

Life begins at ...

It seems, from what we hear from our members, that life really gets going after retirement rather than at forty. Retirement should be a time when you can choose what you do rather than being caught up in the race to get ahead and support your family – you can try out new things. As the late Malcolm Tasker once said, 'The pay's not much good, but the hours are terrific!'

Some of you start new businesses – putting your Xerox experience to use on your own account – some of you fulfil lifelong ambitions through travel or new experiences. You can find news of four very different experiences from pensioners on pages 7 and 8, but the piece below by one XPA member seems to sum up the adventurous spirit that so many of you exhibit.



Hugh Farrington at the helm

XPA and XSA – Feeling inspired



Retirement – new experiences and each day a new adventure! So it was for eight members of the XPA who, never having sailed before, met with some trepidation to experience two incredible days sailing on Xepha, the 32-foot racing/cruising yacht owned by the Xerox Sailing Association.

Skipper for the occasion was the experienced and highly capable Cliff Lichfield, ably supported by Richard Royall. Before allocating duties, Cliff talked the crew through safety procedures, charting a course, wind and weather conditions, sailing the boat, with invaluable advice on how to avoid colliding with the Lymington-to-Cowes car ferry.

Over the next two days, the crew navigated the Solent from Cowes to The Needles and from pub to pub, taking

turns to helm the boat, furl the sails, climb the rigging and make the tea. More than one crew member was heard to say that this was what retirement was all about – doing something different, interesting and challenging.

Very special thanks from all the crew to Cliff and Richard for their time, their knowledge and their expertise, and for making this a unique and truly memorable experience.

Several XPA members who have tried this pastime have written to say how much they enjoyed the experience and some have even been inspired to take up learning to sail in earnest! (see page 3 for extra Sailing Days)

Many thanks to Peter Jenkins for these wonderful sailing photographs.



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VISITS PAST...

Visit to Herstmonceux – April

XPA members had a very enjoyable two-day break at Herstmonceux in April, with wonderful weather. Our excellent accommodation was at Bader Hall International Study Centre.

On our first day, passing the castle on the way, we took a short walk to the Observatory Science Centre, where we explored at our own pace before guided tours with the experts. Once part of the Royal Greenwich Observatory, the Centre now

consists of Hands-on-Science, Domes of Discovery and an outdoor Discovery Park with shops and a café. After a full day, the coach took us back to Bader Hall, dropping off those who fancied a night-cap in the students' bar at the castle. Next day we took guided tours of the castle, with time to explore the beautiful gardens and grounds. Our visit ended all too soon!

La Toscana Bella (Beautiful Tuscany) – May/June

A short flight from Gatwick to Pisa was the start to what became a 'Grande holiday'. We began with a drinks reception in the well appointed 4 star Grand Hotel Tamerici at Montecatini Terme – our home for the duration of the holiday.

Our first day took us to Terme Di Montecatini Spa followed by a trip up to Montecatini Alto on the funicular railway for lunch amongst some of the most beautiful surroundings in that area. On our second day we met our Tour Guide, Massimo and warmed to him very quickly. He took us to Lucca –



*Above: Photocall near the Leaning Tower of Pisa
Left: Florence viewed from Monte alle Croci*



a 17th century walled city with tree-lined ramparts – Puccini's birthplace – and we were able to visit Puccini's residence in Torre del Lago. We also saw the historical Garzoni Garden, established in the 16th century and now undergoing restoration to bring it back to its former glory. The next day, the group made a trip to Viareggio, with the cleanest of beaches we have ever seen.

We spent a full day in Florence. It is a city full of art galleries, museums, noble palaces, sculpture-filled churches, and gardens. It reached its pinnacle between the 11th and 15th centuries – a free city in happy stability amid Imperial and Papal authorities. Far too much to see in one day! Siena is also a must, set amidst some of the most beautiful countryside in the world. Our local guide talked about the strong rivalry between the two cities of Siena and Florence. We sat in the Piazza del Campo, Siena's central square, and heard about the horse racing and the competitiveness of the districts in the festival, held twice a year.

