

## A MESSAGE FROM DAVID THOMPSON

### Chairman of our Management Committee

*The well-publicised problems of the Maxwell Group pension schemes must have alarmed many pensioners in this country, so I am especially pleased to have this opportunity to reassure all of you about the security of our own Scheme, which has the following built-in safeguards:*

- Our nine Trustees include four directly-elected member representatives, one of whom is chosen by the pensioners. All the Trustees receive thorough training (see back page for more on this).
- We take independent expert external advice on our investment policy, which can be altered only with the agreement of the Trustees.
- Our investment managers are appointed by the Trustees and are totally independent of the Company. Their performance is monitored by an independent agency.
- The Rules of the Pension Scheme prohibit both stock-lending and any form of investment in Rank Xerox.
- The assets of the Scheme are held securely on behalf of the Trustees by an independent master custodian.
- The Scheme's banking arrangements are quite separate from those of the Company and strict procedures must be observed for authorising transfers of cash and assets.
- The Scheme's accounts are audited each year by professional external auditors who have commented regularly on our high standard of accounting and internal control procedures.

*I hope that this information will reassure all our pensioners and inspire a fully-justified confidence in the security of the Scheme which provides you with your pension.*



A stylized, handwritten signature in black ink, appearing to read 'D. Thompson'.

DAVID THOMPSON

## COME AND JOIN US "AT HOME"!



*Members enjoy a tour of the plant at last year's Mitcheldean "At Home"*

We are now planning the "At Homes" which we hold each year for our members. This year they will be at Bridge House, Cooper House and Albion House in May and at Mitcheldean in the autumn. We shall also be holding an "At Home" in August at Wokefield Park, the Company's new training centre featured in the

last Newsletter, which will be open to all members. Do come and join us as it's a great opportunity to catch up on what's happening in the Company and to meet old friends. You will find full details on the separate information sheet being sent out with this Newsletter.

## Bouquets ... And Some Brickbats!

We asked you last time to let us know your reactions to our new-style Newsletter. We have now received quite a few comments and, although some people have mourned the passing of the old Newsletter, the balance of opinion overall has been strongly in favour of the new format. We plan to sound out opinion more formally next year as part of the annual RX Pensions survey but, in the meantime, we publish a selection of your comments on page 5.



## Golden Anniversary



*The Mitcheldean site in the early 1960's*

At the end of last year, the village of Mitcheldean celebrated its 50-year relationship with Rank Xerox. This golden anniversary was marked, appropriately enough, by a presentation by the Company of a gold chain of office to be worn by the chairman of the Mitcheldean Parish Council.

It was in 1940 that The British Acoustic Film Company (BAF), later to become Rank Precision Industries, evacuated war-torn London and took over the old Forest Brewery building at Mitcheldean, bringing employment and new-found prosperity to this sleepy Forest of Dean village.

The signing of an agreement between the Rank Organisation and the Haloid Company of America and the formation of a new company, Rank Xerox, to exploit the revolutionary "dry copier" technology marked the beginning of Mitcheldean's most rapid industrial development. From 1960, when the first 914 copier was produced on the site, to the end of the 1970's, Mitcheldean saw virtually uninterrupted expansion and a steady growth of the workforce to a peak of 5,000 people.

The early 1980's brought a

period of retrenchment when the loss of xerographic patents and intense competition resulted in reduced market share, but successful rationalisation meant that the Mitcheldean plant was soon fighting back. With the recent transfer to the site of electronics manufacturing, Mitcheldean is now the sole UK manufacturing operation for Rank Xerox and employs around 2,000 people. A further 800 are employed by other businesses on the site.

## DISCRIMINATING ON ABILITY

In a new policy statement, Rank Xerox has reaffirmed its commitment to equality of opportunity, summed up in the slogan "*We only discriminate on ability*". The Company's aim is to ensure that, in all aspects of employment, a person is judged solely on the basis of ability, without regard to race, sex, religion, age or disability.

In charge of the Equal Opportunities Programme is Viki Ford who is keen to dispel any idea that the Company is jumping on the bandwagon. "*We're not just paying lip service to the idea of equality of opportunity - we have seen where we want to be and a long-term strategy has been put in place to get us there. To tap into the widest pool of talent, we must create a work environment that attracts the brightest and best from all sections of society.*"

A series of Equal Opportunity workshops has already been held throughout the Company to increase awareness and the Company has also been

## LES TUFFLEY PROVIDES A LINK



*Les Tuffley wears the new chain of office presented by Gerry Lane, director of Mitcheldean Manufacturing Operations*

Les Tuffley who, as current chairman of the Mitcheldean Parish Council, will be the first to wear the new chain of office presented by Rank Xerox, is a symbol of the successful alliance between the Company and the local community.

