open and altogether nicer atmosphere in which to work."

This has been achieved by, among other things, lowering the racks and bringing in big blue dunnage bins, green Linbins for low-value parts and better 'pigeonhole' toting for sub-assemblies.

A second conveyor track has also been installed for the paper transport operation and all the line benches are of standardised design.



The importance of the team room has not been overlooked in this upgrade; it has been enlarged and equipped with a microwave, self-brewing facilities, a small fridge and sufficient tables and chairs for everyone on the team. In addition, a secure locker room has been created for personal belongings.

Such is the success of this project that a QIP has been started in the 5047 area on reduction and standardisation of material, using some of the ideas generated by the 4235 team.

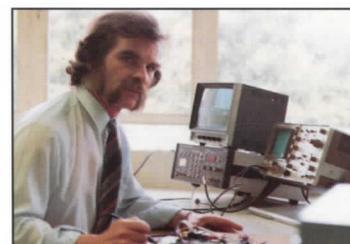
Award for Mitcheldean inventor

MEET BILL Hall of tool engineering, who knows all about 'necessity being the mother of invention'.

Bill's development of a method to detect unlatched connector pins during electrical harness manufacture earned him a useful monetary award in January.

So good is the idea, in fact, that it has been registered with the RX patent department and will be reviewed by a technical advisory panel for a decision on the appropriate form of disclosure.

So one day it might well join the thousands of patents printed/recorded in the European Patent Office located in building 9. Believed to be the only instance in 1991 of an invention from Mitcheldean being



Bill Hall at work in the lab.

submitted for consideration, Bill's idea — like all the best inventions — is simple.

Says Bill: "One of the problems of harness manufacture is to ensure that, when connector pins are inserted, the pin-latch system actually engages. If this doesn't happen — and the fault isn't detected — random electrical breakdowns can occur in the finished product."

Responding to a quality drive aimed at reducing manufacturing waste, Bill set about analysing the pin hand-insertion operation.

Three possible solutions eventually presented themselves, based on sound measurement (there's an audible click when the pin goes home), application force and pin position.

"Considering repeatability of results," says Bill, "I chose the force characteristics as the best solution."

"My method measures the effort required to push the pin into its housing and automatically relays the information to the operator as either a good or bad connection."

Bill's solution would represent a significant improvement over the present process, since it does not rely on manual checking of each inserted pin.

The company recognised the value of Bill's idea with an award presented to him by Dr Mike

Smith (director, Rank Xerox Systems Centre) at Welwyn in January.

"It's nice to have the invention rewarded, and the cash will certainly come in handy," says Bill, who has the expense of ferrying his 14-year-old daughter Rachael all over the country to attend fencing events — in which she has been acquiring an impressive record. In recent months she has won the under-14s, under-16s and under-20s county competitions, and the South West Novice Ladies Open at Plymouth among others.

"Taking Rachael to all these events costs quite a bit, so the award comes at a good time," Bill says. Who knows, it could motivate him to develop his inventive potential even further!

(In parallel with Bill's work, alternative methods of checking connector pins are being discussed with harness equipment suppliers.)

COATING THE ROLLS — with care for the environment

WHEN THE Koyo centreless grinder took up residence in the new low mass fuser roll cell in building 5/1, it dominated the scene.

But this has now been eclipsed by the coating line, which stretches some 120 feet across the width of the building.

In this late stage of production process the part value is high and any wasted time is expensive, so plant which could be incorporated in a Just in Time operation was essential. And that ruled out the use of the existing manual spray equipment and batch ovens.

At the same time, the new plant can provide the capacity for the expected growth in polymer-coated fuser rolls for future copiers.

Based on the Fuji Xerox process but built to our specification, it represents an investment of some £400,000, which includes the cost of civil work done in-house on building the priming/spraying rooms, providing ducting, etc.

The introduction of up-to-date plant has also provided an opportunity for us to switch to environmentally friendly methods — in fact, the process meets both present and proposed EC legislation, as well as the provisions of the Environmental Protection Bill.

It has meant a great deal of extra work as regards design and testing but, as Chris Clarke, parts fabrication engineering & QA manager, says: "We want to lead the field in all respects, so we opted for the latest biodegradable products."

The long journey through the process made by the machined steel and aluminium rolls starts with a good wash — and the wash plant marks a departure from the still-permitted method of degreasing by solvents.

It uses a citrus-based cleaner and water, which is recycled, and the bright blue and white plant is installed in a catch-tray known as a 'bund' in case of any leakage.

After gritblasting, which aids adhesion of the coating, the rolls are loaded on to a conveyor for their progress through the coating line, untouched by human hand, though two arms are involved — mechanical ones, that is.

The line comprises a series of operations. First there's the pre-heat oven set at 100°C ("That's

cold compared with the curing oven," comments engineer David Pudge).

A 'bowling arm' moves the pre-heated rolls one by one from the oven to the coating track, where a sensor checks that the rolls are at the correct temperature.

