

February 75 No. 107

# VISION

THE HOUSE MAGAZINE OF RANK XEROX MITCHELDEAN



## **HANDS UP FOR HAPPINESS!**

And happiness here was a party for some 550 children on January 18 with films, food, entertainment and presents to take home. See pages 6 and 7 for more party pictures.





# THEY PLAN OUR POS

**A lot of money can get tied up in plant and stock, and in these days of cash flow problems, the monitoring and control function is more than ever vital. Keeping control in terms of capital**

*The youthful team in Fixed Asset Control section. That's senior accountant John Stones in the centre; far right is Mike Ward, John's second in command.*



**Jack Woods, Manager, Administration (pictured here with his secretary Julie Bright) has had several titles during his 28 years with the Company, all within the Finance & Administration orbit.**

**He has been intimately concerned in the development of the Mitcheldean site and during the years has been involved in most accounting and administrative functions.**

**'At one time I was even Staff Personnel Manager and Secretary/Treasurer of the Sports & Social Club.'**

**He regards his present function as one of his most rewarding: it covers Communications (the Telecommunications side of which we dealt with in our December issue): Payment Operations: Insurance & Travel: Fixed Asset Control: Financial Stock Control: and the miscellanea generally attributed to company secretary's department.**

**It is a people and service orientated operation, and the sections working under Jack's management are geared to ensure that, even if the customer is not always right, he is at least satisfied.**

**'I would imagine it has a similar atmosphere to live TV — you never know what is going to happen next,' said Jack.**

**'If you are sympathetic in dealing with problems, can make decisions, work under pressure and retain your sense of humour in addition to possessing the appropriate skills, you stand a chance of succeeding.'**

## FROM CARS TO FADS

The assets of RXMP come in two main varieties — tangible (like the chair you sit on) and intangible (tooling for new products).

Fixed Asset Control, to quote Jack Woods, deals with them both 'from birth to death', from the time it is first proposed to acquire a new typewriter, a drill or whatever, to its possible disposal years later.

Led by senior accountant John Stones, the section's principal function is the preparation of the Capital Plan.

Said John: 'In a couple of months I will be writing to all managers on site, asking them for their input to the 1976/77 Capital Plan — what, in fact, they require in terms of plant and equipment. In the case of specialised items we shall probably need an estimate of the cost too.

'This information is assembled in various groupings for a statement which is submitted to the General Manager. Refinements then take place before it is finally acceptable not only to Group Finance and IHQ but also Xerox Corporation as part of the total manufacturing plan.

The next move is for departments to be advised which of their requirements have been accepted, and they can then formally apply for the items by raising a CAR (Capital Appropriation Request).

'We give them any assistance they need when preparing these,' said John. 'Once finally approved, we issue the usual references and the manager can go ahead and order.

'That's when this section gets heavily involved in the paperwork side. We're proposing to put this sort of work on the computer eventually so we can cut out much of the mundane stuff.'

In the meantime, his team are bound to their binders, monitoring expenditure so that the total commitment can be controlled.

They keep copies of all MPRs and orders and reconcile them against request and approval — in fact, no order can be placed for a capital

item until Asset Control have put their stamp on it.

Each month the actual expenditure is recorded in a report, part of the management accounting package, and checked against the approved budget.

Asset Control examine invoices and code them according to project number, and the items are entered on asset cards as capital additions if above a certain value. But the section always keep account of items classed as being 'highly desirable' (which includes office machinery such as calculators) irrespective of their cost.

Some fixed assets do get unfixed from time to time, and in order to ensure that their location on the asset cards is correctly recorded, a physical inventory has to be carried out regularly. 'We do need people's co-operation in letting us know when they move valuable stuff about,' said John.

Then there's depreciation to be calculated and, when the time comes for final disposal of an asset by any department, the life cycle which started with the CAR procedure ends with the FAD (Fixed Asset Disposal) procedure, and the 'decease' is duly recorded in the asset annals.

One interesting fact we learned from Asset Control is that our most permanent assets, the Plant buildings themselves, don't actually belong to us — in short, Mitcheldean Plant has a landlord.

In pre-VISION days, a property company called Bessemer Trust Ltd was set up by the Rank Organisation and this company owns all the buildings on site, plus flooring, heating systems and other fixtures.

Mike Ward, who is John's Number 1, takes care of the faceless landlord business. 'We go through the normal capital procedures outlined, but ultimately these particular assets go on the books of Bessemer Trust who charge RXMP a rental.'

Incidentally, they've just put the rent up 20 per cent!



# TO CONTROL SESSIONS

goods and stock are Fixed Asset Control and Financial Stock Control, two sections which come within the Administration area in the department of Finance & Administration.

## TAKING STOCK

'Round about June,' said Doug White, senior accountant in charge of Financial Stock Control, 'we start working on the stock control part of the overall manufacturing plan for RXMP.'

'Supply Centre tell us what we shall need in the way of machines and spares (Richard Skyrme's people look into their crystal ball and make a forecast). There is agreement between the Plant and Supply Division on what machines we will make and also the number of spares needed to maintain them. From this we can work out our manpower requirements. 'We calculate how many are needed to produce the number of machines and the amount of purchased material we will require, bearing in



Led by Sherlock Holmes, alias supervisor Derek Parker (far right) the Financial Stock Control team of investigators get down to solving a few mysteries. **Right:** Senior accountant Doug White, who heads the whole section, discusses a point with accountant Jim Vivian-Griffiths (right).

mind the excess stockholdings and obsolescence that can occur through design modifications. We call on the computer here to evaluate all our known purchase commitments. 'In this way we gradually formulate our Stock Plan for the following 12 months in conjunction with Financial Planning Section and Production Control, and also an outline plan for a further 12 months. 'It's not as difficult as it sounds,' Doug insisted, noting our expression.



