

Vision

COMPACT COPIER GETS A BOOST

WHEN IT was introduced, the Xerox 5317 was billed as the smallest A3 copier obtainable.

It's still our smallest A3 copier, but its capabilities have recently been increased considerably with optional features you'd expect only on larger copiers - in fact, it's another 'small copier with big ideas'!

The 5317 has been in the marketplace for two years and we are now giving it a boost with an updated version and new options. It also incorporates a number of improvements resulting from customer feedback.

Launched last September as the 5317-II, this 16-copies-a-minute model now offers an automatic document feeder and also a ten-bin sorter, while retaining the quality,

reliability and affordability of its predecessor.

Design and development of the machine were managed by the Worldwide Development Business Unit at the Rank Xerox Technical Centre, Welwyn. The project was multinational with groups from Webster, Fuji Xerox and Mitcheldean contributing to the fast time to market and product improvements over previous copiers of its type.

"We at RXMP are the lead manufacturing unit, opening up marketing opportunities," MRT manager Steve Cooper told us.

"We have had a close link with the ODP Business Division on this programme and have held regular XTV sessions with the USA to progress things. We're looking for opportunities to use the ADF in other



Section manager Dave Williams watches as Helen Kearn fixes the ADF to the 5317-II processor at the end of line station.

programmes and marketplaces and we bore that in mind during the design stage.

"There has been good support from all areas and, in particular, from Robin Garrett (PDT), Dave Robinson (QA), Jeff Beavan and Brian Weyman on part modification, and Alec Davis who facilitated matters at Fuji Xerox when he was on assignment there."

"The ADF, a cost-down version of a Japanese DADF, is built as a major sub-assembly in centralised subs and fitted on line to the processor."

"It provides additional work not only for building 1 but also for board and harness manufacture. This helps

meet the 60 per cent National Integration activity for the ADF with the PWBA, power supplies and covers, and the project team have done an excellent job in keeping the cost down, working closely with suppliers and the design team."

The 5317-II takes little more floor space than the A3 copies it makes, thanks to its paper supply design.

To minimise paper loading or offer a variety of sizes or stocks for copying, the user can increase the paper supply to 750 sheets by adding the optional two-tray module and

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REPRESENTATIVES FROM Mitcheldean joined others who had contributed to the 5317-II programme to celebrate the launch on 1 November at Welwyn.

John Cook, director of ODP-WWD, thanked team members from Mitcheldean, Marlow and the BDE and MPS Business Units from the RXTC, and Mick Barber, technical programme leader,

commented that "The major challenges were all overcome due to the enthusiasm and dedication of the programme team."

Our picture, taken at the launch, shows (from left) Steve Cooper (MRT), Adrian Griffin (FQA), Nigel Ruck (materials), Jack Hale (FR&T), Cheryl Williams (assembly), and engineers Julian Priest and Iain Deakin.

What's cooking in the MEWS?

THE AROMA of freshly baked bread and cakes plus appetising smells from the Wellwisher Cafe add flavour to the mix of Mitcheldean Enterprise Workshops. Latest arrival is David Fletcher's wholesale/retail business - ten years old like the MEWS itself - and renamed the MEWS Bakery. Read more about this busy complex of small businesses on pages 6 and 7.



Compact copier gets a boost (continued from page 1)

stand. (All three trays are front-loading for easy access and accept paper sizes from A5 to A3, as well as American and Japanese sizes.)

There are two other configurations - one with ADF and two-tray module and stand; and one with ADF, two-tray module, stand and sorter - making four configurations in all with the standard machine.

The ADF (it runs at a considerable 60 decibels maximum at full speed, about the same as normal conversation) has gone through all the normal manufacturing quality and system reliability tests at Welwyn. Steve was delighted to tell us that "it came through its final quality test with no UMs (unscheduled maintenance). It's the first time any model has gone through programme review with

such good results!

"We've had 580 machines go out in the UK and Western Europe with a positive response, and look forward to a fast and successful launch."

Commented product assembly manager Simon Davies: "Production of the original 5317 model ended back in July, when we switched to the processor version of the 5317-II. We have been progressively building up the volumes of the ADF version since the summer and, with demand currently running at about 35-40 per cent of total output requiring an ADF, the outlook for the programme is good.

"The early days of the programme were difficult and frustrating for all concerned, but thanks to the efforts of the entire 5317 team, we now have an excellent product to put into the marketplace."

The ADF team in centralised subs - (l. to r.) Cheryl Williams, Brian Reeks (QA), Tracy Spowatt, Jason Roberts, Elizabeth Morris and engineer Iain Deakin.



AND THE three-day exhibition of convenience copiers held in the showroom last September certainly demonstrated just how

Brenda Walshe draws attention to the brochures.



Big in small copiers

big Rank Xerox is in that field, with sales at around a quarter of a million units a year.

"I didn't realise there were so many different Xerox models," said one of the visitors who included staff from right across the site, while another commented: "I've seen them illustrated in magazines but it's not the same as seeing them in real life."

It was the first time that the entire range had been on show. The exhibition was originally mounted at Marlow where, as well as arousing lively interest from staff, it also attracted sales enquiries from customers and suppliers.

"It certainly achieved its purpose in making people more aware of what the company does," reported executive assistant Brenda Walshe, who was responsible for organising things at Mitcheldean.

The display included machines from India, Japan and France plus a Korean-designed machine made in Egypt, as well as UK models.



Graham Leer checks copy quality in FR&T; with him is engineer Julian Priest.



Welwyn's image on the XTV screen was briefly frozen for this picture of Steve Cooper (MRT), Brian Jannetta (technical), Mick Barber (Welwyn), Jeremy Phelps (CSA) and Dave Robinson (QA) in conference.



Discussing configuration changes are (from left) Brian Weyman and Jeff Beavan (material procurement support), Esmée Halford (configuration), Dave Lloyd (purchasing) and Bob Salt (FPP).

They were arranged in four groups, starting with the smallest - personal document products for the small or home office. International small copiers for growing markets (those sold outside Europe) were there too, while the 'easy on your budget, easy on the environment'

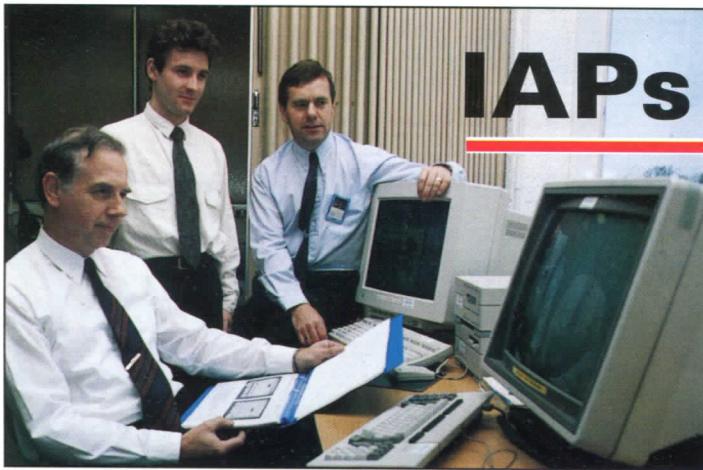
group included machines remanufactured at Mitcheldean.

