

# Vision

The house magazine of Rank Xerox Mitcheldean

## Computerised system speeds our access to drawings

ABOUT THREE million microfilm aperture cards, recording engineering drawings going back over some 20 years, are stored in the RXFM area in building 6/2.

And there's a constant stream of new ones coming in since all drawings, irrespective of where or how they are created, are committed to such cards.

This engineering information needs to be available for reference by a wide range of users. To get it they have to walk to RXFM, search, view, print and refile, all of which takes up an average cycle time of eight minutes per card, provided there are no hitches.

But the reproduction equipment has become increasingly unreliable as it has grown older and Xerox Engineering Systems (XES) no longer produce aperture card printing systems to replace it.

The carousel files sometimes get stuck and that means that most of the cards become inaccessible. Then again, cards can be misfiled, or lost and have to be replaced.

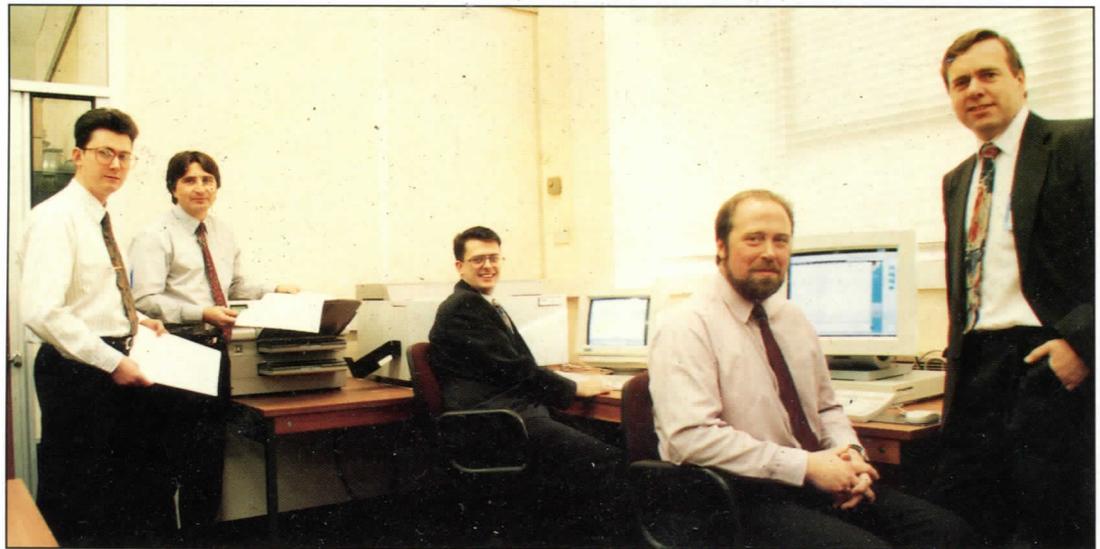
Not only that; reproduction from the system is poor, time is wasted and the cards cannot be accessed outside normal working hours.

In short, retrieval and access of information relating to products manufactured at Mitcheldean have caused widespread problems for customers in parts fabrication, European integration, procurement, configuration control, production engineering and inspection, remanufacturing, electronics and interconnects.

It has ultimately incurred delays in the manufacturing process and could also cause downtime in machines in the field.

The waste has not only been in terms of time – sometimes there has been unnecessary duplication of part information, and no record exists of what cards are held.

The good news is that a



*Above: Setting up the Docuplex system in the RXFM facility – (from left) Richard Arnold (IM) who has provided support to the project, and team members Tony Scott and Carl Beizsley (IM), leader Dave Wood and Keith Jones (new technologies).*

*Below: Two other members of the project team, Bob Farnham (business process development) and (right) Brian Jannetta (technical & quality), discuss user requirements with remanufacturing engineer Gordon Baker, seen retrieving an aperture card from a carousel file.*



computerised system which covers receipt, filing, retrieval, viewing and printing (but not aperture card creation) is being introduced that will resolve these problems.

A multinational team has agreed that Docuplex, an FX system marketed by XES, is to form the basis of a corporate-wide product information management strategy.

Mitcheldean is now installing the system, the project being managed by a team led by Dave Wood with Keith Jones (new technologies), Bob Farnham (business process development), Tony Scott and Carl Beizsley (IM) and Brian Jannetta (technical & quality).

The master drawings, having been recorded on film and

mounted on cards, will be scanned to an electronic storage medium (file server). The Docuplex system will then allow users to access this database on screen and produce hard copy printout from within their local workplace.

To enable this, A3/A4 laser printers are being added to specific workstations in buildings 1, 3, 6 and 13 where Docuplex can be run in addition to the GlobalView system. AO size hard copy will be available from RXFM.

With better viewing facilities on screen, the amount of print output should, in fact, be dramatically reduced.

And the removal of the carousel files will, in time, release valuable space.

Already proved successful in Webster, Docuplex is being piloted here with cards relating to a forthcoming small copier and will be progressively introduced across all families of machines, with total benefits over a two-year period estimated at \$485,000 (£325,500).

## Intergraph upgraded

THE INTERGRAPH facility in building 6/2 is being upgraded – a move which will reduce ongoing maintenance costs by approx. \$40,000 (£26,900) and provide state-of-the-art CAD/CAE/CAM systems for use within the plant.

Impressive when they were installed six years ago, the VAX-based workstations with their dual screens for simultaneous display of graphics and text, and table display of the numerous elements available, are now old technology.

The equipment is becoming obsolete as the Corporation moves toward the next generation of Intergraph tools.

The new technology will be the basis for new XC, RX and FX products and the transfer of product design information via the corporate data networks.

“With Mitcheldean being a manufacturing site for low and mid volume products, it was strategically important for us to acquire the technology and gain experience in its use,” says Keith Jones, new technologies manager, who together with Dave Wood, Tony Scott and Carl Beizsley has managed the project.

The software tools are: I/EMS (engineering modelling system) for full 3-D solids modelling; I/DRAFT for 3-D wireframe design and solids surface display; and I/MDS for 2-D wireframe geometry (for engineering layout activities).

The VAX-based equipment is being replaced by three Sun CAD workstations. These will make the new software available to users and will also allow use of other software applications – mainly the Xerox GlobalView office productivity software.

The Sun workstations have a single 19-inch screen (the range of elements being selected via icons using a mouse) and are supported by a Sun file server with tape back-up. The existing shared black and white A0 and A3 colour printing and plotting equipment is being retained and added to by an A3/A4 black and white laser printer.

Also retained is the WWGTS (world-wide graphics transfer system), currently on loan from Xerox, which is used to allow the transfer of scanned hard copy drawings between sites.

At the moment the capability for CAM NC program generation for machining centres is not required – EMS can be enhanced at a later stage to incorporate this if necessary.

The new equipment, installed in November, has been run in parallel with the superseded workstations to allow transfer of files, testing and training to take place.

# Laptops for SQA engineers

AT THE end of October, seven SQA engineers were each given a DEC laptop computer – not an early Christmas present, but to help them cope with an increased workload and speed up the availability of accurate data obtained on their visits.

“We have needed better communications off-site for a long time,” said quality system specialist Terry Cooling. “There’s a great deal of paperwork attached to the SQA job; up to now, engineers visiting suppliers have had to make notes and fill in forms manually. Then, on their return to the site, they have had to load the information on to their workstation.”

With the required software built in, engineers can now complete forms on screen for supplier surveys, corrective action and other activities at the supplier premises with the computer doing the calculations.

The laptops also have a modem facility so the information can be sent direct to any fax/computer location.



SQA engineers (from left) Brian Sellick, Colin Lees and (far right) Jerry Hatch receive their laptops from Terry Cooling.