But of course the circumstances in which these calculations are made may change a couple of months later — for example, Marketing may change their demands. So in order to update the Plan at the end of each month when the management accounting package is produced by the Finance people, Stock Control produce an Outlook.

This is a set of accounts, prepared by Jim Vivian-Griffiths, which shows what the position will be for the following three months, taking into account any known or anticipated change of circumstances such as reduction of programme, interruptions to production here or at the suppliers, what stocks are currently being held, etc.

The Plan and the Outlook can then be compared and corrective action taken where necessary.

Inventory accumulation is a problem; money mustn't be tied up in excessive stock, but at the same time a production hold-up when the demand is there is undesirable, to say the least.

'Production Control have a vested interest in the figures,' said Doug, 'and I work closely with Tony Fleury.' If there is a time when Doug's ashtray fills up faster than usual, it's at stocktaking time. The stocktake, which is of course a legal requirement, takes place about July, generally during the summer close-down.

It would be impossible to count physically every single item of stock, but a very high value percentage is counted by dedicated teams which operate in all Production and Stores areas.

'The auditors understand the problems we have to cope with and generally speaking they are quite helpful. They're here for about two months

Continued on page 4

## Pandas Help Pull in the Pounds

Pandas and a pink elephant were high on the list of prizes in the draw organised by Medical Department at Christmastime. Thanks to the sterling efforts of Plant collectors, the sum of £221.35 was raised for the North Gloucestershire Cobalt Unit Fund. Our picture below shows two of the collectors, Gill Phelps (far left) of Central Records, and Eva Gwilliam (Cleaning) who is handing the cheque to Dr Hanna. With them are Sister Collins, Nurse Norah Miles and Vic Evans of Medical. **Left:** Valerie Vivian-Griffiths introduces the panda she won in the draw to Zebbie, the family cat, who has now recovered from the shock. Val, a senior clerk in Fixed Asset Control, works just a few desks away from her husband Jim in Financial Stock Control. Come leisure time, he plays squash and she takes Keep Fit classes locally. She also admits to being a turkish bath addict!





## THEY PLAN TO CONTROL OUR POSSESSIONS

Continued from page 3

altogether. We always plan to have our holidays afterwards — we need them by that time!’

An additional interim stocktake is also carried out for Company purposes only.

Included in the Stock Control set-up is a small team of what we might term private detectives. Discreetly located in Building 32, they used to be part of Internal Audit until ‘the job got so big we freaked out on our own.’

The team are ‘hired’ to carry out any necessary investigations into areas or activities which might affect the inventory accounts, whether capital or stock, whether in the stores, on the line, or at the sub-contractors.

We talked to Derek Parker about the sleuths under his supervision.

‘Currently we are carrying out two main functions,’ he said.

‘One concerns fixed assets. We’re doing a general inventory of all plant and machinery on site in order to verify the asset records kept by Asset Control.

‘The other job is sorting out problem areas in Invoice Clearance (invoices which cannot be cleared for some reason). Sometimes we get documents which can’t be matched up with goods; sometimes it’s the reverse.

‘For instance, there’s a pair of steps in Goods Inwards; they’ve been there for several months, we’ve never received an invoice for them and we don’t know who sent them. It’s real Sherlock Holmes stuff.

‘Invoice Clearance deal with something in the region of 8,000 transactions a month; if we get only 1 per cent error rate (and it could be just a case of the supplier omitting the order number), that still means quite a lot of fishing around.

‘In this job you really need to be familiar with all the systems used in the Plant — by Purchase, PED, Transport, Goods Inwards, the lot.

‘You also need to be a bit of expert at object recognition. It does help if you know an oscilloscope from a TV set. It’s better than just calling something a dirty black thing!’

### Sam Phillips Promoted

Following the recent reorganisation within Manufacturing Engineering and increasing activity in the programme for a new product, Sam Phillips has been promoted from section leader to Assistant Production Engineering Manager for that product, reporting to Sid Palmer, the Production Engineering Manager concerned.

## Agency in Admin

Tour operators aren’t the only ones offering package deals these days. Now you can get one for your business trips from a concern known as the RXMP Travel Office, centrally situated in Administration Department.

We heard about the package development from Insurance & Travel Officer John Spratley. He came to us in 1967 to handle insurance and later took on travel bookings as an additional responsibility.

Then ‘business’ suddenly boomed and from about 300 individual trips a year, it rose to nearly six times as many in 1973. That was when Helen Richards transferred from Invoice Clearance to take much of the travel load off John’s back.

Although the figures dropped slightly in 1974, there are still plenty of bookings — about 1,600 actual visits, plus those bookings that get cancelled for one reason or another.

The bulk of the travel is across to Venray in Holland, and Travel Officers from Mitcheldean and Venray recently got together to see what could be done to improve efficiency and co-ordination. As a result, complete packages covering not only the flight but also accommodation and transport are now available to those who have to undertake journeys abroad on Company business.

Today the RXMP customer gets all the documentation he needs — tickets and itinerary, travellers’ cheques/currency, transport details (if destination is Venray), car hire voucher (other than Venray where necessary), hotel accommodation confirmation and overseas expense claim voucher — from the Travel Office who make full travel arrangements. And that applies to destinations other than Venray as well.

This new arrangement is expected to

reduce costs, avoid duplication of effort and generally streamline things.