With their add-on feeders, extra trays, stands, pushbutton colour, touch-screen and other features, the fourth group of machines were aptly described as 'compact copiers with big ideas'.

Looking at the smallest of the small copiers.



IAPs go interactive



Seen in the LAP lab during document conversion are (l. to r.) Derek Hewer, Tim Davies and Keith Jones.

DEVELOPED INITIALLY at Mitcheldean, IAP (the illustrated assembly process) has become the convergent standard for operator instructions across all reprographic assembly sites worldwide.

The use of pictures to replace lots of text has enabled faster operator training with improved quality during the learning curves.

IAPs created at Mitcheldean have been transferred to Webster on quite a few of our low volume programmes.

But, while the existing process has worked well, a huge amount of administration work has still been involved.

Information contained in existing databases (MMCS, ATU, Pull, for example) all has to be re-entered into the system by an engineer during the creation process.

Larry's leaving

WHEN LARRY Sterrett took early retirement after 39-plus years with RXMP, he was presented with a 'timely' reminder of his service - an inscribed clock made by parts manufacturing staff from a diagonal cross-section of a 9400 fuser roll, mounted on Forest oakwood.

They gathered in building 5 canteen on 7 November to wish him a long and happy retirement. Materials manager Keith Grant told how he had started under the 'learnership' scheme in August 1955. From being a tool inspector, Larry had progressed to management posts in gauge planning, then CBA quality. In 1979 he joined the parts manufacturing environment, becoming its manager, and in recent years he had overseen a big increase in investment and reconstruction.

"The fact that the future for the department now looks good is due

A separate 6085 database is needed to maintain the relationships between engineering part numbers, material codes and the assembly station where those parts are used.

This must be updated by the engineers every time changes are made to part numbers, station numbers, sequence of process sheets, etc. - even the changeover of a product code name to the model number it will be marketed under.

Now a multinational team

have developed a system called CAPPS (computer-aided process planning system), based on intelligent documents, that will integrate IAPs with existing local databases, eliminating this duplication of effort.

Operating off live data, it enables automatic update and printout of IAPs when changes take place and ensures the IAPs always reflect the latest component and assembly configurations.

One big bonus is that the new interactive IAP (IIAP) will allow us to provide colour pictures where this is of advantage - for example, where there are colour-sensitive elements such as harnesses.

Colour IAPs have, in fact, already made their appearance in work group copier assembly. Colour was needed for a small number of images in connection with a new product and a short term fix was adopted to oblige, in

advance of the full IIAP implementation.

Venray have been running IIAP for some months now, and a team of engineers attended a one-day workshop at RXV to complete the evaluation of the latter's solution against our requirements.

Since then, Tim Davies and Derek Hewer, working with an external software house (BIX), have been customising it for Mitcheldean, conveying ideas from our engineers and documenting requirements for convenience and work group copiers, and converting process documents into a machine language the IIAP system can understand.

New technologies manager Keith Jones reports that "software has now been developed, lead engineers have had their first demo, and the system is entering the 5320/22 and 4235 areas - though, as yet, line operators won't see any difference."

Data exchange between sites

THE DESIGN of a new, all-embracing manufacturing database, principally led by Venray, which ensures full exchangeability of data between sites, has been developed by a multinational team. Mitcheldean is the second site worldwide to implement this database.

The aim is to provide, within a focussed factory environment, a standard type of data structure that is



Discussing manufacturing data model productivities are (from left) Tony Scott (process development & information management), Gwyn Richards and Bhavin Desai (both EDS).

convergent; a computer program developed in Webster or Venray, for example, could therefore operate in

Mitcheldean - something which has not been possible up to now.

This has involved a great deal of work ensuring compatibility of database structures and data formats.

IIAP is the first application to run off this strategic new manufacturing data model which can be implemented on a Sun workstation with links to existing local data such as MMCS, ATU and materials pull.



Larry (with the 'drip' apparently connected!) and the management team; below the department turned out in force for the occasion.



AS THE Xerox Document Superhighway makes inroads into the work formerly carried out by offset presses, digital data is pulsing down the wires in an increasing number of megabytes.

In recent years, the capabilities of the DocuTech Production Publisher have been greatly enhanced by becoming compatible with

They serve the Docu

demand' enables the printing of paper documents, which can be quickly and easily updated when they are needed and in the quantity required. The result is an unparalleled increase in

high, designed to stand on the floor.

They consist of industry-standard and Xerox hardware and software components as well as Xerox value-added services.

The components – computer platform, storage devices, disk drives and so on – are bought in from suppliers such as Compaq, and assembled in an ESD-protected facility, using



From left: Section manager Neil Howell, Gary Aston (seen customising a DocuTech) and Barry Thomas, manager, high volume remanufacture & customise operations.



Technicians at work – Ray Cole (right) sets up a network server while Terry Darrington assembles a media server. Left: Garry Davies (materials) and Olly Evans (purchasing) sort out a software order.

industry standard network protocols. Because it uses the same digital information as computers it is able to accept documents from remote workstations, and integrate with a customer's existing publishing environment.

Customers can access the power of production publishing directly from the desktop; this 'print on

productivity and improved turnaround time.

Providing the necessary electronic interface to enable the processing and submission of jobs to DocuTech from a customer's own network are what are known as servers – 'tower PCs', up to about 18 inches

Most people know of the work that Neil Howell's section in building 1C does in customising laser printers and DocuTechs.

Not so well known is the fact that a key part of their work is the building of these customised servers and peripheral devices.

processes written by the RX Technical Centre at Welwyn, who translate the Xerox software and documentation and create the drawings for the kits.

There are variations in the way in which the DocuTech system can be configured, and the configuration dictates which type of server is required.

Top Team results

ACCM/materials project team – Metals Redesign and Resourcing – has been selected from among nine entries as Mitcheldean's Top Team this year.

The team delivered a redesigned paper tray support securing mechanism for the 5320/22, 5340 and oncoming models; this improved the quality of the original, provided a totally failsafed and cost-effective solution and so avoided customer dissatisfaction.

As well as moving the business to a more competitive vendor, they managed the supply of the now common part to four production lines at three sites around the world.

The team consisted of

Joy Joyce, Mark Stephen, Ken Syme, Tony Tovey, Roger Trigg and Adrian Vaughan. Their project will now be reviewed at RXM&SC level, becoming a potential candidate for a Corporate Team Excellence Award at Leesburg.

It was a close contest and only three points separated this team and the runners-up.

The materials project, Direct Line Feed – Fasteners, achieved a cultural change through 'partnership purchasing' from a single supplier of fasteners with delivery direct to the production line, thus eliminating all non-value added planning and ordering activity. This project is a pilot for European manufacturing.

Team members were: Harold Boseley, Gerald Cooke, Sandra Day, John George,

Kerry Jenkins, Neil Jessop, Wilf Jones, Gene Lewis, Glyn Miles, Roger Pawsey, Steve Rawlings, Jacquie Sparkes, Brian Sellick, Steve Venner, Brian Whittington and supplier representatives.

Joint runner-up was the Implementation of Process FMEA in CCFF, the project team consisting of Dave Barby, Steve Carter, John Collins, Tim Davies, Gerry Robins and Paul Weaver.

FMEA (Failure Modes and Effects Analysis) is a tool developed to identify the potential high risk failures which may occur in an assembly process so that the impact to the line can be reduced or ultimately prevented entirely.

