We win Europe's top Quality Award

EIGHT YEARS after starting 'the race without a finish', Rank Xerox has won Europe's premier trophy for quality.

On 15 October, 1992, managing director Bernard Fournier accepted the European Quality Award from King Juan Carlos of Spain, at an event organised by the European Foundation for Quality Management.

'Said Bernard in his acceptance speech: "It's recognition of the hard work and support of 28,000 people who have used quality to increase customer satisfaction and regain market share. My sincere thanks to them all."

How we applied

Rank Xerox has been on its quality journey since 1984, when the Leadership Through Quality programme was introduced. Since then, the company has made great strides towards becoming a 'total quality' company with its focus on customer satisfaction as the first of its four business priorities.

In September 1991, Bernard Fournier agreed with his senior team to have Rank Xerox apply for the European Quality Award.

Quality director Rafael Florez put together a small team of people with a mission to write an application that told the quality story of the company.

The application was submitted in April. It was passed to external assessors, who marked it by comparing the approach and examples with their own guidelines.

All the assessors marking the various companies' applications were themselves senior line managers from all business areas. The applications with the highest score went forward to the next stage of the application process: site visits.

Preparing for a site visit

Preparation work continued during May and June as category interview teams (CITs) were established in all operating units to prepare for questions that external assessors would be likely to ask. The teams were helped by their recent experiences on the Business Excellence Certification programme — the Rank Xerox internal assessment tool.

"In all of our 24 European operating units, people studied the application carefully, and organised material as extra evidence," says Florez.

The effort was worthwhile. At the end of June, the company was told which of its European operating units were to be visited by EFQM assessors: International Headquarters, Marlow; Rank Xerox, Belgium; and the Rank Xerox Manufacturing Operations in Venray, the Netherlands.

These three sites and their CITs practised answering questions from their colleagues and the award team. It came as a surprise to many people that practice was needed. Says Brendan Rogers, who led the application team: "Most had initial difficulties because they were so modest!"

Checking pervasiveness

In addition to asking detailed questions, the assessors did a pervasiveness check, talking to individuals and groups to see if the total quality approach extended right through the organisation.

The jury decides

The EFQM jury met at the end of September to decide which of the finalist companies were to receive prizes, and which one was to receive the 1992 European Quality Award.

They told Bernard Fournier that Rank Xerox had won one of four major prizes and had been nominated for the prestigious European Quality Award.

"It is recognition for all the work and commitment shown by our people", he said in a company-wide communication. "Everyone should be proud of this achievement, as it clearly tells us that we are a total quality company."

Then we had to wait.

The award ceremony

On 15 and 16 October, Fournier and Florez attended the EFQM Forum in Madrid to take part in the two-day workshops, and to witness the announcement of the European Quality Award winner for 1992.
Enterprize award

IN RECOGNITION of our contribution to the ‘Managing into the ’90s’ programme, sponsored by the Department of Trade and Industry, Rank Xerox Mitcheldean has received an ‘Inside UK Enterprise’ award.

Phil King, business quality & strategy manager, accepted the plaque on our behalf at a presentation on 16 September last from a representative of the Department.

“Feedback from the presentation day indicated that Rank Xerox Mitcheldean was seen as the best large company for commitment to total quality management throughout the organisation,” said Phil.

‘Inside UK Enterprise’ was formed to enable best practices to be shared among companies throughout the United Kingdom by means of demonstration visits to each other’s sites.

We have now hosted three such visits to Mitcheldean and Phil extends thanks to all who participated, thereby contributing to this successful start.

Quality award (continued)

of the Belgium and Venray teams were also present.

And we won! Rank Xerox Mitcheldean was named the winner of the European Quality Award.

Accepting the award, Fournier said: “Quality is the way we run our business, the way we lead our people, the way we set direction. It’s part of everything we do.

“From Switzerland to Spain, from Norway to the Netherlands: in logistics, manufacturing, marketing and service. Everywhere, we apply quality. The results speak for themselves.

“I thank all our suppliers who have worked so closely with us to improve our shared processes; our customers, who encourage us with their openness and honesty; and all employees who have worked so hard to bring us this far on the quality journey.”

Among other representatives of the company who were present at the EFQM Forum was Mitcheldean’s Simon Davies — see his report on pages 4/5.

Top Team ’92

AS WE went to press we heard that the quality improvement team Console Cost Savings, led by Ken Miles, had been selected as Mitcheldean’s Top Team for 1992, and was going forward for possible selection as one of the RXMO candidates for a Corporate Team Excellence Award.

Fuser roll cell almost complete

WITH THE arrival this summer of a new lathe and a universal punch, all major items of equipment purchased for the low mass fuser roll cell are now in place.

While the Koyo centreless grinder handles the steel rolls, the new Ernault-Toyoda lathe, made in France, is specifically for machining thin-wall aluminium tubes.

Turning of these rolls was formerly done by Swedturns. “We had to do them in two cuts and use a mandrel,” said engineer Chris Barnard.

The Toyoda, which is fully automated, does them in one cut, and there’s no need for special tooling. This reduces cost, time and labour since it frees up the operator to do other work such as loading up the buffers of other machines.

“It’s already paying dividends,” says Chris.

