

# vision

The house magazine of Rank Xerox Mitcheldean



Al Monahan gets an update on developments in the convenience copier focussed factory from manager Danny Haines (far right); centre is David Maw, RXM&SC controller. Pictured with them during their tour of building 1 are (from left) Mitcheldean's director Gerry Lane, controller Janice Miller and (behind her) materials manager Keith Grant.



Shrawan Singh, RXM&SC vice president and director, discusses the copy quality of a 5317 machine with mechanical assembly operator Dave Powell.

## "A tremendous change"

VISITING MITCHELEAN plant on 8 July, Al Monahan, Xerox vice president, manufacturing support, commented on the tremendous change that he saw in the site compared with his last visit a year ago.

He received presentations from the senior management team and toured buildings 5 and 3 (both 5047 assembly and the harness floor), the convenience copiers focussed factory in building 1, and the EMC in building 4.

Later in the afternoon he held a communications session with senior management, during which he emphasised the need for productivity improvement to improve our unit manufacturing costs, and stressed the importance

of AdeltaT as a tool to achieve this.

He said how impressed he was with the applications of AdeltaT which he had seen on site, and in particular with a presentation that was given by the procurement department which focussed on eliminating waste from our materials requirement planning process (featured below).

## Buyers boost their productivity

EVERY MONTH a thick batch of computer printout lands on the desks of the production buying team in commodity operations.

Known as the MRP (materials requirement plan) it lists all the parts that must be ordered to meet our production needs from third party (commercial), Fuji Xerox or interplant suppliers.

To action this takes around half a month – taking 11 per cent of a buyer's time – and suppliers may wait up to 13 days to receive their orders.

Buyers have to review the individual part numbers, action on their terminal screen,



Members of the MRP productivity project team – (from left) Nigel Ward (leader), Andrea Brashko, John Whitney, Simon Maddrell and Julian Andrew.

and obtain printouts of the supplier delivery schedules (SDS) which communicate the orders. These are then faxed to vendors.

Yet most of these orders don't actually need buyer concurrence.

"We have to look at each

entry, but we are often just confirming what the computer tells us to do – which is to decrease the existing order, increase it or leave 'as is,'" said Nigel Ward.

Not surprisingly, buyers have been getting very dissatisfied with all this key-

tapping, manual work. They have felt that their time could be more usefully employed doing what they are skilled at – managing the vendor base and reducing unit manufacturing costs (UMCs) and manufacturing cost variances (MCVs).

The quicker the SDS can be sent the better, because the more time the vendor gets to react to the order, the less likely it is that expensive freight costs (sending by air instead of sea, for example) are incurred to get the parts in on time.

*Continued page 3*

**T**HE THEME of productivity and our drive to eliminate waste from our business and production processes, has been the subject of site-wide discussions and communications meetings involving all employees.

These have resulted in an avalanche of suggestions – showing what a wealth of ideas can be captured from the people closest to the action and put to good use.

Major plant, or group wide, initiatives are making a big impact (for example, the re-sourcing of paper supplies with Xerox Office Supplies). But even smaller efforts, such as the reclaiming of parts worth only a few pence each, are adding up to worthwhile sums.

Many ideas have yielded environmental as well as company benefits.

What is important is that people are being given feedback, by

**A**HUNDRED defective Panduit air drive motors lay in a cupboard gathering dust. Used in harness cable tie dispensers and guns, each cost £240 to replace new.

Investigations proved that a repair process was unavailable. So Dave Page created one himself.

A member of a team who carry out tooling repairs on the shop floor, he removed component parts from inside one of these sealed units and found a damaged vane (the most common fault). With the remaining five good vanes, he realised he could repair five other motors with a similar fault.

The rebuild process he created was agreed with the suppliers and the revitalised motors were approved for inclusion in the Panduit systems. Dave is now working his way through the build-up, as well as dealing with newly defective ones, reclaiming vanes and other usable components.

Says Terry Jones, quality and technical manager: "Repairing these units at below the buy level has eliminated the need to purchase any more this year or throughout 1994, saving us many thousands of pounds."

VISITING 5047 assembly to liaise on productivity improvements, harness operators Alison Dainty and Jack Phillips noticed a certain type of 5046 multiple harness was being scrapped.

Reckoning this could be reworked for use as spares in the field, and having this confirmed by engineer Steve Hodder, they persuaded their manager to change the method of producing the harness from 'new build' to 'remanufacture'. This, the department's first reclaim/remanufacture project, is enabling a total 1993 saving of over £3,000.

*Setter-operators Andrew George and Stuart Powell with a canister of solder paste residue from a surface mount device in EMC. Scrapped off the screen after each PWB batch, it is stored in a sealed canister to prevent it drying out and sold back for recycling, an idea worth several thousand pounds per annum.*

THE 'BAROMETER' on the building 3/1 display board is steadily rising as the cumulative results of productivity projects are updated.

The capturing of assets in the 5047 fuser sub-assembly section, stimulated by the reclaim project (featured earlier) which Mary Fox and Colin Minchin initiated, is gaining momentum.

Boosting the savings is the optics tower project. Cell operators felt this tower, which holds fuses and switches, could be reclaimed from 5046 machines.

Investigations made through MED proved the part was worth re-working and it was cut into the



**Left:** Dave Page reclaims components from an air drive motor in harness assembly. **Right:** Bob Hatton and Celia Husbands who, with Dave James and Granville Holdsworth, identified the optics tower reclaim opportunity in 5047 newly manufactured assembly.

process, along with a rear cover identified earlier for reclaim, achieving total savings to date of £29,000 plus.

Even a small part salvaged at the suggestion of Graham Grindle has yielded some £3,000.

Mary Fox, who has been keeping track of projects for the area, told us that "total productivity savings have



means of updated departmental displays and registers, as to whether action has been taken, who is responsible, what the project benefits are, and so on.

Communication has stimulated thought and action, some misconceptions have been corrected – all good for employee satisfaction.

The following are just some of the projects that have been closed out, or are currently being worked on.

now topped £81,600."

OVER THE years different PWB's, where components have been inserted by hand assembly, have been introduced into EMC.

In the meantime, technology has advanced, and such parts may now be automatically inserted, either as a result of upgrading of equipment, or because components (fuse clips, for example) have since become available on tape, or a combination of these.

So EMC are carrying out a review of boards (27 had been dealt with at the time of writing) to see where opportunities exist. One success story is that of driver boards,

reduces the power required by the air conditioning plant to cool the air.

IN CONTROL department, where there are few non-employment costs, the aim is to reduce waste in the work carried out.

Says Paul Dean, who is co-ordinating activities: "A prime example is the automatic costing system, a project carried out by IP student Karen Knowles. When she came it was a five-day week job; she reduced her own working time as she progressed with changing it from a manual operation to an automatic one. Her replacement, Louisa Pharaoh, has continued the good work, bringing it down from five days to one, and we can keep it at that."

Yet another AdeltaT project concerns small batch reporting – a tracking system allowing staff to benchmark themselves against external engineering workshops to ensure full utilisation of their skills.

During the year a new ledger with on-line capability has also been implemented and piloted within EIBC and facilities engineering. Instead of receiving a hard copy report on expenditure every month, they can now have it 'live', saving time and paper, and enabling a quicker reaction to any variances.

WITHIN COMMODITY operations, efforts to be more productive are continuing to be made, both on production and site services fronts. It's being achieved by: reducing packaging (a follow-on of the cost reduction exercise held earlier); buying materials in smaller quantities; reducing the number of non-production suppliers (gaining an opportunity for discounts through larger volume orders); and re-sourcing with UK suppliers materials which have hitherto come from abroad.

In the case of metals, for example, a move of some 20 parts from a continental supplier to UK vendors – a major effort involving CCM, engineering, SQA as well as purchasing staff – is achieving reductions in lead time and in freight, insurance and other costs.

"Our projected first year net saving amounts to over £300,000,"



where 12 components being fed in by hand can now be transferred to automatic insertion. Total savings this year amount to around £20,000.

Another process review is bringing good results. A standard trolley has been introduced for those pre-form kits which are set up regularly and sent out from stores, so there's no need to start from scratch every time.

