

VARIETY IS ...

RXPA offers a varied programme of events for '96

RXPA Secretary, **Barbara Keech**, is currently putting the finishing touches to this year's programme of days out, weekend visits and holidays, which promises to be as interesting and varied as ever. We hope that many members will find something to tempt them.

We are continuing our popular series of walks in London and also trying a new route along the river at Marlow. Day visits are planned to Sandringham House, the Slimbridge Wildfowl and Wetlands Trust and Berkeley Castle, Wembley Stadium and Kew Gardens, while there are also holidays on offer in Bournemouth and the Isle of Wight and further afield in Holland and Austria. You will find full details of all these events on the following pages.

Take the Eurostar to Paris!

By popular request, we have arranged a trip to Paris on Eurostar, departing from Waterloo mid-morning on Tuesday 25th June and returning on the following Thursday afternoon. We shall have two nights' accommodation, with continental breakfast, at the Hotel Frantour in the colourful district of Montmartre and shall enjoy a coach tour of the city with a guide and an evening supper cruise on the River Seine. There will also be plenty of time to explore on your own.

We hope to be able to arrange coach travel to Waterloo, where appropriate, or you may be able to take advantage of a special British Rail return fare to Waterloo of £13 from specified stations throughout the country. The cost of the trip will be £248 per person, with a single room supplement of £60; insurance, if required, will be an extra £7.50. If you would like to join us, please send a deposit of £50 (made payable to *RXPA HOLIDAY FUND*) to **Barbara Keech** no later than **Tuesday 16th April**; the balance is payable by **Thursday 25th April**.



**Top: The Eurostar
Terminus at
London's Waterloo
Station.**



Left: Street artists in the colourful Montmartre district.

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THE DOCUMENT COMPANY

RANK XEROX

**HOLIDAY
IN HOLLAND**
April 9th to 15th

Due to a late cancellation, there are still a few places available on this trip *(featured in the last issue of the Newsletter, page 5)*.

Dates for your diary...



If you are interested in any of the events listed below, please complete the appropriate Application Forms enclosed with this Newsletter or contact RXPA Secretary, Barbara Keech, for further details.

Monday, APRIL 22nd

Walking tour of "London's historic curiosities" and visit to Bank of England

See London's oldest parish church, investigate Roman remains, stand on the sites of bloody executions ... all this and more on this two-hour walk around some of London's lesser-known curiosities. After a pub lunch, we shall head off to the Bank of England for a slide presentation and a chance to visit the Bank Museum.

Meet at 11 a.m., Exit 1, Blackfriars Underground Station.

Tuesday, JUNE 11th

Slimbridge Wildfowl & Wetlands Trust and Berkeley Castle



We shall begin the day at Slimbridge with an introductory talk and then have plenty of time before lunch to enjoy watching the birds in this lovely setting. After lunch, we shall travel the few miles to Berkeley Castle, a well-preserved Norman fortress on the Severn estuary, which has been transformed over the years into a truly stately home with a wealth of treasures.

Coach transport will be arranged where numbers are sufficient.

Monday, JUNE 17th

Sandringham House, Kings Lynn

This well-loved royal family home is now owned by the Queen and all the main rooms used by the Royal Family are open to the public. There is also a museum containing fascinating displays of royal memorabilia and the sixty acres of glorious grounds provide a wonderful setting.

Our visit will include lunch and afternoon tea and coach transport will be arranged where numbers are sufficient. **Unfortunately, we are unable to offer this visit to members at Mitcheldean as, in the opinion of Cotterells Coaches, the long journey would not leave enough time to view the house.**

Monday, JULY 8th

Wembley Stadium and Kew

Our morning visit to Wembley Stadium will take in the Event Control Rooms, the Players' Tunnel, the famous 39 steps up to the Royal Box and an audio-visual presentation by Des Lynam. Afterwards, we shall travel on to the Royal Botanic Gardens at Kew for lunch and a guided tour, with free time to explore the beautiful grounds and glasshouses.

Coach transport will be arranged where numbers are sufficient.

Thursday, AUGUST 1st

Summer walk in Marlow

Doug Nevell who, as reported in a previous Newsletter, recently strode across England at its widest point, has kindly agreed to lead us on a more leisurely stroll - by the river in Marlow. The walk will begin and end at the Court Garden Leisure Centre, where there is plenty of parking, and will cover about five miles over fairly flat country. We shall set off at 10.15 a.m. and expect to be back a couple of hours later in time for lunch at the Leisure Centre.

SEPTEMBER 5th TO 15th

Holiday in Zell-am-Zee, Austria

There are still places available on this holiday (*featured in the last Newsletter, page 5.*) We shall be spending six nights in Zell-am-Zee and have two overnight stops on both the outward and return journeys, one of which will be in Heidelberg. All hotels have swimming pool, sauna and steam baths. A variety of excursions will be arranged.

