



Colourful memories

Barbara Keech – XPA President

Last October, a group of XPA members visited New England. The events of 11th September had put our visit in doubt, but the unanimous opinion was that we should 'go for it – the security will never be better'. We embarked on what was to be a thoroughly breathtaking tour and now I should like to share some of the beautiful scenery that we saw and some of our memories of the trip.

Throughout our visit, the fuss made of us by the Americans was overwhelming: "Thank you for coming"... "thank you for standing with us"... "let me buy you a drink" and so on.



*Above: New England in the Fall
Left: Capitol Building, Montpelier*



Our tour began in the pretty resort of Hyannis on scenic Cape Cod. We had the opportunity to take the ferry across Nantucket Sound to quaint Martha's Vineyard and the more intrepid in our group weathered a force nine gale to experience a fascinating in-depth commentary by expert naturalists on a magnificent whale watch.

On day six, we travelled through the beautiful foliage of the Green Mountains to Stowe, a ski resort in Vermont. Vermont is the most rural state in the US, with its lush green mountains, glacial lakes and landscape of small villages and dairy farms. While there, we visited Woodstock and Billings Farm and Museum. We tasted maple sugar at The Morse Farm Sugar Works in Montpelier and had a fascinating day at the Shelburne Museum, seeing samples of Vermont handcrafts and New England artisans. Fortunately for us, there was a significant exhibition of paintings by the great 20th century artist, Grandma Moses, on display during our visit.

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Pension Increase 2002

As we have had a number of queries about this year's pension increase, we thought it would be useful to explain how the process works.

Under the Rules of the Scheme, your Xerox pension is guaranteed to rise in line with the movement in the Retail Prices Index (RPI), up to a limit of 5% a year. The RPI is measured from December to December and is set by the Government, based on the cost of buying a range of goods and services – a future article will expand on this. **The Trustees have no power to award an increase in excess of RPI.**

If the increase in the RPI is 5% or less, it is automatically granted by the Trustees. The RPI increase as at December 2001 was 0.7% and this was implemented at 1st April 2002. If the RPI increase were to be larger than 5%, the Trustees would have discretion, if the Scheme could afford it, to award part or all of the excess. The record of the Scheme in this regard is one of the best in the country.

PLACES TO GO, THINGS TO SEE



Pottering about in the Royal Forest of Dean Wednesday 21st August

Our guided tour will be conducted by our XPA Visitor, Bob Turner, who is a qualified Royal Forest of Dean Guide, and the theme of the tour is **Potters** – in different guises.

The first part of our visit relates to **Dennis Potter**, the author, who went to school and married in the northern part of the Forest. We shall see some of the film sets used in *The Singing Detective*, then go on to Symonds Yat Rock, a beautiful viewing point, and visit Bells Hotel for a light lunch.

In the afternoon we will head towards the southern part of the Forest, passing through the area which it is thought influenced J.K. Rowling when writing her wizardry novels about **Harry Potter**. We shall go through Tutshill (Joanna's home 1974 – 1984), then on to Wydean School where she became Head Girl in 1983.

We will then travel on to Taurus Crafts for a **pottery** demonstration and afternoon tea. Our return journey will take us through Lydney where **Dennis Potter** met his wife in the Town Hall – also, the Beatles performed a concert there in 1962.

Portsmouth Wednesday 4th September

A visit to Portsmouth Historic Dockyard, 800 years in the making, is an experience like no other. We will be thrilled by the sight of Nelson's flagship, the majestic H.M.S. Victory, captivated by the remarkable story of Henry VIII's favourite ship, The Mary Rose, and excited by stepping aboard the pride of Queen Victoria's fleet, the mighty H.M.S. Warrior, 1860.

Our group ticket will entitle you to view any two of three attractions, including the Royal Naval Museum and Action Stations, where you can experience life aboard a Royal Navy Type 23 Frigate with the stunning large-format movie. Finally you get to 'ride the movie' in a Sea Harrier or Lynx helicopter, courtesy of a glorious full motion simulator.

Refreshments are available in the many pleasant restaurants overlooking the harbour and, for those who like a little retail therapy, the day may be rounded off in the newly opened and well-appointed Gun Wharf shopping mall next door.



Coach transport will be provided for the above trips where there is sufficient support from an area. Please indicate your interest on the application form.