This track takes them into a humidity, temperature and hygiene-controlled environment where they are automatically primed (a wet process to give them a 'key'), then sprayed with PFA/SiC (silicon carbide).

This is the powder form of the

material used to coat cooking pots and pans to render them non-stick. The powder is mixed automatically in an adjoining room and is regularly analysed to ensure the mix is correct.

Primer overspray is captured and disposed of in an environmentally friendly manner, while the PFA powder is filtered off for recycling.

Things then really hot up.

Another 'bowling arm' passes the rolls on to the electrically-powered tunnel oven, a large construction of galvanised steel, where they are 'cured' in a

temperature of some 395°C for around ten minutes, after which they enjoy a cooling off in a second tunnel.

Then there's the polishing operation, after which the rolls go into baskets and are degreased before they are put into our existing batch ovens for a re-bake to prevent 'fuser offset' when installed in a copier.

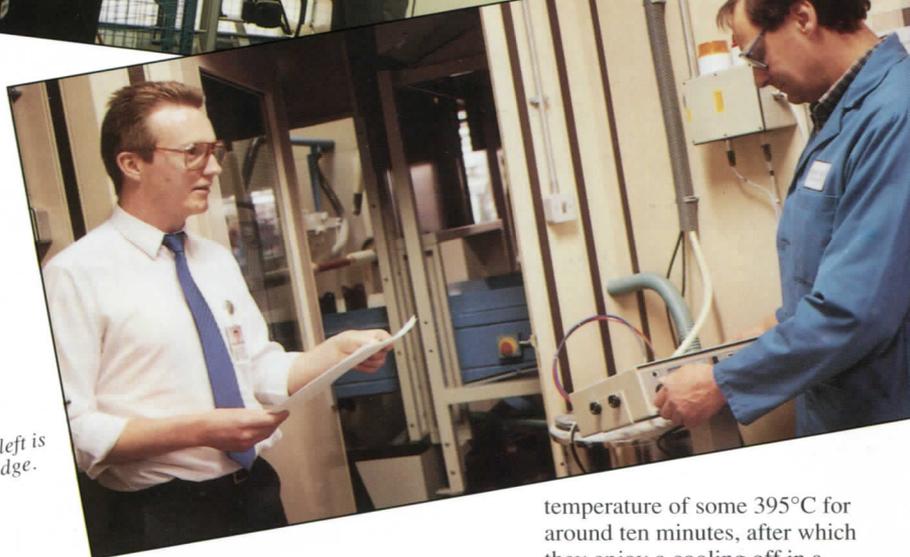
Finally, both types of roll have slots punched in them for fitting in our machines.

The aluminium rolls can then be packed. But in the case of the steel rolls an additional operation after punching is essential — the zinc phosphate process. And that's another new venture for us.

Discussing the coating line sequencing during commissioning are (from left) engineers Dave Pudge and Roger Imm with Julian Shufflebotham (facilities engineering). Through the guard door can be seen the 'bowling arm' which takes rolls from the pre-heat oven into the spray plant.



Operator Neale Wozencroft sets the PFA/SiC spray operation. On the left is engineer Dave Pudge.



Operator Dennis Pick removes rolls emerging from the wash plant after grit-blasting (centre right) they are loaded on to the pre-heat oven conveyor (right).





Watched by section manager Robin Richardson, Neale Wozencroft starts up the phosphate line (he and Neil Barnard were the first to be trained as operators on the line).

Steel rolls take a protective dip

STEEL ROLLS have to undergo the zinc phosphate process because they are subject to corrosion.

This process also gives a good coating to the inside of the rolls which the aluminium ones already possess.

The £75,000 plant consists of a series of 13 baths linked together. A computer-controlled transporter carries each basket of 91 rolls and, as it progresses the length of the plant, it dips them in each bath for a prescribed time.

Several washes of chemical

solutions, followed by water rinses, prepare the rolls; by the time they reach the tenth bath they have acquired the right surface structure to ensure a quality phosphate coating.

For this they are plunged into a phosphoric acid solution at near boiling temperature. Two rinses follow with a final wash in demineralised water, and the coating is thoroughly dried off in circulating warm air.

The rolls are then unloaded ready for the final operation of punching.

Safety measures

Safety is a major concern and every precaution is taken to protect operators and to ensure that no noxious substances are emitted into the atmosphere or discharged down the drain.

The plant is set in a bund with its own probe system to warn of any possible leakage and it is enclosed by a mesh guard. This

latter incorporates a trip-wire, and whenever the guard is opened to enable the contents of any bath to be topped up with chemicals, the transporter automatically stops.

Warning signs abound and operators don full protective gear — suit, apron, masks, gloves, wellies — before dealing with the chemicals. These are stored and measured in cages, each of which has its own bund.

An emergency eye wash/shower station has been set up alongside the plant itself and there's an additional eye-wash at the end of the line.

