

Vision

REWARDING EFFORTS ON EARTH DAY



First prize-winners in the poster competition (from left) James Allan, Gemma Essex and Jess Evans, and Gemma's little sister Kerry whose entry was highly commended, with site director Gerry Lane.

Resplendent in a bright green jacket, MC Mike Cooper, as facilitator of the environmental steering committee, explained to them all that Earth Day had been introduced as a world-wide initiative by Xerox to heighten awareness of the need to protect the environment.

"It is also a special day for Mitcheldean as it gives us an opportunity to reward the individuals and

groups supporting the environmental initiatives we have been running on site."

As reported in the 'Green Light' newsletter, prepared for Earth Day, three teams had submitted projects for the

annual Xerox Facilities Waste Reduction Reuse and Recognition Awards.

Site director Gerry Lane presented the winning team award to the harness environmental team for their numerous initiatives.

These ranged from returning 3,000 empty wire reels annually to suppliers for reuse and eliminating packaging, to recycling wire and plastic reels, strips and cable-tie offcuts, cups and cans. As a result, the level of waste sent to landfill has been reduced to 0.03 tonnes per employee per quarter, compared with a site average of 0.14 tonnes per employee.

Andy Cosgrove's successful team comprised Lucy Adkinson, Mike Payne, Rebecca Swinhoe, Julie Taylor

and Angela Ward.

Of the two runner-up certificates, one went to Ferruccio Marangon's polythene recycle and polystyrene densification team. They reduced the amount of polythene bags being sent to landfill by reusing them as bin liners, recycling any bags left over together with Clingfilm, plastic sheeting and Bubblewrap.

They negotiated for a polythene bag baler to be installed on site to take all the site's polythene waste for the next two years for no charge, saving over £5,000 a year in disposal costs.

They also arranged for the installation of a polystyrene densifier, reducing the bulk of polystyrene handled, cutting costs and generating revenue

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THE SECOND annual Xerox Earth Day, held at Mitcheldean on 20 April, was celebrated against a greener scene than the first one, in more than one respect.

Many people showed support by turning out in something green - even our green and pleasant site contributed a background of verdant spring colouring.

As well as having a serious environmental message, Earth Day was designed to be a Fun Day.

Instead of the normal projections of facts and figures on the auditorium screen, there was a jolly display of 26 colourful posters - entries in our environmental competition for children of employees.

And it was great to see the young prize-winners who had come along with their parents to receive their awards.



THE CSA team were surprised and delighted when, just before Easter, a bumper bouquet of 600 tulips arrived from RX Netherlands. It was a delightful gesture

of appreciation, following the development of a new working relationship with Central Entity, which includes Holland, Belgium, Austria and Switzerland.

As a result of this, Mitcheldean has a contract with

They said it with flowers

the Entity to supply a quantity of remanufactured machines, using the products' environmental aspects as a marketing strength.

The flowers were shared within the factory and also with the Dilke Hospital, Cinderford. Our picture shows CSA team members and representatives of production with some of the 'tulips from Amsterdam'.

EARTH DAY (continued)

expected to amount to £5,067 annually, and in addition reducing lorry movements.

This team included Roy Harrison, Dave Carter, John Evans, Danny Haines and Brian Whittington plus convenience copier focus factory staff (who were represented at the presentation by John Howells).

The other runner-up was the supplier packaging reuse team who increased reuse and recycling of RX and external supplier packaging, bringing about annual benefits of £1.2 million and reducing the amount of waste sent to landfill.

In addition, they ensured that 100 per cent of one supplier's packaging (including internal fitments) is now reused, bringing additional benefits of over £266,000 per annum and again reducing landfill.

For this achievement, congratulations went to Gerald Cooke, Bob Ryland, John Brown, Dave Carter, Roy Harrison, Graham Jones, Joy Joyce, Ferruccio Marangon, Ken Syme and Adrian Vaughan.

Thanking all the participants, Gerry pointed out: "The environment is very important to us from a corporate and a site point of view. In addition to the environmental benefits there are significant financial opportunities," as the three teams had demonstrated.

"The sheer volume of facts and figures given in 'Green Light' certainly brought home to people just how much could be done.

"It is only when you see it

They put it in the picture

WE WANTED to involve families of employees in our Earth Day activities," said Mike Cooper, "and we were very heartened with the number and standard of entries for the poster competition. A lot of creative thought went into them."

The competition was judged by two employee representatives who sit on departmental environmental committees - Christine Horlick and Alan Hughes, assisted by John Spratley (environmental health & safety). The theme had to reflect environmental protection, waste reduction, reuse or recycle, and it was no easy task to determine the three winners.

Youngest was eight-year-old James, son of Andy Allan in training department, in the 5-8 years group, who chose the theme 'Save the rain forest'.

In the 9-11 year class, the winner was 10-year-old Gemma (daughter of Alan Essex, parts



Members of the project teams and of the environmental steering committee pictured after the presentation.

Right: Andy Cosgrove who led the overall winners - the harness environmental team - receives his award from Gerry Lane.

down on paper that you realise the full extent of our 50 years of caring about the environment," he said.

It reminded us of what had been achieved:

- in the '60s - recovering and recycling selenium alloy and aluminium used in photo-conductors;
- in the '70s - energy-saving modifications to products to reduce power consumption;
- in the '80s - introducing water-based paints on the assembly lines;
- and in the current decade - achievements ranging from the removal of CFCs (ahead of EU legislation) and the launch of our remanufacture strategy, to the winning of a 1994 RSA Environmental Management Award.

manufacturing materials) whose poster asked 'Do you drive alone?' - a reminder to share your car whenever possible.

Jess Evans (14), in the class for 12-15 years, produced a poster carrying the striking slogan: 'Look after your world - it's the only one you've got'. Her father Chris works in 5047 assembly.

All three received £15 each, a handsome PC-produced certificate and a copy of 'Green Light' to take home - and to school where it should provide some useful learning material.

Second and third prizes of £10 and £5 in each of the age ranges were also awarded to Hannah Johnson and Emily Andrews (5-8 years), Richard Meek and Gareth Baldwin (9-11 years) and Robert Baldwin and Robert Moore (12-15 years). All the other entrants received a highly commended certificate and were represented at the prize-giving by Gemma's seven-year-old sister Kerry.

"This is quite outstanding and it bodes well for us all," Gerry pointed out.

One of the biggest areas of improvement has been the setting up of the asset management focus factory, while our energy-saving methods have surely set a benchmark, having effected a 71 per cent cut in costs in the past 15 years.

This achievement has been



recognised by the Energy Technology Support Unit (ETSU), part of the Energy Efficiency Office that promotes better standards of energy management throughout Britain. The ETSU has selected Mitcheldean as a 'Best Practice' site.

Bronze at Leesburg

THE ASSET Recovery Analysis team, on which new technologies manager Keith Jones represents Europe at world-wide meetings, won the bronze at the recent Leesburg Team Excellence event.

There are a number of

projects planned to extend the use of signature analysis, Keith told us. "The opportunities for the corporation world-wide are huge - estimated at more than \$50 million per annum." (More details about the projects next time round.)

Toner container reuse

A MAJOR enhancement to its existing environmental programme for plastic toner containers has been announced by Xerox Corporation. Xerox will pay the postage for customers to return empty toner containers used in its copying, printing and publishing equipment in the United States and Canada.

The new Xerox programme emphasises the reuse of these containers, rather than recycling them into other products. A prepaid shipping label is included in every

carton of toner.