Xerox Sailing Association



Throughout the year, the XSA organises popular cruising, combining learning with adventure. Cruises can be weekends sailing in the Solent and to France, or longer trips to the Channel Islands and Brittany, or just family fun-days. If you wish, we can organise special events for small groups of XPA Members. All the areas we visit are noted for their charm, secluded anchorages and magnificent scenery.

We can supply all on-board provisions during the sail, with dinner taken ashore at night in a choice of restaurants. Xepha, our cruising yacht, is extremely comfortable and sleeps eight. All our skippers and crew have many years' sailing experience and hold the relevant qualifications.

Interested? For full details, contact **Steve Phelan**, Vice President – telephone: **01704 565060**, email: stephen.phelan@ntlworld.com or **Geoff Baldwin**, Commodore – telephone: **01462 485806**, email: GKDB@btclick.com or visit our website: www.xepha.co.uk

EXCLUSIVE XPA DATES
Wednesday 26th &
Thursday 27th June
and Thursday 25th &
Friday 26th July

Walks – this year and last

2002 Summer Walk – Wednesday 19th June

Here is another riverside walk lead by Doug Nevell, starting from the Bressingham Garden Centre, Dorney. There is free parking at the Garden Centre and we will have coffee there, prior to our walk. The walk is approximately four miles on good paths (but don't wear high heels). We will have a buffet lunch at Windsor and a boat trip back.

2001 Autumn walk

With the countryside finally clear of foot and mouth restrictions, we were able to reschedule the Spring Tramp to 18th September, at long last pleasing 15 frustrated walkers! Doug Nevell led the circular walk from Tring. It encompassed some fine Chiltern countryside and various historic features, and included the opportunity for a good lunch at the Full Moon at Cholsbury en route.

It took more than a spot of early rain and caked mud from ploughed fields to dampen the spirits of the walkers and, cheered by a final cuppa served by the Zebra cafeteria at Tring Natural History Museum, they dispersed, clamouring for more.

XPA Golf Society – matches for 2002

Friday 3rd May	Weston Turville, Nr. Aylesbury
Monday 24th June	Mentmore Golf Club, Bedfordshire
Friday 12th July	Weston Turville, Nr. Aylesbury
Monday 2nd September	Mentmore Golf Club, Bedfordshire

All regular players will receive full details from Paul Donegan's database. If you have not yet played with the XPA Golf Society, contact Paul, tel: **01727 862004** – email: pauldonegan@waitrose.com, and he will provide further information.

Important new pension checks

Xerox Pensions pays pensions to more than 6,000 pensioners each month and, as part of its system for effective administration of the Xerox Pension Schemes, it will shortly be introducing new checks to verify that all these pensions are being paid correctly.

The verification process will be carried out on a rolling three-yearly basis, which means that, each year, a third of all pensioners who have been in receipt of a pension for more than one year will be sent a form setting out the personal details (name, address, National Insurance number etc) that Xerox Pensions currently holds on record for them. When you receive this form, you will be asked to check the details and then either confirm or, if necessary, amend them. The form must then be returned to Xerox Pensions – a pre-paid envelope will be provided.

Starting this year, these forms will be sent out in August. The first recipients will be pensioners whose **surnames start with the letters A – F** (with the exception of pensioners in receipt of an ill-health pension and child pensioners). Thereafter, other pensioners will receive a form either the following year or the year after that ... then the whole process will begin again.

We appreciate your co-operation with this new checking process. Please make sure that you deal with your form and return it as soon as possible to ensure that your pension payments are not interrupted.

DIARY DATES

MAY

- Friday 3rd
XPA golf match – Weston Turville

JUNE

- Wednesday 19th
Summer Walk – Dorney
- Monday 24th
XPA golf match – Mentmore, Bedfordshire
- Wednesday 26th/Thursday 27th
XPA sailing days

JULY

- Friday 12th
XPA golf match
- Thursday 25th/Friday 26th
XPA sailing days

AUGUST

- Wednesday 21st
Royal Forest of Dean visit

SEPTEMBER

- Monday 2nd
XPA golf match – Mentmore, Bedfordshire
- Wednesday 4th
Portsmouth visit

UK ONLINE CENTRES

If you don't have your own computer and you want to find out how one could be useful to you (e.g. for mailing family and friends abroad, internet shopping, sports news, hobbies, and just keeping up-to-date with technology), you will be pleased to know that the Government has set up over 1,000

UK Online Centres.

Whether you want to send emails, surf the net or just find information, you can do it **free of charge** and, in most centres, help is at hand to get you started. Just ring freephone **08080 100 400** to find the centre nearest to you. You can then make an appointment to go along for your first session.