There will be coach pick-ups from Mitcheldean, Uxbridge, Welwyn Garden City and any other area where there is sufficient support. The cost of the holiday is £615 (single room supplement £120), which includes coach transport and ferry crossings, holiday insurance, accommodation and meals as indicated, and excursions and visits.





OCTOBER 2nd TO 6th

Autumn break in Shanklin, Isle of Wight

We shall be returning to the Shanklin Hotel where we had a very enjoyable stay for our 1940's weekend. The hotel provides excellent entertainment each evening and we are planning a variety of excursions each day.

Half-board accommodation will be provided for the four nights (five days), all rooms having private facilities. The cost of the trip, including coach and ferry, will be £140 per person (single room supplement £12); insurance, if required, will be an extra £4.25. A deposit of £10 (made payable to RXPA HOLIDAY FUND) should be sent to **Barbara Keech** no later than **Tuesday 30th April**.

NOVEMBER 22nd TO 25th

Turkey & tinsel weekend in Bournemouth

By popular request, we have arranged a three-night pre-Christmas weekend at the Ullswater Hotel in Bournemouth on a dinner, bed and breakfast basis. All rooms have private facilities and there is no single room supplement. There will be a full programme of evening entertainment and excursions on both Saturday and Sunday.

The cost, including coach travel, will be £99 per person; insurance, if required, will be an extra £4.25. A deposit of £10 (made payable to RXPA HOLIDAY FUND) should be sent to **Barbara Keech** no later than **Wednesday 15th May**.

Looking back...

Wimbledon Tennis Museum and Syon House

During an interesting visit to the Museum at the home of tennis in Wimbledon, we saw how tennis clothing and equipment have developed over the years and, in the comfortable cinema, an exciting video showed us highlights of the all-time great players.



Part of the magnificent interior of Syon House

After an excellent lunch, we departed for a guided tour of Syon House. This incomparable house, with its Robert Adam interior, is set in 55 acres of gardens landscaped by Capability Brown and includes the magnificent Great Conservatory.

New Year Golf Day

Paul Donegan reports on the first Golf Day of the New Year:

"We were incredibly lucky as the day dawned bright, mild and dry. The Manor of Groves Golf & Country Club, in the tiny village of High Wych between Hertford and Bishops Stortford, is a beautiful parkland course with a superb clubhouse and restaurant. 16 intrepid golfers set off on the course and, four hours later, the last group straggled back into the Clubhouse, famished and ready to attack the full English breakfast or ploughman's on offer.

*"Afterwards, the results were declared, with the best front nine to **Brian Mitchell** and the best back nine to **Rod Jessop**. The overall winner was **Jeff Abbey** with the highest total points for the day. Brian and Jeff had travelled down from Castleford and Wetherby in West Yorkshire, so it was fitting that their long journey should be rewarded."*

The next Golf Day is planned for **Thursday 2nd May** at Weston Turville, near Aylesbury; **if you are interested, please contact Paul on 01727 862004**.



AT HOMES

This year, we shall be holding an At Home at the Company's Scottish HQ at the Hillington office in Glasgow, on the afternoon of **Thursday 16th May**. All members resident in Scotland should receive a separate mailing on this in early April. If you do not receive this or if you live outside Scotland but would like to attend, please contact RXPA Visitor, **George Ince** on 01786 841864.

Other At Homes already arranged are as shown below. If you are interested in coming to any of these, please complete the Application Form enclosed with this Newsletter and return it to the **Regional Co-ordinator** indicated.

| | |
|---------------------|----------------|
| Monday 13th May | Bridge House |
| Wednesday 31st July | Marlow |
| Monday 19th August | Wokefield Park |

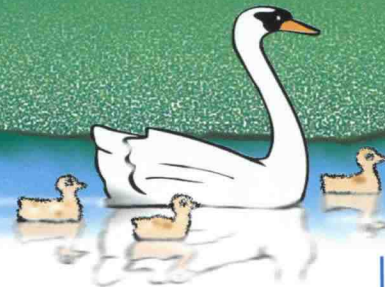
Further At Homes are planned for the autumn at Cooper House in Manchester and at Mitcheldean, Exeter and Welwyn.

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New Visitors

We are very pleased to be able to add three new members to our hard-working team of Visitors:



EASTERN REGION

Paul Donegan

Paul joined the UK Operating Company in 1969, having given up his previous job as a navigating officer in the merchant navy in order to satisfy his new wife's request that he should spend more time at home. Paul soon realised, however, that his new position within District Sales would be anything but a regular nine-to-five existence!

A number of moves within the Sales function led eventually to Paul's being appointed Manager, Field Operations Support Department, reporting to "**Nick**", now **Sir Bryan, Nicholson**. Paul remembers: *"This was a truly exciting and busy period as the Department was responsible for all*



national sales competitions. As the most popular reward was travel, I had to visit exotic locations abroad to ensure that they would be suitable for our top salespeople

and management. What an onerous task for someone who gave up a career in the navy to stay home!"

In 1983 Paul transferred to Region 3 in IHQ and over the next 10 years dealt with a variety of different countries and management responsibilities, ending his career as Sales & Marketing Development Manager for the Middle East and North Africa at Westbourne House in London.