The most difficult part of the package deal is the seat on the flight.

Explained John: ‘Because of the fuel crisis, the airlines are cutting back on their schedules and the situation is liable to worsen as time goes on.’



*Insurance & Travel Officer John Spratley studies the Travel Register with his assistant Helen Richards.*

John’s message to would-be travellers is: make reservations early. Aircraft are becoming more fully booked, even on North Atlantic flights, and it is really advisable to give ten days’ notice of a trip — that applies to travel by sea as well.

Tickets, currency, etc, are normally obtained once a week from Thos. Cook. ‘They give us very good service,’ Helen told us. ‘In a genuine emergency, we can get someone away in an hour.’

Helen, whose husband Gwyn is a computer job scheduler in Information Systems, really enjoys her job. She meets lots of people and finds travel fascinating work.

With the ABC World Airways Guide, the British Railways passenger

*The travellers return, but only for ‘repatriation leave’ at Christmas. During their holiday, members of the task force working on a new product in the USA called in to see us. Pictured having a chat with Jack Tester, Manager, Manufacturing Engineering, are (from the left) Dennis Langley and Ray Spencer (PED), Ken Rule (Production Control) and team leader John Smith (PED).*





timetables for Great Britain and the Continent, a UK and an international hotel guide, our Travel Office, backed up by Thos. Cook, are equipped to get you places.

One other 'book' has recently been introduced into the section; the Travel Register. In this are logged the requisition number, destination, department concerned, cost centre, dates, etc, concerning every trip made, presenting a complete cost picture of the visit, whether short or long term.

This enables John to check that the agency is paid, to detect any particular trends and to carry out any necessary analysis.

You might say it also ensures that we don't send anybody abroad on a one-way ticket and forget to bring them back again!

As we mentioned earlier, John wears two hats, and it is insurance that claims most of his attention. His basic responsibility is to ensure that we are adequately covered — more than ever vital today with rapidly changing values.

We have 22 different types of policy ranging from motor insurance, personal accident and injury at work to specialized policies regarding computer risks, machinery breakdown and sprinkler pumps.

'The insurance people at Rank Xerox House make the necessary policy decisions,' John told us. 'We advise London of all our needs and they make arrangements with the insurance companies. We have very little contact with the latter, except in a few instances — such as inspection.'

Fire is a major consideration, and our insurance policies cover buildings, plant and stock. 'As regards buildings, we liaise with the architects on the cost of replacement and constantly update sums insured,' John explained.

'For plant and stock, we estimate an overall ceiling at the beginning of the year and make monthly declarations to London of variances.' We're not the only ones who are anxious not to have any outbreaks of fire. The insurance companies have a vested interest and their representatives visit us every year and make recommendations, perhaps suggesting improvements in our fire prevention system.

Buildings equipped with sprinkler systems earn a discount in premiums because they give 24-hour protection and can control a fire or even extinguish it without anyone having to do anything.

'We aren't prone to fires or damage, fortunately,' said John who is Safety Committee representative for Building 23 and also acts as insurance liaison on the Main Safety Committee.

## He keeps us from getting fired

A fire could mean loss of life, loss of material goods, possibly loss of revenue if, for example, it occurred in the Supply Centre.

With the expansion of our premises and the acquisition of satellite plants, the maintenance of an effective fire protection system has become much more demanding and for this reason Tony Cale (formerly a Machine Shop foreman) was appointed full-time Works Fire Officer as part of our Security services last summer.



*Tony Cale, Works Fire Officer, inspects the sprinkler control valves in Building 40. He liaises with John Spratley on fire insurance matters.*

He has headed our voluntary Works Fire Brigade for 20 years and in addition is our senior first-aider. Training and co-ordinating of first-aid (we increased our coverage at the Plant last summer too) is part of his job specification now. But the major part is fire prevention because 'if you prevent it you don't have to fight it.'

The best way to prevent fire is by being vigilant, and encouraging others to be vigilant too. So Tony regularly inspects buildings, looking at emergency exits to see whether they are operating properly, inspecting fire doors, checking the storage of inflammable liquids, seeing that stillages of waste paper are emptied and that there is no smoking in non-smoking areas.

There is a formidable collection of 'do's and don'ts' issued by the Fire Offices' Committee — for example, they stipulate standard heights for stacking of goods according to

whether they are plastic, or cardboard boxes, etc — and Tony checks to see that these rules are being complied with.

Before the Plant can qualify for its vital 'means of escape' certificate, escape routes and accessibility of fire exit doors, even the number of people working on one floor, are taken into account.

The width of the door(s) decides how many people can be employed in a building, and all drawings of new floor layouts now have to have Tony's blessing from the safety aspect prior to alterations taking place.

'Requirements are becoming stricter all the time and with the Health & Safety at Work Act 1974 coming into effect on April 1 we can't be too careful,' said Tony.

'Do you know that in 1973 there were 27 fires caused by cutting and welding equipment? (We didn't.) The cost came to £6 million! So now we're insisting that where contractors, or our own people working outside their normal area, are welding or using cutting equipment with a flame, they first have to get a permit which I issue through Works Engineering.'

Every Monday at 7.15 am Tony checks the sprinkler installations, 'We hope to have a total of 15 installations in vulnerable areas by next April. We already have controls in the Supply Centre, Buildings 40 and 36, the computer building and contingency store; and there are to be further installations in Buildings 29, 24 and 32.

'We have heat detectors in all buildings and this system is also checked every Saturday morning.'

Barton Hill Gate House, where Tony is located, is the nerve centre of our fire alarm system.