Xerox Pensioners' Association

All Xerox pensioners are automatically members of XPA

AIMS

1. To establish and maintain a two-way personal link with all 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.

XPA President

Our President, **Mrs Barbara Keech**, is available on telephone and fax **01895 814226 – 9 am to 5 pm Monday to Friday**.

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

XPA Administrator

You may telephone **Margaret Brooks**, the XPA Administrator, on **01494 615159, Mondays, Tuesdays and Wednesdays only**. Margaret's address is Xerox Pensions Limited, Compton Court, 20-24 Temple End, High Wycombe, Bucks HP13 5DR.

Regional Co-ordinators

West Region John Court

Stockwell Farm, Aylburton, Lydney, Glos GL15 6DN
Tel: 01594 843651 Email: john@courtjb.freereserve.co.uk
The West Region is based on Mitcheldean and covers: Avon, Cornwall, Devon, Gloucestershire, Herefordshire, Shropshire, Somerset and Wales.

East Region John Handscombe

Town Farm House, 51 High Street, Henlow, Beds SG16 6AA
Tel: 01462 814009 Email: johnhandscombe@onetel.net.uk
The East Region is based on Welwyn and covers: Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Lincolnshire, Norfolk and Suffolk.

South Region Anne Cain

24 Maygoods Lane, Cowley, Uxbridge, Middlesex UB8 3TE
Tel: 01895 231420
The South Region is based on Bridge House, Uxbridge and covers: Berkshire, Buckinghamshire, Dorset, Hampshire, Kent, London, Middlesex, Oxfordshire, Surrey, Sussex, and Wiltshire.

North Region Sheila Webb

18 Kennerleigh Crescent, Leeds, West Yorkshire LS15 8RS
Tel: 0113 2646979
The North Region covers: Cheshire, Cumbria, Derbyshire, Durham, Lancashire, Leicestershire, Northamptonshire, Northumberland, Nottinghamshire, Staffordshire, Warwickshire, Worcestershire, Yorkshire, Scotland, Northern Ireland and the Isle of Man.

Absent friends

Below are the names of our members who have died during the last few months, showing the age of the member. Our sincere sympathies to their families:

Isle of Man		Dennis J Ede	72	R J Teague	77	Welwyn	
Teddie Guy	76	Derek Griffiths	78	Elizabeth Ward	67	Dennis J Burr	80
London		Henry Halliday	90	Dawn Williams	67	John Busby	79
Stuart Chalfen	61	Dennis J Hanford	63	Riverview		Carol Butcher	60
Marlow		Leslie Harper	67	Terry Redhead	53	Leslie Cranmer	73
Helen Beattie	91	M G Herbert	74	UK Co		Dennis Manners	55
Douglas Heath	75	Michael Hope	66	R I Angus	58	T W Mansfield	83
Edward T Whiffen	75	Raymond Jones	76	H Baker	83	Alan May	83
Mitcheldean		W R Jones	68	Fred Ball	81	Victor Moore	83
John Antcliff	80	Thomas Maith	81	G W Carter	75	Stanley Patek	75
Jim Blake	76	Gunter Matthes	82	William Fordham	81	Stanley Rhodes	78
Darrell Brewer	79	Margaret Meek	82	James Harrison	91	Barbara Watt	74
Gilbert Carpenter	72	George Payne	77	Moira Kenny	81	Wokefield Park	
Raymond Carter	75	Alf Redding	75	P J P O'Shea	74	Vicky Ross-Weir	57
Winston Creed	85	Clifford Reed	90	Gordon Theobald	78		
George F Cresswell	60	Lyndon Stephens	74	Edward T Wright	66		
		Ronald Taylor	74				

NEW MEMBERS

We have welcomed so many new members since our last issue that we cannot show them here. However, you may obtain a list from our Administrator, **Margaret Brooks** (contact details above).

Obituary – Terry Redhead

We are very sorry to report that Terry Redhead died in December 2001. Terry had served on the present Trustee Board and its predecessor, the Management Committee, for over five years, until his retirement in February 2001. His commitment and dedication were greatly appreciated by all concerned.



Vital Visitors

Come and be a Visitor/contact for XPA

XPA was formed over 20 years ago and inevitably some of our original Visitors have decided to take a well-earned rest! So we are always glad to have volunteers. There is mutual support. Visitors are responsible to their Region Co-ordinator and have the opportunity to meet each other to discuss any concerns and compare notes.