Back in 1940, as a 15-year old, Les was working for the local firm which was responsible for preparing the old brewery site for the arrival of its new BAF tenants. Recruited by BAF the following year, Les was one of the first local people to be taken on at the site and worked there for 40 years until his retirement in 1981.



experimenting with "positive action" recruitment advertisements, the first encouraging women to apply for jobs as Customer Service Engineers. An improved maternity policy has encouraged many more women to return to work after having their children and new career break arrangements and flexible working options are helping employees to balance home and work responsibilities.

Rank Xerox is now recognised as a "vanguard" organisation in the field of equal opportunities and is a leading participant in a number of initiatives outside the Company, the latest being Opportunity 2000 which was launched by Prime Minister John Major at the end of last year to enhance the participation of women in the workforce by the turn of the century.

## Striving for Excellence

Rank Xerox has recently introduced a Business Excellence Certification process, the latest step in its drive towards Total Quality Management. For the purposes of this process, the Company has been divided into 40 "entities" and in this country, Marlow HQ, the Rank Xerox systems centre at Welwyn Garden City and European manufacturing each form one entity, while the UK company has been split into 12 entities.

In order to be "certified", each entity progresses through three stages during each of which its performance is measured against a series of standards. The first stage - "self-assessment" - has already been completed, identifying areas for improvement. The second stage -

"validation" - is now under way and requires each entity to review its self-assessment with the assistance of two external examiners. Certification will be awarded during the final stage - "examination" - which will take place next year, again with the help of external assessors.

Although Business Excellence Certification is an internal initiative, it will also provide the

framework for the Company's application this year for the first-ever European Quality Award. Rank Xerox's application for the Award, which is designed to recognise companies which pay exceptional attention to quality, is already well under way. Winners of the Award will be announced in September.



**RANK XEROX**

## XEROX 2000

*Xerox 2000* is the name of a project undertaken by Xerox Corporation's Chairman, Paul Allaire, and his senior management team to identify the strategic direction the Company should take in the latter half of the 1990's.

The Xerox 2000 strategy is summed up as follows: *"The document is the essential vehicle for communicating information and inducing action in business processes. Although the medium may vary (paper, film, screen, audio ...) the role of the document remains the same - to inform or influence its recipients. We are, therefore, driving towards a powerfully integrated set of document products, services and systems ... We want to be the company that people think of when they seek document expertise."*

## MEETING FACE-TO-FACE

Up till now, international travel has been an essential part of doing business within a multinational company like Rank Xerox but, with the introduction of new video-conference rooms at Marlow and Mitcheldean, it should now be possible for many important

meetings to be held without having to move off-site at all.

The new room at Marlow was opened last July and, since then, an average of five multi-site conferences a week have been held using the sophisticated screen and camera facilities available. The facility has already proved its worth in the development of new products by allowing engineering, manufacturing and launch teams from different parts of the Company to get together regularly on screen to deal with problems, without wasting time on unproductive travel.

The video-conference room at Mitcheldean opened at the beginning of this year and another is planned shortly for Venray.



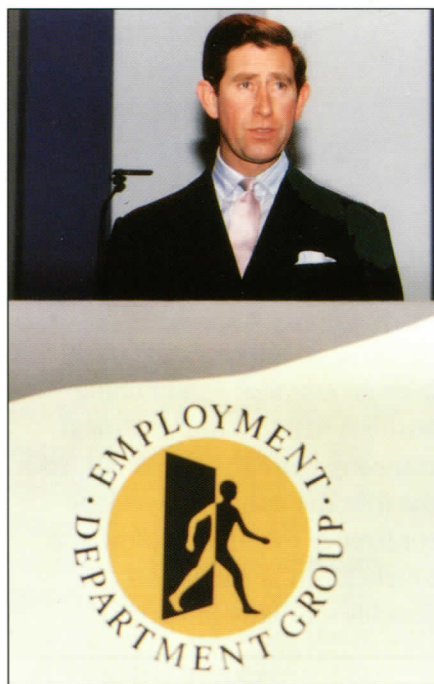
*The Marlow video-conference room ready for action*



## Prince of Wales Announces Training Award

We reported in our last issue on the successful transfer of electronics manufacturing from Welwyn Garden City to Mitcheldean. Mitcheldean has received a further accolade - a National Training Award - for the training programme which it devised to facilitate the move.

The Award - the training world's equivalent of the Queen's Awards for Export and Technology - was announced by the Prince of Wales at a ceremony in London and presented to Mitcheldean managers, Kevin Horrobin and Brian Fowler, at a subsequent ceremony in Cheltenham organised by the Gloucestershire Training and Enterprise Council.