Universal punch

Punching slots at either end of the rolls so they can be fitted into our machines is the final stage in the whole process for all low mass rolls.

The new, fully automatic, double-ended punch can handle all current and proposed low mass rolls, whether steel or aluminium.

It is called ‘universal’ because, as engineer Roger Bailey explains, “We can tool up for any length of roll and do a quick change between jobs so there is more flexibility.

“Whereas our former dedicated machines had to handle rolls about three times, the universal does this all in one operation.”

Again, this gives significantly reduced cycle times.

Rolls are fed in automatically from the loading buffer, which can take some 60 of them. A pick-and-place unit positions these as loading up the buffers of other machines.

“We had to do them in two cuts and use a mandrel.” says technical manager Chris Clarke.

After punching is complete, the unit then lowers each tube onto the output buffer which moves forward to receive it, whereupon it rolls gently down to join the other finished rolls.

‘Cleaner’ washing

The final acquisition in the low mass fuser roller cell will be an aqueous wash plant, which is environmentally friendly, to replace the current solvent degreaser (rolls are degreased after polishing and before being re-baked).

In fact, all such degreasers in parts manufacturing will shortly be replaced and “we’re looking at the opportunities for recycling the wash effluent,” says technical manager Chris Clarke.

An aluminium roll machined on the Toyoda lathe is checked by setter-operator Nigel Holder on the ‘Network’ system.

Swarf from the lathe lends a seasonal tinsel look to the fuser roll cell. About to remove it is service marshaller Dennis Martin.

Setting operator Martyn Gunter loads the universal punch with rolls.
EMC invest 1.6 million dollars in surface mount technology

THE NEW streamlined SMT (surface mount technology) production line is the first item of equipment that catches the eye of a visitor to the shop floor in our electronics manufacturing centre.

It has been placed strategically alongside the main gangway and looks very handsome in its EMC livery. Bought for capacity reasons, it represents an investment of a cool $1.6 million.

"It’s faster, more efficient, and leaves us well placed for future technological advances," says Neil Price, auto assembly & JIT lines manager.

Adrian Page engineered the line, from specifying the requirements, based on current and future products, to negotiating training packages from the manufacturers, and he told us: “My aim was to find the very best equipment available with respect to cost, technology, compatibility, convergence and support.”

The fifth SMT line to be sited in the EMC, it performs the same task as the other four in that it automatically assembles printed wiring boards. But it differs from them in several respects.

To begin with, it contains improved technology. It consists of several inter-communicating modules of equipment linked up to form a line 23% metres long.

First there’s the screen printer, made by the English company DEK. This accurately prints solder paste through a metal ‘stencil’ on to the corresponding component pad of each board — it’s a critical part of the whole process and operates to an accuracy of +/- 1 thou.”

After printing, the boards move along a covered conveyor to a Panasonic MV2. Using a high precision recognition camera this identifies and verifies the components, fed in on reels, before placing them in the relevant positions on each board, as programmed, at a rate of up to 20,000 components per hour.

Another covered conveyor then carries the boards to the Panasonic MPA III, a second placement machine with a super-powerful visual recognition system. This is capable of high-speed, high-precision placement of a wide variety of SM devices and is specially suited for fine-pitched components requiring high accuracy.

It can handle trays of components as well as reels and can be adapted to handle sticks of components if required.

The last, and longest, item of machinery is particularly interesting. It’s a hot-air, convectional re-flow oven, manufactured in the UK by Vitronics.

Unlike the conventional infra-red ovens where settings have to be fine-tuned, it maintains an even temperature, the hot air re-flowing solder on the boards to make a firm solder joint.

Like food in a fan-assisted oven, the boards get evenly heated through convection and components are less affected by thermal shock.

“It means that you can process some of the really complex boards,” explained Neil. “You get more repeatability, the diagnostics are better, and less manual intervention is needed.”

There’s another big plus with the new oven — it is capable of being converted to nitrogen. This would enable boards to be re-flowed in an inert atmosphere that reduces risk of contamination.

The operators themselves have been surprised to discover how much is achievable on this new line.

Some components, such as connectors, still have to be added after the SMT operation. But with technology moving away from ‘through-hole’ and towards more surface mount assemblies, an increasing number of SM components are becoming available.

Says Dave Wood, electronics & interconnects business centre manager: “Technology and processes continue to improve; as in the past we will continue to invest in state-of-the-art equipment and thus continue our progress towards world-class status in electronics manufacturing.”

Good news from Reuters

ON 30 SEPTEMBER, Mitcheldean’s electronics manufacturing centre was presented with a ‘certificate of delegated release’ (equivalent to our ‘certified supplier status’) by Reuters for the supply of their ‘Colour Switch’ PWBA.

EMC has produced this complex assembly since 1989 and each batch has required the visit of a Reuters inspector for approval before shipment.

Based on EMC gaining BSI/750 part 2 accreditation, satisfactory systems audits and confirmed good field performance, EMC has now been given the authority by Reuters to ship the product direct.

Auditing of our process will be carried out once per year by Reuters quality staff.

It was an honour, and very satisfying, to receive such an award. The certificate reflects the contribution made by the assembly and support staff in EMC.

This milestone marks a major step forward in our approach to continuous quality improvement and is directly in line with our EMC quality improvement strategy, developed in the latter part of 1990.

