

Barbara Keech, RXPA Secretary, writes..



"It was a great pleasure to see so many members at our Christmas and New Year get-togethers. We were delighted that almost 400 RX pensioners and their guests were able to attend the various lunches and dinners held at Ferndown in Dorset; Albion House; The Master Brewer at Uxbridge; Welwyn Garden City; the Mitcheldean Sports and Social Club; the Dominion Hotel, Manchester; and Wokefield Park. See if you can spot any familiar faces in the photographs included here!

"Writing this letter on a snowy day in winter, it is hard to imagine ever getting out our summer dresses and short-sleeved shirts again! But, like the Paris fashion houses, at RXPA we are

always thinking at least one season ahead and plans are already well advanced for our summer outings.

"I hope you will agree that this year we have organised a particularly varied and interesting programme. In London, we shall be touring Lords Cricket Ground, visiting Paddington Postal Sorting Office and peeping inside some 'hidden interiors'.

"Away from town, visits are being organised to Sudeley and Warwick castles. Final arrangements are being made too for our Golf Day in September and we shall also be holding our regular At Homes and repeating last year's successful Summer Lunch at Mitcheldean.

"You will find details of all these events on the next two pages and I hope that most members will find something of interest here. We are keen to maintain the high level of support we have enjoyed at recent events and I look forward to seeing many old friends – and, hopefully, some new faces too – during the coming year."



A round-up of Christmas fun!
Top: Welwyn Garden City.
Left: Mitcheldean.
Below left: Manchester.
Below right: Wokefield Park.



IN THIS ISSUE

- Get out your diary and sign up for our Summer Events, featured on pages 2 & 3.
- A new look for Rank Xerox (UK) – this and other Company news on pages 4 & 5.
- Four pages of news from RXPA members – pages 6-9.
- A short story – page 13.

Looking Ahead...

FORTHCOMING RXPA EVENTS

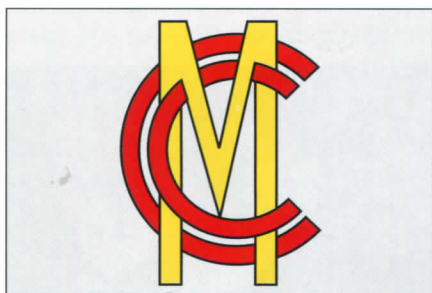
SUMMER DAYS OUT

Wednesday morning ...

Lords Cricket Ground, St. John's Wood



Cricket fans – and others – will enjoy this conducted tour of the historic Lords Cricket Ground, which includes the Pavilion and the famous Long Room.



The Marylebone Cricket Club logo

During the two hours we are there, we shall also have the opportunity to see the Grandstand, Nursery End, Indoor School, Top of the Mound Stand and the Museum (containing, amongst other things, the fiercely-contested Ashes). Surprisingly perhaps, the Ground also features a Real Tennis Court, which depicts the origins of the present game, invented in France more than 500 years ago. Our tour will be followed by a ploughman's lunch.

Wednesday morning ...

**18
MAY**

Inside some hidden interiors in London

This two-hour conducted walk offers the opportunity to go inside some of the oldest and finest

buildings in London. The tour takes in a 16th century dining hall in which Queen Elizabeth 1 dined and William Shakespeare acted; the 12th century church of the Knights Templar; the "oranges and lemons" church of St. Clements; the Old Curiosity Shop; and a house unchanged since 1837.

The walk will finish with a ploughman's lunch at a pub near Holborn tube station.

All day Monday ...

Sudeley Castle, Winchcombe, Gloucestershire

Sudeley Castle, the home of Lord and Lady Ashcombe, has royal connections dating from the 10th century. Once the property of King Ethelred the Unready, the castle remained in royal hands until

Tudor times. Queen Katherine Parr lived and died there and is buried in the castle chapel.

The castle is open for viewing and contains many fascinating relics and art treasures. We shall also have the opportunity to tour the eight magnificent gardens and to visit the plant centre, which specialises in old-fashioned roses. Lunch and afternoon tea will be served during our visit.

NOTE ON TRAVEL ARRANGEMENTS:

If there is enough support, we shall be able to arrange coach travel for

this visit to Sudeley Castle and for the trip to Warwick Castle (see opposite).

Please indicate on your Application Form whether you would be interested in travelling by coach. Departure points and times will then be arranged and notified to members.



Sudeley Castle viewed from the Tithe Barn.

Looking Ahead...

FORTHCOMING RXPA EVENTS

SUMMER DAYS OUT



All day Monday...

Warwick Castle

Warwick Castle was for many centuries the home of the mighty Earls of Warwick, central figures in the Wars of the Roses and the Hundred Years War with France.

The medieval castle, regarded as one of the finest in England, stands on the banks of the River Avon in over 60 acres of grounds beautifully landscaped by the great "Capability" Brown.

Inside, it boasts a number of ornately decorated staterooms displaying artefacts, armour and paintings. New for 1994 is the attraction "Kingmaker – a preparation for battle".

Lunch and afternoon tea will be served.

27
JUNE

Wednesday afternoon ...

Paddington Postal Sorting Office

13
JULY

This 1½ - hour tour will provide an insight into the workings of the daily postal service which we all take for

granted. We shall find out about handling letters and packages, the importance of our postcodes and how they are keyed in and read, automatic sorting of letters, and the Post Office's own underground railway.

Refreshments will be served.

Wednesday ...

Summer lunch at Mitcheldean

Following last year's successful event, we shall be holding another summer lunch in the Sports and Social Club at

Mitcheldean. The cost for the three-course lunch with a glass of wine will be £5.

20
JULY

All day Thursday ...

Golf Day, Chalfont St. Giles, Buckinghamshire

The RXPA Golf Day will be held at Harewood Downs Golf Course, Cokes Lane, Chalfont St. Giles,

Buckinghamshire. Coffee will be served on arrival at 12.45 p.m., followed by tee-off at 1.00 p.m. Rounds are expected to finish at 5-5.30 p.m, after which a three-course dinner will be served at 6.15 p.m. Players are invited to have their guests join them for dinner.

29
SEPT

Application Form

If you would like to join us for any of these events, please complete the Application Form enclosed with this Newsletter. You should return the form to RXPA Secretary, **Barbara Keech**, at the address on the back page by **Friday 22nd April**, together with a cheque for the correct amount made payable to **RX PENSIONS LTD.**

All applications will be dealt with on a first come first served basis. Once we have our full number for each event, any further names will be put on a waiting list in case there is a cancellation.

AT HOMES

Dates have now been fixed for our next round of At Homes, to be held at **IHQ Marlow (Thursday, 12th May)**; **Bridge House (Monday, 16th May)**; **Welwyn Garden City (Thursday, 16th June)** and **Wokefield Park (Wednesday, 24th August)**. Make a note of these dates in your diary and, if you would like to attend, please complete the enclosed Application Form.