We'll be featuring these projects in a future issue.

£3.5m agreement

A£3.5 MILLION agreement with UK's largest laser bureaux, MR-Microrite Ltd, over five and a half years, includes the provision and servicing of three high-speed Xerox 4135s, one Xerox 4890 highlight colour printer and one Xerox DocuTech.

With printers that produce highlight colour in a single pass and volume printers capable of producing 600 dpi resolution, both at the fastest speeds in the industry, Rank Xerox has made significant inroads into the laser printing bureaux marketplace.

MR-Microrite is part of the MR-Data Management Group plc based throughout the UK and USA.

From three UK branches, MR-Microrite has the capacity to laser-print 32 million impressions per month, varying from invoices to technical manuals to direct mail and payment books.

Tech Superhighway



Engineer Stuart Meek tests an XDOD system.

The *network server* is based on the Novell software, allowing the server to connect to the PC, Mac or Sun workstations across the network. This enables the customer at a workstation, no matter where it is located, to pull up a job ticket, send it together with the job, wherever it is stored, down to the network server and via that to the DocuTech.

Additional services provided by the network server are media and format conversion and job management.

The *print job manager*, a necessary extension to the network server, is a PC which manages the queues of jobs and job priorities.

The *media server* allows a customer, using industry-standard DOS-compatible removable media, to input a floppy disk, pull up a job ticket on screen, and send the ticket plus the job itself down the line to DocuTech.

Both *media* and *network* servers will accept PostScript/HPP-CL jobs and interpret to Interpress - a Xerox language which DocuTech understands.

At one time, DocuTech would hold only a fixed number of jobs. *DocuTech extended storage* is a server which now enhances the DocuTech's capability,

enabling the operator to file and retrieve an unlimited number of jobs - a major productivity boost!

Most recent of all is the



Materials analyst Ray Hesk and Paul Leach, materials processor, check the orders for servers.

XDOD (Xerox documents on demand) - an image capture and retrieval system that allows the operator to scan, process, store (on optical disk or tapes), manage and print all types of high quality image documents.

Engineer Stuart Meek demonstrated how, with the click of a few icons, an operator could scan in black and white photos, or documents, fitting them into a page layout for, say, a manual, and sending it down the line to the network

server en route for DocuTech. "You can export the scan even if you are in another country. And for proofing up you can use a local 4030 printer."

Each system has to be configured for the country it is destined for; customers require appropriate documentation, software, language, plus a special keyboard.

From this you'll gather that the operation is a very complex one. What makes it even more so is the fact that this is a constantly evolving business.

Changes in computer configuration occur on average every three months, and there's a major one about every nine months. When the hardware changes, so do the software, the drawings, the system configuration, the part numbers - which makes life exciting for all concerned!

All the servers are built to specific customer order, "so the operation is uncommon in this company," says Chris Rawlings (CSA).

"Demand has been running ahead of plan all year, with the network server selling extremely strongly - twice as many in October as forecast."

A clear indication that more and more people are pulling out of the lay-by and joining the Document Superhighway.

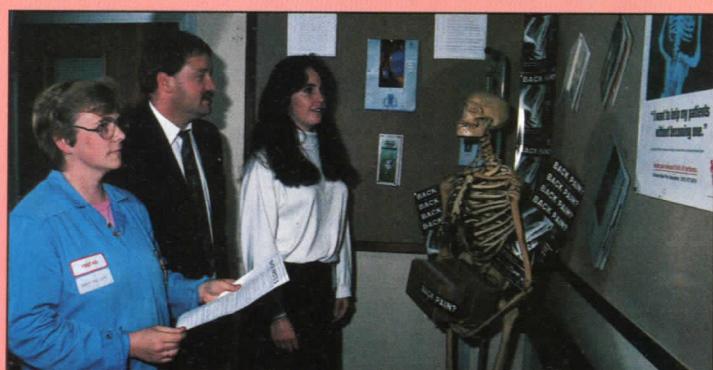
PERHAPS BECAUSE it is always behind them, people often don't bother about their back until their back gives them trouble.

And trouble it does cause - 37 per cent of adults suffer annually from back pain and, although accident totals generally are falling, the total of back pain accidents is rising, and millions of workdays are lost every year for this reason.

Last October two separate organisations ran campaigns to focus attention on preventing back pain.

The National Back Pain Association earmarked 10 to 15 October as 'National Back Pain Week'; the Health & Safety Executive followed on with a 'Workplace Health & Safety Week' with the theme 'Lighten the Load', aimed at reducing the toll of work-related musculoskeletal ill

Painful facts



Nancy Phillips (EMC), Andy Holder (building 3/1 materials) and Jenny Murphy (a work experience student) study the causes of back trouble.

health caused, or worsened, by work.

Backing up both initiatives, our occupational health department mounted a display in the medical centre reception

area, and posted literature and lists of Back Facts on health education notice-boards throughout the plant.

Causes of back pain can be complex, but much suffering

may be avoided by looking after our backs and exercising regularly and sensibly.

Lifting heavy objects, not only at work but at home too, is an obvious potential hazard for our spines. "Irregular lifters" often overestimate their ability to lift a load," says safety & security manager John Spratley. "The trick is to 'plan' your lifting, use the correct techniques and appropriate equipment rather than attempt to prove your prowess."

Physiotherapy can be a most effective treatment, and as nurse Jacqui Shaw told us: "It's good that people are coming in to work knowing that they can get free treatment much earlier from our physiotherapy service - provided they are referred by their GP or the works doctor."

The enterprise



Inset: The MEWS team – (l. to r.) MD Mike Cooper, administrator Ruth Morgan, Marion Cornwall, accounts administration, and manager Ferruccio Marangon. The framed poster shows how the 19th century buildings looked when they housed Francis Wintle's Forest Brewery. They were acquired by British Acoustic Films (as our company was once known) during WW2 and used initially for the manufacture of optical and photographic equipment for the British Forces.

THE DIVERSITY is fascinating. Electronics and bridal wear; ceramics and timber products; industrial fasteners and auction rooms; stoves and bathrooms; agencies and consultancies for everything from employment to music; The Wellwisher cafe and, most recently, a bakery.

These are some of the 54 businesses in residence today in the Mitcheldean Enterprise Workshops, with 204 employees managed from the MEWS, as it is better known.

Since its inception over ten years ago, a total of 220 businesses have been located here, and many of those who have moved out have done so because they needed to expand.

The scheme was devised as part of Rank Xerox's community support programme to stimulate enterprise and employment following restructuring in the early '80s, and to make use of surplus space and assets on site.

A non-profit-making, self-

financing entity separate from Rank Xerox, the MEWS is run by a board of directors headed by Gerry Lane as chairman, with Mike Cooper as managing director, and Ferruccio Marangon as manager.

And, says Mike, who was involved with the enterprise right from the start, "it has met the objectives set for it, and continues to do so on a yearly basis."