"This is one of the most significant steps Xerox has taken in the interest of the environment," said Joseph Valenti, vice president and general manager, Xerox Supplies Business, North America. "With the toner container reuse/recycle programme, we truly are taking a dramatic step in environmental responsibility, because even if only 25 per cent of our customers participate, this programme will divert more than 300 tons of landfill waste every year."

Powering down

EVERYONE HAD been asked to make a special effort to make Earth Day a 'power down day' and people responded well. As a direct result of turning off

lights, equipment and heating, a saving was made which, if sustained over a 12-month period, would reduce plant energy costs by an estimated £29,000.



The 5025 remanufacture team – and one of the machines they are building for Rank Xerox France.

Flexibility wins special order from France



Meetings took place at the headquarters of RX France in St Ouen, Paris, and at Mitcheldean.

IT ALL goes to show that RXMP can react pretty speedily to customers' special requirements – and come up with a solution satisfactory to all concerned.

RX France had identified a gap in the market which they felt they could fill with a remanufactured 1025, a model we stopped making a year ago.

"We explained we would have extreme difficulty in going back to the 1025, having invested in training, quality tests, and so on, in upgrading it and bringing it into the 50 Series," said Peter Whiles, who as manager, customer supply operations within CSA, has site-wide responsibility for unserviceables.

"Not only that; RX France had a target cost, and we couldn't supply a 5025 for the price." Obviously there was some hard thinking to do if we were to make the most of this sales opportunity.

AMFF technical specialist Chris Osborne and manufacturing engineer Gordon Baker did some brainstorming; they chose an option that involved no reliability risks, and produced a cost-down package which was within a

few pounds of the target price per machine set by the French.

"Then we took up our slides and ran over to the boardroom where the decision was taken to go with it," recalls Chris.

This, incidentally, highlighted an opportunity for the rest of the 5025 programme. Said Peter: "We didn't want to have a two-tier standard in the department, so the cost-down package



Revising the processes are manufacturing engineers Gordon Baker and John Lewis, technical specialist Chris Osborne and section manager Richard Williams.

was reviewed with marketing colleagues and, with only one exception, it was accepted. The elements of the package were then introduced for the whole programme, regardless of whether it was taken up by RX France."

One of the major elements of the cost-down was a change in the method of painting the panels.

"Instead of a fine finish we switched to a heavy textured one. This involves a

different way of applying paint to disguise any scratches or other blemishes in the base material," Chris told us.

More savings in cost and time were enabled by the use of the new automated phosphate process in the paint shop (featured in our last issue). Another element in the costdown concerned the kits of supplies.

Last December Chris and Gordon, together with CSAM Mike Wilding, paid a one-day visit to Paris to gain French concurrence with the technical side of things.

Commented Chris: "The French OpCo premises are located in St Ouen, a district of Paris. This was Gordon's and my first visit to the French capital and Christmas was looming, but there was no opportunity for shopping!"

There were, in fact, a series of meetings on both sides of the Channel with Eric Barraud (logistics) and Xavier Lorenzo (marketing) to hammer out the details. Having achieved the initial costdown and agreed the technical specification, the team moved on to the practicality of flowing carcasses.

The deal was basically that, unlike other remanufacture programmes, it would be carried out on a type of retained ownership

basis: for each unserviceable 1025 the French sent us, we would send a 5025 back.

Whilst the French machines would continue to arrive in a variety of configurations, we would send back two configurations only – the 5025 zoom and RE (stepped reduction/enlargement) platen – and these would be under our own part number so they could be identified from other machines.

All was finalised at a meeting in Paris last March and, says Peter, "it was chiefly the speed with which it was all arranged that met with their special satisfaction.

"An initial programme of 800 extra build, starting in April and continuing until December, was agreed and we're looking at an opportunity to extend it by 700 units; a decision on that will be made in the second half of June."

Says 5025 section manager Richard Williams: "We have had to increase the workforce and are building over 150 machines a week, of which one third are going to France. We have a good team of workers, very flexible, and they can respond to any customer requirements. As for quality, we recently reported five weeks without an audit defect!"

The successful deal reflects well on all involved, including Marco Hinrichs (CSA), Norman Rudge (low volume remanufacture) and Jackie Sparkes (control) who kept them on the financial straight.

More orders come rolling in

NO SOONER had some 5018/28 assembly staff been transferred to 5025 remanufacture to support the extra work, than RXMP received a bulk deal for over 1,000 remanufactured machines including 5018/28 copiers for Fiat in Italy – so new staff had to be recruited for that line in building 1.

Not only that; the 1:1 configuration of 5025s which was terminating had to be restarted in response to requirements from Spain and Greece. Flexibility is the name of the game!



Karen Chamberlain and Olly Evans in the upgraded offices which have replaced the cluttered environment seen right.



Floor gets a major upgrade

THE MATERIALS and new programmes staff in building 6/2 are a very communicative lot.

The place positively blisters with communications lines and equipment. "So when the admittedly rather dated and cramped accommodation and inadequate services were to be upgraded, it proved impractical to remove everyone to temporary accommodation in another building while the work was carried out," explained facilities engineer Pat Madley.

Instead, there have had to be a number of temporary moves, with the upgrading carried out in stages, and protective plastic curtains shielding staff from the installation work.

They have coped well with the

inevitable disruption and noises. Not only that, says building landlord Dave Powell: "Despite the major reorganisation being carried out, no safety issues have been identified during facility audits. They achieved a 98 per cent score – a standard of housekeeping which site director Gerry Lane described as outstanding."

One of the first things you notice about the new offices is that you *don't* notice the constant chirruping of phones – acoustic screens have seen to that.

A new concept of working has been introduced too. There are no managerial offices; instead, people are located in cohesive work groups of four or eight, divided by a combination of high and low padded screens which help to absorb sound.

"The better facilities reflect

more professionalism, and people have the space to do their job properly," commented Alan Lynes, materials procurement manager.

He likes the openness and "I no longer have two doors to lock on my way out – it was always trial and error with the keys!"

The furniture is modular –

there are facilities for round table discussions – and it's all light oak, even the storage units and wardrobes. Not a grey steel cabinet to be seen except for the ones containing the controls for the power lines.

With more and more equipment being installed, extension leads had been proliferating. Now all the cabling emerges through a central hole and is channelled along the back of each work unit. The desk top slides out to reveal the cabling, so maintenance is easier. The new communications system can accommodate any type of equipment envisaged without fuss.

No more stepping over trunking laid across the floor, so



Discussing the layout are (from left) Tony Murrell who managed the installation work, Pat Madley and Colin McHugh (facilities engineering) and building landlord Dave Powell.

Thanks for a

IF THERE is one person at Mitcheldean who is likely to qualify for the Guinness Book of Records, it is Myrtle Fowler, who has conceived, typed, produced, and watched over the development of 'Vision' for the last 35 years.

She has reported on everything of interest about Mitcheldean, its people, its business achievements, its difficult times and good times. As far as we know there is no other freelance member of the British Association of Industrial Editors who has this kind of long term achievement to their credit.

Back in 1960 even Myrtle wondered whether there was enough to fill 'Vision', but she has been proved wrong in this

one respect – over 250 times!

The story goes back, in fact, to 1958, when Myrtle's husband Roy was a brand manager with the Cine & Photographic Division of the Rank Organisation. The family moved to Mitcheldean in 1959, and shortly afterwards Fred Wickstead conceived the idea of improving divisional communications by using a house magazine – and the first edition, with Myrtle as freelance editor, duly appeared in 1960.

Today, 'Vision' has developed into a real asset, having faithfully chronicled the development of Mitcheldean as one of the world's leading centres of photocopier – and today, document handling – technology.