Further At Homes will be arranged for the Autumn at **Cooper House, Manchester** and at **Mitcheldean**. Full details of these in the next issue of the Newsletter.

Around the Company

XEROX 2000

UK COMPANY MEETS THE CHALLENGE

Rank Xerox (UK) Ltd has recently announced its own response to Xerox 2000 – Xerox Corporation's declared strategy of shifting away from being a large functional bureaucracy towards becoming a highly decentralised entity built around autonomous business units.

The UK Company has now met this challenge with a reorganisation which Managing Director, Vern Zelmer, believes offers a "faster, leaner, more flexible structure to meet customer requirements and see off the competition".

BDUs and CBUs

The RX 2000 structure sets up four **Business Division Units (BDUs)** – which consist of small staff groups setting direction and strategy for their product areas – and nine **Customer Business Units (CBUs)**, drawn up

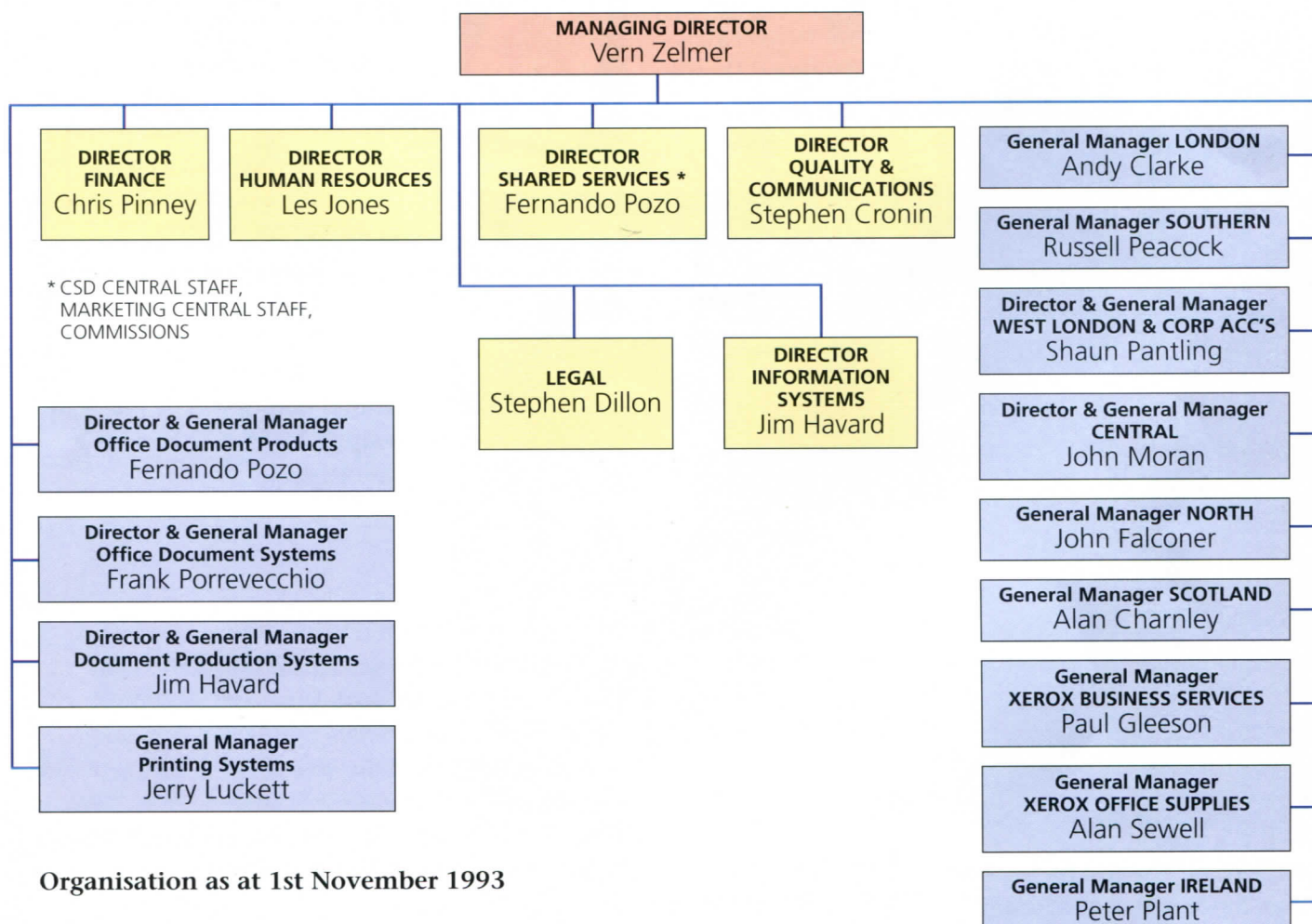
on a geographical basis, which replace the former Regional Partnerships. While the BDUs give strategic direction to the CBUs and provide product marketing programmes, the CBUs are the main point of contact with customers and are responsible for achieving the Company's business targets in their area.

Both the BDUs and CBUs are supported by a core unit which provides Finance, Human Resources, Legal, Quality, Communications and Shared Resources (marketing and customer service) functions.

Trustee elections postponed

In the wake of the reorganisation of the UK Company, it has become necessary to draw up new constituencies for the forthcoming election of Member Trustees for the RX Pension Schemes. This means that the election will not now take place until later in the year.

The New-Look UK Company



Organisation as at 1st November 1993

Around the Company

MIXED RESULTS IN 1993

The RX 2000 initiative is part of a continuing drive for improved productivity within the UK Company against a difficult trading background. During 1993, general industry trends, a weak UK currency and poor sales of the most profitable products all took their toll, with sales revenue falling short of target and total revenue up by only 3% over the year.

On the plus side, however, good housekeeping together with improved productivity helped achieve a better-than-planned cut in costs. There was also an impressive boost to customer satisfaction, up to 93% at the year-end.

OLYMPIC SHOWCASE

The recent Winter Games at Lillehammer in Norway marked a celebration of 30 years of Olympic commitment by Xerox Corporation, dating from the Innsbruck Games in 1964. A 70-strong team from Rank Xerox Norway led the Olympic effort in Lillehammer and around 400 Xerox copiers and 600 fax machines were working around the clock at all of the venues involved in the events.

Billed as the "greenest" Games ever staged, Lillehammer set tough environmental standards. That included a requirement for plain paper fax machines, so three Xerox models were in use – the 7024, 7041, and 3010 – all using environmentally-friendly paper.



BACK TO BASICS!



The National Bank of Poland's 1385 Master Maker, still going strong after 33 years!

