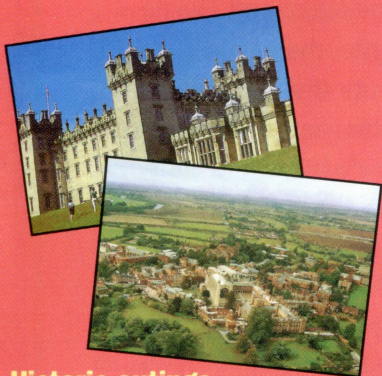
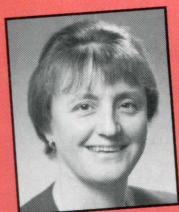


In this issue ...



**Historic outings
for the summer
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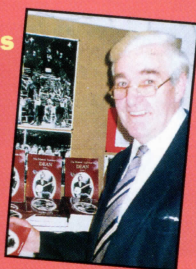


**Hazel
Maynard,
new Trustee
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**Setting standards and
winning awards
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**Mitcheldean's
own
author
page 12**



**and
lots
more.**

**Full details of
other summer
events on the
next two
pages**

SUMMER DAYS AHEAD!

With the better weather and longer days of summer now in prospect, it's nice to think about spending time out and about again. XPA has a number of events planned, so why not come along and join us? First, a day at Windsor Castle...

Restored to its former glory

Windsor Castle – Wednesday, 1st July

Windsor Castle, probably the largest fortress of its kind in the world, has belonged continuously to the sovereigns of England for over 900 years. It is still the setting for great ceremonies of state and houses many of the priceless treasures in the Royal Collection.

The Castle began as a simple timber stockade on a mound, one of a ring of strongholds built

around London by William the Conqueror soon after 1066 to keep the hostile population at bay. Over the years, Windsor became more and more important as a royal residence, receiving the ultimate accolade in 1917 when George V declared that henceforth his family and descendants would take the surname Windsor. So Windsor and the Royal family have become permanently linked.

Today, the State Apartments, a magnificent suite of ceremonial rooms, are still used by the Queen to entertain visiting Heads of State. The Queen also has her own Private Apartments within the castle. The restoration of the State rooms, which were badly damaged by fire in 1992, has recently been completed.

Our all-day visit will give us ample time to tour all the areas of the Castle which are open to the public and to view the works of art from the Royal Collection. We shall also have the opportunity to visit an interesting exhibition about the fire and subsequent restoration work. Lunch will be provided in the town and you will be able to leave and re-enter the Castle at will during the day. Coach transport will be provided where there is sufficient support or, alternatively, you can make your own way to Windsor and meet up with us there. If you would like to join us, please complete the Application Form enclosed with this Newsletter.



Don't be SHY ...

If you like the sound of any of the XPA events featured in this Newsletter but are nervous about signing up, then don't be! You'll find us a very friendly crowd and you'll be made to feel very welcome. Don't forget that it's not just former Xerox employees who are invited but their wives and husbands, widows and widowers too. And, if you're still not sure, why not bring a friend along to keep you company?

WHAT'S HAPPENING?

Here and on the following page, you will find details of other XPA events taking place over the next few months.



Floors Castle, Scotland's largest inhabited castle

AT HOMES

We shall be holding At Homes at the following venues during the summer:

- **Bridge House**
Thursday, 7th May at 6 p.m.
- **IHQ Marlow**
Thursday, 9th July at 2.30 p.m.

We should love to see more people at these events which are always interesting and enjoyable. If you would like to join us, please complete the form enclosed with this Newsletter and return it to **John Smith**, Central Region Co-ordinator, Blewbury Cottage, Bulstrode Way, Gerrards Cross, Bucks SL9 7QT.

Further At Homes are planned for the autumn and details will be included in the next issue of the Newsletter.

Tartan Tour

Visit to the Borders and the Edinburgh Tattoo
– Thursday, 20th August for three nights

Following last year's successful trip, we have organised another weekend visit to the Borders area and the Edinburgh Tattoo. Quite a number of those who came last

time have signed up again but we do have a *few spaces* available for other members.

Once again, our three nights' accommodation will be at the excellent Park Hotel, Peebles, about 23 miles south of Edinburgh. We

have arranged for bed, full Scottish breakfast, two evening meals and one lunch (on the day of the Tattoo). All rooms are en-suite, with TV, telephone and tea and coffee-making facilities.