One of Myrtle's strengths through the years has been

Good progress

AT THE end of April we heard the good news that the overall satisfaction index (OSI) for Rank Xerox employees had increased from 46 per cent in 1994 to an encouraging 60 per cent in the latest survey.

This result of 60 per cent – 7 points more favourable than the UK National Norm of 55 per cent – indicates that overall the ground lost during the difficult period in 1995 and 1994 has been recovered.

it's far safer too, pointed out electrical engineer Colin McHugh.

Materials manager Keith Grant initiated the project and a committee representing the various departments affected was set up to ensure that people's requirements were met. They included Olly Evans, Karen Chamberlain, Bob Dixon, Simon Jones, Dave Powell and Kean Gunton, while Sarah Neale from control has kept an eye on finances.

Some sample furniture with three colour schemes to choose from was brought in and people voted for their preferred decor.

The walls are a pale lilac ("It grows on you," says Alan!) and there's deep, flecked-pink padding on the screens, contrasting with grey/blue carpet tiles.

The VDU-specified chairs provide a splash of royal blue with grey and "They're great," says John Court. "You can adjust them - the angle, the height, the arm-rests - every which way. And driving instructions come with them!"

The unique high ceiling feature of the building has been retained but it needed partial replacement to accommodate the energy-efficient VDU lighting which reduces glare on the screens. In fact, the lighting is better all round - Robin Harrison told us that he found he was using his glasses far less than hitherto.

The first phase of the upgrade was completed before Easter, the second towards the end of May and the third is now in progress.

When the £400,000 scheme is completed, there will be a large conference room and nine interview/meeting rooms; visitors collected from the foyer will then be conducted to a meeting-room without entering the main working area.



The CSA trophy winners (l. to r., back row) Chris Foreman, Peter Whiles, Mike Wilding, Jeremy Phelps, Matt Jackson, Marco Hinrichs, Saleem Adam, Chris Rawlings; (foreground) Janet Hart, Andy Davey and Kevin Hacker.

First to win the cup

"IT IS arguably the most exciting place to be within Rank Xerox," says Mike Wilding, who manages the CSA (customer supply operation) at Mitcheldean.

Dealing with supply/demand issues requires you to be fast on your feet. Now, to encourage the competitive spirit, a quarterly competition has been introduced between all four CSAs - Marlow, Mitcheldean, Venray and Welwyn - and the Mitcheldean CSA team have become the first to get their name on the trophy.

It is awarded for having the best blend of service and

inventory level and, as RXM&SC vice president and director Shrawan Singh said when he presented the cup, they had done "an out-

standing job in terms of customer satisfaction."

Since CSA was set up at Mitcheldean two years ago there have been some wonderful moments, says Mike, "like when John Pemberton 'phoned from Moscow to say 'I need 1,000

machines in Moscow by the end of the month' - and he got them.

"On another occasion Hong Kong wanted 2,000 5317s and they gave us six

weeks to have them delivered. We did it by manoeuvring stocks - the essential thing is to know where those stocks exist. There are contracts RX have won largely because we are now directly involved with the Entities and can support Entity tender submissions more effectively.

"CSA is the shop front of the plant, but it is pretty useless without a boiler room behind it. Nobody achieves this sort of result all by themselves. But I do believe that Team Mitcheldean have enabled increased convenience copier sales and production by cheaper machines and better service levels.

"The control plan was 76,000; the current outlook, if demand holds, is 106,000, which is good news for us all."



Saleem Adam receives the cup on the team's behalf from Shrawan Singh.

record achievement

accuracy. She would say she doesn't have a choice. She has lived for 36 years on Plump Hill, above the site, surrounded by her readers.

"Mitcheldean folk have very keen eyes, and know where they can find me," she says. "They don't let me forget if I make even the smallest error."

It is a tribute to Myrtle's tenacity and professional approach that 'Vision' is universally respected throughout Mitcheldean, Rank Xerox and the Xerox international community.

She has reported on the technology, right from the museum pieces of the 914 and 815 to the technical triumphs of the 5317, 4255 and DocuTech, and has chronicled the expansion, contraction and

recovery of the business at Mitcheldean.

Then there are those reports on the Christmas parties and other events at the Sports & Social Club, the family achievements, weddings, anniversaries and club activities.

In a very real sense, Mitcheldean is Myrtle's family. Her informative staff biographies often astound the colleagues of long-serving staff, uncovering talents and achievements previously unknown to those working alongside them.

She has followed the exploits of Mitcheldean travellers as they went to the USA, India, Egypt, Kazakhstan, Japan, and other corners of the far flung Xerox world. Perhaps her quality of reporting these achievements

harks back to her first love, travel writing - her last job before taking on 'Vision' in 1960 was as assistant editor of a travel magazine.

We have received many compliments over the years on 'Vision'. There is no doubt that the magazine - and its editor - have made a major contribution to communications at Mitcheldean. When you think that Myrtle has personally written more than one million words about Mitcheldean, no-one can underestimate the magnitude of her achievement - and the quality of her work.

Gerry Lane



Gerry Lane presents 'Vision's' editor with a clock and a bouquet; with them is HR manager Robin Fyffe. Says Myrtle: "I would like to thank all who have contributed to the magazine's success, and in particular Terry Darrington whose photos add so much interest to the contents."



25-year service award recipients with Shrawan Singh in the foyer of the Chase Hotel, Ross-on-Wye.

THE FOLLOWING received 25-year awards at the dinner: Jenny Turley, Roger Barnes, Dennis Beddis, Graham Cooper, Mike Cooper, Mike Duberley, Roger Finning, Jim Fownes, Roger Foxwell, Steve Foxwell, Mike Gunn, Reid Hopkins, George James, John James, Terry James, Barry Klein, Ian Laskey, Bob Lawrence, Charlie Leighton, Keith Marfell, Roger Niblett, Bob Parsons, Rob Partridge, Dave Powell, Terry Rawlings, Mark Reid, Bill Smith, Jan Sologub.

It's looking good for Mitch

IT WAS a week for marking milestones. A few days earlier we had been celebrating the 50th anniversary of victory in Europe. Then on Friday, 12 May, Mitcheldean had some of its own achievements to celebrate.

"They seem to get better and better." That's what Robin Fyffe, chairman of our Long Service Association, said when he welcomed guests at the 42nd annual dinner.

It was one of the biggest ever, with 345 people attending. The committee did a splendid job in making it run so smoothly, well deserving the thanks that Robin gave them - not only for this but for all the other activities that had taken place during the year.

"We currently have 464 members who are employed at Mitcheldean, and a further 260 members who are retired," he said. "This gives us a total of 724 members which we believe is the highest in the history of the association."

Of the 50 qualifying this year for 25-year awards, 28 were present to receive them from principal guest Shrawan Singh, vice president and director of Rank Xerox Manufacturing & Supply Chain (he himself completed his quarter century with the company this year, we discovered).

The toast to the LSA was proposed by Gerry Lane, director of Mitcheldean Manufacturing Operations and association president, who attains his qualifying 20 years'



Twins Steve and (right) Roger Foxwell had a joint presentation. Right: Our longest serving employee and longest woman server ever, Esmée Halford receives flowers and champagne from Gerry Lane to mark her 40-year record.



There were presented Charlie W.

service this year.

He was happy to report that, after a challenging start, 1994 had turned out to be a most outstanding year of achievement.

"In all but one of the key performance areas, we achieved or bettered our target. We significantly improved our productivity; we improved our product quality by over 50 per cent to a level which several years ago would have been thought impossible; and we realised an improvement in our customer first time call-off from 75 to 91 per cent.