If, despite all preventive measures, a fire does break out, what are our measures for dealing with it, apart from calling out the County Fire Fire Service?

Said Tony: 'We've got two fire tenders and the Works Fire Brigade have a training session every Sunday. There are 16 part-time firemen at Mitcheldean, two at Lydney and two at Cinderford, and we've just done a training course with Gloucestershire County Fire Service. This was a comprehensive training scheme which brought us right up-to-date with modern fire-fighting techniques.

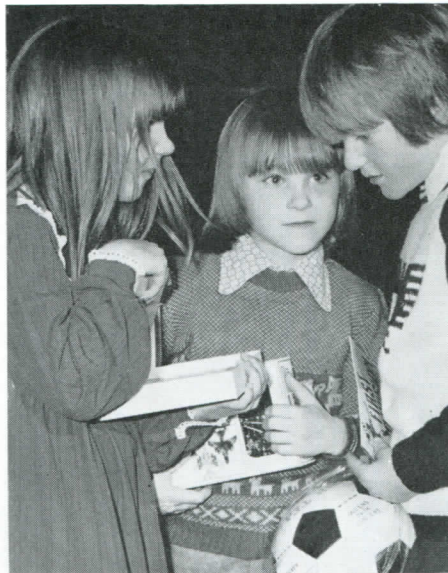
'A couple of months ago new fire assembly plans were issued and I'm currently planning a fire evacuation exercise, to be carried out building by building,' said Tony.

'It's my job as a Works Fire Officer to protect the lives of employees and Company property. I hope eventually to make everyone more fire-conscious at work — and in the home too.'





**Above and right:** A natural break for tea at the party for five to seven-year-olds in the Social Centre on January 4. Financed by the Company and organised by the Sports & Social Club, this and the later party for the older children were, as usual, a great success, largely due to the small army of helpers.



**Left:** Eight to ten-year-olds dance to a disco at their party on January 18.  
**Above:** Admiring each other's presents after the big hand-out. **Right:** The 'Lord of the Manor' exercises some seigneurial rights with one arm round Pat Bonney (left) and the other round Pat Gwynne at the Personnel Department's mediaeval banquet, held on December 10 at Tewkesbury's Abbey Mill.



**Below:** R.X. Cinderford started the party round on November 30 with their dinner/dance in the Social Centre.



R. Staelens





They're tough, mighty tough in 4000 Department, and at their Christmas 'do' on December 21 in the Social Centre they held a hairy chest contest to prove it. J. Ingram



Photos: J. Ingram

Getting going at the Finishing Department party on December 14 in the Social Centre.

In the Social Centre again — the RX Lydney party for ADF/Sorter/Stores people on Dec 7.



**Above:** Electrical Sub-assembly's dinner/dance on January 11 in the Social Centre. **Below:** Some of the Goods Inwards Inspection/Goods Receiving/Despatch crowd at the Paddocks Hotel, Symonds Yat, on December 6. R. King

J. Ingram





## Doris — Trail-blazer

'I've never been afraid to speak my mind.' That statement by Doris Barker probably explains why she has occupied a place on so many committees and councils of various kinds.

Although not a professed women's libber, Doris, who retired at Christmas after 26 years with us, has done a good deal to further the cause of women at work.

Certainly in the sphere of trade union activity she has been something of a trail-blazer. She started work in Bell & Howell assembly in 1948 and was 16½ years on the shop floor. For ten of those years she was AEU shop steward and eventually became the first woman deputy works convenor at Mitcheldean.

Doris was women's representative for the Gloucester District of the AEU; a founder member of the Mitcheldean branch of the union, she also founded the Ross-on-Wye branch and was its branch secretary for many years.

In 1965 she transferred to clerical work in Engineering. She joined APEX and in early 1970 was chairman of the APEX/MATSA Joint Negotiating Committee. She also served on the Clerical Grading Committee and is believed to have been its longest serving member.

Within two years of joining the LSA in 1961, she joined the committee and was its secretary for about seven years, latterly working in harness with assistant secretary Jackie Smith.

Doris also 'blazed a trail' by becoming the first female chairman of the Cine & Photographic Club, as it used to be called.

Outside the Company, she has been equally active in community life. Interested in church work, she ran the Sunday School at Weston-under-Penyard for 33 years. She has served on the Ross & Whitchurch RDC and on the Weston Parish Council; she's also been manager of Weston village school and is currently president of the Women's Institute there.

Gardening is one of her main pleasures and she likes the idea of being able to give more time to this and to her family during her retirement.

She will also be carrying on with a valuable service for the Company — that of visiting sick employees and letting them know that we do think about them, despite the day-to-day pressures of business.



*Doris Barker pictured with LSA friends after president Bernard Smith had presented her with a barometer and a cheque from the association. Her colleagues in Engineering gave her a standard lamp, a teaset and some bracelet charms.*



*L. Fisher*

*Now it can be revealed how Doris has managed to appear in so many places and pictures (her photo once smiled from a blown-up aerial view of the Plant in Engineering). She's really a fairy, as this picture proves!*

## Jack — Music Man

'One of the first 500' at Mitcheldean, Jack Benbow of the Supply Centre is believed to be the only man who ever came to work here by steam train. That was when Mitcheldean Road Station was open to passenger traffic.

He joined the Warehouse in 1958 and subsequently became part of the Internal Audit team, moving in 1972 into Stock Records where Michael, one of his four children, works today.

It was no surprise to learn that Jack, with his military bearing and keen musicianship, was once a member of the Life Guards Mounted Band, having previously studied at the Royal Military School of Music.