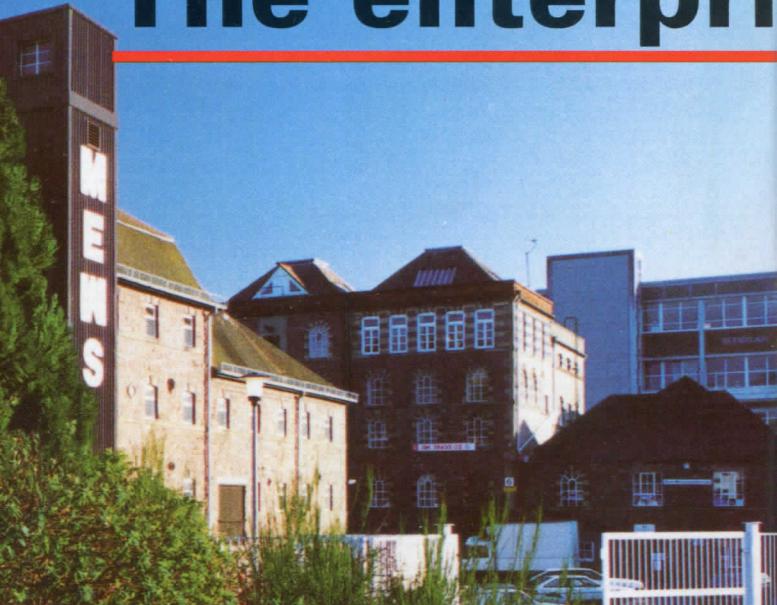
The surplus assets included the old brewery and associated buildings from which our modern industrial complex sprang.

Conversion work commenced in February 1984 with some demolition near the entrance, opening up the view from the high street to the two brewery buildings, over 100 years old, and enhancing the appearance of the village.

The stonework was cleaned and restored to its original beauty, the many windows – a particularly attractive feature – getting special attention.

"Keeping it all up to the standard required for protected buildings is ongoing," says Mike.)

Carried out at a cost to Rank



ON 15 NOVEMBER, ten years ago, came the official opening of the MEWS. The ceremony was to have been performed by HRH the Duke of Kent, but a blanket of fog descended on the area and his helicopter could not land.

The then Lord Lieutenant of Gloucestershire deputised for him, and the Duke, true to his promise, visited the MEWS the following May when the sun shone splendidly.

Xerox of half a million pounds, this project won us in December 1989 a major commendation 'in recognition of human and social responsibility and environmental quality'.

That was a real high-spot in MEWS history, and it coincided with occupancy at 94 per cent – the highest level ever.

Since that time the MEWS has seen some changes. In late '89, 12,500 sq.ft were transferred to the Rank Xerox Business Park (opened in 1986). Subsequently, building 18 was demolished, along with the fishpond, to make way for extra parking.

At the time of writing, 78 per cent of the remaining 53,350 sq. ft (39 out of the 44 units) was let. "This represents a 21 per cent improvement in occupancy over the past year," Mike told us.

Day-to-day administration is in the hands of Ruth Morgan who says: "I love the MEWS and particularly the old buildings." They hold many memories for her, for she worked in the area in the 1950s, and later was seconded to assist Derek Knibbs who played an important role in establishing the MEWS enterprise. Located in the administration centre, she is in daily contact with tenants who call there for their post (delivered by Expedite) or to report any concerns – which

she refers to MEWS management if necessary.

It is to her that most prospective tenants come first – to find out what units are available and what the arrangements are.

Right from the start the terms have been on an 'easy in – easy out' basis and include everything except heating and electricity. "People find it hard to believe that business rates are included in the rent," says Ruth.

Tenants pay one month in advance and a deposit equivalent to three months' rent. Ferruccio meets them at the negotiation stage; then the agreement is signed, the keys are handed over and they can move in with the minimum of hassle.

Working in harness with Ruth as accounts administrator is Marion Cornwall; she joined the company even earlier when it was located in the brewery buildings. She comes in three days a week to do the books, read the meters, collect the rents and pay the bills.

Marion received a BEM the year before retiring in 1984 from managing RXMP cash operations and within a few months was working in the MEWS on a self-employed basis. "We are here to help small businesses, and that ties in nicely with my work with the Forest of Dean Citizens Advice Bureau," says Marion.

sing residents in the MEWS

RUSSTEK

FORMERLY MANAGER in charge of the calibration of electronic tooling for RXMP, Monty Russell was one of the first MEWS tenants. In fact, he set up his business - the calibration and repair of electrical/electronic instruments - even before building conversion took place. He had initial help from the Gloucestershire Enterprise Agency (whose sub-office for the Forest of Dean is also in the MEWS), and a contract for RXMP servicing ("still our biggest customer," says Monty). Russtek also carry out work for other firms in the MEWS and Business Park.

Investment in the unit has provided an improved facility. "We have computerised the calibration equipment, and were successful in gaining BS5750 approval several years ago."

The staff include ex-RX engineers Alec Waldie and John Goode, and a former YTS youngster Simon Trillo, while Monty's wife Joye looks after the accounting side. "The rental terms/communications are reasonable, and I can walk to work in fine weather," he pointed out.

CMPR

ORIGINATING IN Gloucester, CMPR came eight years ago. At first there were just Ewart Woolley (sole proprietor) and Ann Taylor and they occupied one room; now they have a suite of offices and a full-time staff of four plus two part-timers. Their work covers all aspects of public relations - marketing, business communications and training. "Our training/communications programme is used in many countries," said Ewart.

Best known to people on site is Nicola Jones, who scouts for and prepares material for RXMP's newsletter Top Copy; it appears about 16 times a year and is printed in-house by RXFM.

Ewart considers the MEWS "provides a very cost-effective package for small businesses or start-ups - you haven't got contractual complications. It's handy being able to pop in and out at any time, and the security is excellent."

TOOLITE

IT'S LIKE an Aladdin's Cave. That's how many describe Toolite's premises in building 3, and with the Christmas fairy

lights up, it's even more apt. An ex-RX apprentice, Roger Davies left 12 years ago to set up an engineering consultancy at home. He started mail order for tooling which went well, then he took on a ground floor unit in the same building where he once did his apprentice training and last year doubled the space.

"Today most of our business is through the door. We can

supply anything from a screwdriver to a wood-turning lathe, and have one full-time and three part-time staff." The latter are engaged on manufacturing special irons for billiard tables, and wax dispensers for envelopes, etc. "Most people in the complex use our tools and we do business with them - it's reciprocal."

SCOTTS

THERE HAVE always been Scotts at Mitcheldean. Jim worked in the machine shop, Sadie in 914 assembly, and all their children have at some time worked at RXMP - except Barbara. Sons Lewis and Stephen started up a food business, Scotts of Mitcheldean, in the MEWS (Jim and Sadie ran an adjoining delicatessen to market the products). Success led to expansion and the business moved to bigger premises at Yorkley.

Then, three years ago Barbara, armed with a degree in fashion design, took a ground floor unit. "My business is mainly exclusive bridal wear," she told us. She goes to great lengths to satisfy customer requirements, even dyeing materials herself, and provides everything from bride's mother outfits to waistcoats and ties.

Barbara inherits her sewing skills from Sadie, who assists her when the work, which has developed into curtains and alterations, requires another pair of hands. Sadie and Jim even have a joint venture of their own making patchwork quilts for each of their children - all nine of them!

HANNINGS

WORKING OUR way through shavings from a variety of woodworking equipment we reached the offices (home-built) of Hannings. They make domestic and commercial furniture and fittings and have customers all over the country. They were among the firms who recently supplied fitments for the *House and Garden* editor's office, winning them a mention in that prestigious magazine.