In many ways this strategy and our plans are the same as Reuters and, indeed, that of many other companies when we compare results from benchmarking studies.

This shows how important it is to strengthen our commitment to total quality, and to remain competitive in what is a very dynamic sector of manufacturing business.

Mel Alder
**‘At home’ in September**

MORE PICTURES of pensioners and their partners, this time on 2 September when the second ‘At home’ was held at Mitcheldean.

The group of around 35 enjoyed a chat and an excellent buffet, and they were delighted to have the opportunity to meet Barbara Keech, secretary of the RX Pensioners’ Association; she is seen in a picture below with Jack Bonney (left), RXPA tax consultant, and Stan Wheeler, west region co-ordinator.

**Integration review**

H. KATOH, associate director, Ebina plant, together with other members of Fuji Xerox management, recently undertook a two-week tour in Europe of RXMO plants and Mitcheldean suppliers for the new programmes. A review of European Integration was very much on the agenda during the two days they spent at Mitcheldean on 8 and 9 October at the conclusion of their tour. Our picture shows them with Des Halliday, manager Interconnects assembly, looking round the harness centre facility in building 6, prior to the move to 3/2 which is now nearing completion.

**Our man in Madrid**

Simon Davies, assembly manager for the newly-launched Xerox 5320/22 product, tells of his trip to Spain to represent Mitcheldean at the EFQM Forum.

ON MONDAY, 12 October, I was asked if I had a current passport, so I knew something was up!

Then Danny Haines told me I had been selected to attend the EFQM conference in Madrid.

Having asked section manager Dave Williams to take over the reins in my absence (he did a super job), by 4.30pm on the Wednesday I was sitting in an Iberian Airways Airbus at Heathrow awaiting take-off.

On arrival at the Madrid hotel I met other RX delegates from Bridge House and the quality office at Marlow.

We were all very keyed up — a lot of hard work had gone into preparing the application for this prestigious award and all we knew at that stage was that RX was among the finalists.

The Forum, held at the Palacio de Congresos, commenced next day with a series of workshops.

IT’S CERTAINLY been a red letter year for Simon, too.

Coming from the Mumbles area, on the Gower peninsula, and educated in Swansea, Simon originally intended to pursue a career in chemical engineering, having read the subject at the University of Birmingham.

It was as a chemical engineer that he took up his first post with a refractory company in Hartlepool on the north-east coast.

In the course of interviewing people, editors pick up some fascinating facts. For example, from Simon we learned that Hartlepool people are nicknamed ‘monkey-hangers’. It seems that when, during the Napoleonic wars, a French warship ran aground there, the locals regarded the crew’s pet monkey as a French spy and hanged it!

This European incident is commemorated in Hartlepool RFC’s logo.

It was in Hartlepool that Simon rose to dizzy heights — literally. Once a month he had to climb to the top of a 350ft chimney-stack to take samples of industrial emission for health and safety purposes.

“It was all right on a summer day. But you had to hang on for dear life in windy weather. I began to feel that maybe I didn’t want to be a chemical engineer after all — I would rather work in a nice warm factory somewhere."

Looking to move into production management, he succeeded in getting a job as a shift manager with a firm in Stevenage, Herts., which was one of the first companies to produce toothpaste tubes made of plastic.

From being one of three shift managers, Simon progressed to being production manager of the department.

A desire to move closer to his roots led, in 1986, to his coming to Mitcheldean — “which was as close as I could get.”

“Rank Xerox was just starting a graduate recruitment programme so I applied and was taken on.

“Having sold my house in Welwyn in a rush, I duly arrived at Mitcheldean one Monday and was told that I was going back to Welwyn to work in the pilot plant on the Xerox 5046!

“The atmosphere in the pilot plant was tremendous. It was a most enjoyable experience and very
constructive," said Simon.

Returning to base with the mid-volume copier, he led a team consisting of Mark Christopher, Pete Robins and Dave Williams who set up the whole sub-assembly area — some 50 per cent of the floor — in building 3/1.

He subsequently worked in every other 5046 assembly area then, in August 1988, moved into production receiving and issuing all materials stores where he was responsible for, amongst other things, moving to Mitcheldean having previously been based in Mitcheldean.

After their Majesties had left, the gathering was addressed by Mr Ybarra, chairman of the 1992 Forum. As we went to press it was announced that Adel Noureldin, director of manufacturing at 6 October City outside Cairo, where Xerox Egypt have their manufacturing facility.

As we went to press it was announced that Adel Noureldin, director of manufacturing at 6 October City, is joining the Mitcheldean team as part of a one-year assignment; Mike Cooper, works engineering manager, will go to Egypt to take over as the plant general manager for that year commencing in January next.

Egyptian project

In the training department — Bill Smith with Shaban Abd. El Rahman Mohamed and Essam El Sheik of Xerox Egypt, and Julian Priest.

TWO ENGINEERS from Xerox Egypt have been spending several weeks in our training department, gaining experience in the assembly of the Xerox 5317 under the guidance of Bill Smith.

The low-volume copier, launched in the UK earlier this year, is to be built as a licensing project by the Egyptian company. Mitchelldean has given valuable technical and material assistance in order to enable the start-up with parts being initially sourced from this site.