"We spent £95 on making up plastic covers for identification labels and have dealt with eight kits so far, saving nearly 5 hours per week," operations manager Guy Rainforth told us.

Energy, too, has been saved – by adapting the way Teradyne/Zehntel test machines are operated. The control panels have been re-wired so that the computer side is left running (as it needs to be) while the systems are put on standby mode when not in use.

An additional bonus is that less heat emanating from the equipment

# IDEAS TO CUT WASTE

reports commodity manager Chris Clarke.

A SMALLER, but nevertheless significant, cost saving is resulting from finding a replacement for the humble E-Tork wipe used across the site to clean machines, etc.

Since the original specification, less expensive wipes have become available, and a team consisting of Andrew Bromage (material processor), section manager Graham Jones (low volume remanufacture) and Cathy Upton (site services buyer) have found a more cost-effective wipe, 'Kimtex', that is environmentally friendly and lasts longer – with forecast savings at 66 per cent of current spend.

NOTICEBOARDS ON each of the assembly lines in building 1 inform staff about the status of the suggestions sent in (190 at the time of writing), ranging from recycling of packaging to dispensing with a couple of cable ties on harnesses.

Quite the biggest project, nearing completion as we went to press, is concerned with the focussed factory's image.

Productivities co-ordinator Roger Preece told us: "Some suggestions indicated that we could sell ourselves better. We get important visitors coming in here, and they have arrived via a rather unimpressive entrance."



Mike Bennett is running a cost reduction project in building 1 consumable stores. One of his suggestions – that bought-in reject labels, used to identify faulty parts in assembly, should be made in our Markem area – is cutting the cost by one third.

"One of the suggestions was to update the building and thus help to influence customer orders. So we have created a new reception area which will inform visitors about the company, highlight the selling points of the machines which they will see demonstrated on their tour, and enable them to visualise the focussed factory before they go in and see the real thing."

We'll be featuring this new facility in our next issue.



Dave Powell with RXFM staff Fran Palama and Julie Swift, and (far right) Bob Farnham, who handles the day-to-day co-ordination for RXMP.

## RXFM comes on site

IT'S HAPPENED at Marlow headquarters, and at Wakefield Park training centre, not to mention around 100 other companies. Now we've done it – we've called in Rank Xerox!

Our centralised data services could not provide the level of reprographic service required (no reflection on the now redeployed operators), and to provide the right level was prohibited by cost.

The problem has now been solved by bringing in that branch of Xerox Business Services known as RX Facilities Management.

Though part of Rank Xerox UK Co., they had to tender for the contract. Said Dave Powell (business process development) who handled the implementation of the project developed by Dave Charley: "There is a small cost saving, but the big advantage is that the level of service they can

offer is greater than we could possibly afford to provide ourselves."

For the changeover gives us access to all kinds of specialised services available from their Copy Centres (they have a nation-wide network of High Street shops).

Such services include laser colour copying, offset litho printing, electronic printing and publishing through to computer-generated presentation graphics and beyond; there's an extensive range of binding techniques and items can be laminated or encapsulated in plastic.

Using our existing equipment in building 6/2, RXFM offer all the services which were available before, and are continuing the filing of engineering records and provision of prints from aperture cards.

Should our 5090 high volume workhorse develop a fault, RXFM have back-up facilities right here on

site – in EPO in building 9 (another part of Xerox Business Services) where they have a facility, or at one of their other facilities in Cheltenham or Cardiff.

As with our decentralised customer simulation machines on site, the UK Co. Birmingham branch carry out machine maintenance. Hitherto we have relied on our own in-house expertise and naturally production schedules have had to have priority.

The service is being further enhanced by the introduction of

pick-up points in building 1, 3 and 4. Staff will collect copy, and notify the customer when the job is ready or even deliver it, depending on the size of the order.

People are also being given the opportunity to purchase services on their own account. These will, however, need to be paid for by cheque (no cash transactions).

Times of opening are 8am to 5.30pm weekdays except Friday when it's 8am to 3pm (special arrangements will apply during shutdown).

For further details, ring ext. 2682 or talk to FM manager Julie Swift (ex-Expedite) or Fran Palama, FM specialist, over the counter (if one of them is away, back-up staff will be provided). RXFM have a quality guarantee – if the customer is not satisfied, the work will be done again at no extra cost!

## Buyers

(continued from page 1)

As commodity manager Simon Maddrell put it: "We should be saving money, not costing money."

In order to reduce non-value added time spent actioning the MRP, a team led by Nigel embarked on an AdeltaT project.

The objective was to be able to fax the SDS to third party vendors within two working days of the material plan being received by buyers – an average six-day improvement.

Their analysis of each step in the process revealed that most of the 'waste' was time spent in waiting both for the material system to respond and for the SDS to be printed.

A systems upgrade and changes made by IM to the queueing system reduced the total time spent by buyers in completing the MRP process from 236 to 216 hours each month.

So far, so good. "But not good enough," says Simon.

The next stage is to introduce auto-faxing of monthly forecasts and schedules within two days of receipt of MRP.

The auto-faxing of forecasts to vendors, which is part of the electronic data interchange (EDI) project and is being dealt with by a team led by Gerald Cooke, is due for completion this autumn.

Julian Andrew, procurement business analyst, is leading a separate group to deal with the auto-faxing of schedules, and

the hope is that by Christmas a buyer will be able to go to the terminal and key in instructions to fax schedules to the supplier.

Buyers also want the system to automatically approve the majority of parts, with the longer term target being that only ten per cent of parts will need to be reviewed by buyers.

The outlook is that all this will bring the 216 hours down to 51, and achieve an ultimate saving of \$4,620 (£2,700) per month.

Further steps to be taken include changes to the planning logic to remove waste of excess inventory planning for non-buyer review parts.

So, in the not too distant future, the MRP could be landing on buyers' desks with considerably less of a thump.

THE ACCOUNTING function has moved upwards in terms of status, location and size since December 1991.

That was the date when it was announced that some Rank Xerox financial accounting activities within Great Britain operating units were to be centralised as GBAS – Great Britain Accounting Services – its principal customers being: Manufacturing Operations; the Technical Centre at Welwyn; the UK Company; and Marlow HQ.

The decision to establish GBAS was made because of the benefits experienced in previous accounting consolidations; most notably back in 1988 when accounting activities in Mitcheldean and Welwyn were consolidated in Mitcheldean with considerable productivities being achieved.

The decision meant, however, replacing all the financial accounting systems in each location, including the payroll, developing an organization and relocating and recruiting necessary staff once a location had been agreed. All within a two-year timeframe.

Deciding where to locate GBAS was no easy matter. "However, since receiving and clearing invoices is the major activity, it made sense to locate it next to the largest procurement and receiving operation among those customers – at Mitcheldean plant," says Colin Fursman, who was appointed in April 1992 to manage the implementation of GBAS.

Colin is no stranger to the site. In the early '80s he was financial planning manager here at a time when Gerry Lane was our controller. During the past ten years he has worked at Aylesbury, as finance planning and analysis manager for EMO operations in Europe; as controller at Welwyn; and as a manager in SPAD at Marlow.

Implementation embraces not only the creation of suitable office accommodation but also migration of staff and an upgrading of financial systems.

Let's look at the location first. There was ample space available on the top floor of building 7 for GBAS, but a good deal of work was necessary before anyone could move in.

The floor had been unoccupied for several years, so it and the adjoining floor in building 8, both of which wore a rather tired look, were renovated together, thus opening up a further area for possible use.

An important part of the

# Accounting at a higher level



From left: Phil Ballinger, GB accounting operations manager, payroll analysts Chris Hale and Neil Briggs-Evson, GB payroll operations manager Trevor Knight, payroll analyst Brian Chelu, Andy Squibb, manager, systems & business process development, and industrial placement student Matthew Cox, secretary/administrator Nicky Allingham and Colin Fursman, GBAS manager.



From left: GB general accounting manager Charlie Gayton and his team – analyst Sue Black, Jim Ahern, manager financial accounting, analysts Dipti Doshi and Mark Thomas, accountant Steve Baldwin, analyst Peter Madigan, manager financial accounting Fred Irwin, Francois Cavalier, and payment and expenses operations staff Ellen Baldwin, Barry Williams and Cindy Powell with manager Nora Powell.