For Friday, we have organised

a full-day guided tour to Kelso and Floors Castle, Scotland's largest inhabited castle. The home of the Duke and Duchess of Roxburghe, the castle overlooks the River Tweed, the town of Kelso and the ruins of Roxburghe Castle.

On Saturday, we shall be able to spend time in Peebles and have lunch at the hotel before setting out for Edinburgh. There will then be ample opportunity to explore the city, whether it be shopping in Princes Street or visiting the Scott Memorial or Holyrood House, before we take up our reserved seats for the 19.30 performance of the Tattoo.

The price per person sharing a twin/double room, including insurance, will be £199. Unfortunately, there are no single rooms left for this trip.

SUMMER RAMBLE

Walk along the Thames Path between Eton and Bray – Tuesday, 28th July

Doug Nevell invites you to join him for another Thames riverside ramble, partly on foot and partly aboard Salters "steamer" (now converted to diesel!), with lunch en route.

We shall leave from Dorney at 10.30 a.m. and join the towing path to Bray Lock, where we shall pick up the boat for Eton and a slightly late lunch. Then it's on to the Thames Path to Boveney Lock and a short step across Dorney Common to bring us back to our cars. The total walking distance will be 4½ miles.



Eton College

TEE-OFF!

Golf Society event
– Tuesday, 21st April

The XPA Golf Society's next event will be held at Weston Turville, near Aylesbury. Anyone not already on the Society's distribution list who would like to find out more about this particular event or golfing activities in general should contact **Paul Donegan** on 01727 862004. As Paul reports:

"We now have nearly 100 members listed on our database as keen followers of the maddening game and they automatically receive invitations to our five regular outings each year. We also play two or three challenge matches against current staff from the Xerox Golf Society based at Marlow. Last year for the first time we entered a team to compete for the Haggett Trophy event – a national competition played annually by teams from the UK Company, Mitcheldean, Welwyn, Marlow, sometimes Ireland, and what used to be Aylesbury and St. Helens.

"Average attendance at our outings is now approaching 30 and getting bigger every time. But we are always pleased to hear from new members who would like to join our very merry band!"

PENSION PAYDATES

Your Xerox pension will be paid into your account on the following dates:

May pension	Friday 1st May
June pension	Monday 1st June
July pension	Wednesday 1st July
August pension	Friday 31st July

Grand tour of Lord's

Lord's Cricket Ground – Sunday, 13th September



Painting at Lord's of the Prince of Wales, later Edward VII, watching play

By popular request, we have organised a return visit to Lord's Cricket Ground where, as well as enjoying a guided tour of this home of cricket, we shall also have the chance to see a game. It will be the last first-class match of the season, with **Middlesex** at home to **Gloucestershire** in the Axa Life Sunday League.

Coaches will be provided where there is sufficient support and, on arrival, we shall have an early lunch at Crocker's Folly in Maida Vale, just five minutes walk from the ground. For our tour, we have been fortunate in securing as our guide **John Light**, a leading authority on Gloucestershire cricket. John will show us the world-famous Long Room together with the Museum, the Mound Stand, the Real Tennis Court and also the new Grandstand and NatWest Media Centre, due to be completed at the beginning of September. Then we shall take our seats for the start of play at 2 p.m.

Remember when?

Thanks to **Gwen Reilly** for writing in after her memory was jogged by the photo of the 1963 National Sales Conference published in the last Newsletter. Here is an extract from Gwen's letter:

*"One of the missing names is that of **Vic Reeve** (or **Reeves?**) who is sitting between **Trevor Thompson** and **Jerry Clapp**. I also recognise the salesman*



*sitting between **Bob Chapman** and **Ron Walker** but, for the life of me, I cannot remember his name! I do, however, remember that he had a great singing voice. The photograph was taken during my own early days at Rank Xerox as a customer relations officer, so I expect I was at that self-same event in 1963."*

Bugs ...

If you've been worried by all the recent gloomy reporting about the impact on computer systems of moving into the new century, then take comfort from the fact that, at least as far as payment of your pension is concerned, there should be no problems. When asked recently whether Xerox Pensions was geared up for the Millennium, **Paul Hopkins**, Pensions Administration Manager, was reassuring:

"Like the rest of the Company over the past 18 months, we have spent a considerable amount of time and effort on all our systems. We are in fact probably in a better position than many departments, as our administration systems have always had to cope with dates in the last century and the next. For example, we hold records for

members who were born in the 19th century and for others who will be retiring in the 21st!