### in brief...

- **The Monopolies and Mergers Commission**, in its investigation into the UK photocopier market, found that Rank Xerox has the largest market share but does not abuse its dominant position.
- Provided that planning considerations are resolved, work should start shortly on a **new £12 million data centre at Mitcheldean** to replace the present centre at Bushey whose lease expires in 1994.
- A leading independent testing organisation in the United States has declared the Xerox copier line "**Product Line of the Year**" in recognition of its copy quality, ease of use, productivity, and technology.

### JACK MILLIGAN APPOINTED VICE PRESIDENT

Jack Milligan has been elected a vice president of Xerox Corporation and has taken over responsibility for Xerox financial relations with Fuji Xerox. Before taking on his new job, where he will be a key adviser to Xerox Chairman, Paul Allaire, and senior management on Fuji Xerox matters, Jack Milligan was Director, Finance and Control, for Rank Xerox Ltd.

### PACKAGING GOES GREEN!

As we reported in the last issue of the Newsletter, Rank Xerox is turning steadily "green"! An important part of the Company's environmental policy over the past two years has been the development of new packaging materials to provide environmentally-acceptable alternatives to the expanded polystyrene widely used in the past. Now the packaging of Rank Xerox products is very nearly 100 per cent "green".

The main challenge for the 11-man Quality Improvement Team headed by Packaging and Distribution Engineering Manager, Bill Starkey, was to find a cushioning material which would do the job of protecting the Company's products but would not have the disposal problems associated with expanded polystyrene.

For heavy products, the team came up with Corrupad, a cushioning material made out of layers of corrugated board glued together and then cut to shape. For lighter products, they opted for moulded pulp, similar to the material used for egg boxes. In both cases, the packaging is not only made from recycled products but is also itself recyclable.

As well as making environmental sense, the new packaging has brought the Company estimated cost savings of \$1 million, based on 1991 production volumes.



A good number of pensioners, members of RX Pensions and several Trustees responded to the request we published in our last issue from **Ella Talbot** for airline souvenirs. A large box of goodies was sent to Ella just after Christmas and she has written to let us know how thrilled she was: "When I opened the box, it was like Christmas but even better... I never expected to receive anything like the things you sent me. Thank you very much - so very, very, very, very much!"

## THE NEW NEWSLETTER - FOR AND AGAINST!

A selection of your comments on the new-style Newsletter:

👍 "The new PA News is great and very informative, I like it very much."

**Bernard Rowbotham.**

👎 "I write to express my dismay at the new format ... we now have a 'glossy comic' which is self-consciously 'lively and interesting' to no good purpose." **Norman Harris.**

👍 "The new RX Pensioners Newsletter is very nice and plenty in it to read." **James Chittenden.**

👎 "The first thing my wife asked 'What has happened to the LETTERS?' Frankly, from this viewpoint, it was a non-event."

**George Chappel.**

👍 "I must congratulate all concerned on producing such a fine publication. I'm sure all my fellow pensioners will look forward with keen anticipation for successive issues." **Len Harper.**

👎 "I have read the new Newsletter but I do not think it as informative as the old one ... the letters from members, now in extract form, seem to be very dull." **Beryl Cook.**

👍 "Congratulations on the new format!" **Betty McCollom.**

👎 "Our Letter as previously sent was far superior to this cheap flashy heap of paper ..." **Norman Hickman.**

👍 "The new layout exudes much more of a quality production, with the most important point probably being that, for old eyes, the copy is easy to read, and the layout colourful without being busily so."

**John Hames.**

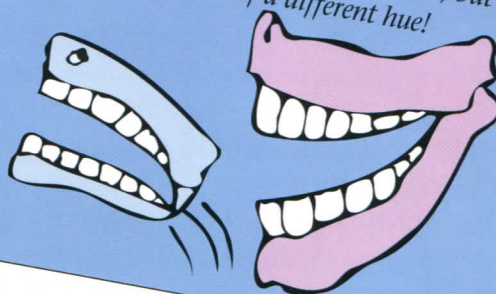
👍 "As one of the working pensioners, I am more concerned about what is happening within the Company and the new publication strikes an even balance for all pensioners." **Bob Brown.**

**Norman Rhodes** has written to let us know about a recent visit he paid to the old Denham film studio, formerly the site of the RX international warehouse. The reason Norman was at Denham, where the old studio buildings have now been demolished and replaced by new offices, was to conduct a training programme on public speaking and communication. Norman became interested in public-speaking as a founder member of the Rank Xerox Orators Club at Hampden House, Aylesbury. "The club was started", Norman recalls, "at the instigation of Ed Finen and Al Hitchcock from Xerox who felt our presentation skills needed radical improvement. The RXO Club did that!"

Norman is now a member of Maidenhead Speakers Club and of the California-based Toastmasters International, for whom he has held a number of officer positions. Currently he is responsible for helping new clubs in this country to get started and also runs a speaking course for participants in the Duke of Edinburgh Award Scheme. "No wonder I've no spare time", says Norman!