The two engineers returned in November and by the time this issue appears, Julian Priest, a member of the 5317 technical team in building 1, will have joined them to help in the setting up of the line at 6 October City outside Cairo, where Xerox Egypt have their manufacturing facility.

Firemen called out for awards

The re-medalled firemen — Bill Smith, Colin Lewis, Bob Young, Mark Christopher, Roger Smith, Ashley Hornchurch, Steve Zimmermann — with (far left) human resources manager Robin Effe and (far right) retiring fireman Phil Tomkins and John Spratley, safety & security operations manager.

OUR FIRE crew are hoping that this Christmas holiday they won't have to be called into the plant six times in one day to help cope with burst pipes, as happened one year — but they'll be ready to do so if necessary.

In all types of emergency — from floods to fire — their assistance is essential, both inside and outside working hours.

"You put in a considerable amount of your own time, and the work you do doesn't get a lot of public recognition," said human resources manager Robin Effe.

So a get-together in the clubhouse on Monday, 2 November, when he presented British Fire Services Association awards for long service to some of our 14 volunteer firemen, provided the company with an opportunity to show their appreciation.

Working together for so many years, under the expert guidance of fire officer Bob Young, has enabled the building up of good teamwork, so important when responding to an emergency.

"I know that people who watch from the side-lines tend to treat the subject with some humour," said Robin.

"But, at the end of the day, it is absolutely critical that you are a well-rehearsed professional
THIS NOVEMBER saw the launch in the UK of two powerful new desktop copiers — the Xerox 5320 and the Xerox 5322 — our second low volume launch in less than six months.

Describing the 5320/22 copiers presents problems, there’s so much to tell.

The two versions, which use the same base engine, are each produced in three configurations. And the options available with those three configurations total over 100!

It all adds up to “the most features-rich low volume family of copiers ever marketed by Rank Xerox,” says MRT manager Keith Marfell.

These features include the following:

- Push-button colour (there’s a choice of four colours — red, blue, green and brown) plus black, so the user can have a print all black, all one colour, or a mix of both.
- Full editing features, so you can indicate a heading or a panel to be in colour, or a mix of both.
- User can have a print all black, all green and brown) plus black, so the whole job.
- Some of the above-mentioned features — like the colour kits, the edit pad, the sorter (from Japan but soon to be made at Lille) and the stapler — are optional accessories fitted in the field.

Both the 5320 and the 5322 produce 20 copies per minute and have A3 input and output.

Designed by Fuji Xerox, they will replace the 5018 model; average monthly copy volume is in the 4 to 6,000 copy range, depending on the configuration of the machine, MRT manager Keith Marfell told us.

“During the early stages of the programme we built up a good relationship with the launch manager, Martin Stock (a former Mitcheldeaner), and he ran a series of quality launch meetings at Marlow.”

The first launch was in EFTA countries in June of this year (non-EC countries Austria, Switzerland, Sweden, Norway and Finland).

This was carried out with machines supplied by Fuji Xerox which were then preconfigured and tested at Mitcheldean in the MEWS while production was starting up in building I. “We produced 1,600 machines over four months,” said Simon Davies, product assembly manager for the new family of copiers.

The second launch was in September in all Region A OpCos, with the exception of the UK and Greece, where the third launch took place this November.

“We also built 180 pre-production machines for training service personnel, all of which gave us valuable experience,” said Simon.

“When we came into building 1 in January this year there were only just the marks on the floor where the line was to go. Along with the works engineering team, led by Martin Exell, and the MED team, we set up the line and formed training teams — and with such complex configurations a great deal of intensive training was required. Everybody concerned has worked very hard to make it a success.

“We build the machines as efficiently as we can to help control the cost, cutting out waste and non-value added work.

“For example, the upper frames section staff put a lot of effort into re-laying out the area, doing a Kaizen job in re-positioning fixtures, modifying the build dolly and ensuring that every piece of equipment, including the back-up items, is in working order so as to ensure there is no hold-up at any time.

“The programme has consistently hit schedule and achieved quality targets and we are quite proud of what we have achieved.”

There has been considerable support, too, from Fuji Xerox.

John Overbury, technical manager for low volume copiers, told us: “We had two FX manufacturing engineers — Yamada-san and Mori-san — with us for three weeks in the summer to observe our build methods and verify that our processes aligned with those used in Japan.

“After they left to go on to Webster, Nagunuma-san, the FX manufacturing engineering manager for this product, spent a month over here to provide further assistance. We much appreciated the help they gave us.”

Production at Webster follows that at Mitcheldean and “we have shared some of our processes with them via the IAP link-up,” he added.
Building it right

The production facility in building 1 consists of two grids; there's also a separate section beyond the pack line where the 50/60Hz HCF (being built for worldwide distribution) and stand are assembled.

About half the first grid is taken up by pre-assembly. hardly surprising since so many parts are involved.

"We have a quick turnover, with the majority of parts on the floor less than a week," said Gene Lewis (production control). "There are several really large parts which shift very quickly, and the JIT stores have been very much part of our success."

As PCD section manager Charlie Carr confirmed, given the large volume of parts, space is at a premium.

The other half of this grid comprises the TTM/TDM section where the two-tray module and the tray/duplex module are assembled.