"IBM has confirmed that the version of UNIX which we use is 'Millennium-compliant'. Our software supplier has carried out extensive testing of the system which has involved 'winding on' the clock into the next century and everything has performed as it should have. In step with the rest of the Company, we shall shortly be switching from Windows 3.1 to the compliant Windows NT and, although not all of our accounting and banking software is compliant at present, everything is due to be upgraded to the required level by this summer.

"Our objective is to have all our systems fully compliant by the end of 1998 and I am confident that we shall make it!"

... and books

Calling all Rank Xerox pioneers! With the Millennium in mind, and the 20th Anniversary of the Xerox Pensioners' Association less than two years away, this seems an appropriate time for a history book recalling Rank Xerox's early days.

Many of you must have stories to tell about the beginnings of the Company, the trials and tribulations, the mistakes and successes. This will be your story and a pictorial record too, we hope, if you also have photos to lend us. So please let us hear your abiding memories of the Company, especially the happy and humorous moments. We can't promise to publish every contribution but we'll do our best and there will be prizes for the best three stories received. We plan to publish contributors' names but you may remain anonymous if you prefer.

We look forward to hearing from you! Please send contributions to XPA Secretary, **Barbara Keech**, who will be collecting the material. The final selection will be made by the XPA Executive Committee.

STEER CLEAR OF CAR CRIME

The Crime Prevention Agency has issued the following advice on how to steer clear of car crime:

- ◆ Lock doors, windows, boot and sunroof every time you leave your car – however briefly.
- ◆ Make sure you use your car's security devices.
- ◆ Never leave valuables and possessions on display – or in the boot.
- ◆ Don't leave cheque, credit or debit cards in your car.
- ◆ Keep driving documents and personal correspondence at home.

- ◆ Lock your car and remove your keys from the ignition when at a filling station and keep the keys with you.

Further information can be found in "Steer Clear of Car Crime", available from your local Crime Prevention Officer or Vehicle Registration Office. There is also a Vehicle Security Helpline on 0990 502006.



Did you know?...

XPA has its own **Taxation and State Benefits specialist** who can help members with any problems or queries in this area. To avail yourself of this service, please contact XPA Secretary, **Barbara Keech**, in the first instance.

Coming home from hospital

The operation's over, the treatment's finished ... but are you prepared to cope with the stresses of coming home from hospital? It can create a whole new set of problems, both for patients who may need extra support or who are unable to carry on living alone and for the family and friends who will be looking after them.

Most hospitals should follow a set of discharge procedures laid down by health authorities. Staff must give patients and carers plenty of notice and organise transport if necessary. They must also provide a contact name and number and information on dietary needs and medicines. Discharge summaries should be sent to GPs within 24 hours.

Nurses and consultants oversee the medical aspects

while social workers attached to the hospital deal with all other matters. Before any elderly patient is discharged, a needs assessment should be carried out to establish the kind of after-care required. You should also receive advice on benefits to which you may be entitled.

... and if you need help

You may be able to get help from one or more of the following sources:

- ◆ In the short-term, support may be available from the Red Cross, which runs a Home from Hospital scheme, in co-operation with hospital social workers, to help patients through the first days or weeks back at home. Call 0171 235 5454.
- ◆ If necessary, your GP will be able to arrange for a district nurse to visit and help change dressings or give injections.
- ◆ Your Community Health Council can advise you on help available through your local health authority – you will find their number in the phone book.
- ◆ Age Concern also operates local schemes which support elderly people coming home from hospital. It produces a **free factsheet** about hospital discharge, available by calling 0181 679 8000.
- ◆ The Carers National Association's **free booklet** "Coming out of hospital" is available by calling 0345 573369.
- ◆ The Patients Association advises patients and carers on health services and self-help groups. Call 0181 423 8999 from 11 a.m. to 3 p.m. weekdays.