Wine tasting was a thoroughly enjoyable experience. We also found time to visit the local area, with its many lovely shops and sidewalk cafés, and a street market. On our last evening, we attended an Open Air Concert at the Terme Di Montecatini Spa – a great surprise for all of us – a really wonderful evening. We were blessed with good weather, good food and good company and felt really at home though abroad.

Doug Nevell's Spring Tramp in the Chilterns

Thirty-one stalwarts enjoyed Doug Nevell's Spring Tramp in the lovely Chilterns on 10th April. The nine-mile route from Christmas Common, with a splendid lunch at the Stonor Hotel, was thoroughly appreciated, in spite of the poor weather – the day dawning with snow!

... AND FUTURE

CHRISTMAS AND NEW YEAR EVENTS

Last Christmas and New Year, over 400 XPA members met together to celebrate at annual dinners and lunches held all over the country. This year, for the first time, a festive meal is planned for those members living in Scotland. Those who have attended these functions in the past have thoroughly enjoyed the chance to catch up with old friends and exchange the news of the year. It is all too easy to lose touch and the meals offer a happy opportunity to maintain connections. If you haven't attended before, check the list to see if there is a meeting near you and join in the fun.

West Region	Mitcheldean Christmas Lunch , Thursday 4th December, Xerox Social Club – arranged by John Court but please contact Margaret Brooks on 01494 615159.
North Region	Christmas Dinner , Sunday 7th December, Marriott Hotel, Rotherham – contact Sheila Webb on 01132 646979.
Norfolk Area	Christmas Lunch , Tuesday 9th December, Park Farm Country Hotel, Hethersett, Norwich – contact Anne Pearce on 01692 407456.
Hampshire/ Dorset Area	Christmas Lunch , Wednesday 10th December at St Leonards Hotel, Ringwood Road, St Leonards – contact Harry Robertson on 01983 840450.
Amersham	New Year Dinner – Thursday 8th January, Guido's Restaurant, South Road, Amersham – contact Barbara Keech on 01895 814226.
Midland Region	New Year Buffet Supper , Tuesday 13 January, Dog & Doublet, Bodymoor Heath, Sutton Coldfield – contact Bob Johnson on 01889 583363.
East Region	New Year Dinner , Thursday 15th January, Letchworth Hall Hotel, Letchworth – contact John Handscombe on 01462 814009 or email johnhandscombe@onetel.net.uk (Anyone who has not been before, please let John know.)
Scotland	Murdo Orr wishes to organise a function for our members in the Scottish Borders area. If you are interested, please contact Murdo on 01355 303032 or you can write to him at Six Fathoms, 6 Polnoon Street, Eaglesham, East Renfrewshire, G76 0BH.

OTHER EVENTS

Sailing Days *Monday 29th /Tuesday 30th September and Monday 13th/ Tuesday 14th October*

Due to the success of our Sailing Days with the Xerox Sailing Association this summer, we have again been invited to join them for four more days – 29th/30th September and 13/14th October. This is your chance to become a crew member for one or two days on the yacht Xepha at a cost of £35 each per day. Apply to Margaret Brooks on the enclosed application form.

Royal Albert Hall Classical Spectacular *Sunday 23rd November*



Over one million people have marvelled at the incredible lights, lasers and special effects that make Classical Spectacular a unique experience. Once again over 250 performers will take to the stage and the Royal Albert Hall will resound to the world's best classical music, including brand new pieces as well as all time

favourites, including *Rule, Britannia!*, *Jerusalem*, *Nessun Dorma*, *Land of Hope & Glory* and many more, ending with the thundering cannons, muskets and indoor fireworks of the *1812 Overture*. Apply to Margaret Brooks on the enclosed application form.

Pension Dates 2003/2004

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

PENSION	PAID IN
October	Wed 1st October
November	Fri 31st October
December	Mon 1st December
January	Wed 31st December
February	Fri 30th January
March	Mon 1st March

Pension Data Verification – surnames G to O

The communication for the current phase of the data verification exercise was sent out in August. Please make sure you complete the form and return it in the envelope provided. This exercise enables us to update our database of addresses and telephone numbers, **but please do keep us informed of any changes at any time.**



Xerox Pensioners' Association

XPA website:
www.xpa.org.uk

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.