We usually allocate no more than 25 pensioners to each Visitor. Our aim is to contact each pensioner twice a year – more if they are ill or have a problem. However, some pensioners don't require a visit – a telephone call to confirm they are all right may be sufficient. Any contact made is at the discretion of the Visitor, with the agreement of the visitee, with visits normally lasting not more than half-an-hour. We reimburse expenses for mileage, telephone, postage, etc.

Our Visitors are highly valued as a point of contact for our pensioners, both by the Association and by the pensioners themselves. They play a very important role in the XPA. Is this something that might interest you?

VISITORS NEEDED HERE....

West Region – Coleford, Cinderford, Gorsley and Newent – contact John Court on **01594 843651**.

North Region – Scotland and Manchester areas – contact Sheila Webb on **0113 2646979**.

If you are interested in helping us, please contact the relevant Regional Co-ordinator.

Our thanks to Alan Cryer and Jeff McCoy

Alan Cryer is known to our Association members because he has twice been elected as the Pensioner Representative on the Trustee Management Committee and subsequent Trustee Board. In addition to this, he has been an active Visitor for XPA and kept in touch with our pensioners in the Gorsley and Ross-on-Wye areas.

We are sorry to advise that Alan has now decided to give up his visiting support to concentrate on the Trusteeship. We appreciated his help over the years and wish him a well-deserved retirement from his visiting activities.

Jeff McCoy was the West Region Co-ordinator for five years until he indicated his intention to step down in December 2001. We would like to express our grateful thanks to him for his excellent service to the Association. We were fortunate to secure the services of **John Court**, who had just retired from Mitcheldean after a 40-year career there. John will now look after the West Region visiting/contact team, and will be assisted by **Bob Turner** on **01594 841630**.

Neil Shankland – our new Visitor for East Region

Neil retired from Xerox Ltd in 2001 after nearly 20 years' service with the Company. He joined RXUK Marketing at Uxbridge in 1981. Over the next 17 years, he continued to work for the UK Company in a variety of roles, including Marketing Manager for Electronic Printing, running a Sales Team as Key Account Business Manager in Southern, becoming UK Sales Operations Manager for DocuTech in 1990 and finally running an Industry Sector Marketing team for Document Production Systems. In 1998, he moved to Welwyn as Marketing & Operations Manager for Document Solutions (Europe) and his final role was as Manager, Document Solutions Operations.

Neil can be contacted on **01442 394243** or email nshankland@tinyworld.co.uk



Staff sales discounts re-established

The Company has now re-established the Staff Sales Department and Xerox pensioners are entitled to make purchases at a discounted rate, provided they order from the website: **www.withandwithoutwires.com/xeroxuk**. Join as a member – it's free, easy and instant! Once you have registered, you just need the code *xeroxuk* to get your discount.

The scheme provides Members Plus discounts on a wide range of computer consumables including hundreds of Xerox products and compatibles for printers, specialist products and a host of inkjet supplies. There is also information on a whole range of consumer electronic resources.

The new service offers home or business delivery at very low rates – £1.99 or free for purchases over £50.

Company News

Operation Turnaround succeeding

Since Operation Turnaround was announced in October 2000, a great deal has already been accomplished. Many of you will be aware of the major advertising push, particularly the Xerox sponsorship of the Winter Olympics. The Company was in profit by the fourth quarter 2001. In October 2001, **Anne Mulcahy**, Xerox President and Chief Executive Officer, announced another major step forward – the transfer of much of Xerox's manufacturing operations to Flextronics, resulting in a payment to Xerox of approximately \$220 million.

At that time, Anne Mulcahy also stated: *“Although we are transferring a major part of our manufacturing capabilities, it is important for Xerox people to understand that we are keeping much of it as well. We will continue to manufacture high-end production printing and publishing equipment, toner and imaging supplies. We have a clear competitive advantage in these areas and will maintain them and continue to strengthen them.”*

Bill Goode retires – 31st December 2001

Jean-Noel Machon, President, Xerox Europe



It is with much regret that I announce the retirement of Bill Goode, Deputy Managing Director, Xerox Europe.

Bill joined Xerox in 1977 and has held executive directorships in Manufacturing, Engineering, and Sales & Marketing. He supported Xerox in the United States as Finance Director of the Reprographics Business Group and Finance Director of the Americas Operations, then in Europe as Finance Director, Xerox Europe and Managing Director of the UK Company, before taking on his current role. In 1999, Bill was elected a Corporate Vice President

of Xerox, becoming only the second non-US based officer at that time.

