

Vision

The house magazine of Rank Xerox Mitcheldean



Lord Arran, Parliamentary Under Secretary of State for the Environment, presents the RSA award to Shrawan Singh, RXM&SC director and vice president.

NATIONAL AWARD PUTS US IN THE TOP GREEN LEAGUE

newly manufactured machines which feature leading edge technology.

Managing director Bernard Fournier believes that Rank Xerox will continue to set new industry standards and benchmarks and that others will aspire to meet them.

"There is a fundamental realisation in the company that we can change the way things are made and change the way business works in order to protect our world and contribute to the future well-being of humanity," he said. "To the responsible citizen, the disposable society is dead. The concept of sustainable development has come of age."

The RSA award scheme was launched in 1993 to recognise significant initiatives by British management which contribute to sustainability, seek to eliminate negative impacts on the environment and maintain the long term viability of the business.



Pictured at the presentation are (from left) Jim MacKenzie, director, CSS environment, health & safety; Karl Kummer, then director of environment, Rank Xerox; our site director Gerry Lane; Hugh Smith, manager, RXM&SC environment, health & safety; Kevin Horrobin, RXSC asset recycling manager; and Richard Chambers, manager, recycling planning operations.

OUR COMPANY'S achievements in environmental management through the implementation in 1992 of its remanufacturing strategy have won it an RSA Environmental Management Award.

These awards for British business were presented by the RSA (Royal Society for the encouragement of Arts, Manufacture and Commerce) on 26 May. Shrawan Singh, RXM&SC director and vice president, received the award on behalf of Rank Xerox from Lord Arran, Parliamentary Under Secretary of State for the Environment.

The implementation of the remanufacture strategy has significantly reduced the requirement for raw materials to the value of around £24 million in 1993 – a figure which is expected to reach over £30 million by the end of 1994.

In 1993, over one million parts were reprocessed and more than 750 tonnes of plastic were recycled at one plant alone.

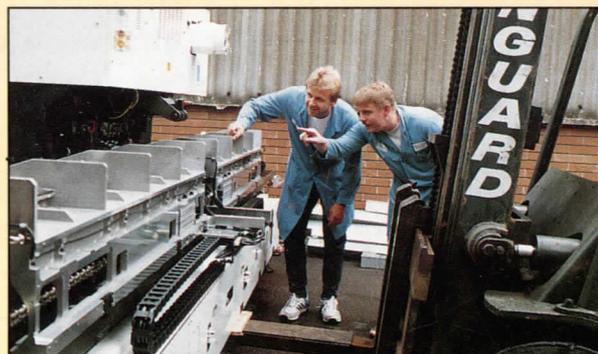
Currently, some 20,000 machines are remanufactured by Rank Xerox each year. Using a majority of reprocessed parts and the same quality processes as new to guarantee performance, products are built as environmentally friendly and cost-effective alternatives to

The awards are sponsored by Nuclear Electric and the Department of the Environment with additional support from the CBI. Rank Xerox is one of only three companies to receive an environmental management award from the RSA in 1994.

Congratulating the M&SC

team, Shrawan Singh said: "Our remanufacturing strategy has demonstrated that by eliminating waste and conserving raw materials it is possible to become more cost-efficient and, ultimately, more profitable. It is a sound business proposition."

New surface mount line



ON 4 JULY, our electronics centre took delivery of a new £750,000 Panasonic MV2 surface mount line for automatic assembly of printed wiring boards – the sixth SMT line to be installed in building 4.

Said site director Gerry Lane: "This significant investment is a vote of confidence in our skilled and valuable workforce."

The line is expected to become fully operational this August. Our picture shows setters Stuart Powell and Andrew George taking a close look at the equipment which they, among others, will be operating.

Driving down the costs



This line-up of cost-downers was taken at the end of the event and not everyone who attended the workshop was present – among them key off-site participants Allen Nash, Leo Wynia, Graham Hall, Ger Gruiters and Mike Ladell. **Below:** A summary session on electrical commodities – (from left) Tom Hatch, Ken Gouridine and Henry Bober (from Webster), Keith Grant and Kevin James.

SINCE OUR first materials cost-down workshop was organised in 1992, some 1,000 projects have been analysed and approaching \$10 million savings gained.

Exactly two years later a second workshop took place – on 6,7 and 8 July in building 8/4 – its purpose being to identify further cost-down opportunities for 1995 implementation.

Materials manager Keith Grant opened the workshop by setting out the objectives and enlarging on the economic background to the need to continuously improve our

cost competitiveness.

The format for the workshop was to bring together multi-functional teams from CCM, CEC, MED, SQA, purchasing and PDT including people from Venray, Welwyn and Webster.

Six teams were established under the leadership of Ken Syme (metals), Bob Parsons (plastics), Bob Ryland (packaging), Mark Stewart (elastomers), Leo Wynia (electromechanical) and Jeremy Hatch (electronics/interconnects).

Each team had access to a sample of each of the parts over

Reviewing total savings opportunities by product are members of the electro-mech/electronics/interconnects team (l. to r.) Jerry Hatch, Dave Wood, Paul Marshall, Bob Davies and Henny Meijer.



\$1 unit price (some 650 parts in all), as well as volume, price and supplier data for all convenience copier parts. Thanks are due to the production operations personnel who made these and the finished products available.

The workshop took place within ten days of the go-ahead being given, and the fact that it did so successfully is a credit both to the attendees who cleared their diaries for it, and to the cost-down staff led by Richard Morgan and Gordon Grey.

The Webster staff attending (Allen Nash, Ken Gouridine, Henry Bober and Tom Hatch) travelled during the 4 July celebrations and whilst the USA were playing in the World Cup – now that's what I call dedication!

The teams spent up to three days examining each part for cost-down opportunities (change of material, redesign, eliminate, resource, etc.) all proposals being logged with potential savings, lead times, anticipated capital costs and feasibility rating. ▶

Xerox/Novell in partnership

XEROX CORPORATION and Novell Inc. have announced a strategic partnership – including an agreement to develop technology – that will allow users to more easily track down, use and share documents racing through the world's leading computer networks.

The partnership's objective is to provide Xerox and Novell customers with the productivity-enhancing tools required to effectively harness and act upon the enormous volume of information in documents that reside across a shared computer network.

The first offering from this

partnership is called Document Enabled Networking (DEN) for Novell NetWare. DEN will help software developers create programs that act as 'document detectives', allowing users anywhere along a Novell NetWare network to quickly and automatically locate and retrieve documents, regardless of where the documents are stored or the form in which they exist.

Applications can be developed to allow the user to initiate the search by simply providing one or a series of key words, or any of the document's attributes, such as the date of creation or the name of the author.

A gold for safety



AS REPORTED last time round, for the second year running we have won a gold award from the Royal Society for the Prevention of Accidents, and on 9 June safety officer Chris Marriott received it on our behalf from the president of ROSPA, Wing Commander G. L. Sinclair (left) at the NEC, Birmingham.