"In addition to all that, we were able to pass on price reductions to our customers."

Sadly, during the year it had been necessary to make some difficult decisions which were very instrumental in the one adverse trend - that of employee satisfaction. "But I firmly believe that we took the right actions in the long term interests of Rank Xerox Manufacturing Operations on site, and we are beginning to see the benefits.

"We are now seeing

additional work coming to the site, our volumes are up by some 20 per cent compared with last year, and despite fierce competition we are winning business in Mitcheldean."

Just recently, he reported, thanks to people's hard work, we had won orders from Rank Xerox International to meet the growing market demand in Russia and Eastern Europe for document equipment. "We are very able to compete and win in international markets.

Geoff Boughton, Graham Hook (centre) and Esmé Cox enjoying themselves.



"Today we employ as many people in production and assembly work as we did in the peak boom years before the recession hit in the early '80s.

"The results of a recent employee survey indicated that, having come through the difficult times, we have improved the levels of employee motivation and morale to an all-time high since we started the survey process.

"We have to make sure we stay ahead of the game and continue to look for ways to improve our productivity. It's a dynamic world out there! Probably the biggest challenge



is to be even more flexible and responsive to our customer needs.

"If we can achieve these objectives, and I am sure we can, I am confident that the future for Mitcheldean will be stable and secure."

It was nice, he said, to go around the world and get good messages about Mitcheldean and he thanked everyone for the competitive spirit that had been demonstrated. "It's a collective effort that could only lead to longer term security and prosperity, not only for us but also for the local community.

"Long may that competitive spirit survive!"

The performance of both Rank Xerox and Xerox was

Mitcheldean



Flowers, too, for Chris Lane who won the prizes in the raffle, conducted by MC Dennis Walker and (right) George Cresswell.

sketched by Shrawan Singh, and he confirmed that "competition is not going to go away. The only way we can keep our customers is by relentless pursuit of quality, productivity and care for our customers."

He was, he said, very proud of Mitcheldean and its achievements. Xerox was doing well, largely due to the contribution Rank Xerox and Mitcheldean were making.

"Three years ago we were going through a difficult period in that our productivity was low. This year Rank Xerox is expected to have a return on assets of 18 per cent - so we look a lot healthier."

There had been major worldwide restructuring of the corporation into 'smaller companies', in order to take advantage of the opportunities in terms of customers that

were being presented to us, and enable a closer link with those customers.

This restructuring was working well "not only in financials, but also in quality and customer care. We have a lot more work than two years ago.

"Whenever asked about job stability, my answer is that jobs are more secure today than a few years ago. The only way to guarantee stability of jobs is to beat the competition. We cannot expect to get business just because we are here. We have to win the business because we are the best in the world."

Referring specifically to the electronics business, he said that Mitcheldean now had a 'state-of-the-art' facility. "The value-added rate for the site is the best in Rank Xerox, almost the best in the Xerox world.

"When we talk about Mitcheldean we talk about one of the benchmark plants. That has been accomplished by co-operation and determination and the hard work of every individual.

"This is a first-rate plant and the people who retire from here leave a legacy of hard work and determination to succeed - a foundation on which present employees can build.

"I believe Mitcheldean is very well set to go from strength to strength."

As he proceeded to toast Rank Xerox Mitcheldean, he added: "Thanks for having me here - I am thoroughly enjoying myself!", a fact which our photos confirm.

Keeping to the printed programme with 545 people determined to enjoy themselves could not have been easy (Robin had to ring the 'school bell' once or twice to call for attention!). But with the assistance of Charlie Walker who 'mastered the ceremonies' with his usual skill and fund of jokes, the draw was conducted in an orderly manner, Gerry's wife Chris kindly presenting the prizes.

There were baskets of flowers too for lady guests, and a bottle of champers for those who had gained their 50-year awards.

With the proceedings finished, the Double Up duo got to work, doubling up the sound of members of this great LSA club as they seriously socialised.



Centre left: Visitors from RX Welwyn - (standing) Willie O'Halloran and Ron Caldicutt and (seated) Esther and Ted Giles, representing Rank Strand, London. Ted, a 25-year server, worked at Mitcheldean in the '40s. Left: Mike Selwyn, celebrating his birthday, chats with June Knight and (right) Brian Powell.



At your service - (l. to r.) Val Mapleton, Amanda Buffrey, Dave Paull and Heather Swift.

VE show's a winner!

THE ROYAL British Legion VE Day celebration concert in Hyde Park was nearing its end when the Mitcheldean commemoration concert - 'Hits from the Blitz' - commenced in the clubhouse on 7 May.

'Hits' is the right word. Organised jointly by the Mitcheldean & Abenhall British Legion branch and our S&SC, the show played to a packed house of 200.

The function room was decorated in red, white and blue, with flags and photocopies of wartime scenes, and little Union Jacks and 'Forces' paper hats on the tables. The clubhouse staff, entering into the spirit, sported Service uniforms, and waitresses brought round Cook House Grub (no ration books needed) - Dogs of War (sausages & mixed veg) and corned beef fritters were on the menu.

The programme began appropriately with an address by the local rector, the Rev. Robert Sturman, and everyone stood in silence to honour those who had suffered in WW2.

Some commemorative silver plates were on sale and, to acknowledge the help given by RXMP in "assisting us in making a profit for the British Legion", one was presented by the branch president, David Somme, to HR manager Robin Fyffe.

David Somme (right) presents a commemorative plate to Robin Fyffe (Corporal Kevin Northfield in attendance) and right Dave Lea presents David with a cheque for £553 (centre is MC Dennis Wagstaff).

Another went to Dave Lea, for the S&SC. Dave, with Pete Griffiths and the British Legion's Dennis Wagstaff and Roger Duggan, had worked all hours to set the scene and ensure the evening's success.

The show was just right for the occasion. Though operating on a small stage ("Bet you've never seen so many people dancing on a pallet before!") the entertainers set a terrific pace.

While Hyde Park got the real Vera Lynn, our performers produced a fair substitute, along with Charlie Chaplin, Flanagan & Allen, George Formby plus banjo and other 'sound alikes'.

There were hilarious skits on an army medical centre and 'It ain't half hot, Mum', and an 'ARP warden' brought the house down when he cracked: "Mitcheldean is easy to find when you know where it is!"

The band was excellent and there was a breathtaking performance by a harmonica duo.

The show came to an end with everyone waving their Union Jacks and joining in the old wartime favourites. "We'll meet again" they sang - and it's our bet they will.

The event paid off - and Dave was happy to hand over a £553 cheque for the Poppy Appeal Fund.



Bob and Frank Edwards in red, white and blue.



Managing those ins and

SUPPLY OPERATIONS manager Phil Davies has spent over 20 years dealing with the ins and outs of our goods and their accompanying paperwork from and to all parts of the world.

The 'outs' are obvious – the products or parts we manufacture and export by air, sea and road.

The 'ins' range from materials for our products to the personal effects of people returning from assignment abroad – not to mention trophies such as the recent Earth Day awards.

They once even included a stowaway moggie for which our systems had no category!

Phil's career had a somewhat steamy start. He was employed by a Ross-on-Wye laundry – not in the washing operation, we should add, but in charge of training.

Another steamy atmosphere awaited him when he moved to the then Woodville Rubber Company as a press operator.

"That was a real shock! Humidity was high – the rubber was pressed by steam and I worked in summer temperatures. It certainly slimmed me down."

Before he wasted away, he applied to RXMP – who were then recruiting for 4000 production – and started on the mini line as an operator.