The completed HCF and/or stand are wheeled round to this section and the appropriate module is placed on top.

Then it's on to the end of the main line in the adjacent grid where the requisite processor is hoisted on top before the copier goes into FR&T.

There's a daily lay plan setting out what versions/configurations are to be built. But with such complex configurations (some of the ops have four or five different parts to select from), operators have to make sure they get it right.

So, in addition to the serial plate pack placed on the frame at the start of the line, a reminder also goes on top, and "We haven't got it wrong yet," says Simon.

ACCORDING TO reports we have received from the field and OpCos, Xerox 5320/22 copiers are considered to be excellent machines in terms of performance, features and reliability.
Mitcheldean, and he has a quality colleague in his brother-in-law Jim Pearce of tool inspection. He and his wife Lin, who celebrate their 20th wedding anniversary in January, have a 17-year-old son. “He works in Iceland — the frozen food centre in Gloucester, that is!” said Pete.

25 years

One of the apprentices taken on in September 1967, Mike Bendall first joined design engineering and worked on a range of models, undertaking two assignments in the USA. When in 1985 Leadership Through Quality was introduced on site, Mike moved into a quality specialist role, becoming QA engineering manager the following year. He later became production control manager accountable for new product production control, a role subsequently expanded to embrace more operations including production stores.

This was followed in 1991 by a project in which Mike, as materials logistics manager, was responsible for the implementation of sub-contractors’ services. Last April he took over management of the ridge focussed factory with its diverse operations — low volume/engineering products recycling, customising, specials, dev. housing and the 5317 two-tray stand assembly. His leisure-time interests are equally diverse. Sport (non-participative!), music, architecture, and ‘serious walking’ in which his wife Helen joins him. Their home is an old cottage which he renovated (“I did everything except the plastering”) and he’s extended it twice to accommodate the family.

They have three daughters: Claire (18) is doing A-levels, while twins Karen and Angela (15) — born in the States — are also studying hard for their GCSEs.

Ian Hale loves to travel, and his career has certainly catered for that. Another member of the September 1967 intake of apprentices, he too joined design department, working on medium volume machines, and recalls how, in the early ‘70s, “we were located in Terrapin offices set up in central car park.” In 1979 he married social worker Hilary and they spent the next two years in Webster along with the resident team, which provided an opportunity to see Hawaii, Mexico and many of the States.

Back on site, his involvement with low volume products led to a visit to Japan on tool tryout. Two more years were spent abroad in Lille where Ian was a ‘methods engineer’ working on the Memorywriter electronic typewriters — and his eldest son Joshua (now 9) became fluent in French. He and Hilary also have an adopted son, Daniel, aged 3.

After returning to Mitcheldean as a section manager in CBA recycling operations, he took up his present post as QPA manager and has seen the number of staff rise from 15 to 26.

The work has involved much interplant travel and “I’ve sent auditors to places like Mexico, Brazil, India and Egypt. It tends sometimes to seem like a travel department” he says.

Ian’s leisure-time pursuits keep him on the move too. His main hobby is rowing (the belongs to Ross Rowing Club) and he enjoys running. He gained his first London Marathon medal in 1990 and hopes to gain another next year.

After completing his technical apprenticeship, Roger Imm pursued a different course from Mike and Ian by joining components planning.

This was later absorbed into parts manufacturing, where he has made his career. He has taken him on various visits to other RX plants (he went to Ventray to assist with the successful transfer of the 1045 pressure roll to this site), and to the USA — where he made several trips to a supplier in 1990 in connection with purchase of an inertia welder.

More recently he went to Fuji Xerox “to pick up the technology for the department’s new low mass roll section”.

This autumn his 15-year-old daughter Kelly joined the technical team — for work experience. “Engineering is one of her options,” he told us.

Roger’s main hobby is DIY and woodwork (especially cabinet-making) and Kelly sometimes joins him in his home workshop to do some wood-turning.

He and his wife Alison have another daughter, 11-year-old Rachel, who has just started at Whitecross School where Kelly is a pupil, and she’s hoping to have the opportunity to use the CDT equipment which the school acquired with RX sponsorship this year.

Christine Horlick has been a member of the LSA committee for three years — “it involves a lot of hard work, but I enjoy it,” she told us.

Having started in the cleaning department when it was company-owned, she joined new build operations in the press section of 660 assembly (our first small copier), and moved with it to the Lyndney satellite plant. A short time in spares assembly followed before she became one of the first six women to work on the 9200. When CBA operations came to an end, she switched to recycling and today she is located in building 13/2 doing spares, and also line work for small copiers on the ridge.

Christine has taken part in interdepartmental skittles over the years, and has played every week in the Rose in Hand (Drybrook) ladies team “for longer than I can remember.”

Keeping fit is important to her — she goes swimming in Ross-on-Wye and does aerobics at Woodside Leisure Centre. She also enjoys walking the two Springer Spaniels “which we rescued from unhappy circumstances”, and gets more exercise herself in the process.

Brian Cooke is keen on competitions, and wild about the West! When he won a prize trip to

Continued opposite
Gardening competition now open to all

OUR GARDENING Association held their annual competition on Saturday, 5 September. The eighth such event, it was this year thrown open to outsiders for the first time.