On 20 May, Mike Cooper, manager, works engineering, MEWS & Business Park, and safety & security operations manager John Spratley went to London to receive our other award for 1993 – the British Safety Council's national safety certificate – from the director-general James Tye.



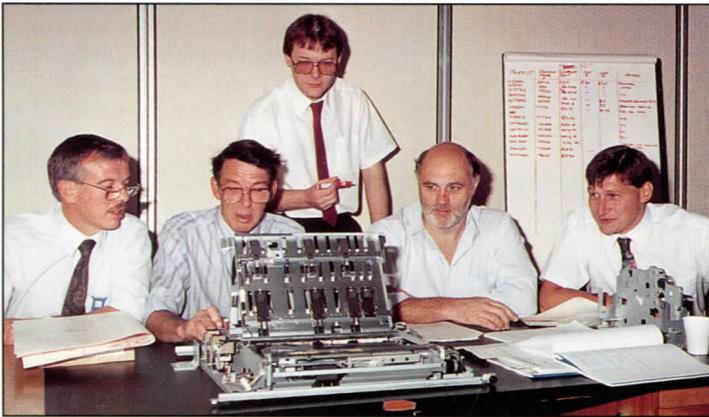
Considering an idea for revising a roller transport assembly are (from left) Royston Pritchard, Theo Kuijpers (Venray), Mark Stewart and Brian Sellick of the elastomers team.

In the reviews, Webster experience and Venray 5320/22 and 5340/50 common parts cost reduction activities were considered.

During the course of the

workshop and at the end, each team presented its projects, its proposals and planned activities, and gained guidance and feedback from Keith Grant and Mike Green, vice-president,

The metals team discuss the cost of individual parts of the main duplex document module assembly – (l. to r.) Roger Trigg, Colin Lees, Nigel Ward, Tony Tovey and Ken Syme.



A platen frame comes under scrutiny by plastics team members (l. to r.) Bob Dixon, Ray Harvey, Bob Parsons, Ken Ellway, Colin Phelps and Richard Morgan.

quality, office document products division.

Said Gerald Cooke, who coordinated the event: "The workshop was a great success, with many new ideas coming forward and a large number of projects identified.

"We are looking to save some \$3 million in 1995; the teamwork

was excellent and I do believe people had fun in the process."

The next steps are to review the projects, prioritise them and bring the teams back together to implement them. The benefits have been assumed in setting the price of the product for sale in 1995!

G.C.



Discussing a radical change in the packaging of consumables are (from left) Gerald Cooke, Martyn Hale, Bob Ryland and Richard Wood.

IM contract goes to EDS

XEROX CORPORATION has awarded a 10-year, \$3.2 billion contract to EDS to operate the Xerox worldwide computer and telecommunications network. The agreement is believed to be the largest commercial contract of its kind and the first on a global scale.

"This is an important building block in our worldwide imperative to improve productivity and focus resources on our core business of document processing, which is critical to ensure our continued success in a fiercely competitive industry," said Paul Allaire, Xerox chairman and CEO.

Xerox awarded the contract to EDS following a six-month study of its global information management organisation. Under the arrangement, EDS will assume responsibility for Xerox data-processing, telecommunications and computer network services, and provide and maintain the computer applications that support internal Xerox business processes.

The agreement with EDS does not affect any support or services for equipment, software or systems that Xerox sells directly to its customers and covers only services that support internal business processes.

Xerox chief information officer Patricia Wallington said the arrangement with EDS meets three critical objectives. "Outsourcing these information-management functions to EDS will allow us to focus on improving the delivery of computer and telecommunications services that support Xerox people, free Xerox management to pursue a strategic course to design and integrate new technologies and processes for improved productivity, and reduce our costs."

Approximately 1,700 Xerox people and contractors worldwide (about 600-plus in Rank Xerox) are being integrated into EDS, a process occurring in stages from 30 June to the end of 1994.

A total of 19 staff employed in Mitcheldean's IM department transferred to EDS on 1 July with minimal change – in general the same people are delivering the same services to the same users.

On the same date EDS took over the EDC building on an extended lease.

Longer term objectives include improved processes, higher levels of service and lower costs.



From left: Tim Green and Ken Ellway (MED) in building 1 where Andrew "Billy" Billingham is packing a 5314 copier using the award-winning packaging.

Starpack Award

THE INSTITUTE of Packaging has awarded Rank Xerox a bronze star as one of its 1994 Starpack Awards – the third bronze, not to mention two silver ones, which we have won in the past ten years or so.

This prestigious award was for the innovative use of corrugated fitments and Corrupad in the environmentally friendly packaging of Xerox 5314 and 5317 products built at Mitcheldean.

Developed by Bill Starkey's RXM&SC packaging and distribution engineering team, this latest packaging concept has been in operation at Mitcheldean for nearly a year.

It is an improved version of the packaging involving the use of such cushioning materials which have been in use on site for several years now, and has enabled not only material cost savings but also a reduction in the overall cube of packaged product, thereby achieving additional freight and storage benefits for Rank Xerox.

Tim Green, a member of Bill's team who has been located at Mitcheldean, said: "We have had much support from the convenience copier and materials staff." The goal is now to replace packaging with a collapsible, returnable plywood tote into which small copiers can be strapped.

NEW PRODUCTS

Two personal portable copiers



Ideal for the home office and small business user – the Xerox 5201 and right the Xerox 5305.

RANK XEROX has announced two low-cost, high quality personal copiers that are smaller and lighter than other models currently available.

Highly portable, the new machines – Xerox 5201 and Xerox 5305 – are ideal for the home office and small business user. Both are about the size of

an average compact disc player. The 5201 weighs only 6.6 kilos; the 5305 is half a kilo heavier.

“By broadening our personal copier product line, we are giving cost-conscious small businesses a greater range of choice in features and price,” said Cliff Lichfield, business manager, personal document products.

Both models have handles for easy relocation and produce excellent quality copies.

The 5305 has a quick start feature that allows users to programme the copier while the machine warms up. It has an electronic

copy quantity display with the capacity to select up to nine copies. It can also be set to copy continuously up to 20 at a speed of up to three plain paper copies a minute.

The copying process on the 5201 is started when a sheet of copy paper is inserted into the paper feeder on the side of the

machine. Electronic sensors detect the presence of paper and signal the machine to begin. Copies are made one at a time.

Both models have an inbuilt power saver feature that reduces energy consumption when the machine is not in use.

A 50-sheet capacity paper tray is a standard feature of the 5305 that has an output tray of the same capacity. The 5201 requires paper to be fed manually. Maximum copy size for both is European A4.

Both products carry a three-year warranty and, initially, both will be sold only through retail channels in W. Europe. Orders from retailers will be fulfilled directly from the European Logistics Centre in Venray.

Colour laser printer sets benchmark

XEROX CORPORATION has announced a colour laser printer for networked office workgroups that uses breakthrough technology and delivers unprecedented performance in image resolution and speed.

The Xerox 4900 colour laser printer, debuting at a list price of \$8,495, is the latest addition to the company's Majestik colour series of copiers and printers.