Within a fortnight, he passed an aptitude test for a 12-week electronics course, but he never got to doing an electrical run on the line. "We finished during the national 'winter of discontent' in the mid-70s, and I ended up in distribution as a machine clerk. This involved going around with a clipboard, recording the serial numbers of machines coming in and being shipped out. It was a bit of a disappointment," he remembers.

But distribution was destined to be his sphere of operations, and he joined export administration in 1975, just when the computer system Interpics was beginning to replace the manual methods of order and inventory management of spares.

Phil took "a fairly active role" in the export aspect and that was what got him interested in systems. "In fact, I could easily have become a dedicated systems man," he told us.

Interpics was later replaced by Sword, and Phil, representing the export function, spent nine months in Aylesbury helping to develop this on-line system before returning

to implement it. (Sword is now in turn being largely replaced by XCLS.)

He remained in the section until Export Year 1977 (when we published a 'Vision' export special – Phil still keeps a copy in his desk drawer).

The revolution in systems continued. Having moved over to the import section where he was promoted to supervisor, Phil was involved next with the introduction of Pedro (period entry and duty relief operation).

Its introduction meant the moving of a mountain of work by Phil and a small band of 'revolutionaries'.

After a spell as transport supervisor, he became manager ISC administration. Two years ago he was involved in the 'export' of the machine stores to Gloucester and its subsequent 're-import' into building 1B, all part of the focus factory strategy. The materials stores were added to his responsibilities when these, too,

were to be brought back to home base; they have since been assigned to the logistics department under Paddy Weir who, like Phil, comes within Des Halliday's materials operations function.

With something like 500 declarations on imports per month and 700 to 800 on export – and no drop-off in quantities – it's quite a formidable task keeping up with the latest regulations.

"Our target is to reduce spend on Customs duty by £400,000. That involves ensuring that parts being imported fall into the most favourable category and we are working, through purchasing, on this one," says Phil.

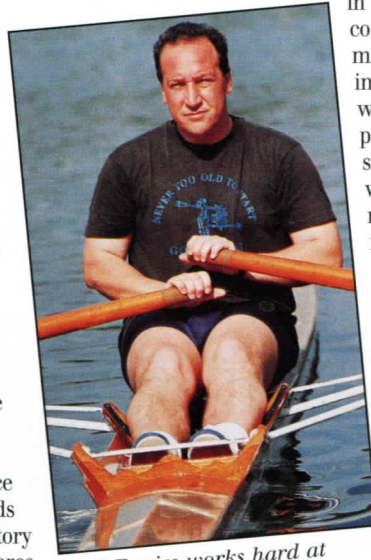
"Things are definitely more simple now with the single market, and this has meant we can reduce the cost of the operation.

"Ever since the Channel Tunnel opened, goods have gone by that route and it has speeded things up."

Though he, too, prefers to travel to Europe *under* the water, three or four times a week you'll see Phil exercising *on* it, as a member of Ross Rowing Club. "I do a lot of sculling to keep myself fit. There's more to it than would appear – it involves a combination of technology and physical strength and it's great for exercising the arms and legs."

He's a 'chance runner' too, and has done the 14-mile Ross Road Race four times, his fastest time being 1 hour 36 minutes.

Having always enjoyed playing



Phil Davies works hard at keeping himself fit.

Mission to Shanghai

IN EARLY March I was able to visit Xerox Shanghai with the objective of constructing a logistics flow for the material movements supporting the build of 5621 at Mitcheldean.

From initial excursions made by Keith Grant it was evident that the visit would be a unique experience and it proved to be just that.

China is on the verge of taking control of Hong Kong, which is highly commercialised and in total contrast to mainland China. For example, the main method of transport is by foot or bicycle. The roads are poor and heavily congested with aged Volkswagen cars and outdated buses. As a result speed of movement is very slow and, coupled with the sheer number of people, 15 million in Shanghai alone, travel is an expedition.

Progress is evident, with modern technology appearing in the most unusual places. The Chinese have structured the growth of their economy into geographical areas, where the

investment being made is encapsulated in regional areas known as Development Zones.

Xerox Shanghai, obviously located in Shanghai, is on the outskirts in an area known as

the Ming Hau Development Zone. Ming Hau contains numerous multinational companies created as joint ventures with the Chinese Government.

Xerox Shanghai was opened in the late '80s as part of such a joint venture (it now comes under the umbrella of Xerox (China) Ltd) and up until recent times has primarily supported the Chinese domestic market. The environment is very much in line with corporate direction and expectation with Leadership

Technology Tour visits site



Mitcheldean people had an opportunity to see our new network digital products when a 40ft articulated Roadshow visited the site recently at the start of an ONC (Office Network Copying) Technology Tour. **Left:** departmental product business manager Graham Thomas gives a demonstration. **Below:** the team who travelled with the fully networked vehicle.



d outs

soccer for local teams, he recently took on the chairmanship of Ross Town '93 (a merger between Woodville and Ross United) with the objective of improving performance.

"It's already happening - on Easter Saturday we clinched the Herefordshire Premier League, the first time a Ross club has won it since 1982. We also won the Herefordshire Charity Bowl, the premier cup in the County League."

The club is keen to bring on young talent; Phil's own 12-year-old son, Matthew, plays in under-12 football with the '95 Club and they recently won a final.

Phil and Jeanette (she once worked on site in mechanised records) also have a daughter of 15, Zoe, who is currently in the throes of crucial exams.

Another key item on Phil's agenda is to create the '95 Club's own facility with three pitches and a clubhouse, and "this June should see contracts completed for 10½ acres of land," he told us.

Up to now, they have been using the facilities at the troubled Ross Sports Centre. Somehow Phil has found time to take over as the Centre's secretary and has had to get his mind round legal matters. "It's a whole new ball game for me," he says.

Through Quality tools prominent. Housekeeping is also in line with goals, whilst way above the level of neighbouring manufactures.

As Xerox Shanghai is 1½ hours and 15 miles from the centre of Shanghai, staff are provided with a free bus service together with a main meal at midday. The average employee spends 3-4 hours per day travelling to and from work. There are few historic working practices with flexibility demonstrated by the fact that, in periods when output is low, staff will refurbish the plant facilities and/or visit customers to clean and service machines.

During my visit this flexibility shone through such that a new logistics network was agreed and established with 10 per cent reduction in logistics costs. In addition I was able to explain the benefit of a trading agreement, known as Generalised System of Preference (GSP), to the effect that purchases from Xerox Shanghai can be imported into the UK without having to pay full import duties.

Phil Davies

Boss contract renewed

FOR SEVERAL years LancerBoss have held the contract for operating all our forklift and high-rise trucks - in the stores and on the shop floor; they also maintain them in an on-site workshop.

So when the company were recently taken over by a leading German materials handling and logistics company, Jungheinrich, making the current contract no longer valid, "We were able to re-negotiate and build in some productivities," materials operations manager Des Halliday told us.

The company is now known as the Boss Group Ltd and on 19 April their managing director, Jim Porter, came with a group of executives to Mitcheldean to sign the £300,000 contract.

The opportunity was taken to give our visitors a

The signing of the £300,000 contract by Keith Grant and Jim Porter.



presentation by the UK Co. of Xerox products and services and show how they could be advantageous to the Boss Group. They went on a tour of the warehouse and forklift workshop, and were shown round the assembly floor in the convenience copier focus factory in building 1. They also visited the Document Technology Centre in building 9, where they were able to see Xerox equipment in use.