Probably the biggest part of the SQA job is the certification and tracking of parts coming into the plant; engineers can now send the data direct from the laptop to the in-house tracking system, making the latest information available for

programme status.

Said Terry, who has been handling the project: “We are looking towards certified suppliers being able to copy the software and enter the status of parts themselves into the system.”

## Learning from the West



The visiting educationalists tour the convenience copier focussed factory with Brian Fowler of training department.

A GROUP of 12 educationalists from Sochi, on Russia's Black Sea coast, came to Gloucestershire last October to study how our young people are prepared for the world of work. They were attached to different schools, and the three from Lakers School – two high school principals, Galina Konontzova and Zoya Strelkova, and a teacher of business studies, Yuri Serebrennikov – paid us a visit on 6 October. They were accompanied by Geoff Davies, head of careers at Lakers, and an interpreter since none of them spoke English.

They were particularly interested in business studies and business/education links and they went back determined to set up work experience in their own schools.

## Top Team successes

THE ANNOUNCEMENT that the 5340/50 Harness Visual Pull Control project team had been selected from among 13 entries as Mitcheldean's Top Team for 1993 came just as we were going to press.

“It showed all the improvement characteristics we were looking for, made use of the quality tools, and generated a significant benefit for the interconnects business,” said Phil King, manager, business quality and strategy.

The team was led by Graham Powell and Dave Adams, with Andy Mills, Mike Perkins, Carol Ridler, Dave Brookes and John Miller, and

their achievement in 5340/50 harness operations is featured opposite.

The project will now be reviewed at RXM&SC level, becoming a potential candidate for a Corporate Team Excellence Award at Leesburg.

Joint runners-up at the Mitcheldean review were:

- the Supply Chain Team of Lavinia Lindsay, Rachel Oakley, Andy Davey, David Sanderson, Roger Hughes, Jimmy Moore, Peter Whiles, Chris Rawlings and Andrew De La Haye, led by John Chappell.

They have brought about continuous improvement in equipment inventory and customer

service performance through the integration of the Supply Chain activities into Mitcheldean plant;

- the Workstation User Group, who have put into place an action plan to ensure that the existing Viewpoint/GlobalView user base is at an appropriate level of competence.

Team members were: Brenda Walshe, Brian Fowler, Cathy Ellsmore, Clare Marfell, Debbie Powell, Gordon Cruickshank, Janet Ensor, Karen Lockwood, Kay Sterry, Nicola Turner, Sally Meek, Samantha Birtwistle, Sarah Powell, Teresa Williams and Tracy Morgan, under the leadership of Hugh Thomas.

We'll feature them next time.

# BEC for 1993

THE PLAQUE for Business Excellence Certification in 1993 was presented to site director Gerry Lane on 11 October by Shrawan Singh, RXM&SC vice president and director.

He congratulated all the European plants on achieving certification for the second year running, with improvement in overall scores.

Commented Gerry: "We made some solid progress in 1993, especially in improving our process

management and obtaining actionable suggestions from all our people.

"The challenge for 1994 is to build on this by dramatically improving our productivity through waste elimination. We will do this by providing individual objectives to all our managers, allowing greater discretion and empowerment in appropriate circumstances, and focussing our training on enhancing the skills necessary to improve productivity."

*Gerry Lane is presented with the BEC plaque by Shrawan Singh.*



*Bernard Fournier and (right) John King of EFQM holding copies of the winning submission document for the 1992 European Quality Award.*

## RX helps spread the word

ONE YEAR after winning the European Quality Award, Rank Xerox has presented half the proceeds raised from the sale of its application document to the competition's organisers, the European Foundation for Quality Management (EFQM).

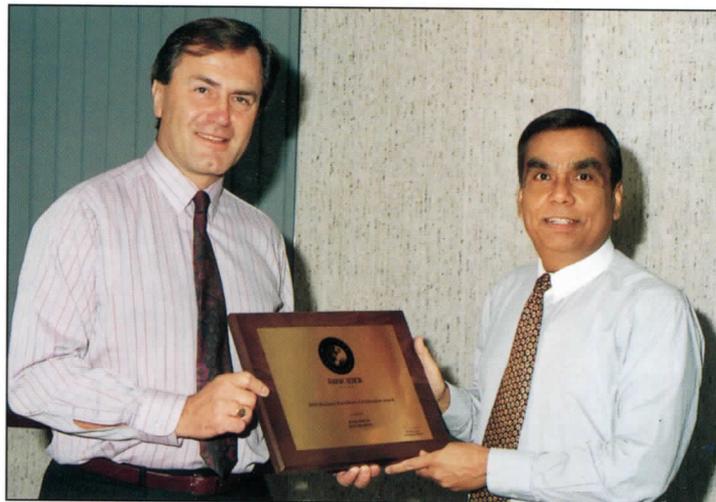
The cheque for £30,000 will be used to help promote total quality management (TQM) in Europe.

With its ten-year commitment to TQM, Rank Xerox's entry to the award was judged to be of such a high standard

that the company and EFQM agreed to publish it as an example of sharing best practices across Europe.

The publication sold over 750 copies in its first three months to members of the EFQM and to companies as far afield as Brazil, Canada, Australia, USA and Korea.

As a result of the interest shown, the publication will continue to be available from Rank Xerox - with future proceeds to be shared with EFQM.



# They came first with Kanban



SIGNIFICANT IMPROVEMENTS in productivity are being achieved in interconnects assembly with the investment in new technology and the layout of harness operations for the 5340/50 model.

The move of the sub-assembly activity from 6/1 to 3/2 and its location in a 'Kanban' layout (a pull rather than a push operation) close to the new Decam IV-A, has reduced handling time as well as cutting overheads.

It has also brought 'Top Team' status to those involved (see page 2).

The Decam automatically makes jumpers - multiple wire harness sub-assemblies - of up to 20 wires and of different configurations for the

5340/50 and the latest generation of Japanese copiers built in building 1, ensuring consistency of quality.

The technology is IDT (installation displacement terminal) which means that wires are pushed into the connectors instead of being crimped, reducing the lifetime UMC for these assemblies.

Completed harnesses are hung on specially designed trolleys (they can get tangled in totes) and are wheeled to the adjacent secondary operations where sub-assemblies are produced; these are then passed to the final assembly boards in the adjacent area, thus making for a more logical flow.

"We are now building on the experience we have had with this and improving the layout in other areas," says operations manager Tony McNally.



*Above: Product engineer Steve Davis discusses a double-ended jumper tryout with setter-operator Doug Brown, emerging from the Decam are single-ended assemblies for the 5320/22.*

*Left: These five bowl-feeders, each holding up to 4,000 connectors, feed them in the required sequence by vibrating them on to the track. The nearest bowl feeds in the leading end; connectors from the other four are fed into the shuttle system which Doug is adjusting.*

"IN PARTS manufacturing we are always looking for improvements in cycle time, set-up reduction and other aspects of our processes," says Richard Morgan, quality & technical manager, who co-ordinates ideas put forward by shop floor operators and engineers.

In the current phase, 25 individual projects had been embarked on and eight of these completed. The first three listed here were initiated by engineer Keith Williams and put into effect with constructive feedback from the production team.

In the fuser roll three-piece cell a 93 per cent cost reduction has been achieved on one operation.

It used to take some two hours to remove the chuck on the Swedturn CNC lathe when changing over from a component for one model to that for another, which can happen twice a week.

This has been brought down to just eight minutes by fitting a new face plate adaptor.

In the same cell a symmetrical roll for the 5052 model was developed which has enabled a reduction in raw material cost. With approximately 5,500 pieces of raw material being purchased per week, this is giving a cost saving of around 8.5 per cent per roll.