The printer's patented quad-



The Majestik 4900 colour laser printer.

dot technology sets a new standard of image quality, printing at up to 1200 by 300 dots-per-inch (dpi) resolution.

Most colour printers in this price range typically deliver 300 by 300 dpi resolution.

“The Xerox 4900 is a strategically significant product both in its technology and in the way it will be marketed,” said John Lopiano, president, Xerox Office Document Systems (ODS) division. “The printer broadens the growing Xerox colour line and brings new colour capabilities to the networked office environment. At the same time, the 4900 is the first in a series of Xerox network printing products to be marketed exclusively through indirect sales channels.”

At up to three pages per minute (ppm) for full-colour printing, up to six ppm for two-colour, and up to 12 ppm for black and white, the printer sets the speed benchmark in its category, operating up to 50 per cent faster than comparable competitive machines. In addition, the printer automatically adjusts to produce colour or black pages at the optimum speed.

The 4900 is aimed at mid-size companies and departments within major corporations that require colour and black printing for applications such as business presentations, marketing and sales materials, reports, proposals and other documents with a mix of text, graphics and photographs.

We'll miss you, Dawn!

LAST JUNE, after three years' assignment at Mitcheldean spent in the control department, Dawn Sutherland left to return to the US to take up the post of district business manager, western region USCO, based in Los Angeles.

Colleagues from across the plant gathered to wish her well, and controller Janice Miller, presenting her with gifts from her many friends at Mitcheldean, said: “Dawn has given 110 per cent commitment to everything she has done here.”

Coming from Oak Brook

Manufacturing Plant in Chicago, Dawn worked initially in MRT (new programmes); she was finance manager, materials, at the time of leaving.

She spoke of the way in which she had been welcomed, enabling her to blend in rapidly. “I have enjoyed my whole time at Mitcheldean and I will always see it as a highlight of my career. I shall have a lot of good feelings in my heart about working here.”



Going away gifts for Dawn Sutherland from her many friends at Mitcheldean.

The ‘going away’ gifts included items that will remind her of her time with us. There were pictures of Gloucester Cathedral and Cheltenham Promenade (she has lived in both areas); two engravings (one of a Forest sheep!); two books *Britain from the Air* and

Scenes of Childhood (Dave Powell kindly interpreted some of the text in authentic Forest dialect); and a game of Snakes & Ladders to remind Dawn of when, at a departmental Christmas party, she learned to play this for the first time – and won!

Triple conversion in EMC

THE CONVERSION of three conventional flow-soldering machines in EMC to nitrogen inerted soldering has now been completed, bringing both environmental and cost benefits.

"We have found that nitrogen inerting pays for itself several times over in every working day," says Dale-Martin Parker, the senior engineer responsible for the project.

The environmental advantages too are considerable. And with the prospect of further environmental legislation, EMC are now well placed to meet such challenges.

After off-site trials in 1992, nitrogen evaluation work had been carried out initially on a single machine, with the bulk of production still going through the other two machines, which then required water washing.

This caused minimum disruption to production and allowed a direct comparison of results between those boards soldered under air with those under nitrogen.

Briefly, the conversion consisted of a nitrogen retrofit package. This involved fitting a hood over the solder pot in the machine, enabling oxygen to be replaced by a nitrogen atmosphere.

Since no oxidization was able to occur in this atmosphere, a very low solids flux, which is safer and easier, could be used, and no cleaning of the PWBA's was required after soldering. This was formerly done in a special wash plant using demineralised water.

Having carefully monitored consumables costs and process quality to confirm the benefits

Maria Standing checks a controller board processed by one of the newly converted soldering machines.



A control panel directs the flow of boards from hand assembly to any one of the three soldering machines. Here Frank Mooney, pre-despatch order inspector, discusses the polarity of a board's components with patrol inspector Maria Standing.



Setter Eric Lane presses a button on the controls of a flow soldering machine to start the nitrogen supply. With him is senior engineer Dale-Martin Parker.

claimed, EMC had the other two flow-soldering machines retrofitted last autumn. As with the first installation, each was partnered by a spray fluxer to ensure the flux was applied evenly over the surface of the boards.

"Since then we have been doing trials and making adjustments to perfect the process," Dale told us.

The conversion has enabled the removal of the wash plants from the flow soldering process, releasing space much needed for toting, now that a new SMT line is being set up.

The remaining plant is now used mainly for cleaning the boards that come in for refurbishment.

Says Dale: "We used to transport the waste water off-site twice every week for disposal at an annual cost of around £75,300; now we need to do that only once in every six weeks. This has allowed RXMP to reduce its water

consumption and related charges by approximately 85 per cent, not to mention savings in detergent and electricity costs."

Patrol inspector Maria Standing and her colleagues are very happy to have got rid of the washing! "At one time we had to pick up wet boards for inspection, and the water used to drip on us."

The quality has improved considerably too, so a random check is all that is necessary.

The most striking effect of nitrogen usage in manufacture is the reduction in the number of 'dry joints', which are difficult to detect.

With correct flux application and wave settings, dry joints have been eliminated, bringing a corresponding reduction in costly line returns associated with this defect.

An increase in productivity was one of the hidden benefits which only became clear under production conditions - due

chiefly to the reduction in de-drossing. Dross forms on the surface of the solder pot with the use of oxygen, but nitrogen inerted soldering practically eliminates it.

Said setter Eric Lane: "The main advantage from our point of view is that we don't have to keep cleaning the dross off."

"And now we have automatic solder feeders which monitor the level of solder in the pot, we no longer have to check every half hour that it is correct."

There's a saving in solder consumption as well as operator time. "In fact," says Dale, "if you discount the costs associated with water washing, the savings due solely to reducing solder consumption are sufficient to balance the cost of nitrogen."

A good response

SOME COMPANIES have questioned the cost-effectiveness of nitrogen inerted soldering.

The May issue of the magazine *Electronic Production* carried a leading article on our experience with this process which Dale prepared jointly with our nitrogen suppliers BOC.

The response has revealed new sources of flux which may prove useful to us. The article may also influence others to switch to this environmentally advantageous method of production.



Discussing space consolidation in the carcass control & dismantle facility in building 13/1 – (from left) Vernon Smith with Hans van Oosterhout (Venray), Cindy Gazzard, carcass control section manager, Jan van Hebel (Venray) and Phil Turner, engineering & materials manager.

ABOUT EIGHTEEN months ago we embarked on the task of bringing together all the various aspects of the asset management business under one umbrella, so as to maximise the use of company assets and become a prime supplier of material to our other focussed factories.

Since then there have been significant changes in our on-site operation and our contribution to corporate profits through the reduction in the purchase of new components.

The prime thrust through 1993 was to integrate on-site activity and to consolidate the parts repair business into building 13/2, co-located with the support staff.

Our focus was also on growing the parts repair business whilst at the same time we identified the major systems changes that would be necessary to sustain that growth. We entered 1994 with a projected 20 per cent

growth in sales with only a projected 7 per cent growth in our cost base.

However, in January 1994, as part of the BEST productivity exercise, it became apparent that production volume changes within the plant gave us an opportunity to bring back on site some of the carcass storage and dismantle activity which at that time was contracted out to a third party in Hereford.