When David Mack, East European Operations Sales, made his first Docutech sales call in Warsaw, he found himself going back in time. His prospect, the National Bank of Poland, was still proudly displaying its Rank Xerox 1385 Master Maker, claiming that, at 33 years old, it is still in perfect working order – as is its original operator, Wacław Struski!

The bank hasn't remained in a total time warp though. It also uses Xerox 1065 copiers and recently put in an order for nine MajestiK Colour Series.

WHAT'S IN A NAME?

Region B, formerly at Westbourne House, has changed its name and moved to Marlow. The operating unit is now known as Rank Xerox International, a name which more accurately reflects its wide-ranging operations. All Rank Xerox International Staff formerly based at the old headquarters at Westbourne House have now moved into new premises in the Ground Floor South area at Marlow.

HELPING SAFEWAY PUT FOOD ON THE SHELVES

Supermarket supremo Safeway really knows how to keep things fresh – it delivers over eight million cases of groceries a week to its 352 stores. In future every single case will have a special barcoded label on it – produced on new Xerox laser printers. Networked to Safeway's head office, the printers will help to put food on the shelves more quickly.

The £650,000 order from Safeway for eighteen 4235 and sixty-four 4213 laser printers was won by Account Manager, Paul Stevenson, after a successful pilot scheme at Safeway's Stockton distribution centre, which was supported by the RX Leeds office.

Honoured by the Pope



Many congratulations to **Fred Pocock** who has recently received the *Pro Ecclesia et Pontifice* award, a high honour bestowed by the Pope in recognition of Fred's work over many years with the chronically sick.

Fred is Chairman of the International Union of Prayer in Great Britain and Northern Ireland and, through this organisation, has been involved for more than 30 years in taking sick people from this country to a shrine in Belgium three times a year. This work began whilst Fred was working at Rank Xerox, in the Board Marking Department at Welwyn, and Fred pays tribute to the Company for helping to make it possible by allowing him to add an extra week to his holidays.

At Rank Xerox, Fred was a committee man for the Sports and Social Club and was active in arranging outings and dinner dances for the members. He was also responsible for organising get-togethers for retired employees and was always on the scene for the annual children's party.

In retirement, Fred still keeps as busy. His role in the International Union of Prayer takes him regularly to Belgium for meetings and he is also President of the local Club Institute Union.

Fred proudly displays his award from the Pope.

Modern-Day Plant Hunter

Those of you who remember **Tony Chadwell**, who sadly died in July 1985, but who worked for Rank Xerox variously at Welwyn Garden City, Slough and Aylesbury as a "progress chaser" and Inventory Analyst, will be interested to know about the successful career of his son, **Christopher**, a freelance botanist, lecturer and seed-merchant.

In his final year studying botany at Southampton University, Chris was asked to join a team of six young scientists going out to study plant and bird life in the Tibetan borderland district of Ladakh. This expedition whetted his appetite and

encouraged him to form his own team, leading in 1983 to the Kashmir Botanical Expedition which he organised and led.

Travelling to the Himalayas annually, Chris has built up a reputation as an experienced and entertaining speaker. At the same time he also runs a small seed firm, in association with an Indian company, which offers seed of hardy Himalayan and Oriental species suitable for British gardens.

Chris grows hundreds of wild origin plants in a small town garden in Slough which is open to view and all are welcome to come and see just what can be

achieved in a modest setting. Wisley, Kew and Savill Gardens are all within easy reach and could be combined with a visit to Chris's garden. For more information, phone Chris on 0753 542823.

A Himalayan blue poppy, growing amongst boulders in Lahoul, Himachal Pradesh.



Focus on People

From Russia with love

Ron Nicholls, RXPA member from Ruislip, was surprised to be woken at the crack of dawn recently to sign for a recorded delivery. He was even more surprised, when he opened the package, to find inside a medal and certificate bearing his name – in Russian!

A visit to the Russian Consulate and the assistance of a charming young lady there produced translations of the inscription on the jubilee medal – “40 years of victory in the Great Patriotic War 1941 – 1945 – To the participant of the War” – and the similar dedication on the certificate, which carried Ron’s name and the signature of President Gorbachov.

Ron, who worked as a Spares Co-ordinator in Field Engineering for Rank Xerox International, is modestly playing down the honour:

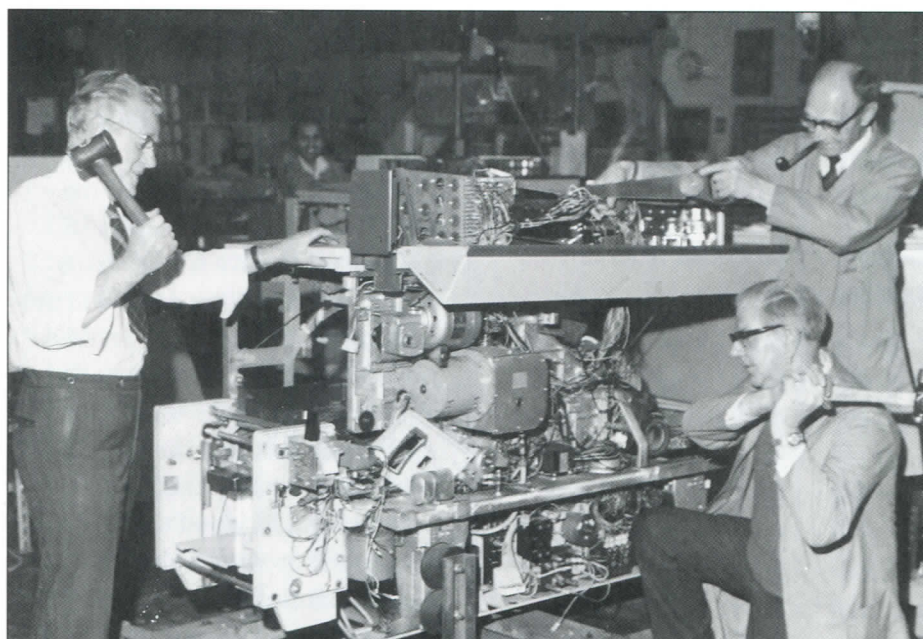


Special delivery – the certificate which Ron Nicholls received in the post recently.

“I can only assume that a new arrival at the Admiralty, when looking for a place to store the essential jar of coffee and mug, found these medals in a

cupboard where they have been for the past two years and set out to find a home for them!”.

Remember When?



Queenie Smith sent us this photograph of her husband, Fred, who sadly died recently. Fred, who worked as a Supervisor in the Refurbishing Centre Workshop at Uxbridge, is on the left hand side of the picture and we believe that he and his two colleagues are breaking up an old photocopier. Can any of our readers provide any more information or identify either of the other two men in the picture?

GOLDEN WEDDING



Congratulations to RXPA Visitor, Bill Beech, and his wife, Mabel, who celebrated their Golden Wedding Anniversary on 1st September last year. They shared the special day with relatives and friends at a luncheon at the Belfry Hotel in Littledean before setting off for a holiday in France.