Engineer Keith Williams and setter-operator Steve Williams study a roll machined on the Swedturn lathe.

In the high mass roll cell, the machining of the 5090 pressure roll was improved by re-positioning material in and finished parts out so that two operations could be combined and carried out by one person, enabling a 38.5 per cent cost reduction.

There is now greater recycling of consumables in the Metco-Combi process, used for mid and high volume machine rolls, thanks to an idea put forward by sprayer Lyndon Brain.

In this process, grit is blasted on to the roll surface and the surplus collects in a hopper beneath. This separates the grit to be re-used and throws out fines – small dust particles.

# The ideas continue

However, quite large amounts of re-usable grit were also escaping.

Lyndon experimented with a bin divided by cardboard and his tryout showed that the dust fell into the nearer part while the grit, being heavier, shot into the further part.

Two separate metal bins have now been installed side by side and, says engineer Allan Edwards who provided technical support, this is currently saving us in the region of £4,000 per annum.

The thickness of the PTFE coating on the 1045 and 5775 pressure rolls has been identified as a process critical.

Since the coating thickness requires auditing after each coating operation, there has been much to-ing and fro-ing between the spraying equipment and the quality control area.

Sprayer Graham Morgan suggested that the gauges should become mobile, and now each of the two Permascopes (they have different ranges) is located on its own trolley, made in small batch.

The trolley can be wheeled to the spray plant, instead of each roll having to be carried to

Operators Derek East and Steven Meek suggested to section manager Clive Reid that quite a saving could be achieved if, instead of buying Lemsolv cleaning fluid at £2.10 per bottle, a 25-litre drum were purchased and used to refill the empties.

Clive asked storeman Andrew Bromage to negotiate with the suppliers, who were "very co-operative" in letting us have a drum (returnable) of the fluid.

The only outlay was on a pump for the refilling operation, and "we thought we might have a quality problem with the spray, so we got in a supply of spray tops costing only 32p each," said Andrew.

There's also an environmental



Sprayers Lyndon Brain and (right) Graham Morgan measure a roll using a Permascope gauge, now mobile on its trolley. Right: Storeman Andrew Bromage fills a bottle with Lemsolv from a drum, watched by operators Steven Meek and (right) Derek East.

advantage to this idea – a lot fewer plastic bottles will be finding their way to landfill.

In the stores we came across another initiative. Special purpose filament adhesive tape had been used for wrapping generally; just replacing this with ordinary brown tape has saved £2,600 per annum

## PROFILE

## Graham ke

IF YOU do a job as a representative well, and earn people's trust, more often than not it leads to greater responsibility. Which is how Graham Whitaker (building 1 QA) has come to hold the position of an RX UK pensions trustee for the whole of Mitcheldean plant.

Apprenticed at Lister's as a fitter and turner in his home town of Cinderford, he joined our machine shop 22 years ago to work on mills. Then, in 1978, he ceased making parts for copiers and switched to checking them – as a QA mechanical inspector in assembly, "and I've been doing that ever since."

He was working on the 10 series of copiers when he became a shop steward representing AEU (now AEEU) in what is now building 4, to ensure there was adequate representation of the numerous areas of inspection.

"It was a job that needed doing at the time, and no one else wanted to do it," Graham told us in typical unassuming fashion.

Some years later he became a full-time union official as deputy convener supporting works convener Colin Butler.

During his term of office, Graham concentrated on the administration side. "There was a big influx of supplementary staff and we had to check who was with what union. The hardest part was tracking where they were because of the 'churn'; but we got it up together in the end."

Comments Colin: "Graham is very good on the keyboard, and at general secretarial work he's 'spot on'." So it's not surprising to learn that, before becoming deputy convener, he was secretary of the industrial staff negotiating committee (now replaced by the joint bargaining unit).

It was while he was a union representative that Graham was elected on to the Mitcheldean Pensions Consultative Committee, which is chaired by human resources manager Robin Fyffe.

Being a PCC member is a task that calls for discretion and understanding in assisting 'on the spot' with personal concerns. The aim is to provide a link between RX Pensions and the membership.

"You don't need to know everything about the scheme, but you undertake to get answers to questions from the appropriate source," explains Graham.

# to flow in



scrapped, being thought to be irreparable; Robert questioned this, suggesting that the lugs be replaced with two wedge-shaped plastic parts which we could make ourselves.

Engineer Ken Miles did the drawings for the parts, now made in small batch at a cost of £9 per pair – a lot cheaper than procuring a whole new carriage at a standard price of £40.48.

on this floor.

Robert Allen, who works on 5018/28 machines, noted that some were coming in with optic lamp carriages broken, the most common fault being the tiny lugs which hold the mirror in place in full rate carriages.

The carriages were being

POPS – A ‘bolt-on goodie’ resulting from OLAS, our new accounting system driven by GBAS, is replacing miscellaneous purchase orders (‘S’ orders) in hard copy form.

These orders, and eventually departmental purchasing orders, will be effected electronically, just

*Product engineer Mike Mould (right), whose suggestion led to the creation of the reception area in building 1, with IP student Nick Pegg who completed the work initiated by an earlier IP, Iain Deakin. Here visitors can see a model of the convenience copier focussed factory and a display of the machines built, while an array of RXMP awards lines one wall. Just inside the production area is a further display – a ‘wall of fame’ giving more information about the company and its products.*



as stationery orders are done, and accessed through various terminals. Ultimately, the system will be able to acquire authorisation electronically.

Says Fred Bach, non-production purchasing manager: “It is hoped this will eventually save time and enable us to control the supplier base more effectively.

“An immediate improvement is that the ‘small print’ – details of our terms and conditions of purchase – on the back of the order has been rewritten by our legal department, transforming it from 24 very complex paragraphs into eight which are easily read,

much to the relief of our vendors!”

IN BUILDING 1 we learned of more employee ideas, two saving on costs and one to improve production.

The cost-saving ideas both emanated from PQA. Bob Pearce suggested despatching one cartridge instead of the customary three as part of the kit with newly manufactured 5034s and remanufactured 5034 and 5028 machines.

This is expected to reduce costs by £37,048 in building 1 in 1993/94 and £98,514 in remanufacturing in 1994 and bring in extra revenue into the bargain.

Colleague Larry Williams identified waste in providing a magnet on the 5320/22 cabinet door which was larger than the striker plate. Reducing the magnet size is predicted to save £2,800 in 1994.

And the production improvement? Roger Powell, who works on upper frames on the 5320/22 line, suggested the layout of the optics section could be improved by bringing both optic tents and illumination fixtures over to the same side of the line instead of having them either side.

While involving an outlay of £2,000, the change prevents hold-ups, enables fuller use of the tents/fixtures and makes for a better work flow.

## eps check on things



Graham Whitaker

When Colin stepped down after completing four years as Mitcheldean’s representative on the Rank Xerox UK Pensions trustee board, Graham was elected by the PCC to succeed him.

He’d been trustee for about 18 months when the Maxwell scandal rocked the occupational pensions world.

Because of this, and the changing face of pensions, the company decided to have trustees elected by the pension membership, so Graham had to step down – and was promptly re-elected by the membership.

There are now four elected trustees – one each from RXMP,

Welwyn/Marlow and the UK OpCo, and a pensioner trustee, Alan Cryer. In addition, an external independent trustee has recently been appointed. “He knows pension matters inside out, so he’s an additional safeguard.”

The trustees, who meet quarterly at RX Pensions HQ in High Wycombe, Bucks, keep a watching brief and report on the fund’s performance and other matters to the PCC membership.

A trustee can now stand for three years, instead of two, and can seek re-election. Graham has almost finished his first three years in office and says he is willing to stand again for re-election next spring.