Paul can be contacted on: 01727 862004.

Ray Soudain

After an earlier career as a commissioning engineer with what is now GEC, Ray joined Rank Xerox in 1966 and worked as a copying machine service engineer in the

Eastern Region. After 15 years with the Company, he left to join a small local business, later acquired by Jarrold & Sons, a well-established Norwich firm. Having recently retired, Ray

is now looking forward to pursuing new interests and hobbies and, in his role as a Visitor, to meeting up again with former Eastern Region colleagues.

You can contact Ray on: 01603 435865.



CENTRAL REGION

George Ince

George moved to Doune in Perthshire in late 1994, having spent some 28 years working for Rank Xerox. He joined Northern Region in Manchester in 1964 but later moved to UK Head Office in Great Portland Street, the first of several London area locations in which he worked in management services, information systems and administration during the next 15 years.

Having joined SPAD in IHQ in 1982, George began a close involvement with Leadership Through Quality as Quality Specialist for the IHQ Finance organisation. His final

months before taking early retirement in 1993 were spent helping put together the successful Rank Xerox application for the European Quality Award. George describes this as *"the most intensive and enjoyable project I ever worked on and a tremendous last memory to take away from the Company"*.

In retirement, George is enjoying indulging his many sporting interests including an unforgettable few days spent at the Hong Kong Kong Sevens! He also reads for the local



Talking Newspaper for the Blind, helps his wife, **Irene**, to establish a garden and enjoys travelling. Busy though he is, George is confident that he will still have plenty of time to devote to being a Visitor and has in fact already made contact with all the pensioners on his "patch".

George's telephone number is: 01786 841864.

NEW VISITORS SHEET

*A revised list of Visitors is included with this Newsletter.
PLEASE KEEP FOR FUTURE REFERENCE.*



News from Rank Xerox Pensions



Expression of Wish Form

If you receive a pension from Rank Xerox in your own right (i.e. it is not a widow's, widower's or dependant's pension), it is important for us to have an up-to-date Expression of Wish Form from you on file. If there are benefits payable when you die, the Form will then help the Trustee Directors establish who the beneficiaries should be.

So, if your personal circumstances have changed at all since you last completed a Form, give Rank Xerox Pensions a call or drop them a line and they will pop a Form in the post for you.

CHARITY DONATION

We thought you would like to know that instead of sending Christmas cards last year, Rank Xerox Pensions donated £2,000 to charity, divided equally between Help the Aged and Age Concern.



1996 RANK XEROX PENSIONS INCREASE

The Trustee Directors have agreed a 3.2% increase to pensions in payment and deferred pensions, with effect from 1st April. The increase applies to pensions in excess of the Guaranteed Minimum Pension (*as explained on page 7 of the last Newsletter*).

If you have retired since April 1995, you will receive a pro-rated increase based on the number of months you have been paid by Rank Xerox Pensions payroll.

PENSION PAY DATES

Your pension will be paid into your bank account as follows:

| | |
|----------------|------------|
| May pension | 1st May |
| June pension | 31st May |
| July pension | 1st July |
| August pension | 1st August |

RXPA Notes

HOLIDAY DISCOUNTS



American Express Worldwide Travel Service is offering RXPA members a 5% discount on package holidays with a number of holiday companies, provided that all travellers purchase American Express Travel Insurance. The holiday companies concerned are shown to the right.

To take advantage of this offer, you should choose your holiday company, request a certificate from your **Regional Co-ordinator**, then telephone American Express on a special number 0181-781 7171 (8 a.m. - 8 p.m., Monday-Friday). Tell them that you are a Rank Xerox pensioner and have a certificate confirming this, then make your holiday reservation (including American Express insurance) and pay your deposit. You will receive an invoice for final settlement eight weeks before departure.

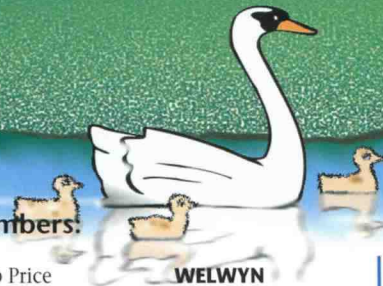
Come to the Show!

Once again, we are able to offer tickets to two excellent London shows, "Mack and Mabel" on Wednesday 17th April and "Blood Brothers" on Thursday 9th May. Both are matinée performances and we shall have the best seats in the house for only £12.50 each. If you would like tickets, please contact RXPA Secretary, **Barbara Keech**, on 01895 814226 as soon as possible.