State trumpeter at one time, he played the flute, the baritone saxophone, and the piano. One of the duties of the Household Cavalry was to play background music on social occasions at Windsor Castle. 'We were a sort of Palm Court Orchestra,' he said.

After leaving the Life Guards, he joined Manchester Police and once again played the saxophone — this time in the police band.



*Geoff Gray of Supply Centre presents Jack Benbow with a handsome clock and a vase on his retirement. A cheque from the LSA was handed over by Bernard Smith.*

At the Plant his talents have been put to regular use as pianist and music adviser to the Variety Club; it is good to know that, though he's left his desk, he will still be continuing this valuable work.

Today Jack's preference leans more towards orchestral than military music and he is enjoying his new-found freedom to attend concerts.

He's an experienced organist and his services have been called upon on several occasions.

Jack plans to take up the flute again (as a schoolboy he won a scholarship with this instrument to the Liverpool Philharmonic Orchestra), and he hopes to start teaching flute, saxophone and piano.

'I'm also doing a bit of composing — just a small suite for piano called "Forest Murmurs",' he admitted modestly, and he played a few bars of what promises to be a lovely, rippling piece.

## Bert Bailey

We were sorry to hear of the death of Bert Bailey on January 16 at the age of 67. He was working in Tool/Consumable Stores when he retired in August 1972 after more than 25 years with the Company. Our sympathy goes to his family.



# place meeting place meeting place meeting place meeting place mee INTERNATIONAL MEETING PLACE



**Hermine Beard** is Austrian and has been with us for 15 years, nine of them in the Paint Shop. Today she works on 660 sub-assembly. High-spot of every year for her is a return visit to Watersee in Carinthia. She has always loved swimming and skiing. At Lydney her main lunchtime activity, when she isn't out walking, is knitting — the Austrian way, which intrigues knitters and non-knitters alike.



**Richard Novak** comes from Poland, joined us in 1970 and is currently working as temporary foreman in Cinderford's Machine Shop. His wife, Janet, is a verifier operator in Information Systems punch room. Richard speaks not only English and Polish but also French, German and Russian and helped out as interpreter when we had some Russian visitors recently.

He likes acting, singing Western-style songs in his bass-baritone, football, and caravanning with his family. A former competition skier, one of the things he missed most when he came to England in 1966 was the snow!

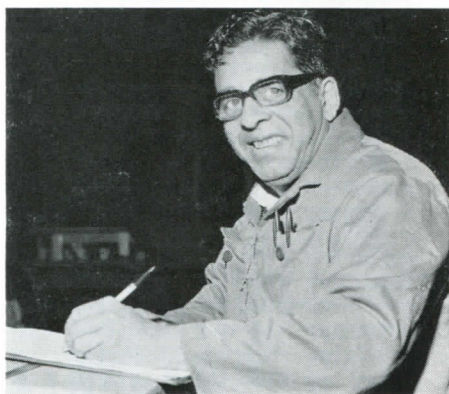
When orders for machines or spares come in from our Operating Companies, they are dealt with by Customer Service in Supply Centre. And when a query from France has to be settled quickly over the 'phone, **Claudine Keeble-Buckle** is just the girl to cope, for she comes from the Bordeaux area. She perfected her English while an *au pair* girl in London, married a policeman and came to us in 1973 after they'd settled in Gloucester. Her husband is a judo instructor and Claudine is going to learn too; she also loves skiing and skating and is looking forward to the opening of the ice rink in the new Leisure Centre.



A big personality who 'never looks on the black side of things' is **Joe Smith**, assistant fitter in Mechanical Maintenance. He comes from Spanish Town, Jamaica, and says he never misses 'Love thy Neighbour' on TV. He's lived in the Forest for 23 years, is married to a Forester and has one daughter. 'I like the Forest and the people,' he says, and even insists he gets sunburned over here! He plays cricket and skittles, but his main interest is cooking. 'Last week I cooked roast lamb and Italian sauce with vegetables, followed by Jamaican steamed pudding. Back home that would have fresh coconut in it,' and Joe explained the art of opening a coconut without tears.



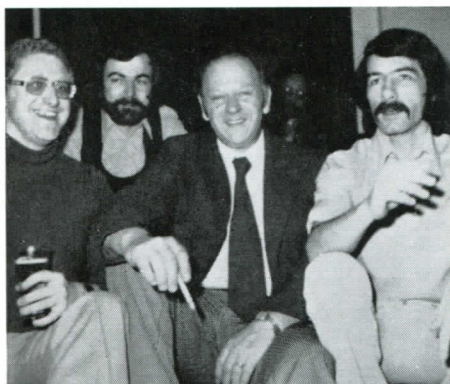
Petite **Angela Sung** is a Chinese girl from Brunei, in Borneo — an oil-producing Muslim state ruled over by a Sultan. She speaks Chinese (at home), Malay and excellent English as well as understanding computer language! A programmer in Information Services, she came from London to Cheltenham to take HND in computer studies and lives there with two of her sisters. Angela belongs to the International Friendship League and enjoys the social life it provides. Like her colleagues, one of the first things we asked her was 'What's the jungle like?' 'All I know is what I've learned from watching David Attenborough's programme on TV,' she said!



Warehouseman **Ahmed Lala** joined the Supply Centre in 1967 when, as the IDC, it was located at Gloucester Trading Estate. He was educated at a missionary school at Surat, centre of the art silk industry in India, and came to this country 14 years ago. Sayeed, a colleague of his in the Warehouse, originally came from Surat too. Lala used to play cricket in the works team when he was with Jaguar in Coventry — 'I was an all-rounder,' he says. Today he gets his pleasure out of watching and talking cricket with others, like Steve Ferriman, who follow the game closely.