Connected to the plant is a whole battery of pumps, ducts, switches and other devices to control the operation.

A regulated amount of water constantly trickles into the rinse baths (for the final demineralising rinse, raw water has to pass through a purifier first) and all overflow is drained into a sump, or 'hole in the ground'.

This has three pumps for extra safety. If the duty pump should fail, a second one comes into operation; and if that should fail, a submersible pump comes to the rescue.

The contents of the sump are carried to a holding tank outside the building, which again is contained within a bund, and if the contents should rise above a certain level, a red light on the inside control centre flashes a warning.

The hot baths are electrically heated, and if their contents go below a set level, the heaters automatically switch off.

All these heated baths have lip extractors to draw off the steam, which goes to a fume scrubber for the removal of contaminants; and since the phosphoric acid produces a sludge, there is a special pump system with a paper filter to collect this.

Nothing is drained away to any sewer system — even the tap water from the rinses can't be discharged down the drain.

Quality note

THE QA staff carry out in-process inspection, including SPC, to prove the capability of the process, and some sample inspection of the completed rolls. (We plan to feature new QA developments in a later issue).

All chemical control is carried out with the assistance of non-Rank Xerox agents on site.

Terry Buffry analyses the chemicals and ensures that their strength is correct, while John Watkins monitors the composition of the effluent and has to certify it is OK before the contractors can remove it to an approved disposal area.



Inside the storage cage, a quantity of caustic powder is measured out to bring the first wash in the process back up to strength.



Safety officer Chris Marriott (left) discusses the safety facilities with engineer Bob Dixon.

Prize trip for two 'down under'

"NORMALLY WE never bother with holidays," says Graham Jones, a marshaller in building 1. But last March he and his wife Margaret flew to Australia — and it didn't cost them a penny.

Margaret regularly enters competitions and has won prizes ranging from a dartboard to a bike. This time she hit the jackpot.

The competition appeared in *TV Times* magazine and Margaret answered questions on Australia and on Hale and Pace, the comedy stars who promote Clorets breath-freshening gum and mints. The prize was a trip for two to go 'down under' for a

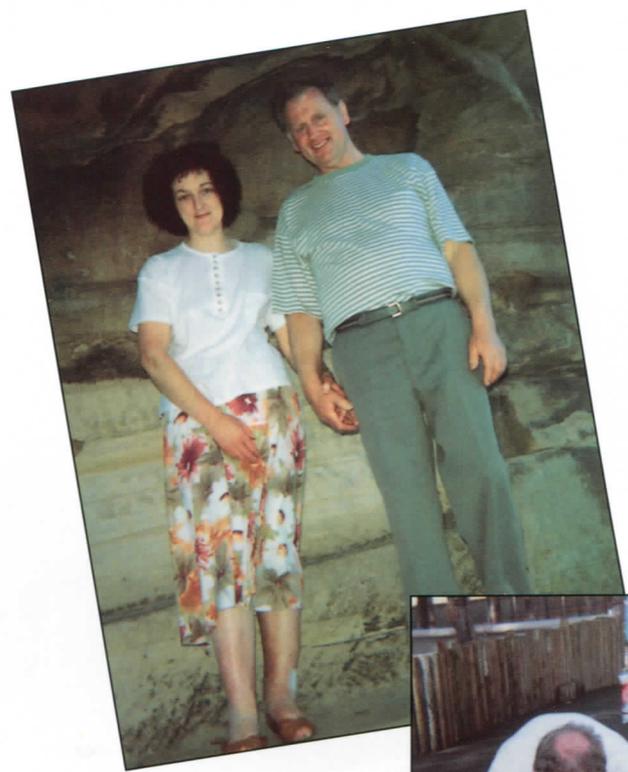
fortnight and see the duo doing their cabaret show in Sydney.

Margaret was outright winner and she and Graham were all fixed up to go last autumn. "It was about the same time that I completed 20 years with RXMP so it would have been quite a celebration," Graham told us.

But, as luck would have it, Margaret developed a bad leg and, since she had it encased in plaster, the trip was reorganised by Clorets.

They missed the comedy show (although they were given a video of this) and Australia had to wait until Margaret's leg mended.

Eventually they set off on



Road Runner in action for charity

FOR ROY Salmon, it was fourth time lucky. Three times he had applied to enter the ADT London Marathon and each time he had been rejected.

It was through Billy McLeod (fuser rolls) that he came to be accepted for the 12th event, held on Sunday, 12 April, and, as far as we can tell, he was Mitcheldean's only participant.

A fellow member of Ross Road Runners, Billy had seen an advertisement by the Community Action Trust, offering a place in the race for people willing to raise sponsorship money for the charity.

"The Road Runners gave me a lot of help with training (they are more experienced than I am) and I 'ran around', gaining some 150 sponsors both in and outside the plant."