We were also working very closely with the Venray and Lille asset recovery operations to make asset management more European rather than site focussed, under the umbrella of Kevin Horrobin's RXM&SC team at Marlow.

As our Mitcheldean team began to review ways of integrating some of the contracted work back on site, we realised that, with some help from Venray, we could bring *all* the work back on site. We therefore embarked

Operations manager Neil Jones, Jane Meek, repair operations manager, and Carl Joiner, operations support manager, pictured in building 13/2. In the foreground, electrician Colin Arkell is seen testing a solenoid to qualify it for re-use.



Vernon Smith, focused **GETTING IT**

on what was described as the 'big move' in the May/June edition of 'Vision'.

A key feature of the move was to use excess storage space in the European Logistics Centre at Venray to store mainland European carcasses destined for Mitcheldean, and to call them into Mitcheldean on a Just In Time schedule. However, this meant that carcass inspection checks would now have to be carried out at Venray prior to storage.

What started as a reasonably simple project to bring in-house some sub-contracted work now became a major project and opportunity to close down a 230,000 sq.ft off-site operation, re-locate activities within five buildings in Mitcheldean and set up a JIT operation with Venray. All this was at a time when we were about to implement the systems changes that we needed for the parts repair business.

In order to ensure that everyone involved in the move was appropriately 'focussed', and to achieve maximum benefit, we gave notice of contract termination to our sub-contractor at Hereford for July 1994, with progressive closure of buildings from the end of April 1994. This also seemed a good idea at the time! We then set about establishing the project implementation teams.

Overall co-ordination of the Mitcheldean facilities moves was provided by Mike Cooper (works engineering, MEWS & Business Park manager)

through the various sub teams led by Peter Whiles, John Evans and Barry Thomas.

So as to facilitate the necessary Venray moves, Ferdy Geene (materials and asset recovery manager – Venray) set up a project team under Jan van Hebel to work with us. Co-ordination of the total project was through the asset management project meeting.

The change in direction forced us to delay



① In the machine categorisation area in building 13/2, section manager, productivity services & IT, Peter Holder and Pat Ward and D&C engineer 5090 will subsequently follow. ② Section manager, Hobbs and Sara Fennell dismantle a 1025 repair and test process. ③ Analysts Terry items in the U01 stores where the stripped items are stored. On the ladder is storeman Nigel Cross.



manager of our asset management
factory, reports on progress in

ALL TOGETHER

From left: section manager Ruth Patterson holds a meeting with members of her materials team – Pam Jewell, Louise Murray, Esmé Cox, Brian Bell, Ann Rudge, Ray Whittington and Rachel Oakley.

implementation of our system requirements and to request significant changes as enablers to our revised strategy. Hugh Colby spent many midnight hours identifying our new requirements, work in which he has been well supported by Roy Watkins, Jeff Wilson, Dick Skyrme and many others.

The actual asset management moves were co-ordinated by Wilf Jones.



Building 13/1, (from left) Wilf Jones, process engineering, inspectors Mike van Blethyn decide which process this manager Bob Haste watches as Stuart The parts then go through a clean, Robinson and (right) Fred Meek check parts are kept prior to being processed.

Cindy Gazzard, although recently married, willingly made frequent extended visits to Venray, where she made a major contribution to the carcass call-off and control process, working with Jan van Hebel's Venray team.

Ian Blethyn was in the process of moving house when we asked him to spend several weeks in Venray training their engineers and operators in the machine categorisation process.

At the same time we undertook an exercise with the UK OpCo to bring into Mitcheldean an activity called 'sub sort'. This is a process whereby service engineers within the UK return unserviceable sub-assemblies

to a central location for sorting and disposition. The disposition can be 'dispose' or 'repair'.

Bringing the activity into Mitcheldean assisted the UK in reducing its warehouse space and gave us a central control of their local repair base. We are now in a position to maximise the benefit of this repair capability.

The result of this activity

is that we are on plan to have an integrated dismantle and repair capability in building 13.

Two dismantle lines, together with the unserviceable parts store, have been set up on the ground floor.

Here, carcasses from the UK OpCo and Venray are received, categorised if necessary and either dismantled for parts repair or shipped via the cleaning facility in building 5 to the focussed factories as hulks for newly manufacture/remanufacture.

Parts repair is established mainly in 13/2, which is being re-laid out. Some dismantle and sub-assembly repair is taking place in 12/1, together with the UK sub sort activity.

Venray is operational categorising and storing our carcasses and the JIT call-off systems are being used. The Squirrel stores of material for which there is no scheduled requirement have been accommodated in 6/1.

We have now completed dismantle of the residual carcasses

stored at Hereford and have achieved our off-site closure date and projected benefits.

Part of our process will be to ensure that we obtain maximum benefit from the recycling of those parts and materials that we are unable to repair, either for technical or economic reasons, and not to increase the amount of material that we send to landfill.

As we dismantle machines, our process will identify the types and weights of these recyclable materials. We will build up a database that will enable us to make the best business decisions on the disposal of these materials.

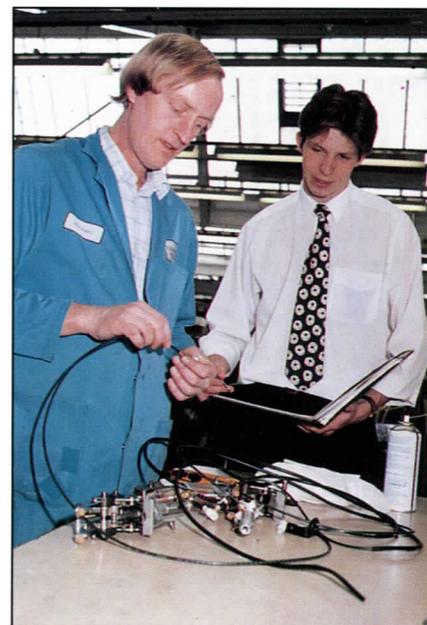
Throughout these moves we have still managed to grow the parts repair activity.

Continued page 8



this repair capability.

The result of this activity



Ron Adams repairs a 5090 set transport; with him is quality engineer Ian Duncan.

GETTING IT ALL TOGETHER *(continued)*



Engineer Tim Lakin discusses a process update for a certified 5317 with assembly operator Cheryl Grindle. In the background are electrician Richard Ward and (right) section manager Ian Hale.



In Squirrel stores are (l. to r.) materials processor Nigel Brookes, analyst Dave Bruce and section manager Andy Portlock. Operating the forklift is Stuart Tyler.

We have also taken on a programme to provide a central location for a low cost turnaround of machines previously undertaken by service engineers or third parties.

This programme takes OpCo 'retained ownership' machines of low copy volume and usage and 'upgrades' them to perform functionally as new machines by fitting a predetermined kit of parts agreed with the OpCo. These machines are returned as 'certified'. This operation is set up in building 12/2.

Our next steps will be to continue the systems development work that we put on hold. The first part of this will be the change to the MRP which will automatically make Squirrel and asset management the vendor of choice in preference to buying new components.