# PUTTING YOU IN THE PICTURE



*Bill Wilkins, task force leader of the 3100, and his wife Joan were given a great send-off when Bill finished his one-year assignment at Webster in January. Here he is (centre) with John van Waayenburg, Leo Struijk (both part of Bill's team) and John Jentjens, all from Venray, before he and his wife left for a short holiday en route for Mitcheldean.*

## Multinational Party

Horace Becker, Staff Vice President, Product Design and Engineering, kindly organised a children's Christmas party for the resident families on December 23, with the help of Pat Miller.

Children and parents from Japan, Holland and England mingled in a truly multinational atmosphere of festive fun, hosted by American colleagues and wives. Large quantities of eatable goodies disappeared in record time, as did gallons of liquid (non-intoxicating) refreshment, after which the children were entertained by a very versatile clown, (not an employee of the company one hastens to add). The highlight of the occasion was the arrival of a somewhat portly Father Christmas whose appearance suggested a considerable taste for the home-made brews of Lapland where he originated. All the children received a present at the hands of this welcome visitor and from the expressions on the children's faces the whole occasion could be judged a resounding success.

To add to the Christmas atmosphere the Rochester area of New York had weather to order, for snow fell throughout most of Christmas Day.



*Clive Griffiths (Production Control) was married to Monica Kerr at St Michael's & All Angels, Mitcheldean, on October 12. This picture didn't reach us until January but we never could resist a wedding picture, however late.*

## New Year Baby

1975 started off in a memorable way for Mel Alder, design engineer at present on secondment in the USA — his wife, Ann, presented him with a son, Kevyn Paul, on January 1.

## Births

Stephen Jason, a son for Derek Burns (Sorter Assembly) and his wife Linda (formerly 4000 Assembly), on January 8.

Matthew Alan, a son for Michael Williams (Design Engineering) and his wife Jackie (formerly Industrial Engineering), on January 17,

Lynda Anne, a daughter for Chris Lyes (Tool/Consumable Stores chargehand) and his wife Jean, on January 18

## Silver Wedding

Congratulations to Doreen Motterham (Cleaning) and her husband who celebrate their 25th wedding anniversary on March 11.

## Retirements

The following retired at the end of January and have our good wishes for the future: Roland Dorrington (Tool/Consumable Stores); Alfred Kear (Engineering shop labourer); Jack Seal (works photographer).



*Dean Forest Studios*

*Anthony Stone (Production Control) with his bride, Sally Ann Kent, after their winter wedding at Ross Register Office on January 25.*

## Engagement

Ken Fox (Sorter) to Lynne Weston on December 14.

## Car Pool

Miss D. Bowden, ext. 552. Lift required daily, Upton Bishop — Mitcheldean, staff hours, willing to share petrol costs.

Mrs. S. McGuire, ext. 1170. Lift required daily, Lydney — Mitcheldean, 8 am start, 4.45 pm finish, willing to share petrol costs.

John Spratley, ext. 219, Ross-on-Wye — Mitcheldean, normal staff hours, share cars.

## ANY NEWS FOR VISION?

If you have, then please —

let your departmental correspondent know, or leave it at any Gate House for collection by me,

or post it to me at Tree Tops, Plump Hill, Mitcheldean,

or ring me — it's Drybrook 542415.

*Myrtle Fowler, Editor*

## Big 'E' Invitation XV Win [at last]

The Invitation XV have done it. Against a strong Group XV led by Keith Laken, they recorded their first victory 14 pts — 12 pts. The game was played at Ross RFC on December 15 under blue skies and warm winter sunshine.

The Invitation XV put out their strongest side to date including Dave Crabbe (Gloucester and Public School Wanderers) and guest captain Neil Jones (Cinderford). Both players excelled in the open play, even though they had hard games the previous day.

Group XV, fortified by a sprinkling of class players from Newent RFC, fresh from their annual dinner and dance, put up good opposition in the first half, but were no match for the speed and guile of Dave Crabbe who scored three fine tries in the first half, one of which was converted. At the turn round, the Invitation XV led 14 pts — 0, but lost Dave Crabbe and Graham Smith, both of whom had made a considerable

contribution to their side's supremacy. Replacements Richard Chambers and Paul Knight soon received their 'baptism of fire' by some first-class attacking play from the Group XV and, although Paul's last ditch tackle was perfect, the loose ball was carried over by Group for their first try, which was converted.

Open Rugby followed with a good deal of give and take by the two packs. Dave Hall, playing his last game for the Invitation XV showed exceptional skill against the play of fellow hooker Derek Wintle (and questionable methods of a prop who shall remain nameless — ext. 567). Following up an attack by Dave Lloyd and Mike James, Dave went within an ace of scoring.