Air Travel Group
American Holidays
British Airways Holidays
Bridge Travel
Brittany Ferries
Caribbean Connection
Celebrity Cruise
Club Med
Cresta Holidays
Cunard
Elegant
Florida Homes
Infinity Tours
Kuoni
Le Shuttle
Rainbow
Royal Caribbean
Cruise Line
Scandinavian Seaways
Stena Sealink
Superbreak
Thomson/Horizon/
Skytours
Time Off
Travel 2/4
Unijet
United Vacations
Virgin



Membership File



NEW MEMBERS

We are pleased to welcome the following new members:

CAMBRIDGE

John Hayward

IHQ

Jeanne Eggleton
Ken Gooch
Ernest Nesbitt
John Pemberton
Dennis Ryan
George Thompson

ISLE OF MAN

Eric Collister

MITCHELDEAN

George Alderson
Keith Chiddle
Mervyn Davies
Alan Ellis

Christine Horlick

Norman Kear

Betty King

Anthony Nemes

John Pacey

Kenneth Parry

James Smith

Pauline Stanway

Rex Tabb

Chris Tyler

Peter Whiles

UK COMPANY

Ron Amos

Michael Bamford

Michael Billington

Christopher

Bindloss

Colin Blake

Arthur Blenkey

John Blundell

Edward Bond

Barbara Booth

Sylvia Bowerman

Leslie Brown

Allan Burton

William Caldwell

Alan Carroll

Geoff Caspell

John Chambers

Ron Childs

Brian Cockerill

Ann Cordery

Dennis Cordwell

Robert Cuthill

Anthony Dadd

Doug Donn

Joe Farrington

James Gallagher

Brian Grix

Edward Haines

Sid Halton

Ann Hardy

Alan Hargrave

David Haslam

Elizabeth

Henderson

David Hendry

Mike Holder

Roy Horne

Jim Humphries

Ron Hunt

Derek Johnston

Sheila Jordan

Colin Killick

Aileen Laporte

Carole Longden

William MacClure

William

MacDougall

Chris Mair

Keith Manning

Les Mapletoft

Jenny Marston-

Weston

Michael Matthews

Colin McKendrick

Douglas McKenzie

Ken McMichael

Donald Neal

Sheila Nesbitt

Roy Newman

June Orth

Tony Paulden

Stuart Pavay

Robert Perry

Bob Price

Geoff Purbrick

Joy Saunders

David Saxton

Jill Sharp

Michael Shore

Raymond Tew

John Tomlin

Trevor Treadwell

Vincent Tyers

Stuart Urquhart

Michael Utting

Graham Walter

John Walters

John Witt

Iris Wright

Sheila Wright

Jean Wusche

Ian Yule

WELWYN

John Handforth

Madeleine

Hennings

Stuart Higgins

John Holyome

Trevor Paul

Patricia Pearmain

James Romain

Mary Tertiuik

Alan Wainwright

Brian Wing

John Woolveridge

XES

John Birch

Frank Juett

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:

MITCHELDEAN

Charles Baker
Robert Baldwin
Daisy Bullock
Reg Caldicutt
Charles East
Reginald Fisher

Peter Gerrard

William Griffin

Eileen Hopkins

Jeff James

John Jones

Robin King

Dorothy Lewis

Maurice Raw

Dick Taylor

Edward Wicksen

UK COMPANY

Leslie Booker

Thomas Cody

Joy Davidge

Jeremy Dobbs

Rose Doran

Alf Fayle

Donald Imison

Eileen Ineson

Norman Lewis

Derek Martin

Len Merridew

Albert Nolan

Barrie Palmer-

Jones

Gwilym Roberts

Brian Sander-

Humphrey

Patricia Sayer

Arther Whelan

WELWYN

Brian Edgcombe

Joseph Kempster

Irene Watchorn

Barrie Palmer-Jones

Barrie Palmer-Jones, who has

died after a long fight against cancer, is remembered by Ron Becconsall:

"Barrie was one of those characters

who soon became known to us all in the West End of London. He was a great fun guy, always had a big smile, and would always put himself out to help other people.

"Barrie joined Rank Xerox in 1965 and was one of the first mobile engineers on the old Molton bicycle. He was immediately recognisable when entering the local store



wearing his double-breasted suit and bicycle clips. I think he sometimes carried more spare parts than an automobile engineer, his carriers often being loaded to danger point.

"In the 1980's, Barrie left the United Kingdom to join Rank Xerox in France. I'm not sure whether this was because he was on the run from his Manager but he was a great success there because he was fluent in French!

"Barrie, if you are looking down, thanks for the pleasure of sharing your life with us and our deepest condolences to your family."

Reg Caldicutt

We are sad to report the death, peacefully at home, of a well-known Mitcheldean pensioner, **Reg Caldicutt**. Reg

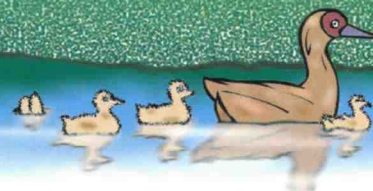
joined Rank Xerox in 1964 and worked as an assembler on the 813 model before moving on to the 914/720 products.

Reg had been a regular soldier with the Worcestershire Regiment and served at El Alamein and in Palestine; for a short period in the desert, he chauffeured Field-Marshal Montgomery.