Hannings moved to the MEWS from Drybrook because they ran out of space. "It's close to home and in a protected compound," said MD Peter Watkin, whose wife Bernadette describes herself as 'workshop assistant'. "We have six staff - two of whom are salesmen, but most of the work comes from personal recommendation."

Dean Country Kitchens is the branding they use for their fitted kitchens which feature Silkstone acrylic surfaces. "Hygienists recommend it for food preparation," they told us.



① Alec Waldie, John Goode, Simon Trillo and Monty Russell of Russtek.

② Bernadette Watkin in Hannings' kitchen showroom.

③ Barbara Scott displays her handiwork - that's Sadie at the sewing machine.

④ Ready to serve you at Toolite are Simeon Thomas and Roger Davies.

⑤ Ewart Woolley, Nicola Jones and Jonathan Legg at CMPR.

Skills for Life centre gets a showing

REPRESENTATIVES OF the Royal Forest of Dean College and the government-funded Adult Literacy and Basic Skills Unit (ALBSU) had an opportunity to discuss the Skills for Life project with members of RX management at a get-together held on 4 October.

The event marked the

The visitors were able to see for themselves the material resources available in the new centre in building 7/3, including hands-on computer facilities, enabling employees to improve skills essential in the workplace and, if they wish, obtain qualifications in computer skills, communication skills (reading, writing, speaking)



Guests and the Skills for Life team with members of RX management, pictured at the get-together.

completion of a successful pilot scheme on site and the start of the Skills for Life 94/95 programme. Said training manager Colin Court: "The need has been established and we're happy to carry on in conjunction with the RFDC."

Don Bradley, the college's project manager, told us: "I am really impressed. It has built up from small beginnings and already has around 60 participants. It's good to see management making an investment in it."

and numeracy.

As already reported, these sessions are informal, tailored to the needs of employees who can work at their own pace, and can be on a group or one-to-one basis.

The centre is open on Monday 3-6pm, Tuesday 11am-6pm, Thursday 3-5pm and Friday 1.30-3.30pm.

Ring Jill Moss and Sheila Priest on ext. 2762 for a confidential interview or alternatively Brian Fowler (training) on 1126.

Brian Fowler (training) demonstrates the computer facilities; looking on are project manager Don Bradley, Kris Ventris-Field and Sue Jeffery (Skills for Life).



"40 years of health and safety"

THAT'S QUITE a commitment, and a certificate to commemorate RXMP's achievement of continuous membership of the Gloucestershire Occupational Safety Association (formerly known as the Gloucestershire

Industrial Safety Group) from 1954 to 1994 was recently presented to John Spratley, manager, safety & security operations, who received it on our behalf. It has now joined other testimonials to our safety track record in the display in main reception.

At home to pensioners



AS IN previous years, retired RX employees were invited to come and see us at work - on 5, 19 and 26 October. The groups met for a cup of tea and biscuits in the clubhouse and a showing of a video on The Document Company. Tours of buildings 1 and 5/2, the showroom and the XTV facility followed, under the guidance of IP students Anna Klavenieks, Rebecca Swinhoe, Rachel Bilson, Antonella Schiaffonati, apprentices Claire Owen and Stephen Winney and trainee secretary Lisa Virgo.

Reunions with former colleagues took place along the route, and before our visitors said goodbye there was a more substantial tea awaiting them.

Amanda to go on Croatian convoy

AMANDA PETERS works in forward planning procurement. But in her spare time she has been busy getting in rather different commodities - medical supplies, non-perishable foodstuffs and packages of toys, clothes, etc.

These are needed for a convoy to Croatia as part of the Children of the World appeal and Amanda plans to join the convoy next February, using two weeks' holiday entitlement. (The convoy was to have gone in December but this proved impossible.)

The commodities will go to children in orphanages, refugee camps and a children's hospital located in

and around Zagreb. "We shall work in the orphanages as well as help to deliver goods," she told us, and she's promised to let us have an account of her experiences for 'Vision'.

Money is needed too, and if there is any left over after buying specialised medical supplies and such, it will go towards building Hope House, a hospital/sanctuary for street orphans in India. This will have educational facilities and a resident doctor, will be self-funding and run on a voluntary basis.

If you can donate any goods or cash, or would like more information, get in touch with Amanda on ext. 2278 (evenings 0594-845746).

Any news for Vision?

If you have, then please -

- mail it to me in bld. 7/2,
- 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

Yves comes to EIBC

YVES ZUCCONI, the recently appointed manager of our Electronics & Interconnects Business Centre and member of the Mitcheldean Operations Committee, needs little introduction to our ex-Welwyn staff.

Those not among them may be wondering, as we did, about his nationality. At times, when he was much younger, he must have wondered himself, having an Italian father, a French mother and a Russian grandmother.

And although he was named Ivan, which was changed to Ivano when his birth was registered, this later evolved into Yves.

You might assume that from infancy he spoke French – or Italian. “Neither,” said Yves, “I spoke Spanish, because I was born in Colombia, South America, and my mother firmly believed in speaking the language of the locals.”

“My father was a maintenance engineer for a big construction company, engaged at that time in road building in Amazonia.”

When he was seven the family moved to the Sudan, where Zucconi senior was involved with the setting up of a power station. This was a short stay of a couple of years and they moved back to Italy when he was nine, “so then I had to learn another language!”

His accent today is undeniably French, so it’s not surprising to learn that, his father having got a job in France when Yves was 12, his secondary education was based in that country.

He graduated as an electronics engineer in Paris, and it was with a leading French electronics company, Thompson CSF, that he took up his first post, carrying out research in communications.

Having decided research was not for him, he left after two years to join Rank Xerox as a quality engineer based in Lille city – and he’s been with the company ever since.

Yves relishes challenges – “You learn from them,” he firmly believes. So have 20 years with the same company provided that necessary element for him?

As his track record shows, it certainly has. Soon after joining us he was learning how the company worked internationally. First came a two-month visit to this site. “We were planning to move the big

3600 copier from Mitcheldean into Lille, but in the end it went to Venray.”

After that, he was assigned to Welwyn, where his electronics knowledge was required on quality testing of the 840 engineering printer, and from section manager he progressed to quality manager with a staff of around 200.

In 1982 came another breakthrough. The mission of the company changed with expansion into electronic products and Yves’ role switched more to project management.

He went to California and “we succeeded in bringing to Lille a fair number of products, including the electronic typewriter.”

The 80’s saw him facing another very different challenge, working on the Indian project. He spent a few months with a new RX joint venture called Indian Xerographic Systems in Bombay, where we assisted with the assembly start-up of machines for export to Russia.

“Barter replaced currency and we had some interesting discussions on how much a Xerox machine was worth in terms of other products.”

Director Dick Holmes then offered him a job in the Welwyn electronics centre and for two years he was in charge of auto assembly & maintenance, materials flow, etc., until just before the operation was transferred to Mitcheldean in 1990.

The next five years saw Yves on the move again. He returned to Lille, where he was responsible for new programmes – an MRT role –

and when the plant was split into three focussed factories, he was appointed to manage two of them.

In May this year he was posted to Marlow HQ, where he took charge of strategy & planning in RXM&SC.