I would like to thank Bill for all of his significant achievements over the years and the support he has given the Company in Europe.

LOOKING BACK – the Company in the past

John Miell sent us his job-offer letter from when he joined the Company as a service engineer in 1963. He retired in 1992 after 29 years' service.

This snippet will probably jog other pensioners' memories!

... I am glad to confirm your engagement with the Company as a Service Engineer in the Midland Area, to take effect from 2nd September 1963.

Your commencing salary will be at the rate of £800 per annum, payable 4-weekly.

...Your normal hours of duty will be from 9.00 am to 5.30 pm and if required to remain after 6.30 pm overtime is payable from 5.30 pm at time and a quarter Monday to Friday.

When away overnight no overtime is payable, but an allowance of 30/- (£1.50) for bed and breakfast, plus 11/6 (65p) evening meal allowance will be given. On Saturdays and Sundays overtime is payable for all hours worked at time and a half, and in cases where you are required to stay overnight the above allowances are payable in addition.

Pension Dates 2002 Your Xerox pension will be paid into your account as follows:	PENSION	PAID IN
	July	Monday 1st July
	August	Thursday 1st August
	September	Friday 30th August
	October	Tuesday 1st October
	November	Friday 1st November
	December	Friday 29th November

Health watch

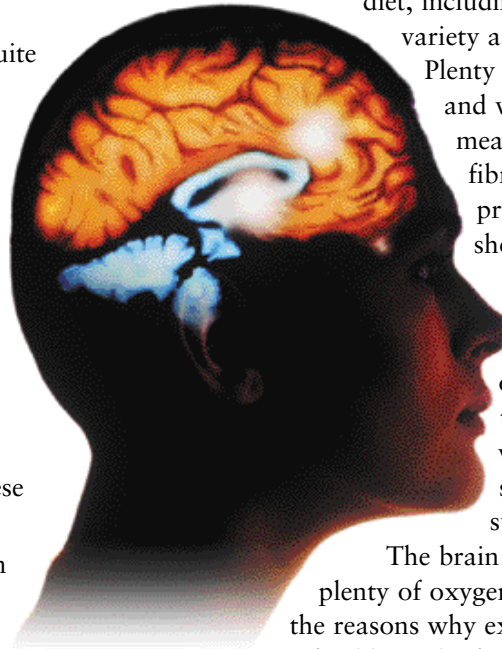
Food for thought from Health Consultant Ann Higgs

Like an engine, the human brain needs a balanced supply of fuel to perform at its best. Current research is now beginning to identify some of the key ingredients, and the results are quite surprising. For instance, did you know that:

- Drinking cranberry juice might help protect the brain from ageing?
- Regular helpings of fish may improve brain function?
- Greens could be instrumental in preventing dementia?
- Avocados and nuts might help slow neurodegenerative diseases?
- Soya consumption can assist transmission of messages within the brain?

With many exciting studies underway, the picture that is emerging is complex, but early results suggest some of these benefits may be gained from:

- Flavanoids – a special type of antioxidant, abundant in many fruits and vegetables.
- Omega – three fatty acids in oily fish, such as salmon, trout, mackerel and sardines.
- Folic acid – abundant in fresh green vegetables, orange juice and the wheatgerm of wholemeal bread.
- Vitamin E-rich foods – including blackberries, tomatoes, watercress, seeds, soft margarine and vegetable oils.
- Choline and other ingredients of soya lecithin.



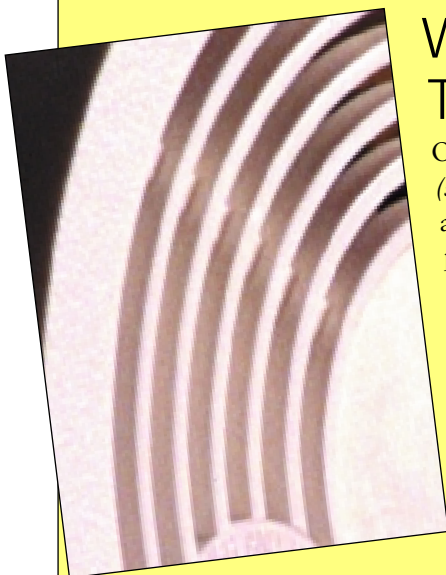
This all serves to underline the importance of a good, balanced diet, including as much variety as possible.