This resulted in a better response than last year, with 20 exhibitors and over 150 entries for the 36 classes.

Site director Gerry Lane, who is president of the association, came along with his wife Chris to present the awards, and he congratulated the winners and all participants on the excellent display which, he felt, was worthy of a larger attendance.

The David Stokes perpetual trophy for the most outstanding exhibit in sections 1, 2 and 3 went to Tina Coopey for her fine maranta, a pot plant with green and red foliage.

Although no new records were set, secretary Harold Moore produced the heaviest onions and pumpkin, Andy Gardiner the weightiest marrow, and Don Cinderey the longest runner bean and cucumber in section 1.

The winners of first prizes for classes in the other six sections were as follows:

Section 2: Harold Moore, Vere & Phyllis Christopher, Mick Manns, Andy Gardiner.

Section 3: Colin Gray, Harold Moore, Tina Coopey, Bob Smith.

Section 4: Harold Moore, Mr & Mrs John Smith, Joan Tranter.

Section 5: Pauline Moore.

Section 6 (homecraft): Mr & Mrs John Smith, Mrs Cinderey, Val Gardiner, Pauline Moore, Tina Coopey.

Section 7 (photography): Mavis Duggan, Rob Coopey.

Arizona for two in 1990, the trip fired his enthusiasm further.

He and his wife Maureen spent a second holiday there last year and this last October they went again. They viewed the fantastic Grand Canyon from above by helicopter, and penetrated deep down into it, riding on mules.

They also visited Monument Valley, an Indian settlement, and went over the border into Mexico.

"There’s so much to see — there’s plenty of scope for more holidays here," says Brian.

Coming into the machine shop as a setter operator on drills, he was the first setter to be appointed when cell technology was introduced in the 1980s.

His only trip abroad for the current year remain unchanged: Chairman Kevin Horrobin, vice chairman John Gurney, secretary Janet Hart, treasurer Dave Morris, publicity secretary June Knight, committee members Christine Aston, Graham Beavan, Ken Buffin, Colin Butler, Christine Horlick, John Spratley, Pete Waugh and Jane Whitlock.

FIGURES ON the LSA front continue to rise. Current membership is 708, including 287 retired members, with 110 new members expected in 1993, it was reported by secretary Janet Hart at the annual general meeting held on 16 September.

Next year 75 members will be eligible for the 25-year award, compared with 37 in the past year and we reckon all members will want to second that vote of thanks.

Officers and committee for the current year remain unchanged: Chairman Kevin Horrobin, vice chairman John Gurney, secretary Janet Hart, treasurer Dave Morris, publicity secretary June Knight, committee members Christine Aston, Graham Beavan, Ken Buffin, Colin Butler, Christine Horlick, John Spratley, Pete Waugh and Jane Whitlock.
Cup took the Mitcheldean 'A'
THE ANNUAL pilgrimage in
Golf Club in Lancashire on
and 'B' sides north to Hesketh
first experience of this
cup back to Mitcheldean, and
a practice round in the
4th places respectively at this
round on competition day,
renowned open qualifying
much was expected after the
cup and 'A' sides were in 3rd and
both Mitcheldean sides falling
players through the final 18
in force, tired legs carried most
stage.
the day and retained the
Haggett Cup with a total
stableford points score of 253.
XES were runners-up with
creditable 245 and
Mitcheldean's 'A' and 'B'
teams were 3rd and 4th, with
235 and 234 points
respectively.
The scores were as follows:
'A' team: Mark Barnard
27/37, Kevin Hardwick 24/24,
Andy Cosgrove 33/26, Phil
Mitchell 27/30, Tim Beale
30/29, Sid Cooper 26/24. 'B'
team: Joe Graham 36/29, Wilf
Jones 31/26, Dave James
23/19, Keith Laken 19/19,
Hugh Colby 29/28, Jeremy
Barnard 25/30.
Individual prizes were
awarded to ex-Mitcheldean
assistant Graham Lewis (5046
PDT) for the best morning
score of 39 pts and best overall
score of 72 pts, representing
the WGC 'B' side.
Mark Barnard achieved the
best afternoon score with 37
pts while Golf Society vice
captain Joe Graham just missed
out on a prize, finishing 3rd
equal for the day with 65 pts.
M.A.B.

Enjoying a joke with the side's top-hatted Fool are (from left) Pete Symonds, Tim Humphries, Tom Mockford and Dave Evans.