Group scored and converted a fine break-away try which put increasing pressure on the Invitation XV. An exciting 30 seconds under the posts with

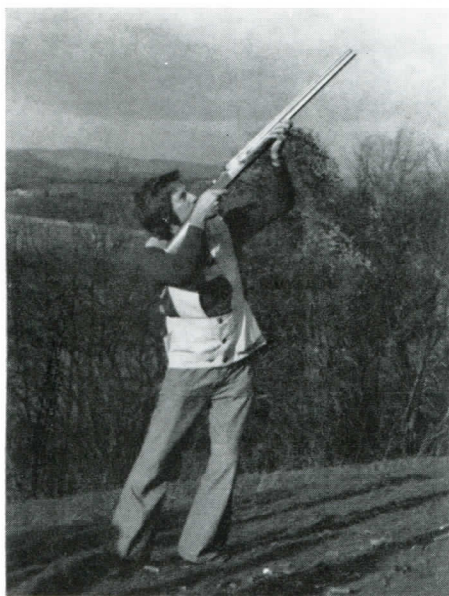
Group attacking preceded the whistle for 'no side'. The picture of 15 or 16 players collecting their wits and dragging their bodies wearily off the ground as the whistle went will never be forgotten. Our first victory, probably our finest, but certainly not our last. Several players, selected for their first Sunday Friendly, expressed surprise at the competitiveness shown in these games and promised 'to lay off the beer' before the next one. Many thanks to Ross RFC for the facilities, Newent RFC for the shirts, and Graham from Newent for refereeing, despite his condition.

We look forward to a happy Sporting New Year within the Plant when, hopefully, more games can be organised — only this time with our own equipment (just a reminder, Tony).

**P.S.** Thank you to the wives, children and girl friends who stand and watch patiently whilst their normally tired males rush about like mad things. — **Big 'E'**



# SPORTS & SOCIAL CLUB



Mike Bird takes aim. **Below:** Another 'shot' at one of the clay shoots shows (in the foreground) Roger Burton in action, Mike Bird marking the score and Neil Williams watching the opposition.

Photo: H. Burton



## Any Annie Oakleys in the Plant?

The Rank Xerox Shooting Club was formed in early December to cater for the numerous RX personnel interested in certain aspects of shooting. The fact that the club already has over 70 members would seem to prove the step was justified.

The first problem that faced the newly formed committee was: what type of shooting should we start with?

Clay shooting, rough shooting, game shooting with shotgun, full and small bore rifle and pistol shooting form the main interests; then there are antique arms (both collecting and firing), game shooting with rifle — the list seemed endless.

Clay shooting was eventually decided upon, being the easiest to get off the ground, so to speak. An initial grant for equipment was obtained from the Sports & Social Club and this has been used for the purchase of cartridge re-loaders and clay traps.

Shooting, particularly in the specialist forms, can be very expensive. It costs almost £50 in consumable items to stage a shoot. Our re-loaders help to reduce the cost of cartridges and we have held a demonstration on re-loading, given by Dennis Jayne (Machine Shop).

To date we have held three clay shoots at the New House Farm by kind permission of Mr J. Watkins; the response has been good, averaging 35 members per shoot, starting on a mini league basis, and quite a few dark horses have been discovered.

So far all our members are male — not a female in sight. So, to encourage shooters of the fair sex, we are offering the loan of a gun plus tuition.

We suggest they are dressed warmly; trousers are best — just try holding your skirt down and shooting at the same time, girls!

After the next few shoots, when the clay shooting activity has been firmly established, we shall consider extending our activities. We hope to acquire an indoor range for small bore rifle and pistol shooting.

Our main objective is to establish the sport of shooting in as many of its forms as possible, to give maximum enjoyment at the lowest possible price, and ensure safe practices within the club.

This last is especially important, bearing in mind the number of youngsters who come along and, let's admit it, sometimes beat dad at the game! **Frank Tonge, Chairman, RXSC**

## Adventure Group

We hear the Group have had a relatively successful year, which means they've had more adventure than most.

There have been pony trekking trips in Wales, caving trips and walks, and even hang gliding with members doing aerobatics!

On New Year's Day some went to Ystradfellte, put on wet suits and explored underground rivers. 'The rivers were in full spate,' said secretary Derek Webster happily!

They have also put on a series of film shows which have not attracted as many people as the films deserved. Activities on the screen covered climbing, high level skiing, water sports, pony trekking, caving and cave rescue.

On Friday, February 28, there will be yet another film show featuring a three-month expedition to North America and taking in visits to 26 national parks and numerous caves and mountains, including the highest in the USA outside Alaska. If you fancy adventure the easy way, why not go along? It will be in the Club House at 7.30 pm.

## RX 'World Cup'

The Interdepartmental Football Tournament has got off the ground — or rather on to it. Seventeen teams have entered and play is starting on a mini league basis, followed by a knock-out on World Cup lines.

## Dance Programme to June 1975

### Saturday March 22

PENDULUM  
supported by  
VARIATION SHOWBAND

### Saturday April 26

PETE WINSLOW  
AND HIS  
KING SIZE BRASS  
AND SINGERS  
supported by  
ASHTON RACE & EVANS

### Saturday May 17

THE FORTUNES  
with  
THE TONY PAYNE SHOWBAND  
and  
TRACK 2 DISCO

### Saturday June 7

SHAG CONNERS  
AND THE  
CARROT CRUNCHERS  
an act not to be missed  
supported by  
LAS VAGAS

To be certain of tickets for all Sports & Social Club dances, ring 1169 (Roy Steward or Doris Meek) and book them in advance.

Continued on page 12



## HOME MARKET

When sending in items please give your extension number and/or department to ensure inclusion.

### For Sale

Contemporary lounge suite — 4 seats which can be placed together or separate — ideal for modern home. Green and off-white stripe design material, easy dry clean. Excellent value, only £100. Mrs Angela Smith, 18 Deansway Road, Carisbrook Gardens, Mitcheldean.

Five-bedroomed house in good order throughout, overlooking River Wye, 5 miles Ross-on-Wye, 1 mile Whitchurch, standing in almost an acre of garden with double garage, outbuildings, large drive, ample parking area. K. Rea, ext. 911 or Symonds Yat 336.