In his private life, last year was a red-letter one for Graham. He achieved championship status in his two main hobbies – target shooting and playing chess – both of which call for great concentration.

Friday nights are reserved for target shoots. Graham is secretary of the Ross-on-Wye Rifle & Pistol Club and he won the Hereford individual .22 pistol championship, based on his standard over the year in the ‘postal league’, where

authenticated scores are sent away to the Hereford official scorer.

More recently he was selected to shoot for Gloucestershire ‘B’ team in the .22 county postal league, competing against Yorkshire, Lancashire, Nottinghamshire, Sussex and Surrey.

A member of the RX Chess Club since it was resurrected, he also won the Portman Cup (individual) in 1992. “He was runner-up in our last club winter league – his game has improved no end,” said club chairman Wilf Jones.

Some time ago the club donated some chess sets to Heywood School and Graham has encouraged several pupils to come along, forming the nucleus of a junior league.

He is a governor of the school, having been appointed at the request of the local council, and both his daughters are pupils there.

Fifteen-year old Tracy and Lisa (12), like Graham’s wife Marion, are keen on amateur dramatics; all three belong to the Lydbrook Players, and are taking part in their Christmas pantomime ‘Sleeping Beauty’ this December.

Graham, too, enjoys a role – as a member of the audience.

### 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



## Bubbly bonus

RX AUSTRALIA were so delighted with the service provided by our customisation operations during 1993 that Dave Chapman, their resident in Rank Xerox (Marlow), came on site recently to present the staff concerned with some Australian bubbly to thank them for their help. It was much enjoyed at an after-work social event. Australia achieved 190 per cent of plan (240 per cent growth) on DocuTechs and 280 per cent of plan on the 4135 (a growth of 500 per cent).

Pictured with the welcome tokens of appreciation are (from left) Mike Bendall, manager work group copier focussed factory, Andy Ward and Colin Davies, materials logistics, Jimmy Moore, CSA customer service analyst, CSA manager Mike Wilding, Mark Vaughan, customisation, Barry Thomas, manager high volume remanufacture & customise operations, site director Gerry Lane and Dave Chapman.

## Expanding printer family

JOINING THE 4850 model (for which we build the ESS) is the new 4890 highlight colour laser printing system, designed for users with monthly print volumes of up to two million pages.

It allows data centres, service bureaux and other high volume print facilities, where fast turnaround is critical, to use highlight colour to produce powerful documents to benefit their businesses.

Continuing its drive to bring colour printing into the office, Rank Xerox recently announced the Xerox 4700 11 colour document printer for people working on computer networks who produce business documents in full colour, black-and-white, or a combination of both.

It succeeds the award-winning Xerox 4700, introduced in September 1992, and increases overall processing performance. Full colour printing is 7.5 pages per minute while black-and-white is 30 ppm.

### Midrange additions

As we went to press came news of versatile console and desktop additions to the Xerox printing systems division's midrange laser printing family that includes the 35-ppm 4235 distributed production printer built at Mitcheldean.

The Xerox 4220/MRP console midrange systems printer and the Xerox 4219/MRP and 4215/MRP desktop midrange systems printers are based on a common, robust controller supporting multiple hardware connectivity options and data streams, and deliver 'plug and play' solutions for mid-volume document printing in standalone, remote mainframe and enterprise environments served by IBM midrange systems.

They enable users to produce virtually any mix of documents when and where they are needed – from routine computer processing reports, inventory lists and barcoded labels to insurance policies and company reports.

The 4220/MRP prints at up to 20 pages per minute at a crisp 300 dots per inch (dpi) resolution and is designed for monthly print volumes of up to 100,000 pages.

The 4219/MRP and 4215/MRP desktop models are designed for monthly volumes of up to 50,000 pages of single-sided printing. The 4219 prints at up to 20 ppm and the 4215 at up to 15 ppm; both print standard applications at a 300-dpi resolution, and offer up to 800-by-400-dpi resolution for Adobe Postscript applications.

## Image is everything

MAN TAM, a research scientist, is seen here inspecting an environmentally friendly film invented by Xerox Corporation.



VerdeFilm, which is developed with heat, eliminates the costs and environmental concerns created by chemical film processing, and is intended for major applications in the printing industry. It is the company's first product in a \$1.8 billion market.

The material was invented at the Xerox Research Center of Canada, located in Mississauga, a suburb of Toronto, and will be marketed by VerdePrint Technologies, a new Xerox business unit.

# Build-up of the

THE ESS programme – building electronic sub systems for the 4850 and 4135 electronic printers which we have customised at Mitcheldean – “provides further evidence of Mitcheldean plant's ability to support electronic printers,” says John Gurney, MRT/MED manager for the project.

“We have had considerable experience in the recycling of laser printers going back to 1984, as well as subsequent customisation of systems at the high end.”

The requirement to increase the European content of the products for the RX market, and the existence of this skill base, plus the potential cost benefits, led to the initiation of the project in 1991.

A considerable amount of work, carried out by Don Wood (then MRT manager) and Steve Koh of the high end systems printing division (HESP), laid the foundations for the holding of a workshop last January in El Segundo involving Mitcheldean, HESP manufacturing operations and SCMO.

The objective was to ensure that everything was in place for a quality build start-up at Mitcheldean in mid '93 for ESS both for the 4850 (the highlight colour laser printing system) and the 4135 high speed laser printer system.

Attended by Don, Bob Liddington (then in purchasing) and Mike Smith (MED) it proved successful. But a great deal of



work was still required concerning material sourcing, transfer of engineering technology, and the planning and set up of the production area in Mitcheldean.

Adrian Gargan, a member of Bob's team, even altered his working hours to gain a bigger 'window' for interfacing with El Segundo buyers and contacting various suppliers.

By the end of May an area in building 3/1 was made available and kitted out by Mike and technician Craig Leighton, with tool design assistance from Mike Read.

“The concept of build was adapted somewhat, but it's basically a mirror image of the SCMO operation,” said Mike.



## Framing the ESS



# the brains of laser printers



Discussing system test of a 4135 are (from left) Adrian Gargan, John Gurney and Mike Smith; the ESS module is seen right. Left: Richard Collett works on a power distribution unit in the sub-assembly area.



Craig Leighton inserts a PWBA into the cage – the last operation in the building of the ESS module.

“Having to work within a tight budget and schedule meant utilising secondhand equipment where possible. The 4850 ESS is based on the 4650 ESS and a 4650 printing system was kindly donated by Welwyn Hall which enabled us to run and test the 4850 ESS during the system configuration test.

“Even the 4135 test system was set up to run without the normal on-line finisher stacker module, enabling a considerable saving.”

Thirty complete sets of parts were bought directly from El Segundo and the assembly operation started up in early June.

During last summer, Ken Sheik, senior manufacturing engineer, SCMO, came over to review our capability and was able to send back a favourable report.

The 30 kits having been used up, components are now purchased directly from source – PWBA's from Xerox and Fuji Xerox, other parts from US suppliers. The ultimate aim is to achieve greater local sourcing, and a good start has been made with the frame which

we manufacture ourselves just across the road in building 5/1 – and you can't get more local than that!

The module being built is a generic ESS. Data input from a variety of sources flows into this central processing unit which contains the built-in intelligence in the form of PWBA's, disks, etc. that enables the systems to offer such a wide variety of capabilities.

Special bays have been set up for the sub-assembly of the fan, main card cage, disk drive enclosure, quarter-inch cartridge, power distributor assemblies and test. All the benches are anti-static, heel-grounders are worn, and there is an ESD testing station.

Once the major subs are built, the frame is loaded on to a scissors lift and the ESS is built from the base up. “The scissors lift is a boon here because it gives flexibility in working level – both our technicians are around 6ft tall!” says Mike.