Our focus up to now has been on the parts repair business and the consolidation of activity on site. Over the

balance of the year we will be firming up on the process steps necessary to become a certified vendor, which is planned for 1995. We will also be reviewing the other aspects of the business such as the paint shop and dismantle & clean operations in building 5.

LSA

Hard work behind the scenes

THE HARD work that the committee puts into keeping the Long Service Association functioning, and into arranging special events, was acknowledged by chairman Robin Fyffe in his report at the annual general meeting on 15 June.

"The summer outing, the Christmas party and the annual dinner all take a lot of organising, and as a result were extremely successful during the past year. I'm sure that most of our LSA members don't realise what goes on behind the scenes and the effort that is put into making arrangements, often in people's own time," he said, and he thanked the committee for all their efforts.

Secretary Janet Hart reported that 64 prizes of goodies had gone to the lucky winners in the Christmas draw.

The 41st annual dinner, held on 6 May, was attended by 344 members and guests, and 25-year awards were presented to 25 people by principal guest Bill Goode, financial director for Rank Xerox and a member of the RX board.

The summer outing to Weymouth in August last year was enjoyed by 153 members and guests, and the majority voted for this year's outing, on 20 August, to

be to Torquay.

Other dates which LSA members might like to get into their diaries are: 26 November, Christmas party night; 5 May, 42nd annual dinner.

The current membership is 705, including 223 retired members, and 47 members receive their 25-year award during 1994.

One of the committee's objectives for this year will be to seek to increase the level of membership by attracting staff with more than 20 years' service who have as yet not exercised their option to join the association.

Dave Morris continues as treasurer and June Knight as publicity secretary; committee members are Christine Aston, Kenny Buffin, George Cresswell, Christine Horlick, John Spratley, Pete Waugh, Jane Whitlock – and newcomer Brian Powell.

Last April two committee members, Colin Butler and John Gurney, retired and Robin paid tribute to them for their contribution to LSA work and wished them well in the future.

Colin has agreed to attend committee meetings in the same capacity as Alan Cryer – to represent the interests of retired members, but without voting rights.

It would be an understatement to say that the first half of 1994 has been both interesting and challenging.

Certainly, the challenges could not have been met and commitments achieved without the considerable personal dedication and focus of my management team,

Carl Joiner, Neil Jones and Phil Turner, supported by others too numerous to mention individually.

Now, however, we need to demonstrate our capability to be a 'preferred' vendor and look for even more asset utilisation opportunities as we move towards 1995.

'Hazard' prizewinners



PLANT SAFETY representatives gathered on 18 May to see the winners of the 'What's wrong?' competition receive their prizes. Works convener Robbie Miles (centre) identified the highest

number of hazards in an imaginary factory scene and received the top prize of £40 from Robin Fyffe, chairman of the main safety committee. Barry Klein (centre left) of

business quality was awarded the second prize of £20, while Steve Foxwell (centre right) who works in convenience copiers, gained the £10 third prize.

Senior manager held to ransom

THE ASTOUNDING news came over the PA – human resources manager Robin Fyffe had been kidnapped.

A ruthless gang, sporting sinister white paper boiler suits had called Robin to the main gatehouse on the morning of 25 May on the pretext of some security scare.

Overpowering and masking him, they bundled him into the fastest car they could find on site – Mike Bennett's Morris Minor – and sped away to a secret hideout.

Once there, Robin was obliged to tape-record an impassioned plea

ultimate penalty!

This recording was played to Phil King (acting as site director in Gerry Lane's absence) and he wasted no time in broadcasting the news on the PA.

Initial reactions were varied. Was this dastardly deed the work of a terrorist or fundamentalist group?

Fortunately it quickly turned out to be neither of these, but the work of a resourceful team of charitably-minded convenience copier staff Mike Bennett, Phil Collins, Angela Fletcher, Becky Holder,

wildfire, even BBC Gloucestershire picking it up and broadcasting an interview with two of the gang that same morning.

While top management carefully considered the £250 demand, and what cost centre it should be charged to, Angela, Becky, Martin and Nick, backed up by Phil and Nora Powell,

went on a collecting rampage throughout the site – and even in the village of Mitcheldean – netting a cool £793.

Those approached in the plant for funds were offered a choice of two collection buckets for their contribution – one to help cover the ransom demand, the other, presumably, to help subsidise the cost of Robin's long-term captivity! (No one was saying which of the two buckets ended up containing the most cash.)

In the meantime, Dave and Mike 'minded' Robin during his six hours of comfortable captivity in Ruardean Hill sports and social club. He occupied his time doing some writing, making

some 'phone calls (to his lawyer?), and eating a welcome fish and chip lunch.

The total sum handed over by Phil King later in the afternoon proved sufficient to secure Robin's release. Later, on 17 June, a mammoth cheque for £1,043 was presented to the Cobalt Unit at a company-sponsored buffet lunch in our own clubhouse.

The Unit's press officer Dave Bennett, who had witnessed the kidnapping, commented that "The whole thing was brilliantly managed.

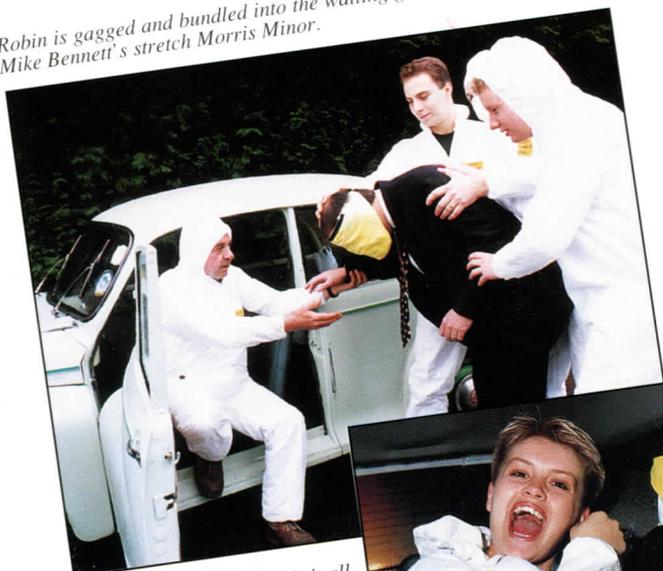
"We now have just under £70,000 to reach before we achieve our target of £1.5 million, and the generosity of the people of Rank Xerox has helped us further along the road."

Robin, interviewed after his



Having been lured to Barton Hill gatehouse, Robin Fyffe is abducted by a ruthless gang of kidnapers.

Robin is gagged and bundled into the waiting getaway car – Mike Bennett's stretch Morris Minor.



Becky Holder finds it all hilarious – Robin's expression can only be guessed at!



The gang briefly get their hands on a mammoth cheque for £1,043 before it is presented by their Mr Big – Danny Haines – to the Cobalt Unit's press officer Dave Bennett (far left).

to the company begging them to pay a £250 ransom for his safe return. If that was not forthcoming, the kidnapers would force him to play a round of golf with employee relations manager Charlie Walker – the

Nick Pegg, Dave Powell and Martin Pittard.