**John Hames's** ode *False Friends*, published in the last issue, has inspired this poetic response from **John Johnson**:

O fickle partner in the masticate  
How dare you spoil the sleep of poor old John?  
Did he not give you lodging, and anon  
Caress you, as he cleaned up every plate?  
He took you everywhere he had to go;  
You shared the secrets of his every meal;  
Does he deserve the bite of this ordeal?  
And are you not ashamed to treat him so?  
John will rebel: There is no surer thing;  
You cannot hold for long a macho man;  
And when he strikes at last, the bitter sting  
Could find you tossed into the rubbish can:  
Or even worse, could purchase - dull, but new -  
A set of gnashers of a different hue!





## Roses Are Blooming In Florida!

**Cyril Catt** is one of our members enjoying retirement in the sun, in Miami, Florida. There Cyril has become involved in a very rewarding project helping the pupils at an inner-city school of 1,200 12-14 year-olds create their own rose garden.

Cyril began work with a special science class of six 12-13 year-old boys. A bed was prepared, a nursery visited to buy 12 bushes, the bushes planted and each boy made responsible for two of them. Three 20-minute periods each week are devoted to watering, fertilising and spraying and the big moment comes each Friday when the students are allowed to cut the blooms and dispose of them as they wish.

After the first three weeks of the project, a party of girls demanded to know why only boys were involved, so another similar bed was created by six 12-13 year-old girls selected from the group of 20 or more clamouring to join.

At the beginning there was some unauthorised picking of the



blooms, not surprising perhaps when most of the pupils had probably never seen a rose before. A notice was placed beside each bed, "Please do not pick the roses".

Unauthorised picking decreased to one or two - still disappointing for the student who cared for the bush. So "Ask!" was added to the notice.

No unauthorised picking occurred that week and, on the next Friday cutting day, Cyril found between 40 and 50 students awaiting his arrival! It has been a similar story ever since, with the demand always greater than the supply. As Cyril says, "The expressions on faces when given a rose is well worth the effort involved!"

## SISTER DUNBAR TOWNROE

We have received sad news of the recent death of **Sister Dunbar Townroe**, who spent 18 years as Mitcheldean's nursing sister. She began work in the First Aid Department, which consisted of a room in a converted brewery stable, and then took over the Medical Centre, a properly-equipped facility in a modern building.



After her retirement, Sister Dunbar Townroe moved to Hampshire to pursue a new career as a dog-breeder, specialising in fox terriers. Later she ran a retirement home in Bognor Regis. She was a great traveller until ill-health restricted her activities.

## MORE NEWS OF ROGER KENDALL

**Roger Kendall**, whose efforts to raise money for hungry children in Ethiopia and Romania we reported in our last issue, sang the two songs he composed at Truro Cathedral on Advent Sunday. The audience were spellbound and Roger summed up the occasion by saying "What an experience!". Unfortunately Roger has not yet managed to raise the money he needs to pay the recording studios for full production of his record, but he is still hopeful!

## GOOD BREEDING

When **Bert Charnley** was Chief Security Officer at Mitcheldean, horse-racing was one of his main out-of-work interests. Now, after taking early retirement from Rank Xerox, Bert has been able to convert his hobby into a satisfying new career as part-time manager of the West Blagdon Stud at Cranbourne in Dorset.

Bert arrived at West Blagdon originally to take on a security job but, with his interest in horses, he soon moved on to take over the shared job of running the stud. He is jointly responsible with another manager for all the racing thoroughbreds owned by the stud's proprietors, Mr. Dare Wigan and his wife, Dawn.

Bert enjoys his busy new life, with some of the horses in training and others sent as breeding stock to various stables around the country, and is understandably proud of the large number of winners he has helped to produce!



## TWO NEW VISITORS



We are very pleased to welcome two new visitors: **Ron Boakes** (left), who joins the

Western Region team in Barnwood, Gloucestershire and **Jeff Abbey** (below) who joins the Central Region team in Boston Spa, West Yorkshire.

After a war-time assignment as a photographer with the Naval and Fleet Air Arm, Ron joined British Acoustic Films at Mitcheldean in 1948 and worked on the production of Bell & Howell cameras and projectors. Later he spent a couple of years as Rank Xerox Resident Engineer with Xerox Rochester.

When he took early retirement in 1981, Ron was Design Product Manager for Current Products. He spent the next ten years working in Cheltenham on technical documentation before retiring finally in March last year. Ron and his wife enjoy gardening, swimming and walking.