Reg was a St. John's Ambulance man, who represented that organisation at the wedding of Princess Anne and who was a first aider for Rank Xerox during his working life. His interests included ballroom dancing, for which he had won numerous prizes, and playing the piano and electric organ.

Reg is survived by his widow, **Gwen**, who was awarded the British Empire Medal in 1983 for services to the community.

Around the Company



XEROX THE OLYMPIAN



THE DOCUMENT COMPANY

RANK XEROX

Worldwide Sponsor

Xerox has signed on with the International Olympic Committees as a "Top III Sponsor", the most exclusive sponsorship category. Xerox's involvement with the Olympics dates back to 1964 and over the years the Company's technology has been harnessed to make the Games run as smoothly and efficiently as possible.

As recently as 1984, the results were copied and placed by hand in the thousands of pigeon-holes at each Olympic venue by 2,000 volunteers! Compare this with Atlanta in 1996 where, for the first time in Olympic history, the media will be obtaining results within minutes, thanks to Xerox's high-speed network DocuPrint 390 Highlight Colour laser printers.

In view of Xerox's involvement with the 1996 Games, the Company's "theme" this year is "A time to win", focussing on revenue growth and customer and productivity imperatives.



DCS 35 – ENTHUSIASTIC RECEPTION

"We think that Xerox Document Centre Systems will change the way people in the office think about their documents and change the way people in the office think about Xerox", said **Paul Allaire**, Xerox Chairman at the recent New York launch of the new Document Centre System 35 (DCS 35).

And he was right ... the DCS 35 and a smaller version, the DCS 20, have met with a very favourable response both from the stock market and the business press. Designed as both a network system and a walk-up device, the multi-functional Document Centre System offers standard document features, such as printing, finishing, copying and faxing, as well as an array of advanced document services. And the whole system can be managed from the desktop.

The creation of the new product range has been very much a joint effort. Design and development of the DCS 35 was managed by Xerox in Rochester; Welwyn Garden City was responsible for design of the Image Output Terminal (IOT); and Printing Systems Focussed factory at Mitcheldean (*shown in the photograph*) are building the machines destined for the European market as well as manufacturing the IOTs for systems which are integrated in Webster.

MEETING THE CHALLENGE OF 1997

Raghunandan Sachdev, recently-appointed Managing Director of Xerox China/Hong Kong (XCHK), has the job of transforming two hitherto remote and small Xerox operations in Hong Kong and China into a single integrated business. The new enterprise must be robust enough to meet the challenges and opportunities of 1997, when Hong Kong reverts to Chinese ownership.

Although receiving strategy from Xerox Corporation, XCHK is now part of the Rank Xerox stable, so that it can benefit from that Company's expertise in operational and international management. That expertise will be needed to help reconstruct the Hong Kong company into a model Customer Business Unit (CBU), still based in Hong Kong but responsible also for China. The intention eventually is to integrate the Hong Kong CBU with China, where 7-9 more CBUs will be established.

As the first step towards this, Xerox successfully negotiated with the Chinese Government last year to create Xerox (China) Limited, now also headed by Sachdev. This is a wholly foreign-owned company and will enable Xerox to trade in its own right instead of through joint ventures as at present, thereby giving it direct access to customers.

No-one doubts that the China operation has the potential to become a major player within Xerox following the integration and expansion, which should create a dynamic business for 1997 and beyond.



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Focus on People

TO THE RESCUE!



Last year **Geoff Taylor** and his wife, **Marion**, spent six months cruising the French canals in their 26 foot yacht. The idea for the holiday came when Geoff took early retirement from his job as a Field Supervisor in the Channel Islands; it proved to be not only enjoyable but also exciting, as Geoff recounts.



"Before leaving Guernsey, I had attended a first aid course to help us with any medical emergency we might encounter ... which we did while relaxing on the boat in a village in central France. Marion spotted what we thought was a bag of rubbish floating down the river. On closer inspection, however, it turned out to be a female with arms, legs and head under the water.

"Marion ran for help while I managed to pull the body to shore and lift it out. I gave mouth-to-mouth and, after about three minutes, the woman started to breathe on her own. The rescue services arrived and, having given her oxygen, transported her to hospital.

"We later learned from the police that she was 75 years old and had recovered fully. A smart-looking couple approached us

as I stood dripping wet and asked if they could help by translating my report to the police; it later transpired that the lady was Leslie Caron, the French film actress!

"During our travels through the Mediterranean and our return through the Midi canal to Bordeaux, the weather was so hot that we carried a bucket of water on the bow with a large sponge to douse ourselves. We coast-hopped through the Bay of Biscay and back to St. Malo via the Brittany canals.

"The most enjoyable aspects of this holiday were the people we met, the friendships we made and the periodic visits from members of our family. We always enjoyed their company – and the wining and dining which invariably accompanied their visits! It was especially nice that they were there to help us celebrate our Ruby Wedding anniversary."

GOLDEN TRIP

Doreen Carroll and husband, **Harry**, both ex-Welwyn Garden City, recently celebrated their Golden Wedding with an extended trip to Zimbabwe. Doreen describes this holiday of a lifetime.