Email: barbara.keech@btinternet.com

XPA Administrator

You may telephone **Margaret Brooks**, the XPA Administrator, on **01494 615159, Mondays, Tuesdays and Wednesdays only**. Margaret's address is Xerox Pensions Ltd, 20-24 Temple End, High Wycombe, Bucks HP13 5DR.
Email: margaret.brooks@gbr.xerox.com

Regional Co-ordinators

West Region John Court

Stockwell Farm, Aylburton, Lydney, Glos GL15 6DN

Tel: 01594 843651 Email: john@courtjb.freemove.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.

NEW MEMBERS & ABSENT FRIENDS

If you would like to see a list of new members and/or pensioner deaths occurring since our last issue, you may obtain both from our Administrator, Margaret Brooks (*contact details above*).

WELCOME TO NEW VISITORS

We would like to extend a warm welcome to our new visitors – three in the South Region and one in the West.

South Region



Gabby Tossounian

Gabby retired in 1998 after a long career with Xerox that took him all over the world. He has lived in High Wycombe since 1971 and is looking forward to making contact with XPA members in his area. Gabby can be reached on 01494 639558.

Ray Metcalfe

Ray joined Xerox in May 1968 at the National Refurbishing Centre, Uxbridge. After the centre closed in October 1982 until 1985, he had various assignments in many locations. Early in 1985, he transferred to Radlett as Asset Strip and Logistics Supervisor until the end of February 1993. He sees being a Visitor as putting something back and helping others. Tel: 01895 635573.

Mike O'Donnell

Mike joined Xerox back in 1971 as a Service Engineer based in Leeds. In 1984, he moved to Uxbridge as the National Technical Specialist, then Pre-Sales Analyst, National Support Consultant, and then spent five years in Welwyn with Document Solutions. He moved back to PSG in the UK as Solutions Brand Manager and spent his last year or so as UK Marketing Manager for Global Services. Tel: 01865 890349.



West Region

Margaret Elton

Margaret first joined Xerox in the early 60s as an assembly operator with both British Acoustic Films and Xerox until she left to start her family. She rejoined in October 1990 as a sub-assembly operator until she retired in December 2002. She is looking forward to making contact with her local XPA members. Margaret can be contacted on 01594 542161.



TRIBUTE TO JACK BONNEY



We are sad to report that Jack Bonney, XPA Chairman for many years, died on Monday 30th June 2003. Bernard Morris and Ron Barnett remember Jack:

Jack was a systems expert, instrumental in implementing computers at Xerox in the days when they were huge machines that occupied a whole building. But his skills did not just lie with systems. He was a highly respected member of management – a bluff, no-nonsense northerner, who had an amazing way with people (a father figure) and a tremendous sense of humour that could bring calm to any tense situation. It was these skills that led him to be a part of Ron's team in negotiations with the union TAS. It was his very dry sense of humour that made him everyone's first choice for after-dinner speaker and he would always have everyone reeling with laughter.

And from Barbara Keech, XPA President: I personally will miss Jack's capable, sound advice and support. He had a comprehensive knowledge of UK Taxation and State Benefits and contributed greatly to XPA seminars on these subjects, as well as writing articles for our Newsletter. As a person, you felt better for having met him.

Thank you Bill

Bill Beech worked at Mitcheldean for 31 years, retired in 1980 and became a Visitor for the Drybrook area. We appreciate all his hard work over the years and would like to give him a big thank you and to wish him well in his second retirement. Both Bill and his wife, Mabel, are well known in the Forest of Dean. Mabel is a great authority on the history of the Forest and was a regular broadcaster on Gloucester Radio.