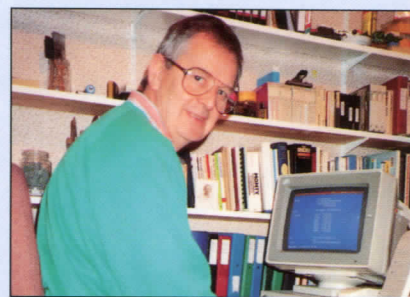
Jeff too is a Navy man, having spent 12 years with the senior service. He joined Rank Xerox in 1966 as a Service Engineer in Hull and spent the next 18 years in a variety of service



management jobs in the North of England. In 1984 Jeff went to Nigeria as Customer Service Operations Manager before returning to the UK Company as Northern Region Customer Service Division Manager, a post he held until his retirement in April last year.

## DIGGING UP THE FAMILY ROOTS

It was whilst working for Rank Xerox as Branch Sales Manager in Newcastle about 15 years ago that **Don Bastow** first dabbled in genealogy when he responded to a newspaper ad offering to trace the origin of your surname for a mere £10! Don parted with his tenner and was rewarded with the information that people of the name Bastow settled in the Calder Valley, just south of where Halifax is now, around the thirteenth century. So, having been born in Lancashire, Don had to come to terms with the fact that his family might possibly have come from "o'er t'other side" ...Yorkshire!



*Don tracks down his ancestors*

About two years ago, Don took up the pursuit of his family history in earnest and it is now a consuming passion. Starting with visits to the Public Records Office, he has accumulated a vast amount of information about his ancestors and has branched out into studying local and national history in order to find out more about what their lives were really like.

Don's pursuit of his family history has opened up all sorts of new interests for him in retirement. He has bought a word processor, learned to type, attended a word-processing training course, begun to read English social history, become a member of the Society of Genealogists, and started to investigate video processing and editing with a view to making a film of his family's story. As Don says, *"Your ancestors can stimulate those areas of your life that other people have failed to do!"*

## Celebration Time



Two nice anniversaries to report in this issue... **Fred Wickstead** and his wife **Alice** (above) celebrated their golden wedding anniversary in January. A pioneer of the Rank Xerox factory at Mitcheldean, Fred rose to become Group Director and Chief Staff Officer by the time he retired in 1975. He was also the first chairman of the RX Pensions Management Committee. Fred and

Alice are still very active and spend a lot of time working locally with mentally handicapped and disabled people.

**Fred Howarth**, who worked as a Personnel Officer at Mitcheldean, celebrated his 80th birthday in January. Alan Cryer, our Pensioner Trustee who is also a Visitor, paid Fred a birthday visit and reports: *"Although Fred had a hip operation in 1989, it has not stopped him participating in his sport of golf. He is an active handyman around the house and makes a few bottles of his home-made wine - I've tried it and it's lethal! On behalf of RXPA, I wished him Happy Birthday and gave him some proper wine instead of his old boot mixture!"*

**We should be delighted to have news from members of any other important anniversaries!**



Dr John Goodger, who is a retired company doctor and has spoken on health issues at some of the Company's pre-retirement seminars, continues this new series of articles with a look at exercise.



## Never too late to get fit!

Wasn't it Oscar Wilde who remarked *"If I think about taking exercise, I lie down until the feeling goes away"*? Look what happened to him! Who knows, a few brisk walks and a cold shower or two and he might not have ended up in Reading Gaol! Well, not so soon anyway!

Regular exercise is of undoubted benefit to health. Even more so to that feeling of "well-being" so often regarded as synonymous with youth. Whatever our age, we can all take advantage of fitness routines, provided they're tailored to our personal requirements. And that's the important bit.

### Passive exercise

This can be done in bed! Or at least sitting on the bed or standing nearby. Passive exercise means putting all your joints through a full range of movements, without discomfort. Stretching helps. These simple exercises maintain suppleness.

### Dynamic exercise

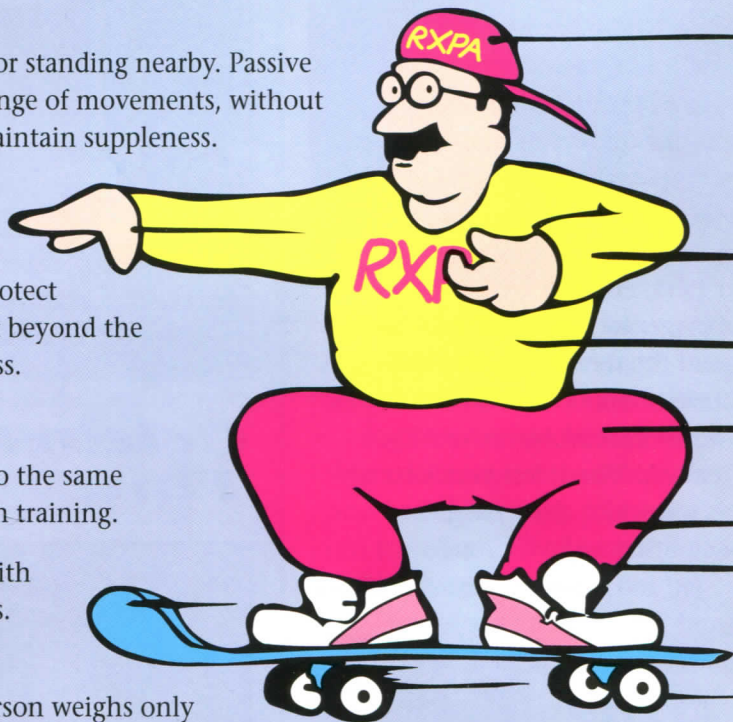
There is good evidence that regular active exercise helps to maintain the blood supply to the heart and protect against coronary disease. But there's no need to push it beyond the equivalent of a brisk walk and a degree of breathlessness.