"We spent the first two weeks resting and enjoying the beautiful scented trees and plants. Everything was in full bloom - jacaranda, bougainvillea, frangi pani, together with avocado, peach, mango and macedonia trees. Then it was off to Victoria Falls, taking in Bulawayo and Matopas, where Cecil Rhodes is buried. At Hwange National Park, we had a lodge on the side of the Zambezi River and saw the Thunder Water where Stanley Livingstone marvelled at the tremendous noise (you can't hear yourself speak!). We bargained for souvenirs under the great baobab tree and visited the Victoria Falls Hotel for African dancing and a barbecue.

"Then we caught a ferry for a 24-hour trip to the Kariba Dam and from here took a boat to Spurwing Island for four nights in a tent under thatch, our base for safari on land and water. Sipping a sundowner in the middle of the bush, with elephants all around us, was breathtaking. During our last night here, some lions came under the wall and stalked and killed a lone buffalo!

"All too soon it was time to return to Harare where we spent the rest of the holiday shopping and being entertained by my sister and her husband and their friends. It was a heavenly 12 weeks!"



Focus on People



Think about joining U3A

Bernard, usually known as "B.C.", **Smith**, was Cost and Works Accountant at Mitcheldean during the explosive growth period from 1959 onwards and founding Chairman of the Mitcheldean Long

Service Association over 40 years ago. In retirement, he and his wife are enthusiastic members of the Bath branch of the University of the Third Age, more commonly known as U3A. The branch has 89 different groups studying everything from art to tap-dancing.

As Bernard explains, "No qualification (except being retired) is required other than willingness to participate actively. Members organise their own groups of 10-20, drawing on each other's skills, sharing knowledge and experience, and developing individual capability in a pleasurable and relaxed environment".

Further information about U3A can be obtained from your local library or Citizens Advice Bureau.



Family affair

Former RXPA Western Region Co-ordinator, **Stan Wheeler**, now has a welcome weekly lodger, his grand-daughter, **Claire**. Claire has recently started a modern apprenticeship at Mitcheldean, the only female engineering apprentice in this year's intake. She is currently spending her first year in full-time study at the Royal Forest of Dean College in Cinderford and the remaining period of her apprenticeship will be split between college and work on-site at Mitcheldean.

Claire is carrying on a family connection with Rank Xerox which began when Stan joined British Acoustic Films in 1947, after leaving the Royal Signals. He moved to Mitcheldean in 1957 and was involved with design and development there until he retired in 1979.



REMEMBER WHEN?

In the mid-70's, under the sales direction of "Nick", now **Sir Bryan, Nicholson**, came the introduction of the revolutionary 9200, developed under the name of ARDRI. This machine, the first to have flash illumination and a microprocessor, was designed and developed by Mitcheldean engineers such as **Ken Fox** and **Jeff Kew**. Credit should also be given to **Alan Noden, Jeff Paton, Mev Shelley, Chris Cottage, Eric Smith** and **Bob Greenman**.

Branches selected their six biggest customers for the IMO (Initial Machine Observation for those non-sales people!). In the North, customers like Unilever, Plessey, ICI and Liverpool University were given a three-month free trial to evaluate the machine's performance and reliability; a similar procedure was used in the South.

A target for installations was set at four machines a month but the 9200 proved so popular that, within three months, there were more orders than machines!

Our picture shows the 9200 Programme Manager, **Joe Glover** (centre picture, in front of machine), and his team.





EAT MORE FIBRE!

Dr. Terry Burgess explains how eating more fibre could help prevent many "Western" diseases.

For once, healthy eating does not mean eating less ... as far as fibre is concerned, this is something we should be eating more of! A diet without fibre or roughage gives little work for the intestines to do.

In the past 30 years, knowledge of dietary fibre has changed our thinking about many diseases. Fibre is important in the prevention of many "Western" diseases such as constipation, piles, gallstones, diverticulitis, bowel cancer and coronary heart disease.

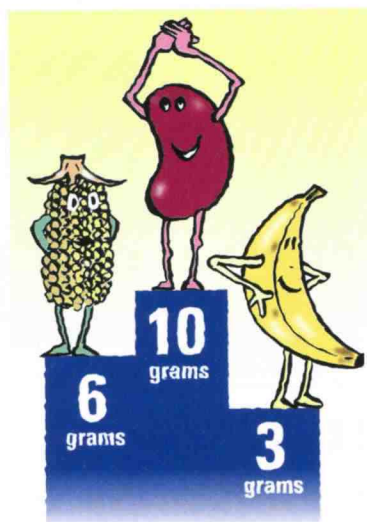
It seems that our daily average consumption of fibre in this country is 20 grams. If this figure could be increased to 30-50 grams, we would all be healthier. Vegetarians have always seemed a healthy group and this could be because they tend to eat more fibre.