Thank you – from Barbara Keech

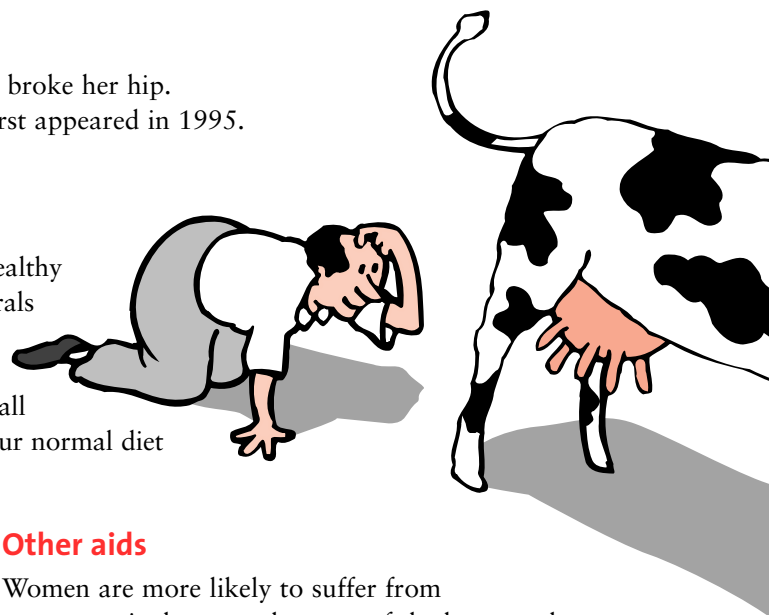
Barbara would like to thank everyone for all their good wishes, cards, flowers, gifts and visits. She is now recovering well. The engineers amongst you might like to know that she is now the proud possessor of a five-inch DHS (Dynamic Hip Screw) and a Canulated Screw. XPA's very own bionic woman!

Health Watch

Many of you will know that Barbara Keech recently fell and broke her hip. This has prompted us to re-publish parts of an article that first appeared in 1995.

Keep up your calcium

A healthy diet is the foundation for a healthy life. We need healthy carbohydrates, fats and proteins together with essential minerals such as calcium and iron. The body excretes calcium daily and if the calcium lost is not continually replaced, our bones will become depleted over the years – a condition we call osteoporosis. That is why it's important to make sure that your normal diet contains enough calcium to replace the daily loss.



Where does it come from?

An adult needs about 800 mg of calcium a day. One pint of milk contains 700 mg and we also get calcium from bread, hard cheeses, fruit and soft-boned fish. Yoghurt, soya and hard tap water are also good sources. It doesn't matter how you take your milk – hot or cold, skimmed or semi-skimmed. Calcium enriched milk is available which looks and tastes like ordinary milk but contains twice as much calcium.

If you think you are not getting enough from your normal diet, you can take an occasional calcium tablet. Such tablets often contain vitamin D, which helps the body to absorb the calcium. However, you should be careful about taking extra calcium – always check with your doctor first.

Other aids

Women are more likely to suffer from osteoporosis than men because of the hormonal changes that occur around the time of the menopause. Hormone Replacement Therapy (HRT) may help.

Exercise that produces a strain on bones can also help guard against osteoporosis. In fact, most exercise, apart from swimming, has this effect. Barbara herself has gained great help from a book sent to her by an XPA member – Bill File. The book, *Easy Exercises for the Older Person*, price £4.95, published by Springfield Books, was written by Bill's wife, Monica, who has been a physiotherapist for over forty years. If you have difficulty finding a copy, you can contact Bill or Monica on 01993 878788.

Company News

Positive news from Head Office

At the end of July, the Company report on the second quarter sent out an upbeat message. Here is a synopsis:

Xerox continues to roar back. A year or so ago, we dropped the words 'bankruptcy' and 'liquidity' from our list of worries. Now we can drop 'turnaround' and 'comeback' from our vocabulary. Now we can talk about opportunity, growth and greatness.

Sales up, debts down

In the second quarter, equipment sales grew 8% and equipment installation rates also grew in key growth markets. In the office, colour multifunction installations increased 64% and black-and-white multifunction grew 8%, primarily driven by sales of the Xerox Document Centre 500 series announced last year. We are also seeing the initial benefits from new and enhanced office products launched in the second quarter.

We're transforming Xerox into the leading digital player with black-and-white and colour digital systems that are integrated with a robust portfolio of services.

Debt decreased in the quarter due to the successful completion last month of our recapitalisation plan. Our offer of new equity was over-subscribed – a clear signal that we are earning investors' confidence and trust.