The Community Action Trust, by the way, is an independent national charity which funds the prevention of crime and drugs. One of their best known projects is the 'Crime Stoppers' programme on TV.

Though the Trust were unconcerned about the speed achieved, his running time was nevertheless important to Roy. "My official time was 3hrs 45mins but my actual was 3hrs 40mins (my best marathon time to date).

"I think the best way to describe the event would be to say it was a 26-mile street party. I was so caught up in the atmosphere I ran round the *Cutty Sark* in Greenwich and didn't even notice it!"



Roy Salmon sports his ADT London Marathon medal.

Roy particularly admired the wheelchair participants. "It makes you realise how lucky you are to be able to run at all."

He used to play badminton when working at Welwyn, then about three years ago took up jogging. By the time he came to Mitcheldean in October 1990 on new customer business, it had escalated to running. (He is now MRT manager on a future low volume copier programme, reporting to Keith Wilding).

At the time of our chat Roy had two half-marathons booked for this year and "I'm not ruling out a second attempt at the ADT London Marathon."

He asked us to pass on his thanks to all his sponsors, with a particular 'thank you' to secretary Alex Stewart, who did so much to boost their numbers.

March 15, leaving their three daughters (aged 19, 14 and 8) at home in Huntley, and arrived in Sydney — via a 'sweltering stop' in Bangkok — two days later.

Clorets looked after them well, providing accommodation at the luxury Hyde Park Plaza Hotel, where they stayed for the entire 14-day trip.

The Sydney Explorer Bus and a two-day bus pass were their passport to the many tourist attractions the city has to offer — including the opera house, botanic gardens, Chinatown, Chinese gardens and Sydney Tower — at 1,000 feet, the highest building in the southern hemisphere.

They also explored on water, taking the Captain Cook Cruise around Sydney harbour, the harbourside beaches and the beautiful waterfront houses, one of which was the home of Elton John.

The couple didn't actually meet Elton, but they did come across Ian Botham and his wife during an evening stroll around the harbour. Says Graham: "We chatted to them both and managed to obtain his autograph — another holiday highlight!"

A visit to Katoomba, capital of the Blue Mountains, included a ride on the scenic railway, reputed to be the steepest in the world, and a trip over the range via the scenic skyway showed them the blue haze which gave the mountains their name.

Later, a trip to Canberra, Australia's national capital, took in visits to the new parliament house, the foreign embassies, war memorial and Black Mountain Tower.

Inevitably, the holiday included time spent lazing on Bondi Beach where "the sand and sea were clean and beautiful".

Looking back over their

Top: Margaret and Graham Jones visit Mrs Macquairie's Chair, carved out of rock by convicts. Above: Getting acquainted with a kangaroo in the Sydney botanic gardens. "We didn't see many sheep while we were over there," commented Graham!

Australian trip, Graham and Margaret agree that it was the holiday of a lifetime. "The amazing sights, beautiful landscapes and friendliness of the people will remain in our minds forever."

Margaret is still busy doing competitions and at the time of writing was trying for more holidays abroad — in New Zealand, Canada, Hollywood and even Australia again.

"Perhaps, with a little bit of luck, we can get to see the world," she says.

Any news for Vision?

If you have, then please — mail it to me in bld. 5/2, 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

Silver Wolf for scouting services

"SCOUTING IS my life," says Roy Brooks, who runs Roytel Services, the company which provides our plant with its telephone/reception services.

His dedication to the movement has now won him the Silver Wolf award from the Scout Association 'in recognition of services of the most exceptional character in Hereford over many years'.

Roy, who already holds the Medal of Merit and Bar, received the award from the Chief Scout, Garth Morrison, DL, when the latter visited Hereford recently.

Another honour came Roy's way when he was invited to Windsor Castle with his wife Nancy on Sunday, 26 April.

From a reserved enclosure alongside the royal dais, he watched HM The Queen review the St George's Day Parade and inspect 1,000 Queen's Scouts in the Quadrangle (St George is the patron saint of the Scouts).

The Silver Wolf award normally goes to people at commissioner level, Roy told us. When he became assistant district, and later assistant county, commissioner for Hereford he

was at his own request allowed to continue as group scout leader.

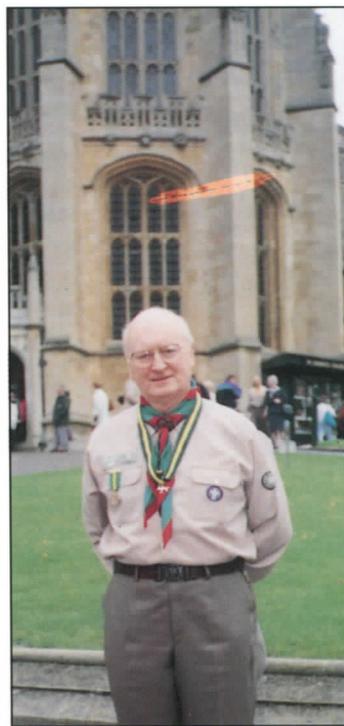
But when Hereford and Worcester were merged, this was no longer feasible, so he relinquished the chance of further promotion in order to keep up his work for the 1st Holmer group, one of the largest in the county with 148 members.