Then early in November he took over EIBC management, following Dave Wood’s acceptance of an assignment within Xerox in the USA.

It’s a business where Yves sees a great opportunity for expansion. “Electronics is our future – the electronics content of our product is on the increase. It’s a booming market and I believe we are sufficiently competitive to support RX new products as well as to grow third party work.”

“I see EIBC as having two main challenges: making the right decisions in terms of investment and technology enablement, and developing the sales and commercial culture to capture opportunities and expand the business. I am fully convinced that the excellent work done in recent years by the EIBC team both in terms of productivity and professionalism gives us a solid platform to build on.”

Saving time is key to competitiveness, and until business people can be digitised from one place to another, they must continue to jet-hop around the globe, though for personal travel Yves prefers the more relaxing pace of boat or train.

The opening of the Channel Tunnel should cut surface



Yves Zucconi

travel times to mainland Europe considerably. With its French terminal at Lille, it would seem a likely alternative for Yves, since his home is in the village of Bousbecque, outside the city, and “I may consider travelling by Eurostar,” he says cautiously.

His wife Marie-Christine, formerly a hospital nurse, does part-time nursing and they have two children, Caroline aged 12 and Raphael (8) so, with stability in school life now being important, a move to England is not planned.

Yves used to enjoy team sports such as football, basketball and sailing. Today his hobby is engineering of the mechanical kind – restoring his vintage Peugeot and Hirondelle motorbikes.

Yves belongs to the North of France association of motorbike clubs and “we sponsor fund-raising initiatives for Bourkiwa-Fasso – formerly French Congo Colony – to help this small, very poor country.”



It's been a winner

ALL GOOD things must come to an end, and when the last newly manufactured 5034 came off the line at the end of October, product assembly manager Norman Rudge, at a farewell gathering, thanked the team for their

efforts in turning this machine into a winner.

“The programme commenced in 1990, since when 31,524 machines have been produced; and despite problems encountered early in its life, it proved a very useful addition to our portfolio. It has been one of

our most consistent machines at the top end of the low volume group. Its successor, the 5334, is based on the same engine and incorporates reliability improvements, and we hope it will prove even more successful.”

30 years

A GROUP of likely lads commenced their RX apprenticeships on 7 September, 1964 – among them were the following five who have stayed the course for 30 years:

AT THE time of his quarter-century service award, Brian Reeves had just taken up the post of manager, materials quality assurance.

Subsequently moving to reprographics, he took on technical management and then, with the creation of focussed factories, he became both quality and technical manager, work group copiers.

He currently combines that position with responsibility for the introduction of a new product.

Brian's earlier years were spent in design engineering, his main involvement having been with the 9000 family (he became a section leader while working on the 9500 upgrade) and later with the 8300 visual display before switching to low volume copiers.

He carried out two assignments at Webster – in fact, his eldest daughter was born in the USA, so she has dual nationality.

He and Jan have two other daughters, and all three are at senior school. It was while they were attending Woolaston Junior school that he was co-opted as a governor there, a position he still retains.

Brian has a great interest in cars and motor sports generally. He's owned and restored various classic cars over the years and is rebuilding a Riley 9 (c.1928) which he says was discovered rotting under a tree in Malawi.

When we reported on his quarter century, Keith Bradley had just taken over from Brian Reeves as MQA manager.

He became quality manager of reprographics in '93 and is currently quality & technical manager for convenience copiers.

Prior to his MQA appointment he had spent two and a half years as manufacturing engineering manager for small copiers, the final year of which included programme management responsibility for the 5012/5014.

Earlier, in 1987, he led the project for the building 3 production facility.

On completing his apprenticeship, he had spent 16 years in design engineering,

progressing to section leader, project manager for xerographic materials and, finally design manager for low volume products.

Like Brian he did a two-year secondment to the USA in the early '70s and was a joint leader on the 9500 copy quality upgrade project – "the highlight of my time in engineering."

Buckingham Palace was the first UK customer for the upgrade kit and Keith spent two days in the print room there doing the conversion. The same project led to a two-week trip with the team to Bulgaria to train East European sales representatives – he has, in fact, travelled widely east and

It's appropriate to combine Bill Hall and Mike Read in one account for both have made their careers in MED electronics.

Mike gained a diploma in engineering management in the '70s and won the top national award.

Today they are members of the electronic tool design team who provide and support the electronic test equipment used on production lines, not only at Mitcheldean but also at Welwyn, Webster and EEO licensing projects.

Their work includes obtaining quotations and placing orders; in addition, they develop existing tooling, and locate and correct

was involved with the introduction of group technology there.

In 1980 Rank Xerox won the Queen's Award for Export & Technology and Norman, along with long-server Tony East, attended a reception for winners at Buckingham Palace where "we had a friendly chat with the Queen," Norman recalls.

After 17 years in parts manufacturing he transferred to assembly, joining the 2300 copier team at Lydney plant, and after returning to base was promoted to section manager.

Six months were spent with the 5046 team at Welwyn pilot plant and in 1988 Norman was one of those who gained a NEBSS diploma. For a while he managed QA in building 3/1 but was soon back in the hurly burly of small copier production work as

manager responsible for the 5018/5028 family.

He planned its move from building 4 into the new assembly facility in building 1, later taking over responsibility for the 5012/14 family. He currently manages production of the 5328/5334 and 5312/14 models.

Norman enjoys photography and has recently taken up golf; and he and his wife Janice like to escape to their holiday cottage in the Dordogne "which is rather like the Wye Valley but warmer."

Now a copy quality adjuster in the 5390 remanufacture facility, **Mike Ennis** has worked on a variety of small, medium and high volume machines. From our earliest small copier, the 813, he joined 4000 assembly where he became a leading hand.

He spent two months in Venray in the early '70s in connection with the 3100 machine, had a spell in CBA assembly, and subsequently was engaged on the remanufacture of our big electronic machines.

His sister-in-law Barbara assembled subs in the same department until she took early retirement last October, while Mike's brother Harold works on convenience copiers.

Motorcycling used to be Mike's sport, but nowadays his leisure time is taken up with DIY, gardening and caring for his tropical fish.

Mervyn Davies is another who has worked on the assembly of a wide range of machines from the 813 to the 9000 family, later becoming involved with the start-up of CBA and 5046 refurbishing.

Today he can be found in the 5046/5047 carcass preparation section in building 3/1 while his son Michael works on the floor above along with Mike Ennis.

Michael plays for Harrow Hill

Service awards



A 30-year award group – (from left) Keith Bradley, Richard Cooke, Mike Read, Bill Hall, Brian Reeves, Mike Hawkins, Norman



Rudge and Mike Ennis. Right: Mervyn Davies, another 30-year man.

west during his career, an opportunity he much appreciates.

Keith has four youngsters ranging from 11 to 17 years, all still at school, and in his spare time he likes to play golf.

Having completed a mechanical technician's course, **Richard Cooke** gained five years' experience in the tool room before settling on a career in MED.

Since then he has worked on CBA machines and more recently on work group copiers, both at Welwyn and on site, where he is now one of the 4235 technical team.

A member of our works fire brigade for 15 years, he has 'specialised in long service' in other activities too.

He's played for Rank Xerox in the local skittles league for 28 years and has been the Y-Cyders' treasurer for 23; he's also their secretary. Last year he retired after over 30 years with Ruardean Hill FC but continues as their treasurer and president.