Second quarter breakthrough:

- Earnings per share of 9 cents - beating expectations
- Equipment sale growth of 8%
- Revenue from colour products up 19%
- Total revenue tops forecast
- Debts reduced
- Healthy outlook for the year overall

Market-place wins

We are also continuing to earn the confidence and trust of our customers. In the States and Canada, important contracts were renewed. Xerox Europe gained big wins with customers as diverse as an investment bank in the Netherlands and telecommunications and IT companies in Portugal, Spain and Germany.

All systems go

So we are firing on all cylinders. Cost and debt continue to come down. Gross margins are healthy and have stabilised. Our operations are generating good amounts of cash. Equipment sales are up. We're seeing big wins in the market-place. Investors are showing interest. Even the press is beginning to take note. We can't afford to relax, but a strong year is clearly within our grasp.

Pension Matters

EXTRA PROTECTION FOR YOUR PENSION

At Xerox, we believe that your pension is safe because the Scheme is well-funded and well-run. However, this is not the situation with every pension scheme, as the newspaper headlines have made us all too aware and, on 11th June, the Government announced that it was taking measures to improve the protection of all scheme members.

In future, when a scheme is wound up where the employer is not bankrupt, the employer will be required to fund the scheme to a much higher level to ensure that all members receive 100% of the pensions they have earned.

In cases where an employer has gone bust and the pension scheme is insolvent, a new Pension Protection Fund will come into play. Under it, pensioners will get 100% of their pension and members still at work will get at least 90% of the pension they have earned.

Your Xerox pension has always been secure – now these measures from the Government make it even safer.

The Pension Credit Update

The Government will be writing to all people aged 60 and over between April 2003 and June 2004 to help them decide whether to apply for Pension Credit and to advise them on how to apply.

The Pension Credit will be paid from October 2003. As long as you apply before October 2004, any money due to you will be backdated to October 2003. You can phone The Pension Service to apply for Pension Credit on 0800 99 1234, Monday to Friday from 8am to 8pm and on Saturday from 9am to 1pm. A staff member will fill in an application form for you over the phone or call you back at a more convenient time. They will then post the filled-in form to you so you can check it and sign it. If you have speech or hearing difficulties, the textphone number is 0800 169 0133.

You will need the following details when you phone:

- Your National Insurance (NI) number (you can get this from your pension book, payslips, tax papers or letters from social security).
- Information about any money you have coming in.
- Information about any savings and investments.

COMPETITION TIME

It's a bit more of a beast!

You all seemed to like our last competition, so we hope that you'll enjoy this puzzle as much. Can you guess what these five animals are? Take the first letter of each animal and rearrange them to spell the name of another animal. Answers on a postcard or sealed envelope, to **Barbara Keech** (*contact details on page 4*), **no later than 29th February 2004**. First correct answer out of the hat wins £25.



March's Competition – Congratulations to the lucky winner

The answer to the picture quiz in the last issue was **CAMEL** (*chimpanzee, alligator, mouse, elephant, lion*). Our lucky winner was **Ken Kingham** of West Molesey, Surrey. Ken receives a cheque for £25.

Life after Xerox

We have had such a wonderful response from readers that we are able only to print snippets of each contribution. Please accept our apologies for the heavy editing and don't be discouraged from sending in your stories.

Sweet retirement

Don Baker from Huntingdon has started a whole new career since his retirement. Don writes:

I joined Xerox back in 1966 and retired, it seems, a lifetime ago and I can say that my experience at Xerox has proved invaluable. First I set up my own consultancy, then joined my youngest son to establish a confectionery manufacturing company, specialising in producing fudge-making equipment for retailers and theme parks. One of our first needs was for technical support and we were able to obtain the skills of an ex-Xerox colleague, Roger Busfield, who plays a pivotal rôle in making our equipment and in our manufacturing processes. We now enjoy the reputation of a leading quality player in our field.

With regard to amusing anecdotes whilst at Xerox, I well remember the near panic caused by a visit by John Davis. A requirement was that JD should see the Gongman plaque (the sign of the Rank Organisation) at strategic points on his tour. We only had one plaque,



and timing had to be arranged to allow someone to discreetly remove the plaque as the last tour member passed by and hang it on the next point of display before JD came into sight!