Fibre is contained in the external covering of foods and especially in the husks of cereals, rice, fruit and potato skins. In itself fibre contains no vitamins or minerals and cannot increase one's weight. It is inert but the bulk it produces in our digestive tract is an important factor in maintaining good health.

Fibre from cereals and rice is mainly of the *insoluble* type. This absorbs water, increases in bulk and assists in the passage of foods through the body.

Additionally it helps to remove toxic substances. *Soluble*

fibre, which is high in fruits, vegetables and pulses, forms a gel inside the body which delays the take-up of sugars and binds with some forms of cholesterol.



How to consume more fibre

Foods differ in their fibre content, with bran being the richest source. Bran is formed from the husks of wheat grain stripped off in the milling process which produces white flour. If you

are convinced of the benefits of a high-fibre diet, then most of your daily requirement can be met by one heaped tablespoon of bran.

It is probably better though to get your fibre by eating other foods which have a high fibre content but which also provide other nutrients lacking in bran. Don't forget that the benefits of fibre are not lost in cooking. A practical guideline is for each adult to try to eat at least 30 grams of fibre a day from rich sources like the following:

Some older people who were treated for colitis or spastic colon some years ago may now feel confused. Until some 20 years ago, the medical treatment was a low-residue diet; now it's the opposite - a high-fibre diet - that's usually recommended. So cheers all round ... here is something you don't have to cut down on!

SOUND MIND, SOUND BODY

A 12-year study of over 6,000 older people has found that those who remain physically active are more likely to retain their mental fitness as well! The Manchester University survey, which compared veteran athletes and non-athletes, found that the former had better scores on memory, decision-making, reaction times and problem-solving. Regular exercise ensures that the lungs and heart remain capable of delivering enough oxygen or nutrients to the brain.

Any form of aerobic exercise can help - brisk walking, running, cycling, swimming or dancing. So if you already exercise, keep it up! If you don't, then why not start?

| FOOD | FIBRE (grams)* | FOOD | FIBRE (grams)* |
|-------------------------|----------------|---------------------------------|----------------|
| Red kidney beans | 10 | Large baked potato (with skin) | 4 |
| Oat bran | 8 | Cornflakes | 3 |
| Frozen peas | 8 | One banana | 3 |
| Baked beans | 7 | Carrots | 3 |
| Lentils | 7 | Medium slice of wholemeal bread | 3 |
| Dried apricots (2) | 7 | Muesli | 3 |
| Spaghetti | 6 | One fresh apple/pear | 2 |
| Average-sized sweetcorn | 6 | Boiled potatoes | 1 |

* Per average serving, unless otherwise specified.





Jack Bonney, our Taxation and State Benefits specialist, reminds us of the main items of interest to pensioners in the Chancellor's November 1995 Budget, which are due to come into effect from 6th April 1996.

INCOME TAX

- ▼ Tax allowances are raised, most by slightly more than the rate of inflation and personal allowances by 1½ times that rate. The new allowances are:

| | 1995/96 | 1996/97 |
|---|---------|---------|
| Basic personal allowance | £3,525 | £3,765 |
| Basic married allowance | £1,720* | £1,790* |
| Age 65-74 personal | £4,630 | £4,910 |
| Age 65-74 married | £2,995* | £3,115* |
| Age 75+ personal | £4,800 | £5,090 |
| Age 75+ married | £3,035* | £3,155* |
| Widow's bereavement allowance and Additional personal allowance | £1,720* | £1,790* |

* Tax relief at 15% only.

- ▼ The income limit for age-related allowances is increased from £14,600 to £15,200. This means that those over 65 can now have an additional £600 of income before their extra allowances are reduced.
- ▼ The bands of taxable income are to be adjusted so that the lower rate (20%) will be extended to the first £3,900 of taxable income and the higher rate (40%) will not be charged until taxable income exceeds £25,500. The middle band (£3,901 - £25,500) will be liable to tax at the basic rate.
- ▼ The basic rate is reduced from 25% to 24%. This will benefit most tax payers, although pensioners with Home Income Loans will be slightly worse off, as they will now deduct only 24% from their interest payments instead of 25%.

SAVINGS

- ▼ The tax rate on savings income is cut from 25% to 20%. This applies to interest from banks, building societies, unit trusts, gilts, corporate bonds and purchased life annuities. Non-tax payers will still be able to re-claim any such tax deducted at source or to register for the interest to be paid gross. Higher rate tax

payers will now have to pay a "top-up" tax of 20% instead of the previous 15%.

This is a "windfall" to basic rate tax payers, although you will need savings of £30,000 to produce a net gain of £80 a year.

- ▼ The qualifying age for National Savings Fixed Rate Pensioner Bonds (7% gross for five years) is reduced from 65 to 60.

RESIDENTIAL CARE AND NURSING HOMES

- ▼ Many pensioners, as they get older, have to enter residential care homes or nursing homes. Before the Budget, if they had savings in excess of £8,000, they got no State aid with the fees. If they had savings between £3,000 and £8,000, they got a reduced amount of State aid.