Their abduction and ransom plan, designed to raise funds for the Cheltenham Cobalt Unit Whole Body Scanner Appeal, was a very well-kept secret; but once out, the news spread like

release and evidently none the worse for his ordeal, did mention a slight hiccup with the tape machine which at first refused to record his ransom plea. "I thought that, if I couldn't produce the message, I might be kept a prisoner for the whole spring holiday shutdown!"

"And when Mike Bennett came to the 'hideout' with a glum face saying that Phil King had refused to pay the money, I did wonder whether to make a run for it!

"Seriously, though, it was all good fun, everyone entered into the spirit of the thing and the amount of money raised for this very worthwhile appeal shows how this enterprising idea really caught people's imagination."

Family photocall

EMC TEST engineer Steve Smith went to Rank Xerox international headquarters at Marlow for a 'family photo' last May.

He was selected to represent Mitcheldean in a 'Rank Xerox family' picture taken for the cover of a new corporate brochure.

Participating in this unique event in the company's history were some 25 representatives of the various RX entities within Europe.

The two-day agenda commenced with a welcoming luncheon with managing director Bernard Fournier at Heathrow. At Marlow they were given a corporate identity presentation by corporate communications manager Paul Rutherford, who showed them the new company logo, after which they were taken on a tour of the building. In the evening there was a visit to the theatre, the photographic session taking place the following day.

"It was all very enjoyable and the corporate communications staff looked after us well," said Steve.

35 years

A SELF-STYLED 'flexible inspector', **Barry Osborne** came to us as a trainee, and has since inspected everything from parts to finished machines.

In the '70s he worked in the raw materials section, switching between the machine shop when it was at our Cinderford satellite plant, and the stores at Northern Colliery. He was promoted to leading hand on his return to base.

In succeeding years flexibility became the order of the day, and he spent some time driving a forklift truck, which he rather enjoyed.

Barry has for many years now been settled in parts manufacturing QA where he inspects fuser rolls for a number of models.



Barry Osborne with 35 years' service and (right) Maurice Hale with 30 years.

His father, Jack, was a long-server in engineering; his middle brother Terry is an inspector too, in 5047 assembly, while his son Lee, also a former trainee, works in the materials function within asset management.

Formerly with Berry Hill RFC, Lee now plays for Gloucester and has been on tour with them in South Africa (see this page).

Barry says he himself turns out occasionally for Berry Hill and, having performed with local bands Misty and Shoebert in the past, still does "a bit of singing".

He and his wife Jenny also have a daughter, Alison, who works in the council offices at Coleford.

30 years

We found **Maurice Hale** cleaning motors for re-use in our remanufactured copiers in the repair operations department of asset management – which he joined about two years ago.

Repairs are something Maurice has had considerable experience of during his 30 years. Initially he worked on 914 subs, then switched to welding work; in the years that followed, apart from a spell in the wiring section, he was engaged on remodelling and repair work.

Then he joined the 2300 team at Lydney and stayed with small copier new build until 1989, when

Service awards

he joined 5046 operations as an assembly recovery fitter, checking line equipment and repairing parts.

Just back from a holiday with French Country Camping, he told us: "It was real luxury camping with a fridge and other mod cons. We started from outside Paris and moved south as far as the Dordogne. It gave our 14-year-old daughter Jennifer a good opportunity to widen her knowledge of French – I never studied it myself, and my efforts at speaking it were found highly amusing!"

Both Maurice and his wife Greta are very involved in Christian work – in fact she is about to start the final year of her training as a non-stipendiary minister.

25 years

Coming from Swindon where GWR rolling stock was once built, **Derek Hewer** has always felt an affinity with the former regional railway – "I've even painted my house brown and cream – the GWR colours!" But he's never nursed an ambition to become an engine driver.

During his first 16 years with us he carried out the role of a procurement engineer, interfacing with European suppliers of electrical parts for Xerox-designed machines. This involved travel in a number of west European countries, "though it wasn't until 1982 that I made a trip to the USA."

He was made section leader in 1975, and during the latter period of his time in component engineering he worked at Milton Keynes.

At the beginning of the '80s the facility was closed and the workforce was transferred to Welwyn, so he then commuted to Hertfordshire.

In the mid-80s Derek joined the QA function, which encompassed radio frequency interference testing and giving support to Mike Selwyn in submitting new models to BSI for safety assessment.

It was in the safety role that he developed the failure analysis activity, feeding information back to Japan about defective electrical components to enable compliance with standards; he was also involved in the introduction of safe lone working practice

so as to better utilise engineering skills.

Last May, Derek was redeployed to illustrated assembly process activities and he's been working with IP Andrew Withers, producing some of the first IAPs in colour.

Lee tours SA

IT'S AN exciting year for rugger playing Lee Osborne, planner analyst in asset management.

Last March he was invited to join the UK Co. squad, along with several other Mitcheldean rugger types, to take part in the annual match between RX(UK) and RX France in Paris.

In April, Lee transferred from Berry Hill RFC to the first division Gloucester RFC, and was delighted to be selected to go with them on their two-week tour to South Africa this August. He's promised to let us have an account of his experiences.

His wife Pat used to work in our one-time data punchroom; they have two daughters – Julie (24) who works in the RX (UK) Document Technology Centre in building 9, and Caroline (21), who is employed by Gloucester Micro-Graphics. Basset hound Henry is also a member of the family!

Mike Hepburn started in spares packing; he later joined goods inwards, during which period he spent some time at Lydney helping with the flow plant stores.

For the past ten years he's been one of the convenience copier team, working on both subs and main line; he was engaged on the panelling of the 5320/22 until his recent transfer to the remanufacture line in building 1.

Mike loves browsing around car boot sales and going to auctions to see what bargains he can pick up. "My eldest brother collects postcards and Dinky toys and I look out for items for him

A 25-year group – (from left) Pete Weaving, Mike Hepburn, Derek Hewer, Ken Drew and Mike Smith.



too. I might even have a go myself at selling one day," he told us.

Another brother, Brian, works for Pathlor in building 7/3 and Donna Pritchard (formerly Hepburn), a secretary in parts manufacturing, is his daughter.

Mike's own family consists of three sons – Mark who is an engineer, and Paul and Matthew, both of whom are at school; his wife Sue is a hairdresser.

It was the thought of having to work nights that made **Pete Weaving** move from the stores, where he'd been employed for four years, and join transport department, where he's spent the past 21 years, at first driving forklifts and later progressing to other vehicles as well.

Pete met his wife Wendy at Mitcheldean when she was an assembly worker. She left to raise their family but four years ago returned to join EMC hand assembly; their daughter Claire is one of the EIBC staff, too, working in harness assembly.

Paul, their elder son, is training to be a carpenter while David is still at school.

Cricket is Pete's ruling passion in the summer, when he plays for Ruardean Hill. But skittles he plays the whole year round on Fridays at the 'Forgers', Cinderford. "I've now completed 25 years as a skittler too," he told us.