From left: Dave Barnard, GB accounts payable manager and his team – Mary Robbins, Anne Gething, Sue Stevens, Mark Presdee, Beryl Reed, Jane Eden, Leanne Vine, Gordon Howells, Dave Hawkins, Lisa Morgan, Josie Jenkins, and section manager Jayne Innes (section manager Dave Morris missed the line-up).

refurbishment involved putting a communications network into every track of the floor.

"In planning the GBAS accommodation, we tried to recognise people's concerns which were identified in the employee satisfaction survey," said Colin. For example, offices on the perimeter have been kept to a minimum, so as to ensure that natural daylight is not blocked from the main central area.

And, as one member of staff commented, "After being in internal offices two floors down, it's good to have a view across the village and the surrounding hills, and to be able to know what the weather is up to."

On arriving by lift (fitness fanatics can use the stairs) and

going through the swing doors, you can see opposite the new refreshment area which has been installed with vending machine and self-brew facilities. And, reassuringly, there are copious directions in case of fire.

Many of the visitors to the department require to see Nora Powell, manager payments operations, or Trevor Knight's payroll staff, and these sections are immediately accessible as you enter the new offices.

All facility work was completed between October and December last year, and said Colin, "We're grateful to Pat and his team for having got it done in the short timeframe."

New faces now to be seen in GBAS include Charlie Gayton,

who has moved up from Uxbridge as general accounting manager, and Fred Irwin, as manager, financial accounting.

Andy Squibb is another newcomer from the UK company; he has been appointed as manager, systems and business process development, a new position that recognises the complexity of the systems serving so many customers and the need to drive for process simplification and commonality across the units.

Also returned to the site is Phil Ballinger, who was previously UK chief accountant, and who runs the accounting operations. Reporting to Phil are Charlie, and David Barnard, who retains his position as manager, GB accounts payable.

Further staff will be relocating to Mitcheldean from Uxbridge towards the end of the year as GBAS takes over responsibility for accounting in the UK Company. In addition, recruitment from within the site has taken place from a number of departments.

A number of support analysts will remain at both Marlow and Uxbridge to ensure an effective interface is maintained with each unit.

Along with all these changes is the added task of implementing the new financial systems.

An on-line accounting system, OLAS, is being implemented in all units and replaces XBMS in Mitcheldean, which no longer has the functionality required to meet the new reporting requirements.

Already being used in an earlier version in Marlow and the UK Co., it's a bought-in package, and systems people from Marlow set up a project office in GBAS quite early on so as to be able to develop the system and train people in its use.

The first part of the system went live in Mitcheldean in November last year, and the automatic on-line raising of orders and matching of invoices and receipts was initiated this summer. Given the short timeframe in which these systems were implemented, this is a major achievement by the people involved, both in GBAS and control.

In addition, the existing payroll serving Mitcheldean, Welwyn and part of Marlow is in the process of being replaced by a common GB system serving all units. This has greatly improved functionality and reporting capability and is on target to be in place this autumn.



Pictured with the Super Giant are (from left) Mark Smith (materials), section manager Norman Kear (5390 remanufacturing), operator Mike Maith, Tony Whitby (FR&T) and, alongside the ASF 135 finishing module, Paul Roberts (QA) and product engineer Steve Watkins.

survey claimed to be putting through volumes of 2,500,000 per month on the 5090 with no ill effects!

One of the most popular of the 5390's selling features is expected to be the light on the top of the finisher module which warns that the machine needs operator attention – very useful for customers with a print room full of equipment to mind.

Representing a cost saving for Rank Xerox is the 'screen saver' which prevents an image left overlong on the touch-sensitive colour screen (through which features are accessed) from burning on. When the saver is in operation, the Xerox logo comes up and travels around the screen.

But the most noticeable change, apart from the cosmetic one, is that the machine has grown the capability to add on a third party system.

Such a system is the ASF135, an additional finishing module, made in Sweden, which is connected in the field.

This folds, or folds and staples, up to 20 A3 or A4 sheets to make useful booklets (a maximum of 48 sets a minute).

The 5390 is fitted with a transfer device which enables a single stack of sheets to be delivered to the ASF. To bring it into action, you need only touch the screen symbol STD (set transfer device) and it all happens.

The ASF can also be used as a stand-alone piece of equipment.

A separate stapler is located on top of the 5390 finisher, which will cope with 50 sheets; there's also a handy staple-remover on the universal document handler.

"The 5390 programme commenced at Webster in December 1992 and we at Mitcheldean became involved last February," says product engineer Steve Watkins, who went over to study the engineering processes.

"I got there just as they were doing their first pre-production machines, and Mark Smith (production control) followed to check on the bill of materials."

The development has meant a change of software and a number of mechanical changes – plus a large number of extra parts to accommodate in the stores.

For example, the 5390 has 53 different panels and, without giving away any secrets, we can say that a certain blue bird symbol which has connections with a Toronto football team was very helpful in identifying the parts!

## The freshening of the Super Giant

THE FASTEST high volume copier on the market, the Xerox 5090 earned itself the 'Super Giant Copier of the Year Award' by the British *What to buy for business* magazine some months ago.

The magazine, which carries out a detailed survey of the super giant copier market every two years, said some very complimentary things about our model – among them, that "The 5090 stands out from the competition on account of its speed, capacity and finishing features (it staple-stitches and

thermal-binds pages)."

It was also highly commended for copy quality, service and reliability.

So why aren't we assembling the 5090 in all its glory any more?

The answer is: because it has now been 'freshened' with a new two-tone grey livery and even greater capabilities, and is being remanufactured in building 3/2 as the 5390.

At the same time, the 5090S, which is a simpler, cheaper version of the original model that comes without the binding facility, has

been introduced.

The aim is to fill the gap between the electronic printer and the high volume copier and bring about a resurgence in the light lens market.

As Dan Cholish, vice-president, high volume reprographics, said: "We must remain competitive with our base products."

Both 5390 and 5090S cruise at 135 copies per minute. The average copy volume is 450,000 per month – but there are customers doing far more than that.

One user interviewed in the

## 5390 – ready for take-off



From left: Barry Thomas, manager high volume remanufacture & customise operations, Steve Pomeroy, product manager, 4235 & electronics sub systems, Mike Bendall, manager work group copier focussed factory, and 5390 MRT manager Steve Cooper with representatives of the High Volume Reprographics Business Unit from Webster and Marlow – Roger Reeves, Dan Cholish, HVRBU vice president and general manager, Felicity Knee, Richard Royall and Bill Patterson.

AT THE beginning of July about 20 OpCo national technical specialists from West European countries came together at Mitcheldean for a two-day training course on the 5390 (the variety of languages made quite a challenge for our

reception staff!).

Their introduction to the new model coincided with the visit of Dan Cholish, who came over for the launch review, and he took the opportunity to address them.

They toured the shop floor and were able to discuss with the

Mitcheldean team any problems experienced in the field, and generally develop a good rapport with this site. "Altogether the feedback was excellent," reports MRT manager Steve Cooper.

# New colour copiers

RANK XEROX has announced a new series of digital copiers that raise current image quality standards and reduce the cost of colour copying and printing.

The MajestiK Colour Series comprises three full-colour copier/printers – the Xerox 5760, Xerox 5760ADF and Xerox 5765 – aimed at office and production environments that require the highest level of photographic image quality.

"We expect the MajestiK Colour Series to be a pivot to increased growth in the colour document market," said David Wilson, marketing manager, office colour products. "It brings world-class benchmarks and capabilities to the growing Xerox colour line, providing customers with more productive, cost-effective colour solutions."

Quiet office machines, with proven reliability, the MajestiK Colour Series will reproduce full-colour, photographic images with vivid hues, highlights and tonal gradations normally associated with offset printing. This superior image quality is made possible through the use of fine seven-micron diameter toner, coupled with advanced scanning and image processing technology.

The series, made in Japan, sets the industry benchmark for copy quality, reproducing fine detail and complex image elements with greater clarity, sharpness, fidelity and consistency. Image quality is optimised and maintained from the first copy, reducing the need to make multiple test copies.