Here are some ideas:

- If you took regular exercise before retirement, keep to the same activity, modified, as you get older. You are already in training.
- Walking is good for you ... and inexpensive. Begin with short distances and build up in measured increments. Aim at a steady two-mile walk each day.
- Swimming has a lot to recommend it. A 10-stone person weighs only 10 pounds in the water and the support that you get from the water sustains joints whilst exercising muscles. The heart rate is increased. But don't get competitive ... swim, exercise and relax, all at the same time. Most pools offer concessions to retired people.
- Jogging is fine if you have been doing it for some time and know your limits. But think about a mini-health screen from your GP to check on blood pressure etc. Not recommended for would-be "beginners" in retirement.
- Cycling is appropriate, if paced and gradual, but don't get run over! Try an exercise bike with adjustable resistance if you can afford one.
- "Keep fit" groups can be helpful provided that you don't overdo things trying to keep up with the class.

### Take it steadily

The important thing is to choose a form of exercise you can manage and enjoy. There's no need to go all out; there should be no distress factor. Aim for a regular and disciplined commitment.





It was Benjamin Franklin who said "In this world nothing can be said to be certain, except death and taxes". But, even if you can't avoid taxes altogether, it certainly makes sense to check that you're not paying more than you need to. In the following article, **Peter Stimpson**, a divisional director of the Towry Law Group which assists with pre-retirement financial counselling within Rank Xerox, gives some timely advice on tax-saving in the wake of last month's Budget.

## ARE YOU PAYING TOO MUCH TAX?

Although new rules on separate taxation were introduced in April 1990, very many people seem not to have taken the changes on board and, as a consequence, they may be paying more tax than they need to.

### Separate taxation

The fact is that, under the separate taxation rules, every person with income has a personal tax allowance. So, if you are married, you need to make sure that you utilise both allowances. For example, if a husband has a pension of £7,500 and building society interest of £2,000 a year, whilst his wife simply has the State Basic Pension of £31.25 a week, then the husband ought to transfer his building society savings to his wife. The total of her pension and the building society interest she will then receive will still be less than her tax-free allowance of £4,200 (assuming she is aged between 65 and 74 - see table). So, by completing green form R85, available from all banks and building societies, she will be able to receive the interest free of tax and the couple will reduce their tax bill.

### The age allowance trap

Taking advantage of the separate taxation rules may also help you overcome the age allowance trap. The age allowances are withdrawn if your income from all sources

exceeds £14,200 (£13,500 before last month's Budget) at the rate of £1 for each £2 in excess until your personal allowance reaches the normal basic figure of £3,445. This means that the benefit of the age allowance will run out at £15,710 for over-65's and at £16,050 for over-75's. The effect of this loss of allowance is to tax a band of income between £14,200 and £15,710 (over-65's) or £16,050 (over-75's) at 37½% - even though your total income is below the higher rate threshold.

### What can you do about it?

If you are a married man whose investment income pushes your total income over the limit and your wife's total income is well below £14,200, then transfer as much of your capital as possible to your wife.

If you are single or married but unable to benefit from such a switch, then consider investing in Investment Bonds and other types of investment which produce income that is not taken into the reckoning for age allowance purposes.

### Budget changes

In his Budget last month, the Chancellor proposed reducing the rate of tax on the first £2,000 of taxable income to 20% and increased personal allowances for all age groups in line with inflation. For the under-65's, the Married Couple's allowance stays at £1,720 but, for the over-65's, the age-related Married Couple's allowance increases (see table). The level at which higher-rate is payable on taxable income, after deduction of allowances, remains at £23,700.