Although he does more administrative work these days, like organising camps abroad, he continues to do his bit, whether it's taking the lads climbing, setting up tents or washing up.

"It's very rewarding to see the boys realise their potential and I enjoy creating exciting activities for them. I have had a marvellous amount of fun over the years and I try to put something back in return," he says.

Roy joined the Cub Scouts in Cardiff when he was seven years old, and he's been a scout leader since he was 17. He proved his leadership capabilities when he started running the troop (the 4th Cardiff) during wartime because there was no leader available.

"When I was 14 I took 40 boys to Llangorse Lake for ten days. It just rained and rained and



Roy Brooks, wearing his Silver Wolf award, is pictured against the background of St George's Chapel, Windsor.

we were soaking wet the whole time. The mud was terrible, and I was nearly winged in a duck shoot! But I thoroughly enjoyed it all."

After becoming senior scout leader he moved to Hereford,

where he negotiated the setting up of the 1st Holmer Scouts HQ — on the racecourse.

Friday night is Roy's only night off from scouting — "and that's reserved for skittles."

But then scouting is in the family. Roy's wife is a former leader of Brownies and Guides, and all three of their daughters became Queen's Guides.

Two are familiar with our site. Tracey, the youngest, works in the European Patent Office in building 9, while Sian, a part-time nurse, has worked on occasion as relief telephone operator for us.

Wendy, the eldest, is a GP in Oswestry; she has recently been working in Romania providing medical services on a voluntary basis through the Christian Churches organisation.

Roy has made few switches in his business career. He first visited Mitcheldean in 1947 in connection with telecommunications, but he didn't join the company until 1972.

He set up Roytel Services in 1983 and two years later was closely involved with the introduction of our PABX digital telephone exchange system on site.

"The topology of the network is now changing completely and there are some exciting developments coming along," says Roy — a live wire in himself.

Last of the 9600 machines

MAY MARKED the end of an era — Mitcheldean's long and successful involvement in the assembly of the 9000 family of products.

It all started 20 years ago with teams of people from Mitcheldean visiting design and manufacturing groups in the USA for the start of the 9200 product.

Since then at Mitcheldean we have produced 9200, 9400, 9500 and 82/8300 in both new build and recycle operations, and for the last three to four years we have been converting 9400 and 9500 to 9600.

The 9600 machine was, in fact, a joint venture originally between Mitcheldean and the UK OpCo with an initial order run of 15 machines. Since then we have produced in excess of 2,000 models.

Many of our longer serving employees will, at one time or another, have worked on this family of products during their careers, but this is not the end of Mitcheldean's association with the machines.

We will continue to provide spare parts for the 9000 family

over the next year or two, which will require increasing support from Mitcheldean asset recovery operations.

In its day, the 9000 machine was at the forefront of technology, and was the first plain paper copier to operate at speeds of over 100 copies per minute, bringing with it a

different dimension in copy quality.

Today, some 20 years on from launch, there are still several thousand machines

around the world providing the same number of high speed copying services.



The Xerox 9600 team at the end of the CBA recycling line.

Service awards

30 years

FOR ALL his 30 years with us, **Bob Adams** has worked in assembly operations.

Having started straight from school as shop boy in Bell & Howell assembly, he became an operator and helped to build the early 813 machines, later remodelling them as 660s.

It was this which led to his spending a fortnight in Venray in 1968, where he assisted in the training of operators to carry out a similar activity there.

He returned to new build when he joined 4000 assembly as a mechanical adjuster. From then on, apart from a spell in the PWBA facility when this was set up in building 13 in the '70s, he continued to work at either of our Mitcheldean or Lydney plants on new build and recycling of various mid and small volume machines.



Bob Adams

At the time of writing, Bob was involved in the recycling of 1025/38 models on the ridge.

He enjoys a game of skittles and used to take part in the interdepartmental KO until two years ago, when he started working nights.

His wife Val joined the twilight shift, testing boards in the electronics manufacturing centre, round about the same time — “so we pass one another on our way to and from work.”

Their son Stephen, aged 19, works on computers at the District Council offices in Coleford; they also have a 14-year-old daughter, Samantha, who attends Heywood School in Cinderford.

25 years

“I reckon our safety record is pretty good, considering all the physical changes we have experienced recently, such as the integration of EMC in building 4, the development of the focussed factory and the current parts manufacturing project in building 5, not to mention an increased head-count.”

So says safety and security operations manager **John Spratley**, and there's an array of safety

awards in main reception to testify to this. “Most of the accidents we experience are preventable,” he pointed out and he was disappointed to see the clock have to go back to zero after passing the two million hours of safe working mark in March.