A joint development by Xerox Corporation and Fuji Xerox, the series has a proven track record. Introduced in 1992 under the 'A-Colour' name in Japan, it has already assumed a leading market position, won major awards for its technology and been selected in the top 10 Best Japan Products by the business newspaper, *Nikkei*.

Recommended for monthly volumes up to 10,000 copies or prints, each model in the series produces full-colour copies at six A4 copies per minute with 400 by 400 dots per inch resolution and 256 gradations to support more than 16 million colours. Black-and-white copies are produced at 36 cpm, the fastest monochrome speed of any current digital colour copier.

In addition to superior image

quality and reliability, the MajestiK Series offers an array of features that includes: paper size to A3, reduction/enlargement with pre-set ratios, touch-sensitive LCD control panel, counterfeit deterrent, automatic centering, and capabilities that allow users to colour and edit documents by marking specific areas of an original.

The series has a 750 sheet capacity in three front-loading, pull-out trays of 250 sheets each, with a 40 sheet bypass tray for special stock.

Through a range of connectivity



5760 with ADF/sorter and remote on-line edit pad.



5765 with film projector which works in conjunction with a flat-pack mirror to project slides or film strips onto the platen.



5765 with sorter.

options, each model will print images from Apple Macintosh and IBM-compatible PCs. Also via computer, the series will be able to produce output from video sources, scanners and photo CD systems.

## More colour highlights

Over past months, other introductions to the Rank Xerox colour

line have been announced.

In the full colour field, a 5775 SSE enhanced digital copier/printer, based on the 5775 and built in the USA, features a series of software and hardware upgrades.

Last spring saw the unveiling of the 80 cpm 5380, made in Japan and featuring push-button choice of colours (black, red, blue, green, brown or black with one highlight colour).

An industry first from Rank Xerox, editing functions can be performed using an off-line edit pad which allows work to be done away from the copier, thus freeing up the use of the machine by others.

There's a video display screen for easy programming, a duplexing automatic document handler for same or mixed-size documents, a 20-bin sorter plus five paper sources with a total capacity of 4,850 sheets ranging from A5 to A2.

In early June we saw the debut of the 5350 and 5340, designed and developed at the Welwyn Technical Centre and built in Venray.

The 5350, operating at 50 cpm, and the 40 cpm 5340 – the first work group copiers to be equipped with a unique touch screen user interface – enable users to add colour to their documents in a variety of ways.

A whole document can be copied in colour, or up to five areas of a document can be coloured or modified by using the copiers' editing feature.

Smallest of all, the 5220 and 5309 represent a new marketing venture for Rank Xerox – copiers off-the-shelf. This retail sales strategy is being implemented in all RX OpCos.

The 5220 is a 5 cpm copier weighing just under 11 kg with a built-in carrying handle and removable paper tray. Made in China, it has a snap-in dry ink cartridge which users replace themselves, and which comes in red, blue, brown and green as well as black to provide easy colour copying.

Twice as fast, and with additional features, the 5309 and the similar 5310, both built in France, are still small enough to be bought off the shelf, taken home, plugged in and put straight to work – ideal for the very small business or home user.

Latest in the line-up is the 5328, a variant of the 5028 which it replaces, offering blue and red modules. Launched on 1 September, it is being assembled in our building 1 and we'll be featuring it next time.

# Getting



Phil Davies and Maurice Prout with (far right) Syd Greig, Pathor stores manager, survey the bays of incoming goods. Right: In the admin. office, Marianne Phillips uses a gun scanner to read a barcode on a picking ticket.

**T**HIS CHRISTMAS should see the completion of the move of the warehouse back from Gloucester, which has taken place in phases – the fast-moving stock coming first.

"Things have moved very quickly and I am more than pleased with the progress we have made since we came back," says Phil Davies, manager, ISC operations.

Within days of Baker's moving out last October, building 1 north underwent a process of facilitating – from floor to ceiling.

A new sprinkler system was installed, some new offices built, structural changes made, a different form of racking system devised and the floor 'wired up for change'.

"A big effort has gone into improving housekeeping and safety – for instance, we have made sure staff have proper shoes. They do AdeltaT training and some have been through Leadership Through Quality since their return from Gloucester.

"It's been a big project which needed a lot of planning, and commitment from the team," said Phil.

The overall aim is to give fast delivery, achieve greater accuracy and use space more productively.

Practically all stock that comes

## XTV link with Japan

LAST SEPTEMBER, Noko Atherton (materials management) met Fuji Xerox representatives in Ebina – without leaving Mitcheldean site.

She became the first person to make use of the new video-conference link now established between our XTV facility and FX sites in Japan.

Commented Noko, who is responsible for interface with Fuji Xerox: "This is of great value to us since communication with Fuji Xerox is increasing and it will reduce not only

expensive travel but also the possibility of misunderstandings. It has certainly improved the quality of our recent workshops by enabling us to make better preparation."

Whereas our other links with company locations – at Marlow, Welwyn and Venray and in the USA – have been set up using the Xerox private network, this link goes over a public telephone network.

The first time any Xerox location has established a link-up with FX, this

achievement has involved much work with the equipment vendors, Phil Birch, IM operations & technical support manager, told us: the main problem has been compatibility between the differing makes of video-conference equipment used by Xerox and Fuji Xerox.

If you have a potential requirement for a video-conference with FX, then ring Brenda Walshe on 1401. Contact Phil or Hugh Thomas if you want more detailed information.

## Focus on lighting

DURING THE summer shutdown a new system of lighting which focusses directly on the parts in the racks was put in place.

Colin McHugh who, with Martin Exell, was involved in the project on the works engineering side, explained that the use of prefabricated sections, with the wiring already in place, reduced installation times by about half.

"The system is very economical to use, and the plan is to incorporate daylight sensors to cut consumption further."

# more out of the warehouse



Ron Beckett retrieves a box from the MNI location for small items.

in for production finds its way into the warehouse, where it is checked in, sorted and inspected as necessary.

"We either process it by traditional method (that is, put it in location and tell the materials system where it is stored), or put it into JIT stores in the location the system tells us is available – which is the way we are increasingly progressing towards."

Today the warehouse has far more JIT carton locations – 9,000

(treble what there were when the JIT stores were in building 1 south) plus over 6,000 JIT pallet and 2,000 plus MN1 box locations. That's over 17,000 JIT locations in total.

"We have been able to handle the increase in operator pulls without increasing staffing levels. Pulls were averaging 600 per day prior to Big Wave; now they are up to nearly 1,000 per day."

One of the ways in which productivity has been increased is by continuing to move into 88P311

spec. "We can influence the size of the box and the quantity of stock much more and so have greater control," said Phil.

Over-size packaging is still a problem, however, and "we're re working on that."

The biggest change has been in the high racking, brought back from Gloucester. "We

Simon Cox beams up a Rapid Roll door to deliver goods to building 1 south.



Driving a WA truck, Andy Phelps stores a pallet in a narrow aisle location.

have moved away from wide aisles and gone for narrow ones, so as to use space more effectively.

"We have upgraded the technology of the trucks to make them more productive, both in speed of movement and ability to position the parts accurately."

Previously, the wheels of the trucks moved between guide rails several inches high; these prevented pallets being put down to floor level, so their removal has released more space.

The new WA high-rack trucks have sensors at front and back; these connect with a resin-covered wire circuit embedded in the floor which guides the vehicles (there's a back-up in case of power failure).

The WA trucks can operate at around 8mph, and for safety's sake magnets have been inserted in the floor at either end of the 100 metre aisles. These slow down the trucks and bring them to a stop so they can't do a Linford Christie dash and barge through the walls!

More time saving has been achieved in battery changing. Said section manager Maurice Prout: "It used to take at least 15 minutes for each truck, so with five trucks we were losing 1½ hours plus when they went back to the EV workshop.

"Now we have a battery-changing facility within the warehouse. When maintenance is required, EV people come to the trucks instead of the other way round because the WA trucks can't leave the north building."

That's because, in the interests of

security, access to building 1 south is via two 'Rapid Roll' see-through doors controlled by a wire circuit in the floor.

Only a driver of a forklift or pallet rider can activate it by means of a hand-held control device, 'beaming up' the doors to allow their vehicle through. As it crosses the wire-encircled pad on the south side to deliver goods, the door comes down again.