For the past 15 years he's also belonged to the Ross-on-Wye Bowling Club and is currently their chairman. So 'officially' he has a full agenda.

Richard met his wife Annette when she worked on site (she assists with the running of 1st Mitcheldean Guides). Their elder daughter Karen is on a business studies course at Cheltenham while Joanne is employed at the Travellers Rest near Ross-on-Wye.

faults in both hardware and software.

1991 was a memorable year for both: Mike made his first visit to Japan in connection with the 5320/22; Bill had his invention – for improving the checking of connector pin insertion during harness manufacture – registered with the Rank Xerox patent department and won a company award.

Mike and his wife Janet have three girls, all at school, and "we enjoy family outings in the Forest on Sunday afternoons," he says.

Bill and Jackie have a son – Robert who is in the building trade – and two daughters.

Rachael, who works for Scantronic on site, belongs to the Forest Sword Club and fenced for Great Britain in the under-17s class at the World Championships held in Denver last year. Now Bill has taken it up too.

Their youngest, Kelly, is doing A-levels and can be seen in the Forest Youth Theatre's production of 'Chicago' early next year.

There's another similarity between Mike and Bill: both sport notable moustaches, Bill's being bushy while Mike's is finely sculpted.

Four more men reached their 30-year milestone with us in September this year:

HAVING STARTED as a capstan operator, **Norman Rudge** became the youngest foreman in the machine shop, and

FC and, following in his father's footsteps, supports Manchester United.

Mervyn has played skittles for Reeds for the past 17 years, as well as competing in our own annual KO - he was one of the Mivers team who were champs in 1992, "but we lost in the quarter finals this time".

Mervyn's wife Hazel also works on site, as a supervisor with Dougland. Daughter Nicola is a receptionist in the Cinderford Health Centre, while married daughter Teresa, employed at Formwood, has now made Mervyn a proud grandad.

Yet another ex-815 assembler is Mike Hawkins who has worked on most subsequent models, including the 4000 family during the time that his late father, Owen, was an inspector



From left: Mike Harper, Fred Meek, Gordon Cruickshank, Dave Batts and Chris Reed - all with 25 years' service.

there. He never worked on CBA products, however, but "I did do the wiring for them in harness assembly".

As one of the 1020 team he moved with it from building 4 into 3/1 and when the programme ended he switched to the 5046 main line as a setter-operator. For the past four years he's been back on convenience copiers, where he currently works on the pack line.

Football is his main sporting interest followed closely by cricket, which he's played for local pub teams and for his department. He now captains a skittles team for Barclays Bank at Monmouth, where his wife Jean is employed.

25 years

This year has marked a career-change for Fred Meek, as well as a service milestone. After an electrical apprenticeship, he began as an electrical adjuster on the 4000 family, later transferring to the refurb of that and 9000 family copiers.

Ten years ago he helped set up the line to launch the 9600, and asset recovery stores in B.3/2, becoming leading hand when he moved to 12/2 to assist in the start-up of 1065 and 5018/28/34 refurb.

Three years were spent in D&C where he was made up to section manager. Then last spring he became planner-analyst, helping to set up the strip lines and U01 stores in asset

management and more recently assisting with Squirrel stores.

Married to Ann, who works at Lakers School, he has two boys (9 and 7) who are into everything from gymnastics to model railways.

Hardly surprising, since Fred's own interests are wide-ranging. He's been a runner since schooldays (he does up to 40 miles a week) and he met Jimmy Savile when taking part in the 1985 London Marathon. He's a member of Bells Golf Club, Coleford, and a Leicester City football supporter.

Fred is a crucifer and sacristant at St. John's, Coleford, where Ann is a Sunday school teacher, and is joint chairperson of Berry Hill Junior School PTA.

As well as undertaking a management training course on site, he goes to night school to study 'Cooking for men' ("Nothing too fancy!" says Fred).

Making his career in parts manufacturing, Dave Batts operated mills, Boreomatics and the Cincinnati machining centre before becoming a setter on the Burkhardt &

Weber centres for six years - "The best job I ever had," he says.

In 1983 he went to Venray in connection with the 1045 pressure roll before the operation was brought into Mitcheldean, coming home every fortnight.

Shortly after his return to base he joined the Duap-Dubied line and has been working on it ever since ("it incorporates a Fritz Werner mill on which I once machined 3600 optic frames").

He's a non-participating member of the BMW Motor Cycle Club and has a 1971 model, but gardening is his favourite hobby.

His wife Veronica is a dinner lady at Dean Hall Special School and they have two sons - one is a construction materials technician with the Royal Engineers, the other is in the building trade.

Gordon Cruickshank has made his career in finance, kicking off as an accounts clerk. Promoted to cost office supervisor, he moved progressively on to management of product cost, materials accounting and business area cost control. He is now manager for internal controls and system development.

Gordon has proved himself to be a competent sportsman. In his younger years he played football, hockey and badminton. He still enjoys involvement in cricket, and plays skittles for a local side as well as the Ace Finn team, of which he is an original member. His main interest now is supporting and running junior sports.

Much spare time goes to assisting wife Elaine, who is a local fund-raiser for the Cheltenham Cobalt Unit.

The couple have a 25-year-old daughter, and two sons who attend Dene Magna school where Gordon is a parent governor, serving on the finance and personnel committees among others.

This year they celebrated another 25th - their silver wedding anniversary - by going on a "fantastic" holiday in Kenya.

Both Gordon's parents, Ellen, and the late 'Jock', retired after long service with Rank Xerox.

Mike Harper can be found in the same location, building 13/2, as when he started with us, marshalling work in 914 assembly. But he's been around the site quite a bit in the meantime, both as marshaller and packer in the assembly and wiring floor environments, and at one time he was a marshaller at Gloucester Trading Estate when the sorter was being built there. Now he's one of the asset management team working in spares packing.

Skittling is his favourite sport and he's played for his department as a Rangoon Racing Rat!

When a youthful Chris Reed painted radiators in the maltings building (now MEWS) for a contractor, he never guessed he'd be back as an RX employee.

After a technician apprenticeship he moved progressively into tool design and design engineering, before spending ten months working out of Venray for SQA, during which time he travelled throughout Western Europe "using airports like bus stations".

It meant seeing his wife Mo (who once worked in the computer punch room) and two children Phil and Jenny only at weekends. Things improved in the mid '80s when he moved back to Mitcheldean but remained on the road visiting UK suppliers, requiring overnight stays only two or three times a week.

Now a section manager, he moved into work group copiers to manage 5047 QA, later joining remanufacturing. Then last May he left the quality scene to take charge of the remanufacture line in building 1.

Chris is very involved with the Mitcheldean Christian Fellowship - "I play the guitar badly as a member of their music group during services" - and he and Mo like to get around the countryside riding a tandem cycle.

GOLF

Bean-counters beat CCFF

ON A late summer's afternoon, the first annual golf match between the convenience copiers focussed factory (CCFF) and human resources & control (HR&C) departments got under way at Lydney Golf Club.

The first match off saw Dave Robinson and Roger Preece of CCFF paired with Mark Barnard and Robin Fyffe. The stress of a hard morning 'in the trenches' may have been responsible for a slow start by Dave and Roger and, to their credit, the HR&C pair took full advantage, moving four holes up at the turn.