Operating software is downloaded on to rigid disk drives and tests of interface boards carried out before the ESS is connected with the imaging output terminal.

The technicians then do a print run to verify the system. After panelling, the ESS module is fixed on to pallets and protected by an anti-static bag and overshipper before it goes into supply stock. When required, it is pulled from stock and linked along with other modules in the system for customisation.

“The project has been very successful – we have met every programme requirement,” said Steve Pomeroy, product manager for 4235 & electronic sub systems.

It has also achieved a 10 per cent UMC improvement, or \$1,000 savings per unit, which will yield approximately \$3 million savings in three years.

## Fusing first

THE RX fusing manufacturing business centre has become the first certified internal supplier at Mitcheldean, and only the second such supplier within Rank Xerox and Xerox.

This makes them a preferential supplier for new programme materials/product orders.

In recognition of their achievement, a plaque was presented to the total team on 25 November – we'll be featuring their success in our next issue.

## S in building 5



THE FRAMES for the ESS were previously made in El Segundo and sent across to us empty. “It was a case of just shipping air,” said section manager Bob Turner (small batch & frame weld).

Today, the ESS starts its life in our small batch facility. The parts are cut from sheet steel on the Amada press which is programmed to produce the least amount of scrap.

The pieces emerge in a flat state and are folded on the Promecam press to form struts. Studs and inserts are put in place and the parts are clamped

Far left: Dennis Beddis removes a piece part stamped out by the Amada press. Left: Fitting brackets, made in small batch, on to an ESS frame is Roy Chamberlain.

in a fixture and welded together.

The welding used to be done entirely by hand but is now being carried out in the frame weld facility. It takes just 1.5 minutes to do what took 25 minutes when done manually. The same fixture, which was also manufactured in small batch, is used, but has been modified to enable it to be accepted by the cell.

The frame is then sent to Coventry for zinc plating to prevent rust and ensure it conforms to conductivity level requirements.

Finally, the castors and brackets are attached and the frame is shipped across the road to the ESS facility in building 3/1.

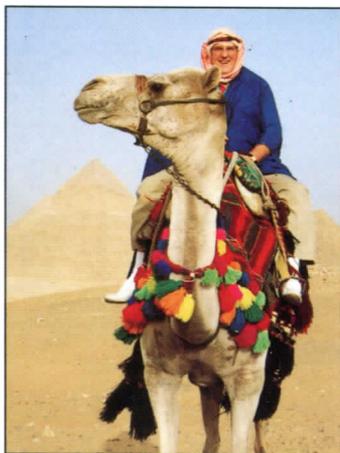
# Warm welcome at desert plant

ON NEW Year's day 1993, Mike Cooper flew south to start his assignment as director at the Xerox Egypt manufacturing plant.

It did not take him very long to feel quite at home there because the warmth of the people and their welcome was equal to that of the weather.

"With temperatures running at around 100F there were no problems with the heating of buildings – in fact, quite the reverse!" says Mike.

The plant is located in the industrial centre known as 6th October City. This is one of a number of centres created in the desert to keep industry out of Cairo, and all are named after some important event.



Trying a new mode of transport at Giza.

6th October commemorates the Egyptian struggle with Israel in 1973 which resulted in peace between the two countries.

There are approximately 136 employees at the plant. English is spoken by the management team, engineers, commercial staff and many shop floor employees, so Mike had no problems and even managed to pick up some Arabic.

"It was necessary to learn the Arabic numbers as I had to sign off invoices. This was a little confusing because, for example, whilst a dot stands for 0, zero represents 5; 9 is the same as ours but the figure 3 reversed (٩) is their 4.

"The plant staff are very celebratory. A new assembly line for the 5317 copier was introduced while I was there – hence the ribbon-bedecked model in the photograph.

"They had something more

to celebrate in September when they received the Business Excellence Certification for the first time. Our site director Gerry Lane was senior examiner for this.

"Xerox Egypt share similar goals and targets to Mitcheldean and have a firm belief in teamwork.

"Their new build assembly of 1025, 5012, 5014 and 5317 machines support both the domestic and export markets. Market share is just over 50 per cent and Canon is the main competitor, especially on costs."

Mike had an apartment in Cairo and drove to work – a 45-minute journey through dense traffic which took him past the Pyramids of Giza and the Sphinx. After the hubbub of Cairo the desert was blissfully peaceful, he told us.

With his works engineering background, Mike took a great interest in how the country managed its water supply. "The Nile is, of course, their main source of water. I saw just ten minutes of rain in nine months – and that was not on the same day!

"Football is the Egyptians' great love. Those who do not play, watch, even sitting in the street watching television. Children are playing football



Mike Cooper with Xerox Egypt staff celebrating the launch of the Xerox 5317.

everywhere you look. When my colleagues heard I had played in England they asked me to their club.

"I played in three or four matches over there in one of their beautiful stadiums.

"The working week is Sunday to Thursday and there are so many wonders to be seen in Egypt that it is impossible to see them all just at weekends.

"The Citadel, mosque and Tutankhamun treasures live up to expectations. But if there is one thing I would like to import from Egypt it is the sunshine.

"They have not completed the packaging process yet, but when I left they were still working on it!"

## Brush up your basic skills

DOES FILLING in forms fill you with dread? Have you a hang-up with writing reports? Is spelling not your strong point? Or computer skills?

Now's your chance to brush up on a whole range of basic skills at small and informal classes which are being run free on site.

Called 'Skills for life', this 12-month project is jointly funded by the Adult Literacy Basic Skills Unit (ALBSU), the Royal Forest of Dean College and the Gloucester TEC.

City & Guilds Certificates in word power and number power are on offer and, say tutors Jill Moss and Sheila Priest, who work at the college: "It's all very flexible and not a bit like school!"

At the time of writing, two groups had already started, meeting in the training department for two hours on Friday afternoons, 1.30 to 3.30pm. Anyone is welcome to come along then for coffee and a chat.

Courses for employees' families are also being run under the same umbrella by two other members of the team – Sue Jeffery and Kris Ventris-Field.

The family classes are: 'Maths for the terrified', 'Bridges to spelling', 'Speak for yourself' (a women's assertiveness course), 'Helping your children to read' and 'Brush up your skills'.

Anyone interested is invited to contact Brian Fowler (training) on 1126 or ring Jill Moss (098 982244) or Sheila Priest (0594 832669) evenings.

## Payroll trio get a first

THREE RXMP staff are among the first students to graduate in the Diploma in Payroll Management.

For Chris Hale and Brian Chelu of GB payroll operations and Tim Coldrick (IM), the diploma is the culmination of two years' hard study in their own time for this qualification from the British Payroll Managers' Association, which has been allocated BTEC's continuing education diploma status.

Sponsored by RXMP, they had to do six assignments and attend two weekend schools at Aston University, Birmingham.

Chris completed 25 years' service in payroll operations last October, Brian has spent the past ten of his 21 years with us in that department, while Tim has provided support for the computer payroll system for a good number of years.

As all three pointed out, there's



From left: Tim Coldrick, Brian Chelu and Chris Hale with their diplomas.

a lot more to payroll activity than many people realise – things have grown much more complicated since legislation has increased employers' responsibility.

This qualification, which is something they have been wanting for a long time, recognises the professionalism that the job requires.

# The 5328 - a machine for the budget market

AIMED AT the budget market that wants systems with fewer features, the Xerox 5328 was launched on 1 September in all European OpCos (excluding Region B).

It is a variant of the 5028 which it replaces. "It has the low UMC of that model, and retains its good points while improving on its performance," says MRT manager Roy Salmon.