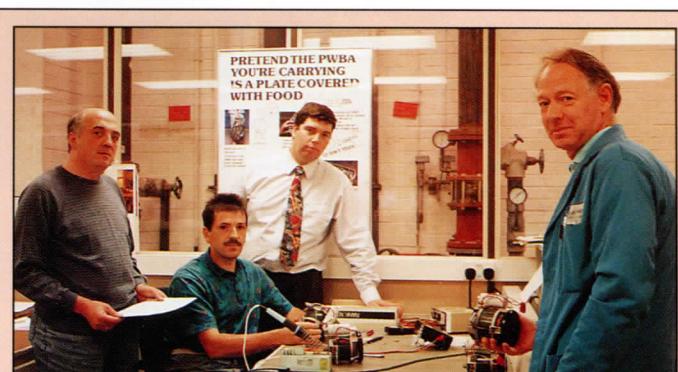
"The doors are quicker than airlocks and the visibility means they are safer; they were also cheaper to install. In addition there's a meter which checks how many times the doors open and close, giving us a useful record of movement frequency," explained Phil. If there's a power failure they can be opened manually.

As for access for individuals, they must reach the warehouse via one of two controlled ID entrances.

Other improvements have been effected. For instance, in the stores admin office, picking tickets, colour-coded according to each model of machine, are issued by the printers; the clerks used to use a slot reader but this has been replaced by a laser 'gun' scanner which is much more effective in reading 'difficult' barcodes.

Further advances are being considered. Explained Phil: "A future development could be to make the trucks 'intelligent' by equipping them with on-board computers which would interface with the materials system.

"Small printers on the trucks could print out tickets which would be read by barcode readers, thus speeding up the service and effecting significant savings."



Discussing an electro-mechanical matter in goods receiving inspection are (far left) Terry Annis, (centre) Martyn Hale and inspectors Paul Coleman (seated) and Mike Bennett.

THERE HAVE been changes too in the goods receiving inspection department, now managed by Martyn Hale with the aid of senior leading hand Terry Annis.

The inspection team participated in the planning of the new area layout, and working practices have been changed to give more employee empowerment.

The team not only inspect the jobs, they also clear the documentation, so taking on greater accountability. This also means less delay and less possibility of misinterpretation, thus contributing to a more effective operation.

There are also closer links with the corrective action team.

# The Learning Institute

LEARNING WILL be a whole lot more efficient thanks to a new training group being set up at Wokefield Park, Reading.

The Rank Xerox Learning Institute combines management, quality and business skills courses for anyone who needs them in RX Manufacturing & Supply Chain, the RX Technical Centre (Welwyn), the UK Co., IHQ and other operating units.

The first five-day 'cross-unit' programme – a business leadership school for 30 delegates – started in September, ahead of the official November launch.

"Our goal is to optimise resources and decrease costs by combining the existing training capacity of each UK unit," explained Peter Long, who heads the Learning Institute.

This will enable a broader portfolio to be offered, and reduce dependency on external suppliers and consultants.

"We will also draw on best practice from each of the units in terms of training programmes and approach," he added.

The RXMP training department will continue to manage our training requirements as before.

The Institute's 'customer' base extends beyond the UK, taking in sites at Venray and Lille and also Eastern Europe and Africa. The Institute will provide an account management service to each of its customers as well as delivering the training.

Earlier this year a major UK benchmarking exercise was undertaken and this study gave a practical insight into what the 'best' are doing.

Ralph Orrico, RX group resources director at Marlow, sees the Institute as "an important step in our quality journey as a learning organisation.

"Here we have the opportunity to consolidate expertise, simplify and broaden offerings and, at the same time, make significant cost savings by stripping out duplication of effort.

"These efficiencies are also a key part of our Business Excellence certification drive in 1994 towards world-class management training and development."



Section manager Malcolm Norris with fuser roll staff Andrew Pye and Keith Burford and IP Siobhan O'Hagan who acted as NVQ site project co-ordinator.

## First NVQs

FOR THE first time at RXMP, two employees have been awarded an NVQ (National Vocational Qualification) in 'Production machining', undertaken at work rather than on an external course at college.

They are the 16th and 17th to receive this particular NVQ in the UK.

Keith Burford and Andrew Pye, along with four others from parts fabrication, volunteered for the NVQ which was being piloted in building 5 and assessed by section manager Malcolm Norris.

An NVQ is a competence-based qualification which is based on

evidence – the units are assessed by a qualified assessor and evidence is verified by an outside verifier.

The units in 'Production machining' covered subjects such as 'working safely in an industrial environment', 'undertaking pre-production checks and tasks' and 'maintaining product quality'.

A first level pilot NVQ is also being run in building 4 where six employees have embarked on 'Printed circuit board (PCB) assembly' and pilots in buildings 1 and 3 are in the pipeline – RXMP is involved in the developmental stages of those particular qualifications.

## Our tenth UK certified supplier



Our tenth UK vendor to become a certified supplier, Automet Filtration Ltd of Haslington, Rossendale, in Lancashire, turned out in force for the presentation ceremony on 21 July. SQA manager Patrick Shaw (far right) presented the framed certificate while CCM (plastics) manager Keith Burry (far right foreground) handed over a plaque. Seen next to Keith is SQA engineer Jeremy Hatch, who also presented a certificate to the company in recognition of their effort on total quality.

## Towards recognition

SUPPLIER QUALITY engineers Jeremy Hatch, Adrian Vaughan and Terry Cooling and material corrective action team engineers Richard Ford and Michael Arnison have all taken significant steps towards gaining professional recognition.

They have all undertaken the intensive training in quality system assessment and have passed the Institute of Quality Assurance examination which was administered by consultants Neville-Clarke Ltd at

Swindon earlier this year.

These engineers are now building up credit points through their job of assessing the quality systems of UK material suppliers to Xerox.

Their goal, on achievement of sufficient credit points, is to become registered assessors with the Institute of Quality Assurance. "We wish them well in their personal development and their quest for national recognition," said Dick Delahay, MSA manager (now with CSA team).

## Girls get WISE to engineering

A STRANGELY equipped bus has been visiting the Forest of Dean's secondary schools. The WISE bus, where WISE stands for Women into Science and Engineering, is a mobile teaching unit containing a wealth of computers, models and work stations.

Year 9 girls (aged 14 to 15 years) from Dene Magna, Wyedean, Heywood, Lakers, Newent and Whitecross Schools spent up to one and a half hours on the bus experimenting with pneumatics, micro-electronics and computer control. In addition, the girls met women working in engineering and science who helped to dispel the male stereotype of such careers.

Said Rosemary Steer of the Forest Education Business Partnership: "In mixed groups boys often tend to dominate the

practical activities. Working on their own, girls had a chance to try out unfamiliar equipment. Most thoroughly enjoyed the experience and several have said that it has changed their views about careers in science and engineering."

Representing Rank Xerox were third year technical apprentices Claire Phelps (a former Dene Magna pupil) and Claire Owen (who went to Whitecross), who could identify with the students.

They spent one day at Newent and another at Whitecross and were happy to recommend engineering as a career.

Rosemary expressed thanks to us and to representatives of Nuclear Electric, Midlands Electricity, Engelhard and Scantronic who took part and to the school staff and the local bus companies involved.



Above: Claire Owen (far left) with pupils at Whitecross School, Lydney when the WISE bus stopped there.



Left: Inside, Claire Phelps (left) and Rosemary Steer look on as pupils experiment with the equipment.

# Dave - dedicated to detail

IN THAT aptly named stores in Hereford – Squirrel – are hoarded spare parts for those machines we used to manufacture and which are still functioning in the field. It's not so long since that stock included parts for the 914 and 720, our first copier and its derivative.

If available, Squirrel orders are transported to Dave Lea in building 13/2 for inspection before they can be despatched. Every day he has to refer to the original drawings held on aperture cards in the engineering records in building 6/2.

"If the parts match the drawings I pass them on to spares packing; if not, then there's some investigating to be done," says Dave.

It's a unique operation – and Dave is a unique person.