Life After Rank Xerox

THOUGHTS FROM THE AFTERLIFE

Six months after Rank Xerox, that is ...!



Fred Hewitt – newly-appointed Head of Aston Business School.

*We were pleased to receive the following reflections from **Fred Hewitt**, new member of RXPA since his retirement as Vice-President, Central Logistics and Asset Management, last year. Retired from Rank Xerox but by no means retired from an active working life, as Fred explains ...*

"It started about a year ago – February 1993 to be exact. I was already four years into a three-year overseas assignment (no, that is not a typographical error!). Our daughter, Gillian, was about to graduate from the University of Rochester but would be staying on in the USA, as she had recently become engaged to a young man from upstate New York. Our son, Stephen, on the other hand was now in his second term at Loughborough University in the UK (Sports Science, what else?). It was time for Pat and myself to decide whether we would extend our time in the US yet again or whether we

should return to the UK in August at the end of the existing contract.

"Now I should perhaps explain that our track record in these forward planning exercises is not good. Once before, whilst living in Canada, we had planned to move to Hong Kong and actually ended up back in Manchester! Well, to cut a long story short, we not only decided to move back to the UK but also to leave Mother Xerox after more than 20 years!"

On to new pastures!

"After a good break, I would look for the university teaching post, perhaps part-time, that I had always said I wanted. And, believe it or not, this time it really happened – sort of! What I mean by 'sort of' is that the break for rest and recuperation lasted one month, mainly spent unpacking cases, and the nice little teaching job somehow became the Headship of Aston Business School, which has 1700 students, 70 staff and, not surprisingly, a number of what our American colleagues would describe as 'real opportunities'."

View from the other side

"Now all of the above is a preamble to explain why, instead of writing the article I promised Sandra on what it feels like to be retired (which I assume many readers of this noble journal already know about anyway), I must take a different tack. I would like to comment instead about what Rank Xerox looks like from outside and, in particular, what outsiders see that Xeroids don't. So, for what it's worth, here is Fred's list of what you

don't know if you are a Xeroid that is blatantly obvious to the outside observer:

1. Although people still get very frustrated when the ***** copier doesn't work, Rank Xerox's quest for quality is so well known that there is a growing attitude of 'they may still break down, but at least they are improving all the time'.
2. People outside recognise that quality is based on the workforce and believe that Rank Xerox has one of the most talented workforces in the world.
3. The outside world has a great deal of respect for the resilience and flexibility that the Company has shown in the face of tough competition and respects its 'can do' attitude.
4. The Company is seen as non-threatening, socially responsible and even 'local' in many respects.
5. Overall, therefore, a great deal of goodwill exists towards Rank Xerox and its past and present employees from all segments of the community.

"So, what is the moral of the story? Well, for those readers still pulling at the yoke within Rank Xerox, it is that their deeds will be recognised in the afterlife, even if not before. And, for those readers already in the happy state of true retirement, it is that they can be justifiably proud of their own accomplishments and those of their successors. In short, being a Rank Xerox alumnus carries a lot of what the younger generation would call 'street cred' and, in an age of cynicism, that is a rare and precious thing for which I, for one, am truly grateful."

Life After Rank Xerox

BUSY DOING NOTHING ... MUCH

Phil Massey found time – just – to share some thoughts on his not-so-quiet life since leaving Service Support with Rank Xerox at Uxbridge. During the 17 years that he was at Uxbridge, Phil commuted from North Wales, living aboard a dinghy on the canal during the week. Up until he retired, Phil produced the UK Service magazine “Between the Lines”.

“I just hope the bra straps don’t leave livid weals on my soft, white shoulders, that’s all. The matching greatcoat and hat in itchy green horse blanket are daunting enough, but I don’t know if I’ll survive the matronly body armour, especially if they ignore my request for ‘Saucers’ rather than ‘Cups’ (or is it mixing-bowls they’re modelled on?).

“For I have been co-opted on to the local Meals on Wheels rota, with obligatory membership of the Women’s Royal Voluntary Service – something to do with insurance, in case you’re bitten by a myopic customer!

And transvestism’s about the only thing that’s new with me, really ...”

The simple life

“You see, having extraordinary inner strength, I didn’t need a nicotine-enriched puncture outfit to help me stop smoking; I didn’t need saccharine to wean me off sugar; and I didn’t feel the need to immerse myself in some demanding new activity, like building my own touring caravan from used biro refills, as a sort of palliative when I left work.

“For me, the offer of early retirement was like picking up a ‘Get Out of Jail Free’ card. Yes, I enjoyed a lot of my job and, thanks

to the people around me, had more than my fair share of laughs. But, as a long-term, long-distance commuter, I missed more and more the simple everyday pleasures of ‘normal’ home life – wandering around the garden, pottering in the shed, throttling the cats, communing with the family (apart from mother, who communes best with herself), walking the dog, idling away an evening in front of the telly etc – and this, basically, is all I’ve been doing with myself since.



A self portrait of Phil-Massey-on-wheels!

“My tools are out of mothballs. I’ve knocked up a workshop stool (resting is the aspect of carpentry I like best), a message board, another carriage for my model railway and, starting with a doll’s house for a little girl in the village, am reliving fatherhood by making toys again for the first time in 20 years.

“I’ve revamped our ailing greenhouse, made another rustic seat (resting is the aspect of gardening I like best), inaugurated ‘Chateau Deg’ with a vat of

disgusting rosé, added a small pond to our ‘great lakes corner’ and erected a trellis-work extension to the shed to house the old bits of polythene and corrugated iron we organic gardeners seem to accumulate.

“I’ve dusted off my trusty Commodore and, as well as amusing myself writing an adventure game, I am using it to count my money in full colour, catalogue my videos and record garden wildlife sightings. The next project is to develop a crop rotation schedule for the vegetable patch. Sonic the Hedgehog, eat your heart out!”

A film star!

“My social calendar has been fuller too. I have been able to go with my wife to village events I would otherwise have missed and we also went to all the summer outings of the local Garden Society – enjoying the repeats as well because I’ve treated myself to a video camera. We spent a lot of time editing and setting to music the videos, culminating in a glittering world première in the school hall in December.

“Finally, I’ve become an addict of ‘Newsnight’ and ‘Question Time’. Well, to be honest, there is one aspect of working life I miss – the laughs – and I’ve found watching politicians to be far and away the best substitute.

“On reflection, perhaps I do have quite a busy life after all. I really ought to slow down. How the hell do you retire from being a pensioner?

“Ah yes, of course ... Well, perhaps not yet!”



You and Your Blood Pressure

Dr. John Goodger dispels a few of the myths about high blood pressure and provides some practical advice on reducing the risks of succumbing to it.