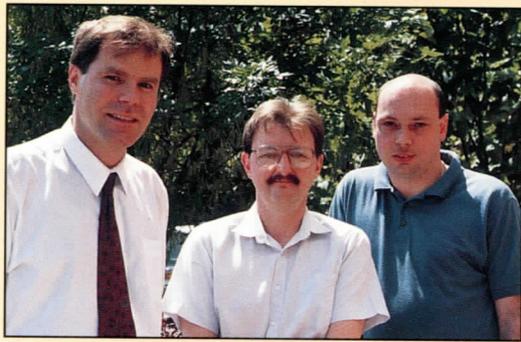
Ken Drew joined us the same day as Pete Weaving but went into production control and he's still in that sphere of operations today. From goods inwards he went on to progress chasing for parts manufacturing.

He became an assembly build administrator for quite a while and is now a materials processor in the 5025 remanufacture facility where, he says, "I really enjoy my job."

His wife Gill works in export – she reached her 20th year with the company in 1993 – and their daughter Sharon is employed in the wiring section of harness assembly.

"I've a great many relatives on site," Ken observes.

A keen skittler both on site and off, he is a member of the Ridge



20 years

Rob Taylor (EMC), Mark Christopher and Chris Hale (both of 5047 assembly) all reached this milestone recently; so too did Anne Gething (GBAS).

Rogues (who got knocked out in the interdepartmental KO), and he plays for the Dynamos who are in the first division of the FOD league – “but we’ve not been doing too well recently.”

An audit engineer for most of his 25 years’ service, **Mike Smith** started as an electrical inspector on the 3600, then the 4000 family and

the 9000 series. It was while involved with the latter that he moved to audit.

Working on those high volume machines brought him an opportunity to go abroad. He went to France when their refurbishing was started in Lille, and to Holland to help with installing 9400s in customers’ premises in Amsterdam, Rotterdam and The Hague.

In 1984 he went out to the Indian Xerographic Systems plant in Bombay, along with Colin Williams and John Overbury, to assist in setting up an audit department and testing 9500 machines. Mike also carried out the electrical side of that installation work.

He moved on to the 2700 and 4045 electronic printers, then about seven years ago came a trip to Webster in connection with the 5018/28 start-up.

Mike is one of the few people at Mitcheldean who have been to the RX Coslada (Madrid) plant – all because of Trixie! This 4030 electronic printer, assembled for a short while on site here, was transferred to the Spanish plant and Mike assisted with the audit operation there.

His most recent venture abroad was to Venray to certify the auditors on the 5026 machine; currently he is engaged on testing convenience copiers in the building 1 audit facility.

Mike has travelled widely on

Masons’ 65th



Best wishes to long-server Arthur Mason and his wife Florence, who celebrated their 65th wedding anniversary on 15 June; Arthur retired in 1972 after 27 years’ service.

his own account, too. His wife Christine has relatives in Australia and Zimbabwe and they have been on visits to both places. They live in Monmouth, and as well as jogging and doing keep fit in his leisure time, Mike enjoys fly fishing for trout.

GOLF

James hits form in Wales

A CHANGE of scenery for Golf Society regulars failed to attract a good attendance at the first outing of the season to Bryn Meadows GC in Mid Glamorgan, on Monday, 8 May. Only 17 competitors visited on a day of glorious sunshine to compete for the Spring Bowl and Denis Ede Vase, a fourball better

ball and individual competition respectively.

With the weather offering no excuses for poor play, only the trickiness of the course layout and some strange local rules regarding bags and trolleys could be blamed for low scores.

Dave James (5047) most certainly

enjoyed the morning round, scoring an individual 43 pts off a new club handicap, which will most certainly be reduced for the next outing! Associate member Charlie Edwards was second with 38 pts, followed by Mark Barnard on 36 pts.

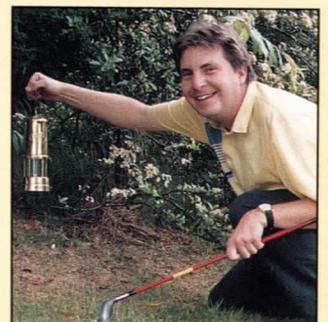
The pairs competition was fairly close at the halfway point, with Dave James/John Iemboli 43 pts; Kevin Hardwick/Keith Laken 41 pts; and Roy Taylor/Charlie Edwards 41 pts.

A quick lunch was followed by the second 18 holes, still in glorious sunshine, making it just about bearable for those golfers struggling with their game and with varying degrees of fatigue setting in.

Showered, fed and watered, all sat in good humour whilst 1994 captain Jeremy Barnard presented the results.

Notable afternoon performances came from Dave James 37 pts, Mark Barnard 36 pts with Roger Vine and Charlie Edwards 35 pts in third place.

The Denis Ede Vase was easily secured by Dave James 80 pts, with Charlie Edwards 73 pts and Mark Barnard 72 pts in second and third place respectively.



Kevin Hardwick’s prize miner’s lamp could come in handy for finding lost balls on those later summer evenings!

The pairs competition, the Spring Bowl, was won by Dave James/John Iemboli 90 pts, from Roy Taylor/Charlie Edwards 80 pts and Jeremy Barnard/Martin Pittard 79 pts in the lower places.

A special prize of a miner’s lamp, presented by Bryn Meadows, was awarded to Kevin Hardwick for the best points score on the par 3 holes. Kevin’s score of 18 pts narrowly beat Tim Beale into second place on the back 18.

O.O.B.

Shoot-out in the sun

TWENTY-EIGHT golfers, a number of new faces among them, turned up for the second outing at Lilley Brook GC, Cheltenham, on Monday,

27 June – an encouraging sign after the poor attendance at Bryn Meadows.

The trophies on offer were the Scratch Cup – best 36-hole gross score; Powell Cup – best 36-hole net score; and the America Cup – best 36-hole stableford score.

As the first golfers got under way, in strict handicap order, the sun shone strongly and this was to be the case for the rest of the day.

The course facing competitors was in generally excellent condition with fast greens, albeit a little firm to hold approach shots. However, the combination of the hot weather and steady climb from the 12th hole onwards made all fairly eager to get into the clubhouse at lunchtime for refreshments. Morning scores, as usual, were kept close to everybody’s chests but proved to be of a generally good standard.

The sausage, egg and chips lunch and a couple of pints of liquid fortified most for the afternoon round; but once that 12th hole was reached again and the uphill climb began, the majority of people were not relishing the long haul home to the clubhouse.

Nevertheless, all completed the

course and after a refreshing shower, change of clothes and another couple of pints, the scores were assembled to determine the winners on the day.

The scores proved to be close in each competition, especially the Scratch Cup, eventually won by Mark Barnard (for the ninth time) with +10 for the day, beating associate member Brian Prosser +11 and our own Hugh Colby +12 into second and third place respectively.

The Powell and America Cups were taken home in the safe hands of 1993 captain Keith Laken with scores of net 137 and 73 stableford points. Obviously the rest following his retirement isn’t doing Keith’s golf any harm!