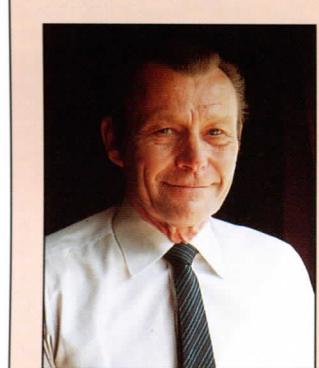
Inspection was his job when he worked with Bryce Berger, the fuel injection firm. Deciding on a change of career, he went to Michelin Tyres as an assistant depot manager; when they closed the depot in 1977, he joined our QA function, working as an inspector on a wide variety of models before moving into the Squirrel job five years ago.

It is just the qualities required in an inspector – being exact, observant of detail – which fit him for his other role on site, as treasurer of the Sports & Social Club.

He joined the committee six years ago ("I had never been on one before") and a year later was asked to take on responsibility for the financial

side of things, at a time when the club's fortunes were at a low ebb and drastic measures were called for.

For the first three years, Dave reckons he was "all at sea – I didn't have a clue how to work out gross profit prices." But, says secretary Nora Powell, "he's taken to the job like a duck to water."



Dave Lea

Dave doesn't get involved in any cash takings. All the administrative work is done in the office, he just checks the till reports.

"Every month I review the income and expenditure to give us a guide as to how things are going and report back to the committee. Any concerns I have I discuss with chairman John Gurney."

Comments John: "It is essential to an operation such as the club, which is run as a business, to have a good controller, and I rely very much on Dave.

"He checks his figures

meticulously, reviewing the gross profit on an individual commodity basis in order to give the club the necessary mark-up to run profitably, while respecting members' wishes to keep prices as low as possible."

"The club offers excellent value – we have a good name for wedding receptions and our prices are very competitive," said Dave, popping in a commercial. "There's a good team here – no turnover in staff.

"Some people think we have too many country & western evenings but the fact is, these do pay for themselves, unlike other entertainment."

Dave not only watches over the money side. He gets involved in the sports and social activities – like the annual Pub Sports Challenge now in progress.

As before he's doing a Magnus Magnusson in the trivia quiz, helped by Pete Griffiths and Alun Williams.

He and his wife Joy play in the local Pub Sports quiz 'Sunday League' – in fact, they ran it themselves one year. They play for the Rising Sun at Broadwell with Joy in the pub's team and Dave as question master; when it's an 'away' match he acts as time-keeper and scorer.

The Pub Sports start when the Interdepartmental Skittles finish; Dave gets in the registration forms for the latter too, and does the distribution of fixtures while Richard Andrews sets up the draw.

In short, whatever is organised – family discos, the Bonanza, you name it – Dave

makes a contribution. As he points out, "It all helps create business for the club."

Dave gets a slice of the action too. He's started playing skittles for Rank Xerox 'B' side in the Forest League; Joy plays for the RX ladies' team and helps to organise this along with Alun's wife Mary. Dave also plays short mat bowls on Sunday nights at the club.

You might think that's as much involvement as anyone could reasonably expect. But Dave visits the clubhouse every lunchtime ("I don't have a drink though") and every evening, not just as treasurer but to lend a hand with anything that needs doing.

He and Joy live in Mitcheldean village, their shared interests including gardening – and here's another link with RXMP.

Running through their immaculate garden is the same stream which runs under Mitcheldean site.

Dave has dammed it to form two pools linked by a bridge. He has Koi carp in one, and rainbow trout in the other. The trout, we should add, are kept by Dave and Joy as pets, along with their ducks, chickens and two dogs.

Dave also keeps goldfish in a third pond and has created a cascade with water running down the bank into the pond to be pumped back up again. "I like the sound of running water – it's very soothing," he says, though he always looks as if nothing could ruffle him.

## More new IPs

THE NUMBER of industrial placement students grows – the 27 accepted this year include Graham Briggs, Simon Coggon, Matthew Cox, Edward de Paz, Andrew Dillon, Michael Goldsack, Kevin Greenall, Sophia Gulzar, Joanne Halliday, Neil Jessop, Mark Jones, Anjana Lad, Lavinia Lindsay, Paul Lockyer, Donna McGrath, Sharon Moore, Nicholas Pegg, Louisa Pharoah, Martin Pittard, Karen Purcell, Teresa Redler, Katrina Stewart, Darriane Taberer, Stewart Tyson, Andrew Withers, Louise Wright. Missing from the picture is Michael Dawkins.



**30 years**

LABELS TO go inside our machines, in many different languages, car parking discs, overship labels – all are produced in different colours on paper, card or vinyl on Markem machines.

And the machines have given their name to the section which **Robin Lewis** has run now for some 12 years.

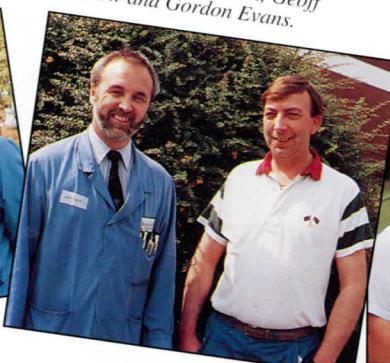
But, as he showed us, there have been some newer acquisitions which have increased the section's capabilities. "We used to buy in signs. Now we can produce them on our computer-

*Robin Lewis - 30 years*



From left: Gordon Davis, John Ludlow and Gordon Evans.

Two more 25-year men, Geoff Ludlow and Gordon Evans.



Chris Barnard and Terry Gardner, both with 25 years' service.

operated engraving equipment – anything from safety warnings to personal names for doors, using metal or plastic laminates."

Another new item is computer-operated equipment for embossing serial numbers on machines.

Before Robin became 'label co-ordinator', he worked in assembly, with three years at Lydney in the mid-70s when he worked on the 660 press section, and a couple of spells later at Lille when the work was transferred there.

When press work for all models was mainly sub-contracted out, Robin moved into a secure Markem section in small batch; this has now moved into building 6/1 "which gives us more room to operate in – and it's much quieter too!"

Robin enjoys watching football, and his son Wayne helps run the Temco Sports & Ruardean Hill FC weekend events. He and his wife Kathleen also have a younger son, Kevin, who was married this year, which has made 1993 even more memorable.

## 25 years

Having completed a BTEC course with flying colours last year, engineer **Chris Barnard** has now topped that by attaining his HNC (manufacturing) with distinction in all subjects.

He has made his career in parts fabrication. After a year in the old Bell & Howell machine shop, he completed a craft apprenticeship and then took a job in small batch, where he later carried out the first CAD/CAM job on the Cincinnati CNC machine.

Seeking a career change, he joined the technical support team and has been involved with the major changes which have taken place in building 5/1, most recently as project engineer on the frame

# Service awards

weld cell featured last time round.

He and his wife Julie have a 16-year-old son Daniel, who has recently taken his GCSE and at the time of writing was "still at decision stage", and also a 12-year-old daughter, Sally-Ann.

Numerous members of Chris's family have worked at Mitcheldean, including his father Alfie who was in transport, and

the materials side and is currently a materials processor in the convenience copier focussed factory, though he has worked in medium and high volume machine areas.

A member of the British Legion branch in Walford, near Ross-on-

Formerly in civil engineering, **Phil Husbands** joined the machine shop as a setter-operator, progressing to stand-in setter.

In the early '80s he switched to assembly of low-volume copiers. "The furthest I ever travelled with the company was when I was one of the Mitcheldean group who attended the super show at the Lyric Theatre in London for the launch of the 10 series."

Phil worked on the final run & test of a number of small copiers in that series in building 4. Later he moved into refurbishing, working on the 5046 and other models, and is currently a member of the newly manufactured 5047 FR&T team.

uncle Jack (export packing) who retired about a year ago.

Apprenticed with Allied Ironfounders of Lydney, **Gordon Davis** joined us as a tool-maker and spent eight years in the tool room before moving into production engineering.

In the early '80s he did a two-year residency in Webster on a 9000 family product, including some 15 months in the Xerox Automation Institute, where he was involved with robotics.

Spells in ROS and as a product training officer on low volume products followed, after which Gordon rejoined PED to work on knock-down kits and, later, line support.

He was a member of the award-winning NI team on 1012 and successive products before taking up his present post with the technical team in harness assembly.