### PERSONAL ALLOWANCES THE BUDGET CHANGES

	1991-92	1992-93	INCREASE
Personal allowance	£3,295	£3,445	£150
Personal allowance (65-74)	£4,020	£4,200	£180
Personal allowance (75 +)	£4,180	£4,370	£190
Married couple's allowance, additional personal allowance, and widow's bereavement allowance	£1,720	£1,720	-
Married couple's allowance (65-74)	£2,355	£2,465	£110
Married couple's allowance (75 +)	£2,395	£2,505	£110
Blind person's allowance	£1,080	£1,080	-
Income limit for age-related allowances	£13,500	£14,200	£700



## Disney Magic Kingdom

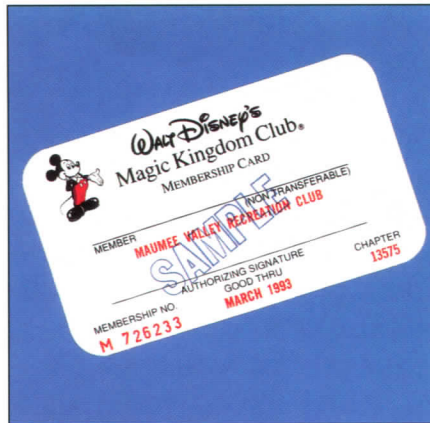
RXPA has become a member of Walt Disney's Magic Kingdom which means that RX pensioners and their families now qualify for special discounts when they visit any of the Disney theme parks, including the new Euro Disney Resort in Paris.

Although the card will be issued to you, membership extends to other people in your family, who are eligible for all the benefits even if you do not accompany them on their trip. The card, which is valid for two years, may be obtained from RXPA Secretary, Barbara Keech, at the address on the back page.

**Norman Harris** wonders whether through the Newsletter we can unearth any surplus application software packages for his 820 word processor, which he finds has certain limitations. Alternatively, Norman would like to track down a surplus computer of one of the later types - 820 11 or 16/8. If you can help, please contact Barbara Keech.

## NEWSLETTER ON TAPE

If you know of any blind or partially-sighted members who would like to receive this Newsletter on tape, please contact Barbara Keech.



*Magic Kingdom membership card*

## Olympic T-Shirts

To promote the 1992 Summer Olympic Games, Rank Xerox as official joint partner in the event is offering special commemorative T-shirts. These are available in three sizes - medium (42-inch chest), large (44-inch chest) and extra large (46-inch chest) - at a cost of £6.70 each.

The T-shirts, which will be sold on a first-come first-served basis while stocks last, are available from Sandra Williams at the address on the back page. Please send Sandra your order with a cheque made payable to RX Pensions Ltd.



## TRAVEL COMPANIONS

If you want to go on holiday, but don't like the idea of setting off on your own, you may find Travel Companions useful. This is an agency that will try to find you a suitable holiday partner.

You will be asked to complete a questionnaire indicating special interests, the type of holiday you require and so on. Travel Companions will match you up with at least three other people on their register. Then it's up to you to contact each other and decide whether you want to take it further.

Travel Companions' fee is £40 and, to join, you must be aged 30 - 75. For more information, send a stamped addressed envelope to Travel Companions, 110 High Mount, Station Road, London NW4 3ST; telephone: 081-202 8478.

## SHEARINGS HOLIDAYS

Some members have experienced difficulties booking holidays with Shearings, but we are pleased to report that their booking restrictions have now been lifted.

One of our members, **Derek Blundy**, has written to let us know that he is an agent for Golf Carts (UK) Ltd and can offer RX pensioners a 10% discount on the basic price. Anyone interested should contact Derek at 4 Yewtree Close, Stoke Mandeville, Bucks, HP22 5TU; telephone: 0296 613789.

**Information Pack** Apologies to those members who had to wait for their Information Pack, featured in our last issue. The delay was beyond our control as we were waiting for publication of the Rank Organisation Discount Sheet, but happily the Pack is now available. As well as the Discount Sheet, it also contains a list of holiday accommodation and application forms for Forte Leisure Cheques and Rank Xerox Staff Discounts. Any member who would like to receive the Pack should contact Barbara Keech.



## PHOTO COMPETITION

Get snapping for our 1992 photo competition, which has three categories:

Closing date for entries, which should be sent to Barbara Keech, is 31st May 1992 and judging will take place at the RXPA Executive Committee meeting in June. The results will be published in the next issue of the Newsletter.

**Old and New -**  
two photographs of the same scene but with a considerable number of years in between.

### Children at Play

- a photograph with plenty of activity and movement.