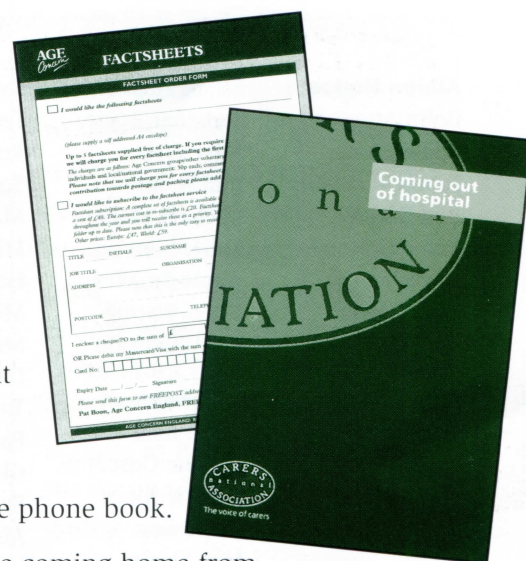
Overcoming the language barrier

Working closely with Xerox Hong Kong, the Xerox Technical Centre at Welwyn has recently completed development of a Chinese language version of the Xerox 5837, the first customised Xerox product to be launched in Hong Kong and China. In view of the recent political changes in the region, the need for products using the Chinese language had been clearly identified and close co-operation amongst all those involved in the project meant that the Company was able to respond to this challenge very successfully.

It was by no means a simple job. New software tools had to be developed to implement Chinese characters and fonts derived from translations acquired locally in Welwyn. Chinese versions of Windows software had also to be obtained.

But everything was completed in time for last September's Hong Kong launch date and, by the end of the year, around 500 of the new units had already been delivered. Now attention is turning to deliveries on the Chinese mainland. As well as meeting this particular challenge, the experience gained during the project has opened up the possibility of being able to handle a multitude of other languages which may be required in the future.

以客爲先





Xerox Pensioners' Association

Aims

1. To establish and maintain a two-way personal link with all Xerox pensioners, who are automatically members of XPA.
2. To be informed about pensioners' needs and problems in order to assist where possible.
3. To help pensioners keep in touch with each other.

Regional Co-ordinators

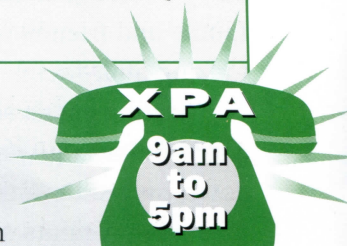
Western Region – Jeff McCoy Chy-Reen, Mayhill, Longhope, Gloucestershire GL17 0NL. Tel: 01452 830600.

Eastern Region – Paul Johnson 49 Brandles Road, Letchworth, Hertfordshire SG6 2JA. Tel: 01462 686736.

Central Region – John Smith Blewbury Cottage, Bulstrode Way, Gerrards Cross, Buckinghamshire SL9 7QT. Tel: 01753 884486.

XPA Secretary

A reminder that our Secretary, **Mrs Barbara Keech**, has a dedicated telephone number - 01895 814226 - which is also a fax line. **PLEASE USE THIS NUMBER AT ALL TIMES AND CALL ONLY BETWEEN 9 A.M. AND 5 P.M.** If Barbara is not available, you will either hear an answerphone message or your call will be switched automatically through to Xerox Pensions. Barbara's address is 84 Swakeleys Drive, Ickenham, Uxbridge, Middx UB10 8QG.



**Monday to Friday
01895 814226**

Xerox Pensions

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

MEMBERSHIP FILE

NEWCOMERS

We are pleased to welcome the following new members:

Albion House

Colin Attewell
Eddie Barnes
John De Angelis
Bob Dixon
Kenneth Hoad
Clive James
Cedric Wood

Assignment

John Freestone
Chris Mason

Ginn & Company

Maurice
Greenwell

IHQ

David Barnes
Alan Bristow
Rod Falconer
Susan Förster

Stuart Hoskins
Jonathan Isaacs
Mike Ivey
Phil Judkins
Michael Morgan
Marie Sims
Annie Smalley
Brian Waring
Ian Wilkinson

Mitcheldean

Brian Baldwin
Pauline Goscomb
Pauline Jones
David Lea
Max Shirley

UK Company

Bob Ashford
James Bigmore
Phil Browne
Peter Brooks
Jenni Burton

John Carter
Jerry Coupe
Rod Crabtree
Ted Craft
Maurice Davison
Michael De Wolff
Harry Elliott
Michael Hadaway
Michael Harry
David Hurst
Tony Jackson
Patricia James
Glyn Jones
Brian Kay
James Keenan
Dennis Kirton
John Marshall
Richard Marshall
Edwin Martin
Rodney Maynard
Ronald
McCandless