Because it is being built on the 5028 engine, development cost was low. "We significantly reduced the number of machines built in pilot and pre-production from an average of 200 to 57 machines," assembly manager Norman Rudge told us. "All of these were subsequently fitted to customer configuration level, and installed in showrooms for training and demonstration purposes."

Instead of purchasing the two tray module as a complete assembly, it has been redesigned and is now built as a paper supply module on the main line. Parts are purchased and assembled into a welded frame manufactured in building 5/1, thus achieving more economies.

Quality has been better than target and, added Roy, "the programme has remained on schedule from day one, thanks to the teamwork of the people on site, which has been exceptional."

The model comes in three configurations, offering a choice of automatic document feeder and smart platen

together with 10-bin sorter, stapler and catch tray. The tabletop or 'Junior' version provides a very attractive entry price which was not previously offered on the 5028.

The machine, like its predecessor, runs at 28 cpm; there's zoom reduction/enlargement, and blue and red colour modules are available.

But the latest model sports a number of improvements. It has lighter coloured covers and more rounded contours which update its appearance. Reliability is better. The optional ten-bin sorter now has a convenience stapler. There is environmental packaging for minimal waste and fast install. It also has a higher European content.

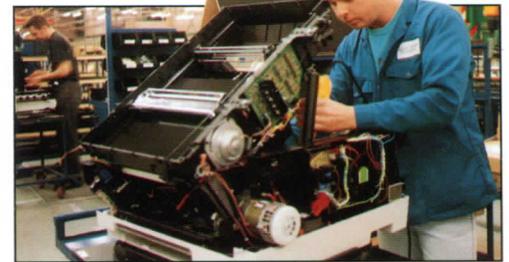
Pre-configuration takes place on the line, not in the field. As section manager Dave Roberts put it: "We are building it right

from the ground up - something we've never done before."

The processor is assembled on product movers on the same line as the 5034 (which is itself based on the 5028); there's a separate line for the paper supply module (PSM) which incorporates the two-tray module and welded frame.

The PSM frames arrive from building 5/1 and are raised to the line by scissors lift, moving down the line on their own castors as each stage of the assembly is completed.

At the end, another scissors lift lowers each PSM to floor level. Then it is wheeled across to be married to a processor and moved into FR&T, where copy quality



**Top:** Teresa Jordan activates the scissors lift at the end of the PSM line to lower a module to floor level. **Above:** Gary Austin completes the last operation on the processor line.



*Pictured at a production readiness meeting are (from left, seated) Bob Salt (FPP), John Rawsthorne (configuration control), Syd Cooper (assembly), Pat Burke (MED), Roy Salmon (MRT); (standing) John Overbury (then MED), Brian Jannetta (QA) and Norman Rudge (assembly).*

testing takes place.

In pre-pack, a hoist lifts the preconfigured machine on to a pallet placed on a dolly, and yet another scissors lift raises the lot to a workable height for bracketing the machine to the pallet, serialising, cleaning, and so on.

Back down to floor level, the 5328 is pushed on its dolly into the final QA area so it can be checked for any problems, thus giving customer protection and saving on installation time.

Then there's just the flash test before the machine goes to the pack area to be enveloped in stretch wrap and shipped to the ELC in Venray to collect its Encore (nationalisation) kit.

The marketing outlook is that the product will do well in 1994.



*John Howell (QA) inspects the processor before it is married to the PSM which Roger Childs is moving into position. Centre is section manager Dave Roberts.*



*Checking copy quality in FR&T is Paul Weaver who trained the production team; in the background is Elwyn Scrivens.*



*The 5328 is hoisted by Stuart Jones on to a dolly, with assistance from stand-in David Taylor.*

**Phil Townsend and Keith Jones** arrived within a few days of each other to take up craft apprenticeships and have made their careers in works engineering on the electrical maintenance side.

Phil was appointed supervisor of the team set up in the '70s to maintain NC and CNC machines (Keith was one of 'the gang') and this led to several visits to Europe. Phil subsequently took on responsibility for machine tools generally and then for all electrical work, with energy reduction always a key concern.

Married into a Rank Xerox family (his wife Gail is the daughter of retired long-servers Peter and Daphne Meek), he has two boys and a girl. He supports football, in that he runs a taxi service for his two lads who play the game, and he enjoys watching a game of cricket.



A 30-year trio – (l. to r.) Phil Townsend, Keith Jones and Graham Lockwood.

He also looks after the accounts for the local MRI scanner appeal, and is rumoured to excel at Karaoke!

Keith's work involves him in dealing with anything from a plug top to the most sophisticated of NC machines. His outside interests are remarkably varied too.

He comes to work on his vintage motorbike ("I still have the sidecar too") and likes to attend motocross events – he was just back from attending the Manx Grand Prix when we talked.

He's guitarist in a group called Krisp, so it's not surprising that his son, a computer operator, wants to be a rock star! Keith and his wife Brenda also have a daughter still at school.

As for sports, he's done everything from wind-surfing to dragon-boat racing ("You have a 43ft boat with 22 people paddling, one steering and one timing – with a drum").

He takes part in interdepartmental skittles and pub sports challenges, goes mountain biking, and has recently taken up clay pigeon shooting.

Having done part of his apprenticeship at Hawker Siddeley, **Graham Lockwood** completed it at Mitcheldean in the model shop, where he worked for 19 years.

Since then he has been engaged in reclamation, in the panel repair section of the paint shop.

In 1989 daughter Karen joined us as a trainee secretary and she is one of Keith Bradley's product quality team. Graham's other daughter Clare works with Ecclesiastical Insurance.

Photography has long been 'a big thing' with Graham (that now includes video); his wife Cynthia has also taken up the still side. A converted cupboard under the stairs serves as a darkroom.

Stamps are another long-term hobby – Graham is a member of the Gloucester Philatelic Society. He also collects

## Service awards

'Vision' copies. "I've almost every issue since I joined in 1963."

### 25 years

The first seven of the quarter century people we feature this time are ex-RX apprentices too.

**Terry Peates** gained manufacturing/assembly experience in tool inspection – it also took him to India (until then he had never flown or even been abroad) and to Bulgaria (in connection with a licensing venture).

For the past five years he has been a section manager in 5046/47 assembly whom he represents on the main environmental committee, and he has now embarked on a new venture, as productivities co-ordinator for building 3/1.

A former chairman of the S&SC, he's deeply involved with football, mostly at Harrow Hill and Ruardean: his school-age son is very much into sports too – rugby, football and golf.

He and his wife Anne also have two daughters, the eldest taking an NNEB (nursing) course while the youngest is still at school.

**Pat Burke's** first job was as an operator in small batch; then he joined PED in 1976 and has been a product engineer ever since, working on low volume copiers for the past 13 years.

It has led to extensive travel in eastern Europe (on licensing ventures) as well as to the US and Japan. In his leisure time he plays bowls with the Coleford club.

It was at Mitcheldean that Pat met his wife, Shirley, a secretary in parts manufacturing, and many will remember his father Joe, an inspector, who was works convener in the '70s.

Like Pat, **Charlie Probert** started in

small batch, but he stayed to make his career there, liking the variety of work and the skills involved. He's been active in union service, having been an AUEW steward for some 15 years and deputy convener in the mid '80s.

Charlie has given 'service' too to the sport of motor rallying, working on the service 'barge'; the holder of a PSV licence, he has also done part-time bus driving. Today he's a mountain biker and he goes in for weight training, in a non-competitive way.

He and his wife Anne have two sons who play rugby for Cinderford – "but I mainly support Berry Hill," he says.

Another member of the family, who has a few more years to go before reaching the same milestone, is his sister, Barbara Bevan, secretary to controller Janice Miller.

As an earlier quality calendar revealed, **Brian Fowler** is a farmer in his spare time – "I just grow grass!" he says.