Other changes are now a challenge, with the development of EC directives being translated into UK requirements; and “we are working with our group safety manager on the audit benchmarks ready for the 1993 re-audit.”

To help with the extra workload, Chris Marriott recently joined John as safety officer. A former member of management in the Welwyn photoreceptor operation, he brings chemical expertise which fits in well with John's mechanical-type background.

John enjoys travelling and his audit responsibilities have entailed a considerable amount. He has visited our other European manufacturing plants in this connection and last October led the audit team at the Modi Xerox plant at Rampur, India.

He's also been to the Xerox Webster plant and seen something of Canada.

A member of the LSA committee, John enjoys golfing (he's maintained a respectable 12 handicap for some years) and he likes to “dabble a bit” in photography.

He and his wife Sheila, a former Mitcheldean secretary, have two daughters — Amanda, 16, who has just embarked on 'A' levels, and Emma, 18, just coming up to her finals.

At his 25th milestone, **Dick Delahay** is seeing a complete change of direction in his career.

He joined us as a design engineer and became a member of the design management team, when the prime pressures of the day were to react to American changes.

With European design engineering centred at Welwyn, other technical activities at Mitcheldean were merged and until very recently Dick was manager, product engineering.

Now, as materials quality assurance manager, he has a fresh challenge, interfacing with suppliers to promote the zero defect philosophy.

Dick has long been interested in vintage cars. Along with Brian Reeves and Bob Salt, he was recently “commandeered” by Peter Street to help with marshalling at a VSCC (Vintage Sports Car Club) all-day trial in the Malvern Hills.

All four have vintage car interests — Dick's being a 1936 Morris Tourer which, he says, is in a permanent state of renovation. “I've been using it for ten years without interior trim and now I've decided to tackle that job.”

Another ongoing renovation challenge is the family's country cottage. “It's a bit like the Forth Bridge — as soon as you think



25-year men (from left) Dick Delahay, John Spratley and Albert Drury.

you've got it finished you have to start all over again.”

Dick and his wife Margery, a former Mitcheldean, have two sons and it was through them that he became treasurer of the Aston Ingham Scout Group. Now he is treasurer of the Ross Scout Fellowship, helping with fund-raising and providing general support.

Both sons are at a crucial stage in their studies. Andrew, 22, is in his final year at Lanchester College, Coventry, where he is taking a degree course in construction management.

His brother Jeremy, 18, who sits for his 'A' level finals this summer, wants to pursue a career in industrial design.

For 20 of his 25 years with us, **Albert Drury** has been one of our first-aiders. In fact, first-aiding is also his main hobby.

Formerly a member of the Gloucestershire Ambulance Service Cliff Rescue team, he is now involved with Taurean Autosports Ambulance, who cover events such as motocross, rallies and mountain biking.

Mountain biking, you might think, is comparatively risk-less.

But, as Albert points out, “people have turned these bikes into racing machines, and the sport provides more hazards than you might expect.”

He also continues to be a member of Medical 9 — an international organisation whose purpose is to support the emergency services, providing cover until their arrival on the scene of an accident, and even treating the emergency service staff themselves, as sometimes becomes necessary.

At one time Albert was a member of the RXMP karate club that existed in the '70s (it gave him an opportunity to use his first-aid skills too!) and, though he doesn't participate today, he still maintains a keen interest in all martial arts.

He has three sons — Scott (8), Leigh (5) and two-year-old Craig. His wife Anne used to work on site, so too did his father Tom.

Albert himself started in reconditioning and, by way of new build assembly plus short spells in the supply centre and spares packing, he returned to the recycling scene 12 years ago as a member of the dismantle & clean team.

20 years

Spring was 'bursting out all over' on site when we took this picture of a trio who qualified recently for 20-year service awards — (from left) Bruce Wallace (MQA (CAT)), Dennis Duke (training) and Dave Evans (IM). Others were Jeff Jones (5047 assembly), Robert James (bld. 5 stores), Dave Mahar (IM) and Glan Jones (harness assembly).



Easter fun, mystery and magic

EASTER IS not exactly the time of year you expect to see Father Christmas. But he (or rather Dave Lea in costume) was revealed as the mystery guest at the Easter Saturday Fun Night, held in the clubhouse on 18 April.

Another competition, organised to help raise cash for children's charities, included guessing the number of little Easter eggs in a jar, while blowing a balloon to bursting-point provided some breath-taking fun.

Top attraction was the act by 'Spellbound' with the magic of Mike Barnard (who has appeared on TV several times) assisted by glamorous Jane, who survived the hazards of being boxed in, sliced in half and run through, as well as being deprived of any obvious means of support in a levitation act.

Mike also 'practised' with a

Pete and (far right) Clive Griffiths, with Melanie Frowen who won the mystery guest competition, and Dave Lea (ready for next Christmas?).



power saw on volunteer (?) victim Vance Hopkins, who escaped without a scratch.