A former footballer for local clubs – and a referee, Gordon is a member of the RX Golfing Society as well as Bell's Club in Coleford; he also plays skittles at Milkwall Club.

He and his wife Jill have two daughters – Karen who is going to Cheltenham College to begin a degree course in geography, and Claire, who is the new head girl at Whitecross School, Lydney.

It was **Peter Rogers'** 'big five-O' birthday when we talked, and he was just back from his seventh holiday in Thailand.

"It's a beautiful country and I find the people very friendly – and that includes the police," he told us. He even spent Christmas there one year.

He's spent all his 25 years on

Wye. Peter is a motorbike fanatic and he has followed the sport of moto-cross (scrambling) for over 30 years.

He rode one for some 24 years – "The Norton was my favourite model".

About seven years ago he upgraded to three-wheel transport with a Reliant (a Rialto, not a Robin) and he finds it ideal for getting to moto-cross events all over the country.

"But I do miss having a motorbike – especially when I see one pass me!"

**Malcolm Wootton** joined us when the warehouse was at Gloucester Trading Estate the first time. "It was conveniently near my home – then they moved it back to Mitcheldean when building 1 was completed."

An export packer, he now works in building 13/2, while his brother Keith works in harness assembly as a marshaller.

Malcolm played rugby football for many years with the Gloucester All Blues, but his interest in chess goes back to his schooldays, and when he joined us, he started playing again as a member of the Chess Club.

Currently a member of the committee, Malcolm wasn't a prize-winner this year, though he has been in the past. "1989 was the year I eventually got my hands on the Wicksteed Shield team trophy, along with Andy Gardiner and Tony Burcher. When it was my turn to have it, I put a huge six-inch nail in the wall at home and hung it up."

Malcolm is also an avid follower of motor sports and has attended events all over Europe. "I saw Nigel Mansell in his first race in Austria in 1980 and his Grand Prix win at Brands Hatch."

Phil is a loner – he enjoys fishing and shooting, but he has on occasion taken part in team sports. One year he played in both the interdepartmental football and cricket tournaments "with the same gang – but we lost at both."

Yet another whose 25 years with us commenced in the machine shop is **John Coldrick**.

Initially engaged in bench work, he progressed to drills and mills before switching to assembly QA in 1974, working on the 4000 family until it ceased production.

He then went on to the 10 Series and, like Phil Husbands, well remembers the Lyric launch. He has remained with low volume copiers ever since and is currently a member of the final QA team on the recently launched 5328.

John is a keen skittler and every Friday sees him in the skittle alley at the Forge Inn, Cinderford.

**Gordon Evans** has spent his quarter century entirely in a sort of supermarket environment – the stores for machining and

## 20 years

In this group of 20-year service people are (l. to r.) Mike Peters (product engineering), Mary Fox (5047 assembly), Hayden Jones (control), Graham Grindle (5047 assembly), Ann Cinderey (IM), Keith Jones (new technology). Others who qualified recently are: Jennifer Bishop (spares packing), Mike Hazel (EMC), Graham Kibble (customisation), Tony Marshall (D&C), and David Price (low volume remanufacture).

## Barnard's blitz

THE SECOND RXGS outing of the year was to Lilley Brook GC, Cheltenham, on Monday, 14 June, where 20 competitors were playing for three trophies: Scratch Cup (best 36-hole gross score); Powell Cup (best 36-hole net score); and America Cup (best 36-hole stableford score).

The day began with relatively fine weather for the first seven or eight holes, but then the heavens opened and steady rain fell for much of the remainder of the morning round.

But it didn't affect scoring too badly, with Jeremy Barnard returning an excellent gross 74, net 65, to lead all three cups after the morning round.

Hot on Jeremy's heels was another Jeremy (Sherwood), who also had an

excellent round with a gross 92, net 68.

Following a non-standard but delicious lunch of sausage, egg and chips, the afternoon round was greeted with steady drizzle which did stop occasionally. Rather surprisingly, scores actually improved; however, no one was able to catch the 'on form' Jeremy Barnard, who returned another good card, enabling him to capture all three trophies.

Final results of the day were as follows: *Scratch Cup*- 1st Jeremy Barnard 150; 2nd Brian Prosser/Mark Barnard 155. *America Cup*- 1st Jeremy Barnard 78; 2nd Jeremy Sherwood 73; 3rd Andy Cosgrove 68. *Powell Cup* - 1st Jeremy Barnard net 132; 2nd Jeremy Sherwood net 137; 3rd Brian Prosser net 145.

## Haggett changes hands

THE ANNUAL pilgrimage in search of the interplant Haggett Cup took place on Monday, 16 August, at 'The Preston' GC, Preston, Lancashire.

The competition was a 36-hole stableford event with the best four cards of six counting towards the team score, am and pm.

Fifty-one competitors attended from nine different sites on a warm, sunny but windy day. It was an interesting course that required some accurate golfing navigation on several holes.

Scoring proved difficult for the majority of players; however, a number did manage to get close to the 36 stableford points score equivalent to par in the morning round, namely Alan Abbot of St Helens who managed 35 pts. while Mitcheldean's best came from Mark Barnard and Kevin Hardwick, who returned 31 pts each.

Mitcheldean had sent two sides to compete, and after the morning round the 'A' team were handily placed in third position with 120 points, behind St Helens - 126 points, and leaders Welwyn GC 'A' - 128 pts. Mitcheldean 'B' were further back on 116 pts.

Owing to the closeness of morning and afternoon teeing off times, lunch

was a hasty affair and it was back to the golf course. If anything, general scoring deteriorated; however, Barry Gaynor of Welwyn GC and Stewart Jones of XES both returned creditable scores of 36 pts. The best Mitcheldean scores came from Jeremy Barnard and Dave James with 33 and 32 pts respectively.

At the end of the day, after a few drinks and a 'northern' meal of steak and kidney pie, salad, chips, cabbage and the strangest cauliflower cheese that our teams had ever seen, the overall results were announced.

Welwyn GC 'A' were victorious with 258 points and will host the 1994 event, hopefully in a more central location. St Helens, the defending champions, were runners-up with 249 and Mitcheldean 'A' were in third place with 240 pts. Mitcheldean 'B' with only five team members, finished in fifth place with 214 pts.

Mitcheldean results were: 'A' team Jeremy Barnard/Dave James 62, Neil James 59, Kevin Hardwick 49, Keith Laken 42, Tim Beale 33. 'B' team: Mark Barnard 59, Hugh Colby 56, Jeremy Sherwood 51, Wilf Jones 49, John Iemboli 21.

M.A.B.

maintenance.

He used to deal only with raw materials – the bars of steel and aluminium for machining – and he spent some time at our former Cinderford satellite plant when the machine shop was located there.

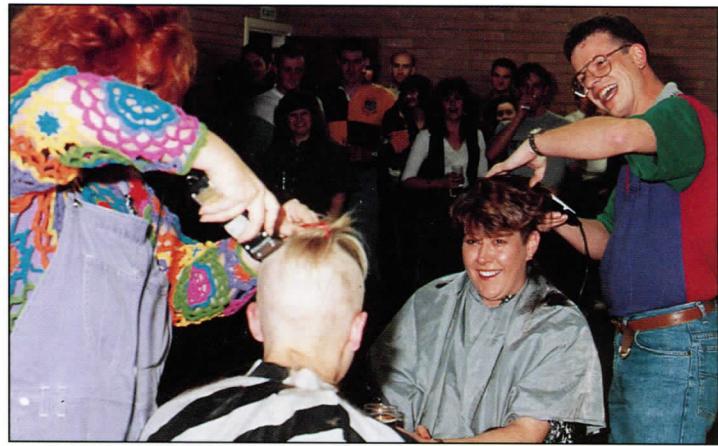
Later he worked in the centralised tool, consumable and maintenance stores in building 5/1, dealing with some 23,000 different commodities – from nuts and bolts to machine tools.

This year the works engineering

stores were segregated from the rest when the plant and production services facility was redesigned, and Gordon found himself in sole charge.

Two other members of his family now work at Mitcheldean – his wife Muriel in the convenience copier focussed factory, while daughter Alison is employed in the harness centre.