"When they hear the mother-in-law is coming to the house", said Les Dawson, "the mice hurl themselves on to the traps!" Well, that's what stress does for you! It's a bit extreme but acute anxiety has many effects, including a hazardous elevation in "blood pressure".

But first to dispel a myth or two about the "B.P.", this does not necessarily rise with age as was once commonly thought and it is usually symptomless in the early stages. So your dizzy turns and red face may have some other explanation!

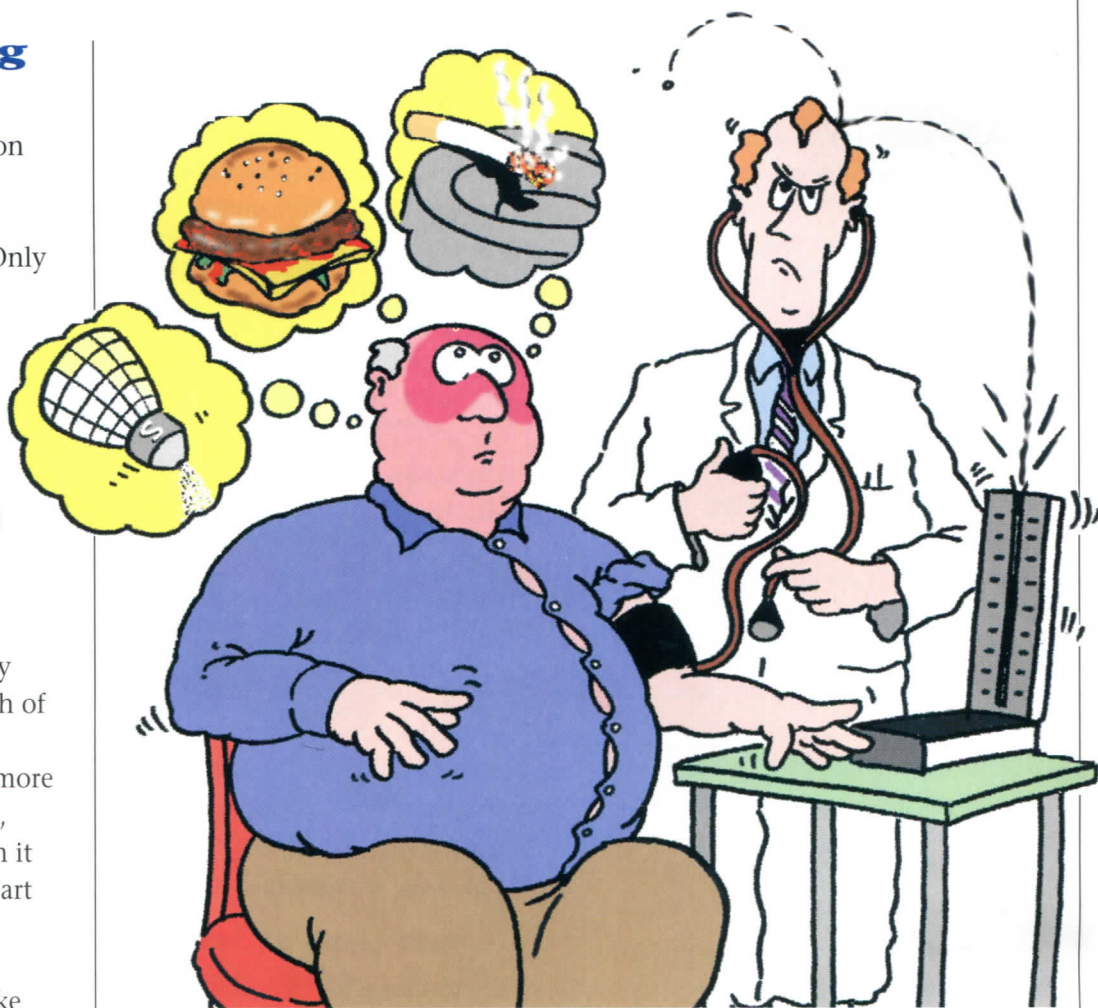
Understanding the problem

Your B.P. is not a static condition but goes up and down with circumstances. For example, exercise and emotion raise it. Only when it does not return to normal on rest and the reading stays above a certain level are you said to have "hypertension". This can only be discovered by getting your doctor to measure your "pressure", usually when you are composed and sitting down.

Raised blood pressure is very common, affecting about a fifth of the population in the United Kingdom. Under 45, it affects more men than women but, after 55, women are at greater risk. With it goes an increased chance of heart attacks and strokes. One study indicated that hypertension multiplies the chance of a stroke seven times.

Protect yourself against the risks

In many cases, there is no apparent cause for a raised blood pressure, although familial factors may be involved. Even if we cannot choose our antecedents, we can still protect ourselves from some other predisposing risks.



- ♥ Lower your stress levels. Try and relax a bit!!
- ♥ Don't smoke (please).
- ♥ Slim if you are too fat. What should your ideal weight be?
- ♥ Aim at a high-fibre and low-fat diet which seems to help reduce the blood pressure.
- ♥ Reduce your salt intake. Most of us take 10 times more than we need. Look at sodium levels on food labels and cut back.
- ♥ Best of all, see your doctor and have a B.P. check.

If you should need medication, be reassured. Treatment is easy and has little in the way of side-effects. A regular B.P. check will be necessary when on treatment, but this is a small price to pay for avoiding ill-health.

Coping with higher fuel costs

Our article in the last issue of the Newsletter looked at heating costs in the light of the Government's decision to impose VAT on fuel; this time we review the compensation measures now agreed to help with higher fuel bills.

From 1st April this year, Value Added Tax (VAT) will be charged on fuel at the rate of 8%, rising to 17.5% in April 1995. To help with higher costs, the Chancellor has brought forward rises in benefit rather than simply letting the effects of VAT work through the Retail Prices Index (RPI), leading to benefit increases the following year.

Protection for pensioners

All pensioners receiving the full basic State retirement pension (whether or not they are getting an income-related benefit), widows, and people receiving Invalidity Benefit or Severe Disablement Allowance will get an additional 50p on top of the normal uprating. If there is a dependent husband or wife, the top-up will be 70p a week.

In April 1995, another similar increase will be paid. The same groups will get a further extra 50p a week – or 70p if there is a dependent husband or wife.

BASIC STATE RETIREMENT PENSION			
	1994	1993	Increase
Single person	£57.60 a week	£56.10 a week	£1 normal uprating + 50p VAT "top-up"
Married couple	£92.10 a week	£89.80 a week	£1.60 normal uprating + 70p VAT "top-up"

INCOME TAX CODES 1994/95

Jack Bonney, RXPA's tax consultant, has recently received a number of queries relating to a new item – the "Allowance Restriction" – now appearing on some 1994/95 Coding Notices. Jack explains:

"Until 5th April this year, the Married Allowance received tax relief at the tax-payer's appropriate rate, i.e. 20%, 25%, or 40%. From 6th April 1994, the relief will be limited to 20% for all tax-payers, regardless of the rate at which they pay tax.