A lottabottles were handed out as draw prizes by Clive and Pete Griffiths, who acted as genial joint hosts of the show.

Before Back Trax and their sixties blend of music took over again, Clive was pleased to announce that the amount in the Employee Charity Fund had totalled £1,200 and this was being shared out between five beneficiaries: The James Hopkins Trust, Pied Piper Appeal,

NSPCC, Stroud Meningitis Trust and Oakdene Trust.

So a big thank you goes to all those who contributed to the fund over the past year.

Thanks, also, to Mike Barnard and others who helped to make the Easter event a success, not forgetting the S&SC, who 'donated' the use of the function room.

The proceeds amounted to around £450 which gave a good start to the Fund again.

Good club results but better support needed

AT A time of recession it was good to hear that the Sports & Social Club had done better than expected during the past year.

Receipts for 1991 showed an increase of just under 13 per cent on the previous year and, although expenditure increased marginally, the final year-end surplus was £9,592.

"This has been achieved only by the hard work of the staff and committee," pointed out chairman Geoff Duggan at the annual general meeting held on 24 March.

In an encouraging report, he pointed to some of the major areas where economies have been made. Key among these is a new insurance deal which has "saved us a good deal of money and, above all, given far better cover for the club and staff."

In terms of member-support for functions, Geoff said that "entertainment still remains a problem" and referred specifically to a function that had to be cancelled through lack of support. He pointed out, however, that charity functions are always well attended (and that goes for the two featured in this issue).

"If any members have got any ideas on entertainment, let's hear them please," he said, adding that the club had reduced the hire cost for the function room to try to generate some mid-week interest.

Secretary Chris Reed, in his report, echoed the point about new ideas, saying how delighted the committee was "to see how well the amateur boxing night was supported." He added that work was currently under way to organise another.

Consideration is also being given to renovating the bar area. Chris pointed out that this sort of project "can only be achieved when money is available," and urged as many of the club's 2,000 members as possible to support club events and use the facilities.

Treasurer Dave Lea carried on the theme, stressing that, although "last year was a better year than we expected", the figures could have been even more encouraging if the membership had been more supportive.

Reporting on some of the main areas of 1991 expenditure, Dave drew attention to the chemical cleaning of all the club's ceiling tiles; the purchase of a new glass

washer for the bar and a commercial carpet cleaner which would pay for itself in 12 months; the replacement of three deep freezers; and a payment to the Inland Revenue for tax under-paid in previous years.

He felt it important to state that bar revenue was only keeping pace with inflation. All surplus income has to go towards capital equipment, so it cannot be used to provide cheaper beer.

Geoff thanked the committee and staff for their hard work and support during the year, adding that he believed "with a good committee, strong management and flexible staff, this club has a very bright future."

Geoff was re-elected chairman and Dave Lea treasurer. Nora Powell stepped back into the job of secretary, and John Gurney was appointed vice-chairman.

The trustees remain as John Gurney, Dave Lea and Richard Morgan, while Phil Collins, Mick Manns, Chris Reed and Alan Williams make up the committee membership.

Golfers spring into action

THE 1992 Golf Society season teed off on Tuesday, 28 April, at Stinchcombe Hill GC, near Dursley, when 23 members, including several new faces, braved a decidedly poor weather forecast to compete for the Spring Bowl (4-ball better ball) and the Denis Ede Vase (individual stableford points).

Their bravery was rewarded with rain-free play and the sun shone brightly, making conditions pleasant despite the strong wind which kept temperatures down.

By 1pm all had completed the morning round with some excellent scores being returned. Notable morning rounds were Steve Cooper 38 pts, Mark Barnard 37 pts, Neil James 36 pts, and Ken Ellway and Mike Hinton both 35 pts.

Afternoon rounds were completed in a stronger wind; however, this did not prevent new associate member Mick Brindley from showing his skill by 'holing in one' on the 11th hole with an immaculately hit 9 iron.

Prominent afternoon scores were Neil Snook 35 pts, Chris Debenham 34 pts and Mark Barnard 33 pts.

Mick Brindley kept up tradition and treated everyone to a free drink to mark his hole in one, and a good meal was followed by prize presentations made by captain Steve Cooper.

The Denis Ede Vase went to Mark Barnard with 70 pts, closely followed by Steve with 68 pts. The Spring Bowl was won by Neil James and Roger Vine with a total of 84 pts, just pipping Mark Barnard and Andy Cosgrove with 82 pts. This made a clean sweep of the silverware for Lydney GC.

The next outing is on Thursday, 25 June, at Lilley Brook GC, Cheltenham.

M.A.B.



Dave Hart (small batch) and Janet Ruck (secretary to Kevin Horrobin, reprographics business centre manager) at their wedding on 2 May at St Paul's Church, Parkend.



Testing time for couples

AFTER YEARS of married life you probably reckon you know your partner pretty well. But perhaps not as well as you think.