"They were extremely impressed with our facilities, the way in which we manufacture our products, and especially our housekeeping,"

logistics manager Paddy Weir reported, and they have been

invited to return later on to share some of our best practices.

Slipsheets replace pallets

One change now being planned in the warehouse is the replacement of the wooden pallet, on which most parts are delivered, by a cardboard slipsheet which can be drawn on



From left: transport section manager Graham Jones, warehouse manager Dave Duberley, logistics manager Paddy Weir and materials manager Keith Grant with Boss Group MD, Jim Porter. Driver Dave Evans is at the controls of the high rise forklift.

to a forklift by means of a special attachment. The goods will then be stored, processed and delivered through to the line on reused pallets. This corporate move will enable substantial savings in both costs and space as well as being environmentally friendly.

This is just one element of Logistics 2000 - a package of various productivity initiatives being introduced in the warehouse which we'll feature later.

Xerox (China) established

ON 11 APRIL, Xerox Corporation announced it had received final approval for the establishment of Xerox (China) Limited, a wholly foreign-owned company in the People's Republic of China.

The new company, a subsidiary of a company jointly owned by Xerox Corporation and The Rank Organisation plc, will oversee the existing Xerox manufacturing and marketing operations in China, including those in Shanghai, Suzhou and Wuhan.

"We see a growing, vibrant market in China as we head toward the 21st century," said Xerox chairman and chief executive officer Paul Allaire. He called the Chinese government's approval to establish the new

company "another milestone in the implementation of the long-term Xerox vision of document-processing opportunities in China and in contributing to the modernisation of China's business infrastructure."

Xerox (China) Limited will have its headquarters in Beijing under R.D.Sachdev, managing director of Xerox China/Hong Kong Operations and the new chairman and CEO of Xerox (China) Limited. Xerox is one of about 60 multinational companies approved by Chinese authorities to operate a holding company in their country.

Xerox has been selling copiers and other document processing products in China and Hong Kong since 1980 and company revenues

have been averaging \$100 million a year in China since 1991. Revenues in 1994 were \$144 million.

In addition to marketing its products in China, Xerox also manufactures desktop copiers, engineering copiers, fax machines and toner there.

The Xerox joint venture companies in China have about 800 employees. Xerox has received several awards for its modern, environmentally friendly facilities in that country. Work conditions and business ethics practices mirror those in Xerox US-based operations - for example, Xerox employees in China work five-day, 40-hour weeks, have regular vacations and work in smoke-free facilities.

\$500m agreement with EDS

LAST MARCH, EDS awarded a five-year contract, with a value in excess of \$500 million, for Xerox Corporation to operate and manage approximately 100 EDS high-volume, networked print centres

worldwide. The contract is believed to be the largest of its kind in the document management services industry.

Under the agreement, the Xerox Business Services division (XBS) will

assume responsibility for high-volume printing, engineering plotter services, microform services, and mail and distribution services at data-print centres serving EDS customers around the world.

Service awards

40 YEARS

Esmée Halford not only heads the league of current long-servers at

Mitcheldean, she is also our longest woman server ever (just beating Marion Cornwall).

She has spent the majority of her 40 years in the areas of configuration and change control. Thanking her for all her help over the years, Des Halliday, materials operations manager, said at a departmental party in her honour: "Many people have achieved long service at Mitcheldean; but few can match the consistently high quality and output Esmée has achieved all her working life."

Coming to us straight from school she took up her duties as junior clerk in production control when it was located in the MEWS area. Within a year she was put in charge of stock records.

She progressed to section leader in spares PCD in 1968 and a few years later was commuting weekly to Venray in connection with the transfer of the 3100. "It meant catching a coach to the airport on Mondays at 4am!" she recalls.

In 1976 she was promoted to supervisor in configuration control when this was transferred from PCD to commodity operations.

She has visited the USA on three occasions - in 1985 and again a year later when she flew on from Webster to El Segundo in California - this time in connection with MICR, a cheque printing option. By the time she made her third visit, in



Esmée was presented with a cheque and two long-service certificates - one a jokey one for her Ford Cortina!

1987, she had been appointed section manager in charge of 5018/28 configuration.

In 1991 she visited Japan for the first time, along with Olly Evans, in connection with the 5320/22.

Today Esmée is responsible for all convenience copier configuration ("There are 54 configurations altogether," she told us), with the support of analyst Barry Watkins. It involves liaising with a great many people in this country and abroad - an aspect of the job which she particularly likes.

Esmée's interests have embraced driving Fords ("I'm very attached to my 1971 Cortina") and growing fuchsias from cuttings. And she loves to have the company of her five great-nieces and nephews at weekends. "They keep you young," she says.

30 years

Graham Smith is the third member of the 5047 carcass preparation team with 30 years' experience of assembling our machines to have been featured in recent issues.

But when it comes to members of his family having worked on site, Graham can claim the record.

All four of his sisters, his brother Roy (who made it to 40 years) and his wife Wendy have worked here, while Graham's nephew (Roy's son Roger) is currently a section manager in dismantle & clean.

Wendy and Graham have a daughter, Clare, who also works on site - at Scantronic. Their son, David, is a trainee greenkeeper at Bell's Golf Club - "There's a lot more to it than cutting the grass," Graham points out.

He and Wendy once ran the Mitcheldean Youth Club in conjunction with Trevor Bullock (also in WGCCF) and his wife, providing activities for 11 to 21-year-olds. "We used to have up to 100 there a night."

Sadly, lack of helping hands, and



Graham Smith

the introduction of new regulations, resulted in the club's closure a few years ago. But Graham still helps in the community by mowing the grass and "doing minor jobs" for neighbours in need of assistance.

Apart from gardening, Graham enjoys watching football and playing skittles for the Rank Xerox 'B' team, who were runners-up in the recent Forest of Dean league runners-up bowl-off.

25 years

His job description, and the name of the department, have changed over the years, but Andrew Tate's work has remained basically one of materials procurement throughout his 25 years.

At one time, the materials he dealt with were for parts manufacturing and for specific products; that was before the introduction of the commodity structure covering parts for all products.

Today, as a member of Gary Sleeman's team, Andrew has been raising orders on Fuji Xerox, communicating regularly with Japan by fax and 'phone. "But with the move now towards dealing direct with FX suppliers I'm already raising orders on third party vendor Nitsu Shoji," he told us.

Now in the newly upgraded offices in building 6/2, Andrew appreciates the quieter environment, and the view from the windows.

Peace and quiet, and the surrounding countryside, are what he likes about fishing, too. As well as being a member of the FOD Angling Club, he sits on the committee of the Monmouth & District Angling Association who fish the Wye and Monnow.

A former footballer at local level, he is now purely a spectator. He used to be very interested in National Hunt horse racing and achieved his ambition, not to win the Grand National, but to visit every jump racing course plus a few flat racing ones in England, Scotland and Wales - 52 in all. "One visit involved a round day trip by car of 838 miles," he told us.

Andrew has three sons. The eldest, Richard, works for PGL Holidays in Ross-on-Wye; Adam, the middle one, works at a garage in St. Briavels under the YTS scheme, while Oliver is still at school.

After 'teardown' of our first 914 copiers, Graham Selwyn went on to building our first small copier and he has continued to assemble successive products ever since, with two stints at the Lydney satellite plant where he became a stand-in on 'P' products.

After working on the 9000 series he moved to 5090 remanufacture and he is currently engaged on building 5090S units.

His son-in-law Mark Bennett works in CCFE while daughter Nicola is employed in the Document Technology Centre, and they have a small son Lewis. His other daughter, Carla, works for a courier service.