However, on the back nine, a determined fight back by the CCFF pair saw them get within one hole of squaring the match; but they were eventually squeezed out with Mark's 'local knowledge' apparently giving his team a big, and somewhat unfair, advantage.

Second on the tee were Keith Bradley and Simon Davies (CCFF) doing battle with Jeremy Barnard and Andrew Johnson. This match proved to be a real nip and tuck affair, with the HR&C team coming home by a whisker.

The match was not without its controversy though, and the result was hotly disputed (in fact, it still is!) following the playing of the wrong ball twice by an HR&C player.

In the final match, Danny Haines and Norman Rudge strode confidently on to the first tee to face Charlie Walker and Paul Dean of the HR&C team.

As this match progressed, it also proved to be a finely balanced affair, and although the integrity of the CCFF pair never came into doubt, they were narrowly edged out by the 'bean-counters'.

Another wrong ball incident robbed Danny and Norman of a potentially brilliant comeback, but the pair were philosophical and confident that, with fair handicaps and a nice day, they would have won easily.

In fact, on reflection, this was the view of the entire CCFF team, who look forward to the return encounter on more favourable terms.

(No prizes for guessing this was written by a member of the losing team!)



Firefighters Mike Ward, Reg Taylor and (far right) Brian Fisher with the medals presented to them by Mike Cooper.

A WORKS fire brigade trio – Brian Fisher, Reg Taylor and Mike Ward – received British Fire Service Association medals for ten years' service at a small ceremony held on 10 October

in the fire station.

Most of the 12 volunteer firemen have given long service (Colin Lewis heading the league at 28 years) – in fact their total service adds up to about 150 years – and works engineering

Awards for firemen

manager Mike Cooper, in making the presentation, spoke of their dedication.

Now showing the same level of commitment are two new recruits who have completed their BFSA training programme (having also survived a watery initiation during wet drill!), and are now operational.

Both are carrying on a family tradition too. One is Gary Smith, a materials processor in building 1, whose father Bill notched up over 30 years' service in the brigade before his retirement this year.

The other is Simon, son of

chief fire officer Bob Young, who is in the last year of his RX apprenticeship and working in the asset management technical function.

Says Bob: "They are both used to the call-outs we get, often at unsocial hours, to deal with any emergency from fire to floods."

Both, too, are former members of the 1st Mitcheldean Scouts troop which Bob has been running "ever since Baden-Powell was in short trousers!" so they are well grounded in the 'be prepared' philosophy.



GOLF

"Johnson shines – the sun didn't"

A GREY, wet and windy morning greeted the 15 (yes, only 15) intrepid golfers who attended the final Golf Society outing of 1994 at Malvern GC on Thursday, 15 September.

As well as the Summer Cup – best 36-hole net and Team Cup – teams of three, best of two cards am and pm, it was Jeremy Barnard's Captain's Day with additional prizes to be won.

Despite the rain, the golf course took the water very well and remained playable all day, although it dampened most competitors' enthusiasm to play well.

Not so for Andrew Johnson (control) who played disciplined golf off his 24 handicap and returned a net 68, three under par for the morning round. We'll have to take a look at Andrew's handicap, because the next best morning score was a net 75 from Andy Cosgrove (interconnects), closely followed by Graham Beach (control) with a net 74.

Lunchtime allowed for some respite from the rain and an attempt to dry equipment as well as enjoy the very welcome soup and sandwiches meal.

The afternoon round was completed in similar conditions to the morning round with persistent rain and gusty winds. Nevertheless everyone completed the second 18 holes with scores deteriorating, due to fatigue and conditions for play.

Best scores were from Jeremy Barnard – net 73, Charlie Edwards – net 74, and Mike Cooper/Mark Barnard – net 75.

After a long, hot shower all gathered in the bar and discussed the day's events followed by an excellent meal. Prizes were then presented by the captain who decided on novelty prizes, in order to spread out prize-winners (only one captain's prize allowed per person).

These were: Nearest the pin – am 5th hole, Steve Cooper; pm, 15th hole, Neil James. Best net par 3's am – Andrew Johnson, net 10 (par = 12). Best net par 5's pm – Andy Cosgrove, net 11 (par = 15). Longest drive, 18th hole pm – Mark Barnard. Most improved am to pm – Mike Cooper.

The silverware went to the following: Summer Cup – 1st Andrew Johnson, 68 + 78 = 146; 2nd Jeremy Barnard, 76 + 73 = 149. Team Cup – 1st Andrew Johnson, Jeremy Barnard, Neil James, 144 + 151 = 295; 2nd Andy Cosgrove, Dave Carter, Steve Cooper, 150 + 153 = 305.

Other results announced on the evening were: Rabbits Cup winner – Mike Cooper beating Richard Pudge on 19th; Order of Merit – Mark Barnard (provisional winner, subsequently confirmed).

(In the Round Robin, played later, Ken Ellway beat Steve Cooper 3 & 2.)

Finally, captain Jeremy Barnard thanked all for supporting him in 1994 and looked forward to the next

EXERCISE IS good for the heart, so everybody benefited when a group of people, mainly from buildings 1 and 3, carried out a bed push to raise funds for the British Heart Foundation. The weather was fine when on Sunday, 11 September, the pushers set off from Gloucestershire Royal Hospital at 9am with a borrowed bed. Several 'patients' took it in turn to be



event – captains vs vice captains match in the Christmas break.

Annual general meeting

The annual general meeting took place on Wednesday 9 November in the Sports & Social Club where the 1994 season was reviewed and 1995 activities discussed.

Committee officers were re-elected as follows: Chairman – Mark Barnard, secretary – Wilf Jones, treasurer – Jeremy Barnard, and captain – Andy Cosgrove.

The main area of discussion focussed around a change in the format of outings from 3x36-hole events and the Interplant Cup to 2x36-hole and 2x18-hole events and the Interplant Cup. The 18-hole events will take place on Friday afternoons at relatively local clubs and the 36-hole events are scheduled to be held at Stinchcombe Hill, Dursley and Lilley Brook, Cheltenham.

M.A.B.

A heartening result

bedridden, attended by 'nursing staff', while donations were collected along the way. Our photo shows them on arrival at the Belfry, Littledean; after refreshment, they went on to finish at the Railway Inn, Cinderford, around 1.30pm. "Our target was £1,000 but we've raised a fantastic £1,177.70 and we're keeping the fund going," says Denise Morgan (5328/53344 line), who asks us to thank all who helped this to happen. And that comes from the heart!

Golfers round up the 1994 season in the time-honoured way at the annual general meeting.

Obituaries

WE REPORT with regret the deaths of the following:

Alan Bowkett on 9 September aged 60. He was a member of the materials team in harness operations when he left in December 1992 after 19 years' service.

Robert Lee on 3 October aged 84. He worked in quality control and retired at the end of 1974 after five years with us.

Jack Merry on 2 November aged 87. Chairman of Mitcheldean parish council at one time, he was very active in the community. He served on the committee of the village sports club and umpired many a cricket match. Jack was working in the warehouse at the time of his retirement in 1972, having completed 14 years' service.

Harold Sterry on 5 November aged 79. He had worked with us for 15 1/2 years when he retired in 1979 and was employed in raw material stores.