Quite a few illusions were shattered when a 'Mr and Mrs' competition, based on the HTV show, was held in the clubhouse on 28 March.

The objective was to raise money for the Emily Williams Memorial Foundation. This was set up by Emily's parents, a local couple, in memory of their daughter who died a year ago at the age of seven from a brain tumour, with a view to helping children up to 16 years of age suffering from any kind of illness.

The Sports & Social Club, together with Elaine Cruickshank, a champion of good causes, organised the event, and recruited Charlie Walker as MC. He coped splendidly with this unusual human resources operation and kept the momentum going with a fund of wisecracks, putting the victims at their ease.

There were six couples participating (and not all of them got prior notice!). As those who have seen the show before will know, it consists of asking a wife three questions about her husband (who is first escorted out of earshot), then bringing him in and checking on what he thinks his

A line-up of the contestants with MC Charlie Walker and his assistant Tania Painter. Right: Charlie with winners Elaine and Gordon Cruickshank.

wife's answers were.

The process is then reversed, with a different set of questions put to the husband.

Though each person could choose an envelope of questions, not even Charlie knew what they would be. And there were some fairly tricky ones.

What is your husband's best feature? What kind of car driver is he? How is your wife's cooking compared with when you were first married? Is she a little jealous, a little extravagant, or over talkative?

Only one couple managed to score 6 out of 6 — Elaine and Gordon Cruickshank, who have been married 23 years.

Runners-up were Robin and Kate Fyffe with a score of 5. Danny and Hazel Haines didn't

do too badly with 4, but the other three couples — Harold and Barbara Ennis, Taffy (Alan) and Mary Williams and Alan and Ivy Beard — just managed to get half marks.

However, we think they all deserve a vote of thanks for being good-natured enough to take part and provide such good fun.

The Rockettes Disco provided music for dancing and, in the interval, Elaine and helpers got more money rolling in with a contest to see who could hit the bottle — or rather, who could bowl the coin landing nearest to a bottle of vodka.

The winner generously returned it for Elaine to auction. This brought in £52, a draw raised £72 and the whole event produced some £300 for the cause.

Get snapping for prizes!

INTERESTED IN winning some cash from your holiday photographs? Plus a free enlargement of your print and — if your entry is placed first or second — a year's free membership of the RXMP Camera Club and reproduction of your picture in 'Vision'.

Happy snappers anywhere on the site — employees, contractors and tenants (but obviously excluding the judges — the club officers) plus all RX pensioners, are invited to submit pictures to this, the first general photo competition sponsored by the club.

The rules are simple; the judges just want to see your best

pictures — and you can submit up to three, if you want. They must be prints, but can be colour or black-and-white, any size from enprint upwards, mounted or unmounted, trade or home-processed and of any subject you like.

All they ask is that you have the negatives available, should you be one of the winners, so that the club can organise the promised enlargements.

The competition is open from now until 11 September this year, and entries — each clearly marked on the back with the entrant's name and site location or home address — should be addressed to the RXMP Camera Club '92 Photo Competition and either mailed to, or left at, the main reception, building 8/1.

Alternatively, hand your entry to any member of the club or to the editor.

Entry is free and all prints will be available for collection by entrants after judging. The idea is that prizewinners will be announced and prizes awarded at the first meeting of the 1992-93 club season in the clubhouse on Monday, 21 September, commencing 8pm.

All entrants are invited to attend (no charge for this meeting), and there will be a display of all the submitted prints, together with an exhibition of photographs by club members.

There will also be a studio set up, with professional background and high-power flash equipment, and helpful advice on hand from club members. Why not bring your partner — and a camera! — to take that super portrait shot you've always been promising yourself? You'll be surprised at how easy it is.

So get out there and start snapping — one of yours could be a winning picture!

Whilst every reasonable care will be taken of submitted photographs, no responsibility for loss or damage can be taken by the Camera Club or 'Vision'.

All prints remaining uncollected after the prize presentation will be held by the club's chairman and may be collected from him.

What you can win

First prize: £25 cash plus 12in x 10in enlargement of winning picture plus free membership of Camera Club for one year.

Second prize: £10 cash plus 10in x 8in enlargement of winning picture plus free membership of Camera Club for one year.

Four runners-up: 10in x 8in enlargement of winning pictures.

Obituaries

WE REPORT with regret the deaths of the following:

Ted Phillips on 8 April aged 63. He joined us in 1977 as an electrical adjuster and worked at both Mitcheldean and Lydney plants.

He was employed in recycling when he took early retirement in 1989. His hobbies included breeding and showing of chow dogs.

Ron Skillern on 19 April aged 68. He worked in CBA assembly and retired in 1984 after 12 years' service. His sons Phil, Adrian and Rob all work in new build assembly while his daughter Valerie is a member of EMC staff.

Jim Prew on 4 May at the age of 80. Employed as a labourer in the machine shop, he joined us in 1965 and left after ten years' service.