"The Married Allowance is now shown in full on the left-hand side of the Coding Notice and the adjustment, the Allowance Restriction, is shown on the right-hand side. This restriction will be one-fifth of the allowance for a standard rate tax-payer and one-half of the allowance for a tax-payer with taxable income in excess of £23,700.

"The 20% tax relief restriction also applies to the Widow's Bereavement Allowance and to the Single Person's Additional Personal Allowance. To offset this tax increase, the Married Allowance for tax-payers aged 65-plus whose total income is less than £14,200 is increased by £200."

Means-tested benefits

Other households on means-tested benefits who are not pensioners or disabled are being helped by increases above the level that would have been justified on the normal basis for uprating in line with the ROSSI Index (RPI minus housing). Actual increases paid will be 3.9%, rather than the 3.5% that would have been expected on the normal basis for uprating. A similar additional increase is promised for 1995.

Impact of index-linking

Since the imposition of VAT on fuel will have an impact on prices generally, this will feed through to the indices used for the normal uprating of benefits, leading to further increases in benefits in April 1996.

Further information

For more information about help with VAT on fuel, contact the Social Security Freeline on 0800 666555.

NEW VISITOR



Ron Greenland – looking forward to meeting people in his new role as Visitor.

We are pleased to welcome **Ron Greenland** as our new Visitor in the Middlesex area. Ron has kindly agreed to take over the area formerly covered by **Dick Heap**, who has had to withdraw because of other commitments. Our thanks go to Dick for all his work and support for the Association.

Ron himself is a busy man too! Readers may remember that we featured his voluntary work with disabled people in the April 1993 issue of the Newsletter. Ron likes to meet people, something for which his new role as a Visitor should offer plenty of scope!

Ron retired in 1988 after 24 years with Rank Xerox. He joined the Company at the Denham site in the Spares Support Office and three years later moved to the newly-formed Supply Demand Group. He stayed with this group for the rest of his time at Rank Xerox,

something of a record which earned him the title of the "Stability Factor" amongst his colleagues!

Note: A revised list of Visitors is enclosed with this issue of the Newsletter.

HOME EXCHANGE SCHEME

RXPA member **Jimmy Bake** has become the agent for a new home exchange scheme for the over-55's recently launched in Britain. The UK scheme is a branch of Senior Vacation International (SVI), which operates with support from the European Community.

Among the attractions of home exchange schemes like the SVI one are the low cost and the feeling of belonging and being part of your chosen area. What's more, home exchange means that you do not have to worry about the security of your own home which might otherwise be left unattended for a long period.

Membership of SVI costs £20 a year, which immediately places your name and details of your home and desired exchange location on a central data base. You will then be sent details of potential exchange properties. If and when an exchange is agreed upon, an arrangement fee of £45 is payable to SVI.

Initially, SVI will be recruiting subscribers in all western European countries, with the United States and eastern Europe following

PENSIONER INFORMATION PACK

Please contact RXPA Secretary, **Barbara Keech**, if you would like our Pensioner Information Pack containing a list of holiday accommodation offered by RXPA members and information about all the various discounts available to RXPA members. The Pack includes details of the 1994 Rank Organisation Holiday Discounts, staff discounts, Forte Leisure Cheques, The Travel and Leisure Club, Disney, and Direct Line Insurance.

shortly. For more details, contact Jimmy at 55 Tilsworth Road, Beaconsfield, Bucks HP9 1TP; telephone: 0494 672259.

THE VINTAGE YEARS

Following the success of the first national Age Resource Week in May last year and the pilot London-based show named The Vintage Years, both are now to become annual events.

This year's Vintage Years event will be held on Friday, 20th May from 10 a.m. to 6 p.m. at Kensington Town Hall in London and will offer a showcase of activities, hobbies, entertainment and opportunities for the 50-plus age group. Admission at the door will cost £2.

A pre-Tea Dance will be held during the event, from 1-3.30 p.m. with David Jacobs as host. Tickets for this cost £2.50 and must be obtained **in advance** from Age + Resource, 1268 London Road, London SW16 4ER; telephone 081-679 2201.

Christmas Contributions

Following the Company's decision, reported in the last Newsletter, to stop sending Christmas cards, RX Pensions was able to donate a sum of £2,200, representing the money saved, to charity. Our contribution was divided equally between Help the Aged and Age Concern and we have received letters of thanks from both.

Short Story

Our thanks to RXPA member, **Les Booker**, an enthusiastic author, for responding to our request to submit a piece of his writing to the Newsletter. Here is Les's haunting short story.