Despite ill health, Graham's wife Cheryl sits on the committee of the local branch of ARC (Arthritis & Rheumatism Council for Research) and is a keen member of Mitcheldean Christian Fellowship.

Coarse fishing is Graham's favourite hobby; like Andrew Tate, he belongs to the FOD Angling Club and helps on work parties. A supporter of Cinderford Town FC, he was once a first aider and did a football injury course at Aston Villa.

He helps out with football work parties too. A former groundsman, he recently lent a hand when "we had to lay 150 tons of sand to help improvements to the ground."

He also likes DIY work at home and has recently built a conservatory for their bungalow.

All Steve Williams' 25 years with us have been spent among the heavy machinery of parts manufacturing. From a drill operator, he progressed to setter-operator, working on Borematix and 3H NC machining centres.

A change of activity, and location, came in 1985 when he was one of those who spent four months working in Venray on the 1045 fuser roll, learning about the operation prior to bringing it back to Mitcheldean. "It was an interesting experience and gave me the opportunity to see a bit of Germany as well as Holland, and to make some Dutch friends."

Since his return he has been a member of the fuser business centre team and he is now in the three-piece



From left (standing): 25-year men Graham Yemm and Mike Wilding; (seated) Graham Selwyn and Steve Williams.

cell (where all three parts of the mid volume rolls are machined).

His son David, who gained his HNC in electronics last year, started at Mitcheldean under the YTS scheme, during which time he worked in various centres including the fuser roll centre; he is a member of the technical team in EMC, and recently became engaged.

Steve and his wife Maureen, who works at Temco in Cinderford, also have a married daughter, Sandra.

A skittler for 15 years, Steve has played for the Globe Stars for some nine years ("You'll find most of the side here in building 5," he told us). They were runners-up in division C of the FOD league this year.

Some people have stayed in one sphere all their 25 years; others, like Mike Wilding of CSA, have been migratory.

Having co-ordinated implementation of the 4000 machine (our first move into electronics) Mike helped with setting up Lille plant, on the procurement side. "When I finished there I could speak reasonable French," he says.

Then came the procurement aspect of SOLAR, our new materials system, and a system linking RX, USCO and FX, after which he was off to help establish the logistics side of the 1045 in Aguascalientes, Mexico. The advent of XMP (Xerox Materials Planning) saw him "hiked out" to Venray to run its

development, an assignment cut short to join SPAD, during which, he says, "I was once despatched to Hong Kong at 24 hours' notice".

Having carried out an equipment planning audit, by which time he had moved to Aylesbury, he subsequently established a function for EP and ran it for about three years from Marlow.

Carcass management - a process of returning carcasses to plants - followed, and after its implementation with the UK and Italy OpCos, Mike ran a spares planning section for three years.

Two years ago Gerry Lane invited him to return to Mitcheldean as CSAM. "It was nice to come back but I had no illusions about the job. It's very stressful and very challenging. But I love the fire!"

The successful setting-up of CSA in Mitcheldean and achieving good service level and inventory results earned him a Xerox Recognition Award for Excellence last year.

Mike's younger brother, Keith, is new programmes & MRT manager; his wife Fiona works at Marlow as senior customer service co-ordinator, and "Between the three of us we must be heading rapidly for 70 years' service."

Married at the end of 1994, Mike and Fiona had a church blessing on 20 May and celebrated his quarter century with us during a honeymoon in Chianti, Italy.

A former rugby player for Bream, Mike says he plays golf badly. He used to make wine, now he just enjoys drinking it, particularly the reds. "Somehow, whenever I fix a holiday abroad it is never far from a wine-producing area!"

Having worked on panel & pack of our earlier machines, **Graham Yemm** moved on to main line assembly on the 5400 and then the high volume CBA family until the mid '80s, when cutbacks led to his joining dismantle & clean. But before the decade was out, he applied to work in the paint shop - spraying, smoothing and texturing panels with water-based paints.

In his leisure-time, however, he works in oils with landscapes, seascapes and animals his main subjects.

His wife Glenys works part-time in the Document Technology Centre, checking the proof reading of German, French and UK patents. She was formerly a supervisor in our 'computer block' (engineer Dave Bromage is Graham's brother-in-law).

They have four sons, Edward, Thomas, James and Henry, ranging in age from 15 to 7 and all have attended Ruardean Woodside primary school; but this September Thomas joins Edward at our neighbouring school Dene Magna. September will also see Glenys embarking on a four-year teaching degree course at Cheltenham College, where she will study British information technology and earth resources.

Hot foot to success

WITH A clear sky and temperatures in the '70s forecast, the London NutraSweet Marathon held on Sunday, 2 April, was obviously going to be a very warm run for the majority of the 27,000 starters.

And for two of our quartet of runners, it was also going to present a special challenge. For while Chris Davis (CCFF) and Graham Welch (retired, but not from running) had done the 26.2 miles before, Christine Horlick (AMFF) and Jan Sologub (parts mfg QA) were first-timers.

All four completed the course, with different stories to tell of the event:

Christine - Wonderful experience, great atmosphere, terrific crowd support. Met a friend at 17 miles who was in difficulty, encouraged him to continue, walked/jogged together to the finish. Found the last three miles the longest I've known. Would do it again but use someone else's feet (developed a large painful blister on one foot). Time: 5 hrs 30 mins. Raised approx. £1,000 for CLIC.

Jan - Had done my longest run (20 miles) three weeks earlier. Stayed on planned schedule until 22 miles when was forced to walk, but got going again, passing hundreds in the last three miles. Did not enjoy runners suddenly stopping and obliging me to go round them! Would like to try again and improve. Time: just under 4 hrs. Raised approx. £200 for CLIC.

Chris - Following a rigorous 16-week training schedule, felt fairly confident I would not make the same mistakes as in my 1991 London Marathon (hitting the wall at 24 miles). Had better run than expected



Christine Horlick shows her first marathon medal.

and was able to ease down in the last two miles. Achieved the added bonus of getting inside the elite male athlete qualifying time (2 hrs 45 mins) giving me automatic entry for the 1996/7 events. Time: 2 hrs 37 mins 18 secs; position: 285. Raised £249 for Westlea Animal Rescue and ARC.

Graham - Missing the Malta Marathon in February through family illness as well as six weeks' training in

From left: Graham Welch, Chris Davis and Jan Sologub stand at ease after their strenuous efforts.



Feb/Mar did not help my preparation. My longest event (like Jan) was 20 miles followed by a 7-mile cross-country event, which gave me confidence to try to complete under four hours. In the event I achieved my best London time in what was my fourth London Marathon (third consecutive). Time: 3 hrs 43 mins 24 secs; position: 7,965. Raised approx. £350 for Scoo-B-Doo (baby care unit, Gloucester Hospital).

Congratulations to all four - and thanks to everyone who supported them with sponsorship.

XEROX NEWS

Speeding the documents

A MAJOR initiative, designed to accelerate the movement of mission-critical documents throughout engineering and manufacturing enterprises, was recently launched by Xerox Corporation.

"We are expanding the 'Document Superhighway' to technical and engineering document users worldwide," said Patricia Barron, president, Xerox Engineering Systems. "This breakthrough series of high-speed, networked solutions will change the way customers produce and distribute documents, enabling work-process improvement and significant gains in productivity. This will be for document production and distribution what CAD was for design engineering."

DOCUMENTS DIRECT is a high-speed, high-capacity global computer and telecommunications service enabling the on-demand distribution of large and complex documents.