Encouraging new growth also comes into his job as a business training manager. After his initial time in design engineering, Brian settled for a career in training, and he's been involved in many RXMP young people initiatives concerning further education, work experience and character development, as well as in recruitment.

He helped to set up the IT facilities in the MEWS during the '80s (he met the Duke of Kent at the official opening), and was a member of the team involved in the transition of EMC to Mitcheldean which led to our receiving the 1991 National Training Award.

Chairman of Lakers School governors and a governor of the Royal Forest of Dean College, Brian is our main link with schools and colleges and is closely connected with the Forest Education Business Partnership.

His wife Sue is also involved with young people, being a teacher at Mitcheldean Primary School.

Having switched from a mechanical to an electrical technician's course, **Mike**

**Smith** first worked as an electrical adjuster on the 4000 floor. Then when a PWBA assembly activity was set up in the '70s, Mike was engaged on the testing of ATE equipment ("That was the time when I got married to Elaine; she worked on site and so did my father").

Technical support for the 5400 product followed before he moved into ROS and spent two years in Venray setting up the electronics repair transfer from Lille.

On returning he became involved with the recycling of the first electronic printers and later the customisation activity. Today he is dedicated to the ESS facility.

Playing for Coleford Cricket Club means that he helps to set the town ablaze – with Christmas lights (he wires up the clock tower!).

Of his two sons, the eldest is into martial arts while the youngest is a member of the Pontypool School under-15 rugby squad.

**Chris Pegler** was also an electrical adjuster on the 4000 line until he switched to PED electronics, working on the design and build of ATE equipment used for PWBA testing, and later dealing with field tooling brought in for testing.

The next ten years were spent in the electronics workshop on the maintenance of site electronic equipment, and for the last eight he has been a member of the PQA team in building 3/1, checking the performance of the 4235 laser printer (he spent a year in Welwyn helping to bring it through the pilot plant and a fortnight in California on the same programme).

In addition to being a first-aider, he's a Pirate (a member of the PQA team who reached the semi-finals in this year's skittles tournament) and one of the British Bullfrogs in the Pub Sports Challenge. He also plays squash, and rugby for Drybrook.

Chris and his wife Wendy live in a small cottage which he is renovating and have sheep and goats "to keep the grass down in our two acres of ground."

Completing our line-up of ex-apprentices is **Jim Andrews**, who says it was while on his plant 'tour' as a commercial apprentice that he "discovered computers". Deciding that was where his future lay, he joined computer operations and progressed into programming, systems analysis and eventually management.

Though he spent some time on implementing group systems he has always been based at Mitcheldean and is currently responsible for systems development and support for reprographics and materials management.

His wife Pam, one of our reception staff, worked on site in the late '60s too, leaving to raise their three daughters. The eldest is in the final year of a business studies degree course, the middle one is a trainee veterinary nurse, while the youngest is still at school.

Jim's sporting activities take him up hills – on his mountain bike, and below the surface – he enjoys scuba diving.

**Rob Blossome's** 25 years have involved him with the procurement of production materials, initially on the planning side. Then, as computer systems were introduced, the job developed into 'parts analyst,' Rob being promoted to supervisor when the planning and purchasing departments merged. Since then, as material systems co-ordinator, he

25-year people (l. to r., below) Pat Burke, Chris Pegler, Charlie Probert, Brian Fowler, Terry Peates, Mike Smith, (bottom picture) Jim Andrews, Tony Burke, Ann Rudge, Roy Harrison, Harold Boseley, Rob Blossome and Kenny McLeod. Missing from our picture is Dave Tomlins.



has assisted with the development and administration of our materials computer systems and more recently with multinational network systems, interfacing with Webster.

A brass-bander for 35 years, Rob now confines himself to listening. Gardening helps him to unwind, and he and his wife travel extensively on holidays, while days out to agricultural shows and preserved heritage sites are highlights.

**Tony Burke** started in spares packing, then moved into 660 stores which were later centralised in what is now building 1, before he joined production. He worked on the 1025/1028 main line, later switching to refurbishing of small copiers and he is currently one of the 5018/28 FR&T team in low volume remanufacturing.

His wife Carol also worked here, on the early 914 and 2400/3600 models, in sub-assembly, and he has a niece, Donna Eckley, on the harness section.

Tony used to play football for Mitcheldean and he has loyally supported Manchester United for around 35 years.

**Dave Tomlins** has worked on both new build and refurbishing of medium and small copiers. He started in 3600 assembly, going on to the 4000 family and finally small copiers. So it was a big step in terms of size and sophistication when he moved into customisation two years ago, where he configures the DocuTech for the UK market.

Dave's daughter, Claire, also works on site, in the Markem area.

**Roy Harrison's** quarter century has been spent in works engineering, originally on electrical installation work. He progressed from chargehand to section manager, facilities and contracts, which covers civil trades, gardening, cleaning – everything except electrical work – for the plant, MEWS and Business Park. So although based on the perimeter of 'A' car park, he gets to most areas.

He has become increasingly involved in the environmental aspect of packaging material, working with Douglan on the re-use of MN boxes.

Roy and his wife Kath have a family of five – two sons (one in the RAF, one in the prison service) and three girls (one working for TI [formerly Dowty], one a staff nurse in Gloucestershire Royal Hospital, and the youngest still at school).

## Where are they now?

THEY WERE last seen at an LSA archives evening held in March 1988. We're talking about those 'golden oldies' – amateur films of early company sports days and entries in photo & cine club competitions – which were recorded on video.

Unfortunately neither the videos nor the original films can be traced; it is thought that they were loaned to someone. If you can help in any way to track them down, would you please contact LSA secretary Janet Hart (ext. 2615) or John Spratley (597).

# At home again



THIS YEAR'S 'At Homes' for Rank Xerox pensioners on 12, 14, 19 and 21 October, attracted some 120 visitors.

Each party was welcomed by Brian Fowler (training) who updated them about company activities before they were taken on a tour of building 1, the harness floor and the showroom (the XTV facility was a highlight here). Then it was back to the clubhouse for tea and a chat.

The IPs and apprentices who escorted

them had some difficulty keeping the parties together as various members kept darting off to have a word with former colleagues.

"We learned a thing or two as well about how it was in the old 914 days," said IP Teresa Redler.

Roy's sporting interests are centred in Gloucester where they live. He supports Gloucester RFC, watches cricket, plays skittles and has taken up "hitting a white ball with a piece of iron"!

**Harold Boseley's** time in materials has always involved him with dealing with commercial suppliers of production materials. Over the years the expediting, buying and materials analysis activities have been combined into the job of planner buyer, which is Harold's role today.

He has three sons, the youngest of whom, Stuart, now works in customisation, making the third generation of Boseleys at RXMP (Harold's father worked in stores); the eldest is with SCA Packaging at Lydbrook while the middle one works in New York.

Skittles is Harold's hobby – he used to play for the Malt Shovel pub in Ruardean and he keeps his hand in by

taking part in our interdepartmental competition.

**Ann Rudge** has worked in goods inwards for most of her time with us, seeing the transition from manual to computerised operations. Two years ago she joined spares packing as a materials analyst – "so I'm back on the ridge once again, and from building 13/2 we have the best view in the whole of the plant," she says.

She has served as a staff representative on GMBTU/APEX for a total of ten years and is currently a member of the department's environmental committee. She's also a keen supporter of the 'Save the Forest' campaign.

Ann is devoted to her four dogs. She has a Hungarian Vizla and two German short-haired pointers. "They are working dogs and I like to work them 'on the beat' – but you won't catch me behind a gun!"

The fourth dog is a more widely known type – a Heinz variety.