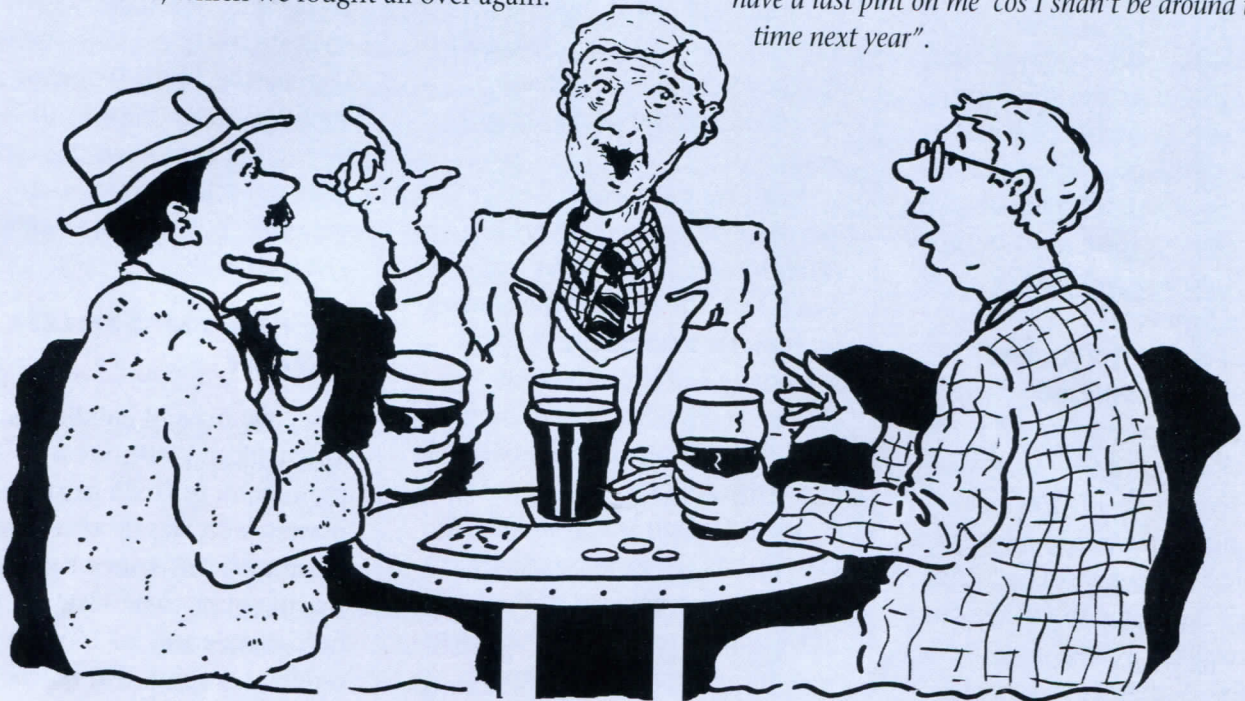
THE CENTENARIAN

It was old Charlie Wilson's 100th birthday and Charlie, Bill Harris and myself met as usual in the public bar of the Dog and Duck pub for our usual evening session. Old Charlie didn't look to be 100; with his mop of white hair and eyes as bright as stars, he could have passed for 75 anywhere. We carried our pints to our usual table and checked our joint pools entry (with the usual groans when we found we had lost again!). Then we discussed the latest political scandal, ousted the Government and set the country on the road to recovery. At this point, the conversation turned to the Second World War, which we fought all over again.

weapon slits. The first grenade was thrown back by the Germans inside and it landed behind a drum of petrol. Before he could get clear, Charlie was alight, from his feet to his navel, and he ran back to our lines blazing like a torch. He was later told that the pillbox had been destroyed.

Me and Bill Harris looked at one another in amazement because, if Charlie's story was true, he could never have survived to be 100 years old. We let him see that we didn't believe half of it.

Charlie just smiled at our disbelief and said *"Let's have a last pint on me 'cos I shan't be around this time next year"*.



Now old Charlie was too old for the services in 1939 but we knew that he took part in the Great War of 1914-1918 and we'd often tried to get him to talk about it. But as soon as we mentioned it, he shut up like a clam. This time, however, he seemed to want to talk about it and his eyes took on a far-away look, as though he was in another world.

He told us of his platoon being wiped out, except for himself, during the battle of the Somme in 1916. After a short rest, he went on alone to try to silence the machine gun which had killed his mates. It was mounted in a concrete pillbox and he made a mad run for the last 20 yards. He reached the side of the enemy position and shoved four grenades through one of the

At that, Bill and I raised our glasses and wished him *"Many happy returns of the day"*. We saw him home to his cottage and, because he had had a drop too much, we took him into his bedroom. As we undressed him to get him into bed, we saw that his legs and lower part of his body were all shrivelled and burnt and the skin looked as thin as a fag paper.

Next morning, we called to see how he was but we got no reply to our knock. The door was unlatched so we went in. We found him in bed, stiff and cold but with a beautiful smile on his face. In his hand was a telegram from Buckingham Palace and it was addressed to *"Mr. C. Wilson V.C."* On the table lay a plain bronze cross simply inscribed *"FOR VALOUR"*.

Obituary

FRED WICKSTEAD ~ A man of two worlds

*It is with great sadness that we record the death of **Fred Wickstead**, who played such a significant role in the development of Rank Xerox's business at Mitcheldean. We have received many tributes to Fred, who retired in 1975 as Group Director and Chief Staff Officer of Rank Xerox, based in London. Below, two friends recall Fred's contribution to the Company and his active role in the Forest of Dean community where he lived.*

Mabel Beech writes:

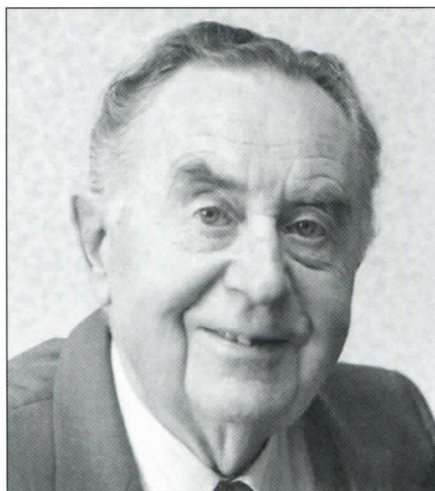
Fred Wickstead will be remembered for the fact that he was the man who virtually brought the Forest of Dean out of the mining era, an industry on which it had depended for employment for many hundreds of years, into a very different industrial future.

A man of two worlds, Fred expended his exceptional talents in his work at Xerox and in the world of his home and the Forest of Dean. He was very much a family man.

Fred first came to Mitcheldean as Production Manager to The British Acoustic Film Company (BAF), later to become Rank Precision Industries. Within three years he became General Manager and, by 1958, was Chief Executive of the Rank Cine and Photographic Division. He and his wife, Alice, and their three children were soon to become an integral part of life in the district. They were well-liked and much respected.

A revolution at Mitcheldean

When the Rank Organisation, seeking diversification, linked up with Xerox, the first Xerox copier was produced at Mitcheldean in



1960. The development of this revolutionary copier brought tremendous new responsibilities to Fred as the Mitcheldean factory expanded and the workforce grew apace.

In all his years as an industrialist, Fred - quite an extraordinary man - never lost touch with the people who worked for him. He knew many of them personally and kept his close contact at all levels. A very human person, he was always approachable and sympathetic.

In 1971, Fred was awarded the OBE for his outstanding services to industry generally and to the Forest of Dean in particular. In the same year, he was appointed Vice-President Manufacturing and Logistics for the Xerox Corporation, which involved a move to the United States. He also became Director of Fuji Xerox.

A man of the Forest

Fred served the community of the Forest of Dean in many ways - as a Justice of the Peace, as Chairman of the Board of Governors of West Gloucestershire College of Further Education, as Chairman of Heywood School Governors, as

patron of the Forest of Dean Society for Mentally Handicapped Children and as President of the Wyedean Tourist Board. He was also President of Cinderford AFC and of the Wyedean Badminton League and a member of the Management Board of the Engineering Employers West of England Association. As a faithful member of the Forest of Dean Rotary and Probus Clubs, he found great companionship amongst his fellow members. He was also a keen golfer.

The Forest of Dean has lost a good friend, a man who gave unstintingly of his time and talents to make life a little better for others. Fred Wickstead probably did more for the Forest of Dean this century than any other person. Our sympathy goes to Mrs Wickstead and the family.

Bernard Smith adds:

The great mass of buildings at Mitcheldean constitute a monument to Fred's persuasive powers for it was he who convinced those with the money-bags that this was the place to develop. Buildings need people and for 15 years the numbers employed at Mitcheldean grew from under a thousand to over 5,000. We who were part of that time can feel proud of what was achieved and be grateful that we had in Fred a good captain to steer our extraordinary ship.