Plenty of fresh fruits and vegetables, lean meat, fish and high fibre foods are my priorities. These should go a long way to ensuring an ample supply of the right things, and I won't need a shelf-full of supplements!

The brain also thrives on plenty of oxygen. That's one of the reasons why exercise, preferably in the fresh air, is recognised as a useful treatment for those suffering with depression.

Our scientists are probably still a long way from creating an artificial intelligence half as good as the human brain, so let's do our best to look after the one we have!

Competition Time!



WHAT ON EARTH IS THIS?

Our last 'guess-the-object' competition (*solution below*) proved popular, so here is another one. What do you think the picture to the left is? As before, it's a common object seen from an unusual angle.

Answers on a postcard or sealed envelope to **Barbara Keech** (*contact details on page 4*), no later than **31st July**. First correct answer out of the hat wins £25.

Congratulations to the lucky winner

The picture in the last issue was a close-up shot of an electric fan (*photo right*). Our lucky winner was D Nicklas of Dalkeith, Midlothian, who receives a cheque for £25.



Xerox Pensioner **C (Joe) Robinson** has written a book called "*Oxfordshire Ghosts*". Published by Wharncliffe Publishers, it costs £9.95 and is available from all good bookshops (or from Joe himself on 01993 702383 if you have any difficulty). Proceeds from the sales go to Michael Sobell Hospice at Oxford.

Life after Xerox

Derek Hanley – a happy retirement!

We recently heard from Derek Hanley who worked for Rank Xerox and Xerox for 32 years. He spent his last 12 years in Rochester and Stamford in the Xerox Corporate Planning Group, heading up Service Strategy and Planning, and in various other roles, finally as Director of the Corporate Quality Office.

After retiring from Xerox, he had a six-year career as a consultant in Change Process Management. He retired fully at the end of 1996 when he moved from Connecticut to Florida, where he and his wife spend their winters. They also have a small apartment in Santa Barbara, where they spend their summers. With a core of good friends at both locations they have achieved a happy retirement.

Derek will be pleased to hear from any old colleagues and friends. You can email him at derekbarb@cs.com.

A life abroad

Norman Harris joined Rank Xerox at Mitcheldean in 1973 and was Manager of the Technical Programme for Current Products until he retired in 1982. He and his wife Jean lived in Chipping Campden until 1989, when they decided to move to Dinard on the northern coast of France.

They blended in well in their new surroundings – learning to speak French and teaching English. Sadly, Jean died last year but Norman has continued with his language teaching. He received an invitation to celebrate New Year in the Toulouse area and has sent us this amusing account of an incident on his train journey.

Around half way, there was an announcement that we were about to be delayed by a ‘manifestation’ on the track. Sure enough, we came to an unscheduled halt at the station in the little town of Luçon, where half the populace was on the line



and the other half on the platform; it seemed that their station was under threat of closure and they were staging a protest. The train doors opened and some of the crew and passengers got out to join the demonstrators and

some of the demonstrators came aboard to join the passengers and hand out a few leaflets. A jolly lady demonstrator came along the corridor proffering a large plate of sliced brioche, just to show there was no ill will towards the passengers. There was music on the platform and the Mayor speechifying in the manner of mayors everywhere. After about twenty minutes, everyone agreed it was a very fine demonstration and got themselves sorted out into their correct places. To cheers all round, the train then resumed its journey and, being a very French train, it gathered up its skirts and delivered most of us to our destinations on time!

Contrasts in Boston ... *continued from front page*



Before leaving for home, we spent a few days in Boston and enjoyed a commentated tour around the city and on the Charles River in a WWII landing craft – a duck. Our guide on the walking tour explained the history of the Boston Tea Party and we viewed ‘Old Ironsides’ at the Constitution Museum. In any travel around Boston, you cannot avoid coming across the ‘BIG DIG’ – an extensive system of roadworks where new tunnels are being built underneath a temporary roadway. It has been going on for some years and is already well over budget!

Boston is an interesting city, and for those who have not yet been, well worth a visit. We certainly enjoyed our visit to the city and to the beautiful state that surrounds it.



How are you doing?

It is so easy to lose touch with old friends and colleagues. A letter or article in XPA News reaches all our members and can bring a heart-warming response. Why not let us know what you are up to these days – in the form of a letter, snaps or an article – and share the things that make your life interesting.