RX Morris men in a ring

MITCHELDEAN VILLAGE
suffered an invasion on Sunday, 23
August. But although the visitors
were in a uniform of sorts, there
wasn't an assault rifle to be seen.
Rather, they were dressed in
clothing of many colours, had bells
strapped to their legs and cavorted
to the sound of accordion, fiddle,
pipe and tabor.
The Morris men had arrived,
and in strength — over 150 of
them!
The reason for their mass
descent on the area was to celebrate
one of their Ring meetings, the first
event of its kind to be held in the
Forest.
Ring meetings are occasions
when different Morris sides gather
from all parts of the country. For
this Mitcheldean meet, sides came
from as far afield as Derby, St
Albans, Taunton and Thaxted.
Notable among the participants
were the local host side, the Forest
of Dean Morris men, looking very
distinctive in their bright, multi­
coloured rag jackets — a costume
which is unique to the Forest and
is said to symbolise the many colours
of the Forest.
And among those raggedy
dancers the keen-eyed will have
spotted four RX men: Dave Evans
(IM), Tim Humphries (IM), Tom
Mockford (EV maintenance) and
Pete Symonds (recycling).
We asked what the attraction is
for them in Morris dancing.
Side founder-member Pete
Symonds was emphatic: "It's the
music. You can't get music like
the ring anywhere else. For me, the
dancing comes second."
Dave Evans, the side's
stickman and archivist, said that he
likes "to help keep alive the old
traditions of the Morris dance.
Plus, I get to travel with the side —
sometimes abroad."
Indeed, this year, the side
visited Germany as guests of
Waldbronn in the Black Forest —
the twin town of Monmouth — to
celebrate the 700th anniversary of
its founding.
Tom Humphries, who became a
non-dancing member of the side in
1969 which qualifies him
almost as a founder member —
admits that he "that dithered on the
edge" for about 18 years before
joining in the dancing five years
ago. He has been the side's bagman
and secretary for three years.
Is your name Rudolph?
Tom Mockford is also a long­
server having started with the
Mitcheldean side (revived in 1978
for their assistance."
The Sunday celebrations
included a grand procession from
Dene Magna school to Mitcheldean
Church, where a service was
conducted and the side from
Waldbronn in the Black Forest —
the twin town of Monmouth — to
visit us and we're also very grateful to
Rank Xerox for their assistance."
Dancing, however, is not the
only activity indulged in by the
sides. Morris has close links with
the mumming tradition and this
Christmas the FOD men will be
raising funds to support them. But
under the cloak of tradition some
emerging practices are being
adapted as the tradition is
adapted to meet modern needs.
For instance, the Morris side's
leader Dave Evans has recently
adapted the traditional dance of
"Diamonds by Day."
Diamonds by Day is
a traditional dance in which the
leaders use arrows to guide the
dancers. However, in the current
version, Dave has adapted the
dancing to include
modern elements.
In the traditional version,
the dancers moved in
a circle, following the
leaders' arrows. However,
in the adaptation, Dave
has included elements of
modern dance and
music. The result is a
unique and innovative
performance that
brings a fresh
perspective to
this timeless
tradition.
Tom’s picture takes first prize

TOM CLARKE (bl.d.12/l, customisation has emerged as the proud winner of the first prize in the RXMP Camera Club’s 1992 photo competition.

Announced in Vision 213, the contest was the first general photo competition to be sponsored by the club and it resulted in over 67 entries.

Rob Lambert earned second prize for his difficult-to-take night shot of the Ross carnival.

Says club chairman Terry Darrington: “The overall standard was very good — the judges had quite a task in shortlisting and then finding the winners!”

Tom Clarke’s win, announced at the first club meeting of the 1992-93 season on September 21, was — surprisingly, perhaps — a black-and-white picture.

His success is all the greater considering that the majority of entries were colour prints and these tended to catch the judges’ eyes first.

“I prefer black-and-white,” says Tom, “because, since I do my own film processing and printing, I feel I can control the effect I want through every stage of the process.”

Tom’s interest in photography started when he was 17 and a student at the Royal Forest of Dean College. The pupils in his year were encouraged to broaden their interests and a two-hour slot in the weekly timetable could be used to pursue an activity of their choice.

Tom chose photography and, under the guidance of the college’s chemistry teacher — Rosemary Steer — learned about black-and-white film developing, printing and enlarging.

An interest in photography, in fact, may be said to run in his family since his mother used to work in a professional photo lab and his father undertook film processing during his army days.

As his technique has improved, so have the cameras he uses. “I started with my mother’s Chinon, then progressed to a Pentax ME Super which was given to me as a Christmas present,” says Tom.

Now he’s graduated to a Canon EOS 650, the camera with which, this year, he took the winning picture during a holiday in Scotland.

At home Tom commandeers the family’s utility room to use as a darkroom (“not ideal, but it works,” he says), the centrepiece of which is a secondhand enlarger he bought from Rosemary.

With the £25 cash award which is part of his first prize, Tom now plans to buy a tripod or flashgun.

Also, as part of his win, Tom qualifies for free membership of the Camera Club for one year. “We look forward very much to seeing more of his work in the future,” comments Terry.

Second prize-winner Rob Lambert (bl.d.1, assembly) is already a club member. His nighttime shot of the fair at 1992 Ross-on-Wye carnival earned him high marks for the way it seemed to capture the atmosphere of the event.

“It must also have been a difficult photograph to get right,” says Terry.

Rob took three pictures of the carnival on his Practika camera and modestly admits that he was surprised that the one he entered for the competition had come out so well.

The main prize-winners received their awards at the opening night of the new club season held at the clubhouse. Additional attractions to the event were a display of members’ photographs and a studio set which

certainly have been disadvantaged coming down the back six.

Generally though, scores were better for the afternoon round, in particular those of vice captain Joe Graham, Dave James (5047) and Dave James (EMC) — no, that’s not a typing error — who returned excellent scores of 68, 69 and 70 respectively.

A shower refreshed the tired feet of all, including those who had to keep climbing up and down from their buggy, and after a good meal the prizes were presented.