Bridesmaid for the same two cups as well as the Scratch was Brian Prosser, with net 139 and 71 points, with the third place in each competition shared by the same three players, Hugh Colby, Steve Cooper and Phil Mitchell, one shot and one point behind in each competition.

The day was completed by captain Jeremy Barnard, who presented the prizes after the evening meal, including some special prizes for golfers who kept going despite some interesting results – but we’ll mention no names!

Pin-High

Splinter group

GOLFERS IN harness assembly have started to run their own departmental tournaments, playing on Friday afternoons for a cup donated by interconnects manager Rob Harris and EIBC manager Dave Wood.

It’s all run on informal lines (they don’t have a handicap system); the golfers aim to play on courses not usually patronised by the Golf Society (to which some of them also belong) so that it evens out the competition.

They get discounts for numbers and so can make the outings economical, while covering the cost of additional prizes for ‘King of the water’, most lost balls, the longest drive and other distinctions.

Pairs who have so far won the cup have been (winter) Gary Wadley and Mark Wellington at Forest Hills GC, and (spring) Mark Baldwin and Adrian Scott at Belmont Golf & Country Club.

"A real Blue Peter job!"

DISCARDED BITS of plastic foam, cardboard tubes, bubblewrap, metallised packages . . . it may sound like a load of scrap to you, but to Lin Mathews, manager and development officer of the Play Resource Centre in Cheltenham, it represents valuable stock-in-trade.

Established as a charity in 1986 and supported by Gloucestershire County and District Councils, the Centre sets out to offer practical support to any group providing educational opportunities or care for children or special needs adults. Currently they meet the demands of over 100,000 such people.

As part of their support programme, the Centre operates what it calls a Scrapstore. And that's exactly what it is - a superstore for scrap earmarked for reprocessing.

But this is scrap - and reprocessing - with a difference, because every Tuesday and Wednesday PRC members are to be seen wheeling out trolley loads of the stuff (for a mere fiver a time!) to take back to their individual groups.

It is then - when it gets into the hands of those it is destined for - that the junk undergoes 'reprocessing' of a most creative kind. You name the type of scrap, and with a child's imagination (and a little adult assistance) the odd bits of this and that will soon blossom into the most unexpected creations.

Bubblewrap, for instance, can be painted - great stuff for creating animal or tree sculptures.

Foam can be used for printing or to make into masks or drumsticks or a dozen or so other interesting things.

Plastic trays are useful for marbling, or storing things like pens and pencils; tubes can make a musical instrument or be used as construction material.

These are but a few examples of the scrap items available from the Scrapstore. With the PRC's contacts with industry county-wide (they currently deal with over 100 companies) they are able to offer an enormous range of safe-to-use junked material with creative play potential.

RXMP has been a scrap supplier to the Centre for nearly a year, ever since our environmental committee got to hear about its work, but the PRC felt that we might well have other materials they could usefully add to their Scrapstore.

So PRC member Rose Hunter was invited to tour the plant and she identified further items which they could use.

Meanwhile, her colleague Lin Mathews was meeting with human resources manager Robin Fyffe and Ferruccio Marangon (manager, contracts, maintenance & MEWS) to discuss how the PRC's relationship with RXMP could be further developed.

Commented Lin: "Many of your employees will themselves have children who will no doubt be benefiting through creative play with the scrap materials we make available from our store."

So successful has been the Centre's awareness initiative - a credit to the hard work of its staff - that "membership has gone through the roof" and they will be moving to larger quarters next year.

Said Ferruccio: "It's a real Blue Peter job, but they're using materials not thought of - or available - in those early days. We're happy to help - it's good for



Section manager Roy Harrison (works eng.) hands over items for the PRC's Scrapstore to Rose Hunter.

them and good for us.

"The material they collect can be re-used many times over before it eventually does become waste."

Meantime, the Centre is getting across a strong message that play material doesn't have to be new or expensive or specially manufactured. They hope that the children themselves - through creative play - will develop an understanding of the importance of making use of waste materials. In this way they will promote in the young a sense of care for the environment.

The PRC also offers training in play and creative activities, and hires out equipment - such as badge machines, silk screen kits and batik outfits.

For the Forest area in particular, an 'outreach' service is operated on a regular basis which offers a mini-Scrapstore and brings the service to those who work at some distance from the Cheltenham warehouse.

Success in Japanese

LAST SPRING Steven Peck, a planner buyer for Fuji Xerox parts, successfully passed the Japanese-Language Proficiency Test (devised by the Japan Foundation and the Association of International Education) at the fairly advanced level 2, having been sponsored by the company.

This proves that he has mastered grammar at a relatively high level, knows about 1,000 Kanji characters and 6,000 words, and has the ability to converse, read and write about matters of a general nature.

Keen to learn the language because he felt it would help him in his future career, he lived in Tokyo for two years after graduating in engineering. There he studied part

time, and worked as an English instructor in a private school, which enabled him to pick up some conversation-level knowledge.

He took level 3 on returning at the end of 1991. He also acquired some buying and selling experience in construction materials companies in this country prior to joining materials procurement early in 1993.

He occasionally uses the language while talking on the telephone to Fuji Xerox, and he says "Sometimes I can help out fellow buyers with a quick translation."

Now he's setting his sights on level 1 - which means getting to know an additional 1,000 Kanji characters and 4,000 words.



Steven Peck is congratulated by his manager, Gary Sleeman. The Kanji characters he's written here say 'Mitcheldean Kaizen'.

New Arrival - A daughter, Victoria Donna-Marie, for Shirley and Terry Gardner (transport), on 10 May.

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



Paul Coleman (goods receiving inspection) married Avril Green on 30 May at Holy Trinity Church, Drybrook.

Obituaries

WE REPORT with regret the deaths of the following:

Sidney Hook on 18 April aged 85; he left us in 1973 after some 15 years' service, having worked in the cleaning department like his wife, Louie.

Bertie Welch on 22 May aged 80. He worked in the machine shop and had been with us nearly ten years when he left in 1975.

Laurence 'Max' Miller on 8 July aged 84. He retired in 1975 after 47 years' service, having started as an apprentice with The Gaumont Company. He moved to British Acoustic Films, working as a designer draughtsman on the design and assembly of film projection and magnetic sound recording equipment. He came into Mitcheldean's drawing office in 1962 and worked on the first and subsequent xerographic equipment. He was ever inventive, and his name

appeared on several patents taken out by the company. He was also a gifted cartoonist (much of his work appeared in 'Vision'), and an amateur radio enthusiast.

Dave Mills on 7 July aged 64. A quality man throughout his 18 years' service, Dave held the position of both plant and, later, group quality assurance manager. On retirement in 1988, he acted as a quality consultant, maintaining his British Standards responsibilities and representing the UK on the International Standards Organisation. He gave 18 years' service, too, to the Scout movement. Motorcycles and canal boating were also major interests and in 1990 he acted as director for the National Waterways Festival held in Gloucester Docks.

Tom Drury on 9 July aged 78. He was with us for 14 years and was working in the mail room at the time of his retirement in 1978.