Fishing and snooker are among his interests, but his favourite sport remains skittling – he's played for



Cut-off point for Becky Holder and (right) Angela Fletcher.

## Close shave for charity

THE SKITTLE alley in the clubhouse has often been the scene of close shaves, but never before one like that on 22 July.

To cheers from lookers-on, Angela Fletcher and Becky Holder (5317 assembly) sacrificed their crowning glory in a sponsored haircut in support of the Cheltenham Cobalt Unit.

Armed with electric razors, Colin Hyndman (also 5317 assembly) and Jane Powell got to work simultaneously on Angela and Becky with professional skill.

Clumps of hair fell to the alley floor and within ten minutes the two girls had become skin heads, cheered on by their colleagues.



Angela and Becky after their hair-raising experience!

Both normally favour short hair styles, and they decided together on a Kojak cut to help the cause.

"We raised £900, including £170 from Helen Kear and her family's own collection."

This total also included donations from Rank Xerox and Whitecroft Scovill and "All at RXMP have been great" said the girls, whose hair was making a noticeable comeback by the time we went to press.

5317 staff have since done a sponsored 'lorry pull' and 'bed push' for the Dilke Hospital Scanner and Scoo-B-Doo respectively – story next time round.

mountain biking in the Forest whenever I have the opportunity."

Geoff has two daughters; the eldest works in social security, the youngest has just started studying at Northants College with the aim of becoming a personal assistant.

Leaving an outdoor job, Terry Gardner came as shop boy in goods inwards. He became a storeman in the press shop, then switched to transport and has been a driver ever since.

He likes the opportunity it gives him for getting about. "I like open-air activity," he says. He used to have a trailer-tent but after a rather wet experience he "upgraded to a caravan" and that is how he enjoys spending his holidays with his wife Shirley (a mobile hairdresser) and two young daughters, Samantha, aged 8, and Debbie, 6.

They go caravanning with Chris Barnard and his family, and the two men also enjoy a game of pool. "I'm not competitive really," says Terry, "but I did win the pool championship at a Haven Holidays centre once."



It was during this time that he made one of his first visits to Mitcheldean site, then suppliers of CFP carcasses. When production of printed circuit boards was started up at Welwyn, he was engaged on ATE testing, repairing actual test equipment.

He later moved on to auto insertion machine maintenance and "my next big step was my transfer with the EMC to Mitcheldean as auto maintenance manager," says Geoff, now production support manager, with a team of eight. "I love being here, and I enjoy

# Robin takes the chair

AFTER SERVING five years as chairman of Mitcheldean's LSA, Kevin Horrobin has stepped down; he is succeeded by Robin Fyffe, manager human resources.

This was announced at the association's annual general meeting held on 15 July and the committee paid tribute to Kevin for his leadership during his term of office.

Current membership is 651, including 185 retired members (as on mailing list) with 72 members receiving

their 25-year awards during 1993.

The 40th annual dinner, reported in 'Vision', was a great success with around 350 people attending, and this year's annual summer outing – to Weymouth – went off very well.

A new event, a Christmas party night, is planned for 27 November at the Chase Hotel, Ross-on-Wye, and the date has been set for the 41st annual dinner – 6 May, 1994 – also at the Chase, when 51 members will receive their 25-year awards.

## Board successes

THE EXCELLENT start by the RX Chess Club in the North Glos. summer league with three wins and one draw in their opening matches, was remarked upon by club president Phil King, when he presented the awards at their AGM and presentation evening in the Sports & Social Club on Tuesday, 13 July.

He also made a point of congratulating Malcolm Wootton on his first win in the summer league in

three seasons.

In the RX club league, Steve Rogers and Don Passey walked off with the honours, Steve winning the President's Cup and Don being runner-up. Both newcomers, they have been members of Ross Chess Club with good grades in the North Glos. winter league, so it made for a better than usual contest this season.

Pete Griffiths won the Portman Cup (individual) with a very good

Continuing to serve for the ensuing year are: vice chairman John Gurney, secretary Janet Hart, treasurer Dave Morris, publicity secretary June Knight, committee members Christine Aston, Ken Buffin, Colin Butler, Christine Horlick, John Spratley, Pete Waugh and Jane Whitlock.

Jane has now become a full committee member, replacing the late Graham Beavan, and George Cresswell has been co-opted on to the committee.

match against Steve Rogers.

Winner of this year's Speed Chess competition was club chairman Wilf Jones. With over 40 games being played on the evening, the result was a play-off between four members, all on the same points from their games. Terry Daunter (winner for the last four years) lost to Wilf in the final, though he came very close to a fifth win. (*New rule:* If a member wins the competition five times in a row, they get to keep the shield!).

Officers and committee were all re-elected for the new season: chairman Wilf Jones; secretary Terry Darrington; treasurer Pete Griffiths; committee members Malcolm Wootton and Terry Daunter.

New members are always welcome 'on board' – just contact any of the foregoing if you're interested.

*The club finished in seventh place in the North Glos. summer chess league – a creditable mid-table result with some very strong teams entered this year.*



### Youngest reader?

*Is nine months' old Lydia our youngest reader? This progressive young lady is the daughter of Hayley Holford (EMC twilight shift).*

## End of an eight-year programme

THIS YEAR has seen the end of the recycling of Xerox Engineering Systems (XES) at Mitcheldean. The programme started back in 1985, located first in building 3/2 and eventually ending up in building 12/1.

Models recycled have included the 2080, 980, 990, 3080 and 5080 which produce large drawing-office size prints from either full size, or a combination of micro-fiche and normal sized originals.

Programmes ranged from four to 14 per month and a total of approx. 750 units were recycled for the majority of European Operating Companies. One unit sent for recycling was found to contain 70,000 pesetas, which were eventually donated to charity after an unsuccessful attempt to track down the owner!

People involved amounted to a total of ten at maximum production, and several even started and stayed with the product until its demise.

## Strategic partners

XEROX AND the leading software house, Microsoft, have entered into a partnership agreement under which they are collaborating to develop technologies that will change the way PC users access and use documents.

Together they will produce a new generation of products linking copiers, printers, fax machines and telephones with PCs, allowing them to exchange information and circulate documents electronically.

## Xerox pioneer

JOHN DESSAUER, who has died aged 88, transformed Haloid, a small manufacturer of photographic products, into the billion-dollar Xerox Corporation.

In 1946 he came across an article in a trade publication about a new process of electronic photography – later called xerography – and realised it could be used for reproducing documents and letters. He led the team which in 1959 produced the Xerox 914, the first automatic, plain paper copier (built at Mitcheldean in the early '60s), and directed research at Xerox for many years, before retiring in 1970.

*The chessmen with club president Phil King (centre) at the prize presentation.*



## Forest trips



*RX pensioners – ready for lunch.*

ABOUT 85 RX pensioners, mostly ex-Mitcheldeaners, enjoyed a luncheon in the clubhouse on 8 July, arranged by the RX Pensioners' Association.

Earlier in June, three day trips were organised – to Chatsworth House in Derbyshire, to Bowood House, Wiltshire, and a tour of the Forest of Dean (designed for pensioners not already living in the area) with a stopover at Mitcheldean for morning coffee, lunch at Clearwell Castle, a trip to

Symonds Yat Rock (where the RSPB showed them a female peregrine falcon) and a visit to Clearwell Caves where they met Ray Wright, a former RXMP employee.

The day was marred only by an accident to Freda Winter – she fell at the start of the trip and after receiving attention from nurse Jacqui Shaw and Dr Martin, was taken to Gloucester Hospital for treatment (she's reported to be feeling much better now).

### Any news for Vision?

If you have, then please –

- mail it to me in bld. 7/3,
- or leave it at main reception 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

## Obituaries

WE REGRET to report the deaths of the following:

**Bob Monteith** at the age of 72 on 8 August. A former purchasing manager, he retired in 1982 after 13 years' service. He was a former chairman of the Royal Forest of Dean Probus Club, and earlier this year had celebrated his golden wedding anniversary with his wife Mary.

**Iris Hale** on 2 September aged 75. Wife of retired long-server Harold (who was in assembly PCD), she joined us initially during the war years and worked in the machine shop and other shop floor areas, finally leaving in 1975.