**Street Scene -**  
plenty of scope for individual interpretation.

## MEMBERSHIP FILE

### NEW MEMBERS

We are pleased to welcome the following new members:

#### IHQ

Stephen Foster

#### LONDON

Derek Finnigan

#### MITCHELDEAN

John Barnard

Michael Bellamy

Bernard Bennett

Jack Bloodworth

Des Hoare

Vera Hughes

Joan Hullett

Gillian McCluskey

David Phelps

Keith Presdee

Peter Pritchard

Lyndon Smith

Dennis Sollis

Anthony Symonds

David Thompson

Doreen Wall

Roger Mason

Ann Stalley

David Stokes

#### OVERSEAS

Bob Savidge

#### TRITON

Tom Morrell

#### UK

George Brand

Roy Bulgin

William Cane

Peter Cass

John Charters

Samuel Cochran

John Cox

Joy Davidge

Peter Deller

Susan Dolder

Eleanor Duncan

Harold Eastwood

Ken Ellison

Michael Finnerty

Robert Hawkins

Derek Jacobs

Dennis Jefferson

Alan Jones

Anthony Kibble

Frederick Knight

George Laidlaw

David Lee

Derrick Lyons

Anthony Manley

James McGoochan

Annie McNeil

Edward Moore

Alex Mudge

Graham Oates

Nigel Phillips

David Pratt

Robin Richardson

William Scott

David Snartt

Terrance Swallow

Colin Tighe

David White

James Wilding

#### WGC

Michael Bolch

Graham Cook

James Dawson

John Evans

Tom Flynn

Edward Gledhill

#### XES

William Johnstone

Maurice Roberts

## IN MEMORIAM

We record the recent deaths of the following members, whose last place of work is shown, and offer our sincere sympathies to their families:

#### CHESHIRE

Michael Davis

#### IHQ

Thomas Dilworth

John Macpherson

Victor Smith

#### LONDON

Henry Lowe

#### MITCHELDEAN

Arthur Abbott

George Austin

Kenneth Baggus

Clive Cullis

Beatrice Davies

Ronald Farrington

Harry Helm

William Jacobs

Horace James

Heinz Linke

Wilfred Probert

William Richardson

Lily Dunbar

Townroe

John Winman

#### UK

Reg Alford

Charles Bird

George Cotterell

Joseph Currey

Jo Freeman

Paul Gringer

Christine Joucia

Lavinia Lavender

Joseph Murphy

Frederick Parnell

Harry Sims

Diane Young

#### WGC

Elizabeth Coake

Ernie Francis

Elizabeth Funai

Ken Jackson

Aubrey King



## The aims of the Rank Xerox Pensioners' Association are:

### 1.

*To establish and maintain a personal two-way link with pensioners.*

### 2.

*To be informed about pensioners' needs and problems in order to assist where possible.*

### 3.

*To help pensioners keep in touch with each other.*

## President

Our President is Group Captain Arthur Hughes.

## Secretary

Our Secretary, Mrs Barbara Keech, can be contacted at 84 Swakeleys Drive, Ickenham, Uxbridge, Middlesex UB10 8QG; telephone: 0895 235081.

## RX Pensions

Our main point of contact at RX Pensions for matters relating to the Newsletter is Mrs Sandra Williams. For payroll enquiries you should get in touch with Mrs Lois Dawson, Payroll Supervisor. You can contact both Sandra and Lois at Compton Court, 20-24 Temple End, High Wycombe, Buckinghamshire HP13 5DR; telephone: 0494 461700.

## Visitors

You will find on a separate sheet enclosed with your Newsletter a full up-to-date list of all our Visitors.

## Trustee Training

Alan Cryer has sent us this report on his experiences since becoming our first Pensioner Trustee:

*"The responsibilities of Trustees are, on behalf of the members and completely independent of the parent company, to hold the assets and distribute the benefits of the Pension Scheme, in strict compliance with the terms of the Trust Deed and Rules. At our quarterly management meetings, our Secretary, Tony Phillips, acts as professional adviser to the Trustees on legal and procedural matters and also gives a report on general developments since the last meeting. The Investment Manager, David Harris, comments on the overall investment position. Discretionary matters such as ill-health early retirement pensions are then discussed and decisions taken, with medical advice available if required. The meetings usually end with a presentation by an investment house handling a specific sector of our funds.*



From left to right: Alan Cryer joins Graham Whittaker and Susan Förster (Member Trustees); RX Pensions Manager Tony Phillips and Office Supervisor Sandra Williams; Scheme Actuary Bob Jessett; RX Pensions Investment Manager David Harris; and Ken Ford (Member Trustee) for the recent Trustee training session

*"In November, formal training, organised and run by RX Pensions, was given to the Trustees. The two-day course was very lively, with active participation between the attendees and the presenters and a very wide range of topics covered."*

Looking back over his first few months as Pensioner Trustee, Alan

concludes that *"my overall impression is that we have a very professionally managed and administered pension fund with dedicated staff, backed by a company which, not surprisingly, is looked on as one of the leaders in occupational pension schemes"*.

## Don't forget to write!

If you have any news which you think would be of interest to other members, please write and let us know. The ideas for a number of the items in this issue came originally from members' letters and we are keen to include as much as we can about your activities ... so why not drop us a line? Either Barbara Keech or Sandra Williams will be pleased to receive your letters.