The Summer Cup for best individual nett score was won by Graham Beach with 144, just edging out Joe Graham on 145.

The Team Cup — best two cards of three, morning and afternoon — was won by Steve Cooper, Graham Beach and Brian Prosser with a score of 295, Mark Barnard, Colin Price and Dave James (5047) were runners-up with 301.

The Captain’s Prizes were awarded to the following:

Best morning score — Keith Laken. Best afternoon score — Dave James (5047), both receiving crystal brandy glasses. Best overall day score — Joe Graham, crystal fruit bowl. Longest drive on 17th hole — Mark Barnard, golf video. Nearest pin on 18th hole — Mike Hinton, golf book. Best dressed golfer — Dave James (EMC), golf socks.

M.A.B.

Forest Hills laid low

FOLLOWING AN invitation to stage a match, 16 Golf Society members met at the recently opened Forest Hills GC on Saturday, 19 September. After several last minute arrangements in team selection, our side performed exceedingly well against the unknown Forest Hills team, winning 7½ matches to 3½. This result followed a very generous concession of an 8½ putt by Dave Tyler.

The match could possibly become an annual event, but we can rest assured that, should it be played next year, Forest Hills will be looking for revenge.

From left: Rob Lambert and Tom Clarke at the Camera Club’s award ceremony — Terry Darrington does the honours.
Top ‘Pub Sportsters’ are Gil’s Bodgers

NINETEEN GAMES of snooker, 57 games of darts and pool, 171 legs of skittles and 570 questions! That added up to a great deal of fun for the 20 teams who entered for the third Pub Sports challenge KO competition.

This reached its final on Saturday, 24 October, with Gil’s Bodgers (ridge recycling) and the Trotters (building 1) fighting it out. Gil’s Bodgers did really well, winning 9-4 against their opponents who up to that point had been the favourites.

MOC manager Phil King came along to present the prizes, accompanied by his wife Pat, who was presented with a bouquet of flowers.

“Didn’t run the competition in 1991,” said Dave Lea, who organised it with the help of ‘Taffy’ Williams and Pete Griffiths, “but it was revived this year in response to popular demand.” And people really enjoyed the skittling, darts, pool and quiz, plus the socialising that went with it.

One highlight during the competition was the achievement of Chris Davis, the Trotters’ captain, when he scored 180 (three treble 20s) in the first round of the darts.

Another, notable for a rather different reason, came during the quiz which consisted of team questions on general knowledge, then individual and team questions with a choice of subjects (general knowledge, music or sport).

A certain competitor (we don’t know who) was asked the name of Dick Turpin’s horse and came up with a beauty — he said it was ‘Trigger’!

Team members were as follows: Gil’s Bodgers: Chris Davis (captain), Alan Baldwin, John Wilce, Warren Wayne, Ian Hill, Clive Jones, Ken Drew, Jerry Parker.

Trotters: Sid Grant (captain), Carl Goddard, Dave Sterry, Phil Harris, Gary Davies, Maurice Prout, Simon Davies, Steve Whitby.

THE THREE golfers representing RXMP — team captain Ken Ellway, Trevor Jones and Don Meek — finished runners-up in the Wales and South Western regional final of the Gardner Merchant Business Team Golf Championship at St Pierre Hotel & Country Club last August.

Their combined stableford score of 88 points was only one behind the winning team, Arjo Wiggins from Cardiff, who qualified for the national final at Penina, Portugal.

This was the second of the nine regional finals in the championship, which attracted 1,800 team entries. A total of 156 teams played in the Wales and South Western region and the RXMP team was one of 14 which qualified for the regional final at St Pierre.

Gardner Merchant have donated £5,000 from the entry fees to the Golf Foundation to help with the development of junior golf.

They just missed Portugal

Clubhouse staff who opted to take a basic food hygiene course achieved a 100 per cent pass in the final exam. On 11 November, Roger Garbett, divisional environmental health officer, who heads the food safety team of the FOD district council, presented certificates to the successful candidates. “You did exceptionally well,” he told them. Pictured here with Ann Marie Higgins, their tutor, and Roger are (from left) Dot Manns, Vivienne Williams, Gill Matthews, Chris Davies, Rene Histed and Joan Painter (Tanya Painter was unable to attend).

Obituaries

WE REPORT with regret the following deaths:

Les Davies on 6 September aged 80. He came to Mitcheldean in 1946 and became manager of the works laboratory, one of the chief activities of which was the control of effluent treatment processes. He took over as chairman of the plant finishing committee in 1971 and was closely involved in safety procedures, becoming chairman of the main safety committee in 1970. He retired in 1975 after nearly 30 years’ service. At one time Les was captain of Ross Bowling Club, and a trustee of Drybrook RFC. His younger son Bob is an engineer member of our European Integration team.

Eric Higgins, also 80, on 25 September. He joined us in 1947 to work on the assembly of Bell & Howell projectors and two years later was appointed supervisor. He spent the latter half of his 26 years’ service in the stores environment, retiring in 1973. His wife Ruth, who predeceased him, retired a year earlier after 18 years’ service, having worked in goods inwards inspection.

Victor Morrell on 10 October aged 68. He worked in external transport for over 21 years; his wife Cynthia was also employed in stock control for some time.