**Kenny McLeod** has always worked in the stores environment, ever since the 914 days, and today he is a materials processor in building 1, where his step-sister, Hazel Pescatori, also works.

His brother Billy (low volume copier remanufacturing) reached his 20-year milestone in November; another brother, Royston, also worked on site at one time, and all three have been runners.

Kenny and Billy were closely involved in the former Ross Road Race which RXMP sponsored. Though they've hung up their running shoes, they continue to help organise the 14-mile Hereford to Ross race as members of the Ross Road Runners. "It's been held every year since 1950," says Kenny.

"We used to have a 14-mile RX race from Mitcheldean to Ross and back years ago – it would be nice to see that revived."

## 20 years

Our biggest 20-year line-up ever! Pictured here are (l. to r., front row) Brian Bell (spares pkg), Ellen Baldwin (GBAS), Martin Davis (5047 assy), Nora Powell (GBAS), Brian Powell (asset management), Richard Shanahan (bld.1 assy), Jean Davis (5047 subs), Mark Smith (materials); (behind) Nick Hopkinson (EMC QA), Mike Grindle (4235 assy), Colin Wyman (purchasing), Gerald Peart (paint shop), Mike Clark (purchasing), Howard Foxwell (QA), Pat Madley (works eng.), Ian Blow, Derek Griffin, Dino Nardecchia (all bld.1 assy),

Charlie Walker (human resources), Kelvin Norris (bld.1 assy), Dennis King (spares pkg) and Steve Watkins (remanufacturing eng.). Others who qualified recently were Susan Williams and Andrew Brown (spares pkg), Dave Bufton (EMC), Phil Davies and Bob Liddington (ISC), Wilf Jones and Russell Edwards (asset management), Roger Hughes (CSA), Cyril Jenkins (remanufacturing), Kevin James (tool eng.), Fred Niblett (tool insp.), Brian Kear and Robert Peart (paint shop), and Ken Welch (bld.1 materials).



# Push and pull for charity

'OPERATOR PULL' took on a new meaning when a team of 14 men from 5317 assembly hauled a 6.7 ton lorry around Mitcheldean after work on Friday, 10 September. Their aim was to bring in a load of cash for the Dilke Hospital Scanner appeal.

Starting from the clubhouse, they went round building 1 and out into Bradley Court Road at a cracking pace, but nearly came to a dead stop up the hill towards the village.

Driver Robert Weyman, at the wheel of the James Timms vehicle, added a bit of horsepower to the manpower but after that it became less of a drag. Having turned the corner at the bottom of Hawker Hill, they romped the rest of the way back to the starting-point, completing the course in just 20 minutes.

"I was amazed," said Phil Collins, who organised things. "I thought we would do it all at a walking pace."

Carol Smith, Tracy Thomas, Becky Holder and Sharon Townley, wielding buckets, did a street collection. Providing the pulling power were Shaun Addis, Paul Baker, Phil Collins, Toby Fuller, Sid Grant, Gary Knight, Ray Meek, Martin Rhoades, Martin Shields, Gary Smith, Andre Titmuss, Steve Townley, Chris Treherne and Roy Ward. Dave Powell was



The pullers take the strain, while (right) the girls take the money. Below: Short stop at Longhope before the bed-pushers tackle the last lap.



on hand to render first aid. Just over a week later, on Sunday, 19 September, several of the lorry pull team joined other 5317 line staff in pushing a bed all the way from Gloucestershire Royal Hospital to Mitcheldean in aid of Scoo-B-Doo Society for Baby Care.

A bed, which few would care to spend the night on, was borrowed from Coleford Fire Station, having proved to be roadworthy for such efforts. The team set off at 10am in fine weather, the fellers doing the pushing while the girls collected donations along the way, and an RX lorry, driven by Andrew Preece, provided back-up.

They made good time, only stopping for 'refuelling' at three pubs en route. Coming at the end of a 14-mile trek, the last lap up Barton Hill was the worst, but they put all they'd got into the final effort and reached Barton Gatehouse at 2.25pm.

Tracy Spowatt, Becky Holder and Tracy Thomas did the collection en route while Shaun Addis, Anthony Hayward, Kevin Hegarty, Gary Knight, Ray Meek, Andre Titmuss, Steve Townley, Roy Ward and Allan Watkins did the pushing.

The proceeds of the two efforts, plus that from the sponsored haircut (featured earlier) for the Cheltenham Cobalt Unit, totalled £2,806.50. This was handed over to the respective charity representatives at a disco and karaoke evening held in the clubhouse on Thursday, 11 November, which brought in £101 for a future cause.

Thanks go to all who contributed in any way - and a round of applause to the enterprising participants!



Haircut girls Angela Fletcher and Becky Holder hand over £900 for the Cobalt Unit.



The sum of £476.50 goes to the Dilke Hospital Scanner Appeal from the lorry-pull team.



Tracy Spowatt and Ray Meek present the bed-push proceeds of £1,430 for Scoo-B-Doo.

## 'Old Father Christmas' comes early

TWENTY-SEVEN golfers visited the Rolls of Monmouth golf club on Monday, 6 September, for the final outing of the 1993 season - Captain's Day.

As well as the captain's prizes, two trophies were on offer - the Summer Cup - best individual score, and the Team Cup - teams of three, best two cards am and pm.

The physical challenge of the Rolls resulted in numerous competitors investing in golf buggies and all were blessed with good weather.

After the morning round, the 'old war horse' Spot Meek led the individual competition with a fine net 68 vs the par of 72. Close behind were Graham Beach and Brian Prosser with net 69s.

Team Cup scores at this stage were difficult to establish with all results not

known until later in the day.

A good lunch and the knowledge from the morning round resulted in an improved scoring average in the afternoon. Secretary Wilf Jones and Jeremy Barnard achieved the best scores with net 68s.

Fatigue would set in to those who were walking, but who would have expected Brian Prosser to fall asleep at the wheel of a buggy and end up in a ditch? It took him and his three playing partners ten minutes to pull the buggy out!

Results were compiled when all were showered and in the bar, reflecting on the highs and lows of the day.

After an excellent meal served by the Rolls staff, captain Keith Laken made his presentations. Enter 'old Father Christmas', alias Brian Prosser,

who picked up the captain's best net prize and the Summer Cup with a 140 total.

Runner-up and second best net on the day was Spot Meek with 142, while third place went to Wilf Jones with 145 net.

As well as the three best net prizes, the captain also gave a prize for 'nearest the pin on 18th hole'; Hugh Colby picked up this one and a further prize for the best gross on all par 3s was won by Mark Barnard.

The Team Cup was secured by Wilf Jones/Brian Prosser/Gareth Milford on 283, just pipping Gordon Davis/Jeremy Barnard/Keith Laken on 288.

The day concluded with vice captain Jeremy Barnard thanking captain Keith Laken for the prizes donated.

M.A.B.

## Obituaries

WE REPORT with regret the death of the following:

**Maurice Pask** on 18 October aged 62. He joined us as a chargehand in Bell & Howell assembly in 1954, and 11 years later moved into purchasing. In the early '70s he was materials representative in the USA for Mitcheldean, Welwyn and Venray and, after working on planning & research for advance products and in group materials, Maurice went again to the USA to help with the implementation of materials logistics systems. From 1977 he held a number of management appointments, and was purchasing manager for CBA/refurbishing and non-production materials when he retired in 1988.

**Brian Sole** on 26 October aged 72. An inspector, he worked in the machine shop and later in goods receiving before retiring in 1988 after 20½ years' service. One of our first-aiders, he was made a Serving Brother of the Order of St John of Jerusalem in recognition of his 43 years' work for the Ambulance Brigade and he continued in this service for a further two years, winning a gold bar and certificate.