The new service, offered by the Xerox Business Services (XBS) division, is a fast and reliable way to deliver any document, any time, anywhere. With Documents Direct, XBS customers connect to the division's global network, either directly from their own locations or from XBS locations, and send their documents to the point of need for production, distribution or storage.

The Documents Direct service provides customers with all the benefits of a dedicated global document network without the capital investments or resource allocations.

It is based on a private network that was developed by XBS in conjunction with EDS as part of the company's ongoing strategic alliance. EDS will provide systems integration and support on a global basis to implement and manage the network.

New alliance

A STRATEGIC relationship that will enable both companies to advance their positions in the short-run digital colour printing marketplace has been announced by Xerox Corporation and Scitex Corporation Ltd.

Under the terms of the agreement, the companies will share core technological competencies and market expertise.

Cheque-printing option

XEROX CORPORATION has expanded its desktop cheque-printing solutions for midrange computing environments with the announcement of two new options for the Xerox 4215/MRP mid range printer: a magnetic ink character recognition (MICR) option and a security module option.

The 15-ppm Xerox 4215/MRP with MICR, like the 20-ppm Xerox 4219/MRP with MICR, offers users in mid range computer environments a fully featured desktop laser printing solution that can produce both cheques and general documents with a single printer.

The MICR option produces cheques that process through the US banking system with virtually a 100 per cent success rate, even after multiple passes through high-speed reader/sorters.

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

Merger on board

OUR CHESS Club has boosted its membership by amalgamation with Ross Chess Club, while retaining its name as the Rank Xerox Chess Club.

At the AGM held on 25 April it was decided to apply to enter a Rank/Ross team in division 1 of the North Gloucestershire Winter League (this has been accepted). A team will also be entered in division 5 to give new members a chance of league playing.

A Rank/Ross team already plays in division 5 and had some good results towards the end of the season; this and the division 5 team will now be called 'Rank' teams.

The Speed Chess competition evening saw over 40 games being played by 12 members with a play-off between Don Passey and Jimmy Jewell in the final, Don emerging the winner. Organised by secretary Terry Darrington, it took on a new format with two leagues being played, the top players going into knock-out stage.

The Portman Cup saw Jimmy Jewell through to his second final. Steve Herbert played well against strong opposition to make it to the



The Chess Club's president, Phil King (centre), presented the trophies at the prize-giving.

final – and win.

Don Passey has played some fine chess this season in winning the President's Cup (internal league). With his excellent results in div. 5 (Winter League) he must be pleased with his game and we all look forward to seeing his new grade. Well done, runners-up in the league Pete Griffiths and Steve Rogers!

Phil Newbert won division 1 (the Gerry Lane Cup) – nice to see Phil has mastered playing against the clock.

Dave Simpson and Mark Ward, two of our younger players, have both

showed much improvement in their game, with Dave entering a congress at Cheltenham.

With our internal league and Portman Cup matches counting towards grading, hopefully all members will soon have a grade.

The club will be entering a team in the North Glos. Summer League (our fifth season).

Wilf Jones continues as chairman, Terry as secretary and Pete Griffiths as treasurer, with Graham Whitaker and Steve Herbert as committee members. T.D.

Club keeps on an even keel

ANOTHER YEAR of steady progression. That was how chairman John Gurney summed up the past year at the Sports & Social Club annual general meeting on 21 March.

Services to members had been similar to those of previous years, yet the balance sheet showed an increased surplus of £15,148, an improvement of 161.75 per cent on 1995, which would seem to be a good indicator that the club is going the right way.

The sum of £9,574 had been spent on additional equipment and furnishings, including a new computer and printer in the office, treasurer Dave Lea reported, and there are plans in place to renovate the snooker room, the skittle alley, the hallways and bars.

It is important to keep the club in good decorative repair and costs competitive in order to attract more business.

"Last year," said secretary Nora Powell, "we had over 120 events in the club in various forms and already there are bookings for this year and even next."

As John pointed out, the club enjoyed a particularly good reputation with regard to the support of charitable causes. The club had tried to do its bit and "there were seven events held at the club where we reduced or completely waived the room hire cost," said Nora.

Over 20 functions were organised for Rank Xerox; and

the way in which the first of two Christmas lunches (held for the RX Pensioners Association) was organised – despite the site being without power – showed how good the staff were at coping with a crisis. They were warmly thanked for their contribution.



Nancy Phillips (EMC) was married to Geoffrey Jones at Cinderford Register Office on 8 April, with a blessing at St John's Church.

The club was sticking to its policy of limited entertainment evenings because of lack of support. But John was happy to say that the country & western nights organised by Dave Lea continued to flourish; dancing clubs and classes were popular; the chess club had been most successful; skittles continued to be popular with both ladies' and men's teams performing well in local leagues, while the two cribbage teams had also been well supported.

"Last year our players won the local cribbage league singles and runner-up prizes, and were team KO finalists."

(The night after the AGM, RX was represented in the pairs and team KO finals – again – and we heard the good news that John Gurney, Dave Lea, John Howls, Harold Ennis, Phil Collins and his wife Joan had won the team cup for 94/95.)

For the last year we had run a team in the pool league and movements were afoot to resurrect a snooker team. "But I find it disappointing," said John Gurney, "that we seem unable to find sufficient players to run a darts team – so come on, you darts players, where are you? The club will pay all registration and entry fees and support you as well as any pub, so why not give it a try?"

A number of points were raised by Larry Williams under 'any other business' and these will be receiving the committee's attention. Among them was one concerning the signing-in of guests, and it was agreed that a notice reminding members to ask for the visitors' book should be posted in the foyer of the clubhouse.

Life membership was accorded to Clary Games for services to the club. John Gurney continues as chairman for the ensuing year, with Nora Powell as secretary and Dave Lea as treasurer; Chris Reed is vice chairman and also a trustee along with John Howls and Richard Morgan. Pete Griffiths, having served as a trustee, is now a committee member together with Colin Brown and Alun Williams.

Golden wedding

ALL GOOD wishes to Ray and Iris Pickthall who celebrated their golden wedding on 20 March in the clubhouse.

Ray worked in assembly and then spares packing as a supervisor, completing 18 years' service before retiring in 1982. Iris was with us, too, for nearly 20 years in the cleaning department. Their son, Tony, is a member of our convenience copier team.

Ray was awarded the Gloucestershire Medal for Courage in 1990 for the cheerful way in which he has coped with illness that has restricted his life-style. And he and Iris have raised over £25,000 for the Scanner Unit at Frenchay Hospital in gratitude for the help and treatment he has received.

Iris and Ray Pickthall.



THE SKILLS for Life project at Mitcheldean has been awarded the Basic Skills Agency Quality Mark by ALBSU (the Government-funded Adult Literacy and Basic Skills Unit) for having achieved the required quality standards – only one other such award has been made in the UK. They currently have over 100 students, about half of whom have been acquiring computer skills, and "there's room for plenty more," they tell us.

Obituaries

WE REGRET to report the deaths of:

Bob Gladwin on 6 April aged 76. He worked in the machine shop for 19 years, then in the stores, before leaving in 1980 after 25½ years' with us. His wife Eileen worked on site, too, for 14 years in electrical subs in the 914 days. Bob, together with fellow pensioners Andy Hardy and Jack Benbow, formed 'The Old Timers', and for some years they delighted senior citizens and hospital patients with their spontaneous shows.

Bill Pearce, on 20 April aged 63. He worked in the stores and was manager of spares packing when he retired in 1980 after 25 years' service. In his day a footballer and rower, he was a life member of the Royal British Legion Club in Monmouth. His brother Ron, also a long-server, held management posts at Mitcheldean and is currently a visitor for the RXPA western division.