Silver Cross navy twin push-chair with hood and apron, 3 months old, cost £30, sell £20. Royale pram push-chair, shopping tray and umbrella canopy, good condition, £15. J. Kilby, ext. 407.

Three-piece suite, two-tone grey, 3-seater settee, very comfortable, £20 o.n.o. Also Tansad Alwin pram complete with mattress, shopping tray and canopy, excellent condition, £25. Cinderford 23274.

Terraced property, 2 bedrooms, lounge, dining-room with back boiler, kitchen, bathroom, conservatory, rear entrance, garden front and rear, £6,800 or offers for quick sale. J. Phelps, 114 High Street, Cinderford, or ext. 307.

Mothercare high chair, £5. K. Jones, RX Cinderford, ext. 19-17.

1966 Cresta de luxe in good condition, only requires new sills, £85. B. Rowbotham, ADF, Lydney, or Lydney 3479 evgs.

Zephyr 6 Mk IV (V6) automatic, 1966, taxed and MOT, excellent condition, £150. Terry Simpson, RX Lydney, ext. 16, or Lydney 3398.

Berry Hill, Coleford — £8,850 modern 3-bedroomed semi-detached house, lounge, kitchen/dining-room, bathroom, part central heating gardens, car hard-standing, good decorative order. Offers considered. Ext. 584 or Coleford 3561.

Pedigree beagle puppies, father 'best of breed'. Linda Hobbs, ext. 482.

Broadwell, near Coleford — semi-detached house, 3 bedrooms, 2 rec., hall, kitchen, bathroom. Outside: annexe, large workshop, coal shed, tarmac drive to garage, small garden with shed. Offers around £9,000. A. Penney, PED Electronics, ext. 858 or 642.

Old marble clock, 18in. high, needs some attention to put in working order. Any offers. F. Prosser, Security, Drybrook 542011.

Mitcheldean — detached house with garage, 3 bedrooms (one with fitted wardrobe), bathroom, lounge with stone fireplace, sep. dining-room, fitted kitchen, fitted carpets in bedrooms, bathroom, landing, stairs, hall. Full cent. heating, electricity to garage. £10,500 o.n.o. Drybrook 542813.

### Wanted

8mm projector, in good working condition. J. Ingram, Standards Room, ext. 203 or Drybrook 542505.

15 stair rods with fastenings, wood or metal. C. W. Bird, ext. 550.

Snooker players to join YMCA Cinderford branch — apply John Bond (treasurer), ext. 312.

Small saw bench with rise and fall table, must be reasonable. A. Powell, Machine Shop, ext. 317.

Strict tempo singles, either 45 or 78, must be in reasonable condition. A. Carr, ext. 422 or Cinderford 23375.

### For Hire

Self-tow 4-berth caravan. Drybrook 542722 or ext. 1173.

## SPORTS & SOCIAL CLUB

### Table Toppers

The 'half-way' point has been reached in the table tennis season, and both teams in the Table Tennis Section are doing well. In the Lydney & District Table Tennis League, our team, consisting of Barry Smith, Phil James and Pete Hughes, are currently lying second, only a few points behind the team in first place.

Our team had a very successful season last year, finishing third in the league, but also taking the doubles and doubles runners-up cups.

Last year the section also entered a team, consisting of Bob Toomer, Rafe Cherry and Andrew Davis, in the Hereford Third Division which they won, only dropping one point all season.

This year the same team has been promoted to the Hereford Second Division and is currently top, not having dropped a point so far.

### Anyone for Tennis?

The Sports & Social Club have been offered the use of tennis facilities as provided by the Cinderford RFC. Secretary Roy Steward is collecting the names of those interested in forming a tennis section.

### The Golfing Year

Golfers — get out your diaries and book the dates of these outings arranged by the Golf Society committee for 1975:

May 8 — Hereford G.C.  
June 2 — St Pierre G. & C.C.  
June 20 — Filton G.C.  
July 11 — Abergavenny G.C.  
August 18 — Knowle G.C.  
September 3 — Pontypool G.C.  
September 18 — North Oxford G.C.

Cups will be toiled over as follows: Summer Cup — Abergavenny; Morfee (Inter-departmental) Cup — Hereford; Scratch Cup — Pontypool; Haggett (Inter-Plant) Cup — North Oxford G.C.

The cut and thrust of the Round Robin Cup and Rabbit's Cup contests

can be enjoyed at your leisure, independently from the above meetings.

A standard charge of £3.50 will be made for each day out to cover green fees, nourishment (not liquid) and prizes (for the fortunate few).

PS Good weather has been booked for each outing at minimal cost to Society funds.

### Slide Contest

While on assignment in the States recently, Robin Berks, chairman of our Amateur Photographic Club, challenged the Xerox Photo Club (USA) to an inter-club slide contest.

As a result, 25 slides taken by Xerox people are being sent over to us for judging on March 12 by an independent expert — John Knight, chairman of Ross Photographic Club. On the very same day, 25 slides taken by our club members will be undergoing similar treatment across the Atlantic.

We'll be letting you know which side won on points.

IN AID OF SPASTICS AND HANDICAPPED CHILDREN

# Country and Western Show

An all-star event presented by RANK XEROX VARIETY CLUB with the BOOTS & SADDLE CLUB, Cinderford.

**RANK XEROX BALLROOM, MITCHELDEAN**

**MARCH 14, 8pm — 1 am (Bar extension)**

Tickets: Denise Cooper (Supply Centre), John Earl (Production Control), Andy Hardy (Production Stores), Sadie Pritchard (Remodelling)

**Tickets £1**