Fred became powerful but he never lost the common touch. His many acts of kindness and sense of fair play are qualities which I shall remember. What great opportunities were created for us in those years of expansion! And what a fine leader we had in Fred Wickstead!

New Chairman

New Chairman for RX Pensions

The Management Committee of the Rank Xerox Pension Schemes has a new Chairman. **John Payne**, Company Secretary of Rank Xerox Ltd, has taken over from **David Thompson** who recently left the Company.

John was recruited by Hamish Orr-Ewing as the first lawyer in the UK Company at a time when it was in a relatively unchallenged position in the market, with revenues and profits increasing by over 20% a year. John recalls *"It was a very stimulating environment in which to work despite the tag of 'Sales Prevention Department' which was, lightheartedly I think, applied to the Legal Group."*

After four years with Rank Xerox (UK), John went on assignment to Australia as Regional Counsel covering the South Pacific region and then returned to work in the IHQ Legal Department. In 1987, he was appointed Company Secretary of Rank Xerox Ltd and in the same year IHQ moved from London to Marlow, within two miles of John's home!

Looking ahead to the challenge of his new job as Chairman of the Management Committee, John says *"I welcome the opportunity to become involved in the RX Pension Schemes, particularly at a time when there is probably greater public and Government interest in pensions than ever before. It may be reassuring to RX pensioners and current employees to know that the Goode Committee recommendations on changes in pensions law after the Maxwell affair are likely to require little or no change in the structure and administration of the RX Schemes."*

"One of the main challenges to a pension fund trustee is to maintain a proper balance between the rights of present and future pensioners and the legitimate interests of the Company. I certainly intend to ensure that I and my co-trustees have this principle well in mind in carrying out our duties."



NEW MEMBERS

We are pleased to welcome the following new members:

LONDON

Henry Franklin
Robert Keen
Jim White

MARLOW

Ken Beedell
Neil Blake
Bob Elliott
Roger Harris
Neville Widd

MITCHELDEAN

Robert Hodges
Keith Laken
Raymond Rawlings

RX PENSIONS

Paul Pilbrow

UK COMPANY

Reg Adshead
Pam Baldock
Suhas Baljekar
John Barnes
Donald Carr
Bill Davey
Margaret Farkas
Patricia Hamers
Horace Henn
Graham Hill

Ronald Hollingsworth

Paul Kibbey
Marie Langlois
John Paul

William Pearce
Jo Pereira
John Richards

Alan Standbridge
Alan Swain
David Trigg
Norman Wardrop
Trevor Watkins
Valerie Wigmani

WGC

Philip Gee
Teresa Hines
J.W. Moorcroft
Peter Rawlings
Shirley Scott

XEROX ENGINEERING SYSTEMS

Robert Ball

IN MEMORIAM

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

IHQ

Bill Carter
Harry Shand
Keith Upson

MITCHELDEAN

Cecil Baldwin
Albert Bond
Derek Boseley
Robert Bradshaw
Victor Evans
Ron Gardner
Thomas Goodman
Edgar Gorin
Harold Hale
Thomas Higgins
Anthony Howells
Ralph Jenkins
William Jenkins

Ronald Jones

Percival Martin
Ethel Middlecote
Thomas Morgan
Francis Nicholls
Lionel Roberts
William Weyman
Ron Wrigglesworth

UK COMPANY

Clifford Eames
Mollie Kent
Peter Mooney
Leonard Paxton
Jackie Rowney
Harry Stewart
Brinley Wakeham
Arthur Whittle

WGC

Richard Austin
Ron Cull
Charles Hill
William Lacey
Alexander Marshall
Jim Marshall
John McCulloch
Andrew Shand
Frank Snape
Donald Todd

Competition Corner

We obviously have some avid word-searchers out there! Last time's competition post-bag was full of correct entries. The winning entry, drawn by RXPA members **Len and Eileen Short** during a recent visit to the RX Pensions office, came from **Maurice Roberts** from Weston Turville, Aylesbury, who wins our £25 prize.

We have another Wordsearch for you this time. Once again, all the words except one which are contained within a particular paragraph in this issue of the Newsletter are hidden in the grid. The words may appear in any direction. All you have to do is to discover the missing word!

Write the word and the page number on which the relevant paragraph appears on a postcard or the back of a sealed envelope and send it to **Sandra Williams** by **Friday 29th April**. Don't forget to add your name and address! First correct entry out of the bag wins £25.

A	L	T	H	O	U	G	H	S	F	T	P
C	N	C	A	S	E	S	L	O	Z	V	R
G	A	T	W	E	H	F	D	M	A	Y	E
X	P	R	E	S	S	U	R	E	L	S	D
R	P	P	B	C	V	T	Q	O	E	F	I
C	A	U	S	E	E	S	I	V	M	A	S
A	R	B	L	O	O	D	L	L	R	C	P
N	E	G	E	D	E	E	E	E	L	T	O
N	N	O	U	R	S	R	H	N	I	O	S
O	T	F	P	R	O	T	E	C	T	R	I
T	O	H	U	I	O	X	T	H	W	S	N
R	N	O	G	S	H	L	C	Y	T	R	G
U	J	K	B	K	C	E	V	E	N	M	S
A	V	D	E	S	I	A	R	M	L	A	V
J	D	E	V	L	O	V	N	I	U	T	M

PHOTO COMPETITION

This year we asked the Camera Club at Mitcheldean to suggest the subjects for entries to our popular annual Photo Competition. They came up with the following three categories:



**Autumn/
Winter Scene**



**By the
Sea**



Transport

The Club will also be responsible for judging the entries. This year the competition is open to black and white as well as colour entries. Prints should be between size "EN" and 10" x 8" and transparencies are also acceptable.

All entries please to RXPA Secretary, **Barbara Keech**, by **31st August**. The following details should be attached to your entry: your name, address, telephone number and payroll number (to be found on your pension payslip) and the category you are entering.

There will be a prize of £25 for each category and the winning entries will be published in the December issue of the Newsletter. All entries will be returned after judging.

Over to you...

We are always delighted to receive your news and letters, so please get in touch if you have any item which you think would be of particular interest to other members. Let us know too if there is anything you would particularly like to see in the Newsletter.

All correspondence please to our Secretary, **Mrs Barbara Keech**, at 84 Swakeleys Drive, Ickenham, Uxbridge, Middlesex UB10 8QG; telephone: 0895 235081. Alternatively, you may get in touch with **Mrs Sandra Williams**, our main point of contact at RX Pensions, who can be reached at Compton Court, 20-24 Temple End, High Wycombe, Buckinghamshire HP13 5DR; telephone: 0494 461700.