These limits were recognised to be too low and the Budget provides for changes. Now, the first £10,000 of savings will be ignored before any reduction in State aid is applied and savings of up to £16,000 will be allowed before State aid is totally cut off.

It is estimated that these changes will benefit some 50,000 pensioners in the first year.

- ▼ One of a couple who has to enter a residential care or nursing home is now allowed to keep 50% of any occupational pension when his/her contribution to the fees is assessed.

DSS BENEFITS

- ▼ Most contributory benefits are increased by 3.9% and most income-related benefits (e.g. Income Support) by 3%. New weekly rates for the principal benefits are:

| | 1995/96 | 1996/97 |
|------------------------|---------|---------|
| State Basic Pension: | | |
| Single person | £58.85 | £61.15 |
| Married couple | £94.10 | £97.75 |
| Incapacity Benefit: | £58.85 | £61.15 |
| Unemployment Benefit: | £46.45 | £48.25 |
| Income Support: | | |
| Single person, over 25 | £46.50 | £47.90 |
| Family premium | £10.25 | £10.55 |



Competitions

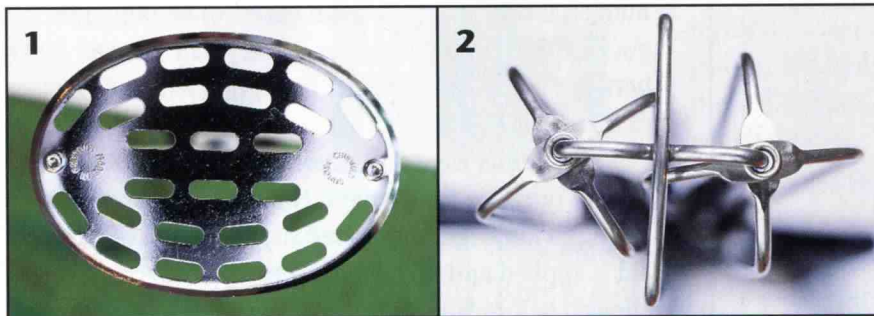
WORDSEARCH RESULTS

We received the highest number of entries ever to our 50th Anniversary Wordsearch competition in the last Newsletter. There were 10 correct entries and the first one out of the hat belonged to Mrs. R. Marshall of Ross-on-Wye, who wins the £25 prize.

The words hidden in the Wordsearch grid were: AIR-RAID, BALLOON, BLACK-OUT, BLENHEIM, CHURCHILL, DOODLEBUG, GAS-MASK, POINTS, QUEUE, ROCKET, SPAM (or MAPS) and SPITFIRE.

GUESS WHAT?

Can you identify these two everyday objects photographed from an unusual angle? Answers please on a postcard or the back of a sealed envelope to **Lois Dawson** at Rank Xerox Pensions by **Thursday 30th May**. First correct entry out of the hat wins £25. Don't forget to include your name and address with your entry.



PHOTOGRAPHIC COMPETITION '96

The Camera Club at Mitcheldean has chosen three categories for entries for this year's Photo Competition. They are:

- 1 Dusk to dawn
- 2 Water
- 3 Churches and chapels

Entries may be either black and white or transparencies or prints (between size EN and 10" x 8") and should be submitted to RXPA Secretary, **Barbara Keech**, by **Friday 27th September**.

Your name, address, telephone number, and category you are entering should be attached to your entry. All entries will be returned after judging.

There will be a £25 prize in each category and the winning entries will be published in the December 1996 issue of the Newsletter.

RXPA

Aims

1. To establish and maintain a two-way personal link with all Rank Xerox pensioners, who are automatically members of RXPA.
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.

Regional Co-ordinators

WESTERN: **Jeff McCoy**, Chy-Reen, Mayhill, Longhope, Gloucestershire GL17 0NL.
Tel 01452 830600.

EASTERN: **Paul Johnson**, 49 Brandles Road, Letchworth, Hertfordshire SG6 2JA. Tel 01462 686736.

CENTRAL: **John Smith**, Blewbury Cottage, Bulstrode Way, Gerrards Cross, Buckinghamshire SL9 7QT.
Tel 01753 884486.

RXPA Secretary

A reminder that our Secretary, **Mrs Barbara Keech**, has a dedicated telephone number – 01895 814226 – which is also a fax line. **PLEASE USE THIS NUMBER AT ALL TIMES AND CALL ONLY BETWEEN 9 A.M. AND 5 P.M.** If Barbara is not available, you will either hear an answerphone message or your call will be switched automatically through to Rank Xerox Pensions.

Barbara's address is 84, Swakeleys Drive, Ickenham, Uxbridge, Middlesex UB10 8QG.

Rank Xerox Pensions

Our main point of contact at Rank Xerox Pensions is **Mrs Lois Dawson**, who can be reached at Compton Court, 20-24 Temple End, High Wycombe, Buckinghamshire HP13 5DR. Tel 01494 461700.



ANY CONTRIBUTIONS? If YOU have any contributions for the Newsletter, please contact either Barbara or Lois, who will be very pleased to hear from you!