Walking with wolves

Jenny (Ivy) Dixon (*ex-Milton Keynes*) writes:

I had been surprised by membership of the UK Wolf Conservation Trust as a Christmas gift from my friend Jenni Burton, which allowed me to take a walk with wolves in woods near Reading. Jenni accompanied me and we set out like two Little Red Riding Hoods on a Sunday in April.

The preparatory talk had told us that the wolves would smell or 'mouth' our hands to familiarise themselves with our scent as part of their 'pack' for the afternoon. Tension was high as the two wolves walked towards our line of waiting hands! Both were North American timber wolves – smaller than I had expected, but with long rangy legs and lamp-like, hypnotic eyes. Although the wolves were on leads, we walked exactly where they wanted to go, at exactly the pace they wanted to set – and stopped when they found something to interest them.

The whole experience was over within three hours but will be one which I shall always remember with awe and pleasure, and a feeling that I was indeed privileged to 'walk with wolves'.

Danny's second book

Many of you who worked at or visited Mitcheldean will remember **Danny Haines**. His career there spanned 37 years and he held a range of management posts during the 80s and 90s. After he took early retirement, he took up writing. His first book, *Shear Magic*, was a childhood recollection of village and farm life in the Forest of Dean in the early 50s. It has been a tremendous success and has spurred him on to complete a second book with the intriguing title *Lightly Poached*. The recollections are again a combination of scrapes and escapades on the farm and at the local secondary school, but now in the late 50s.



A signed copy of *Lightly Poached* is available to XPA members for £10.99 including postage and packing. Cheques payable to D Haines should be sent to Broadlands, Farm Road, Ruardean Woodside, Glos, GL17 9XL.

Ten years on

Marlene Taylor (ex-Northern Logistic Ops) looks back after ten happy years of retirement: I was with Rank Xerox for a total of 22 years – not bad for a ‘temp’ on a three-day assignment – and over the years I passed through many hands (in my secretarial capacity, you understand!!). All were great people to work alongside.

Now my life is very different. Both my husband and I enjoy good health and we’re living our latter years to the full – seeing our teenage grandchildren, taking holidays, both abroad and in our touring caravan. I’m also chairman of my local Townswomen’s Guild and involved in all kinds of fund-raising.

My thanks to everyone for all the happy memories and to everyone in the XPA team. Let’s raise our glasses and remember colleagues who are no longer with us. And to those of us still around – a long and happy retirement. Enjoy!!

FAIR DEAL FOR PENSIONERS!

Phil Massey (retired from the UK Company in 1993) feels that pensioners deserve compensation:

As I lay in my bath the other night, it occurred to me what a raw deal we pensioners get in respect of Bank Holidays. Not for us the occasional delight of a break from routine – the Public Holiday is business as usual.

In my case, this means the same old grind of sprawling in bed until my wife delivers my early morning tea, then a leisurely breakfast, followed by the daily slog of wandering around the ‘estate’. Next there is the taxing half-mile drive to the village newsagent to collect the paper (no deliveries – please note – rural services really are going to the dogs).

I have to admit that, after a late lunch, the rest of the day is my own but a pensioner’s lot is not the bed of roses some of us imagined it would be. I believe that some sort of compensation package is called for. If you support this idea, please write to: B.U.M.P.H. (Bonuses for the unemployed millions on Public Holidays), Smallhope Street, SWFRYDD (any spare vowels gratefully accepted), South Wales. Thank you.

House in Spain

Here is a delightful house for rent in Roses, a fishing town on the Costa Brava, on a hillside above the harbour with beautiful views to the west. The house has a large triple aspect lounge, dining room, kitchen and three double bedrooms, each with an en suite bathroom and its own terrace. The master bedroom opens on to a swimming pool. There are many sandy beaches nearby and lots of cultural interest. The nearest airports are Gerona and Perpignan (one hour) and Barcelona (two hours).

More details are available from Cliff or Anna Lichfield on 020 8868 4041 or email logis@dircon.co.uk.



How are you doing?

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. Please send contributions to Barbara Keech or Margaret Brooks (contact details on page 4).