Keith Moylan
Alan Muir
Richard O'Connor
Barry Osborne
Malcolm Payne
Anderson Roberts
Peter Rose
Hugh Russell
Tony Schindler
Lilian Sealy
Alan Simpson
Barry Smith
Graham Smith
Jack Stanley
Dave Thomas
Brian Togwell
May Trott
David Try
Peter Walton
Simon Waters
Albert Young

ABSENT FRIENDS

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

IHQ

John Buckingham-Burr (72)
Joe Irvine (60)
Tom McKenna (59)
Ferdinand Shea (76)

Mitcheldean

Ivor Baldwin (86)
Reg Beard (75)
John Cooper (63)
Dennis Grey (72)
David Gwynne (74)
Sidney Hodges (79)
George Howells (72)
Bev John (69)
Ewen Martin (71)
Kenneth Mayo (72)
James Newby (68)

Leonard Oatey (84)
Gilbert Roberts (79)
Albert Sheers (64)
Ken Shurmer (66)
Leslie Smith (78)
Bernard Smith (83)
Percy Stait (83)
Bill Thomas (83)
Clifford Turner (83)
Albert Sheers (64)
Harry Swainson (70)

Welwyn

Bridget Day (60)
Eric Goodwin (39)
Bernard Gradwell (68)
Elizabeth Ann Warner (59)

Remembering Bernard ("B.C.") Smith

It is with deep regret that we report the death on 22nd January of **Bernard Smith**, usually known as "**B.C.**", at the age of 83. B.C. was one of the original pioneers who helped establish the plant at Mitcheldean. Having joined the Rank Organisation in 1939, he moved to Mitcheldean in 1947 with his wife, **Gwen**, and joined the British Acoustic Film Company as Works Accountant. At the time, the factory employed about 300 people.



In 1954, B.C. was appointed Production Controller and then, in the early years of Xerox production, he took over as Commercial Manager. During the period when Mitcheldean was undergoing tremendous expansion and Rank Xerox was becoming established internationally, he worked as Purchasing Controller.

B.C. and Gwen pursued many interests during their time in the area. They were keen ramblers and got to know and love the Forest of Dean. B.C. was an enthusiastic member of the Local History Society and, for a time, its Chairman. He was also an early member of the local Round Table and subsequently its Chairman too, as well as becoming President of the local Rotary Club.

After B.C.'s retirement, he and Gwen moved to Keynsham, near Bristol, to be closer to their family.

CAMPBELL McVICAR

Those of you who worked in the sales and service divisions of the Operating Company will be sad to hear of the death on 15th February of **Campbell McVicar**, who had long service with the Company as Branch Manager, first at London Branch and then at West London Branch after the larger branch was split.

Don't like travelling alone?

If you are a single person who loves travelling but you are concerned about going off on your own, you may be interested in Travel Companions.



This is a company which offers to match you up with a like-minded travelling partner and promises a "very personal nationwide service for people aged 25-75". You have the chance to meet your travel companion before you commit to holidaying together. Membership is open to men and women but, the company insists, it is not a dating agency!

If you are interested in finding out more, you can contact Patricia Isaacs of Travel Companions at 12 Portland Place, Leamington Spa, CV32 5EU; telephone 01926 332911.

LATEST NEWS ON DISCOUNTS

WARNER/OASIS, HAVEN UK & EUROPE, BUTLINS

In the last issue of the Newsletter, we reported that discussions were under way with The Rank Organisation on the continuation of discounts. We are very pleased to report that **Warner/Oasis, Haven UK, Haven Europe** and **Butlins** have agreed to discounts for XPA members. To obtain this concession, you must book your holiday **directly with the company concerned, not via a travel agent**. The relevant telephone numbers and authorisation codes are listed below:

COMPANY	TELEPHONE	AUTHORISATION CODE
Warner	01705 478888	DA89
Oasis	0990 086000	PH03
Haven UK	0990 233222 0990 233111 (<i>self-catering</i>)	HXA01
Haven Europe	0990 233777	FXA01
Butlins	01243 860068	Send an XPA Certificate, obtainable from your Regional Co-ordinator

SHEARINGS

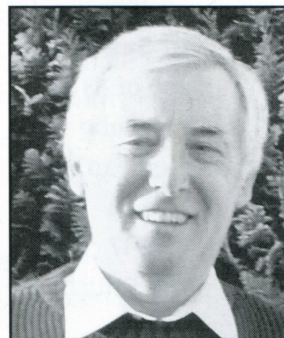
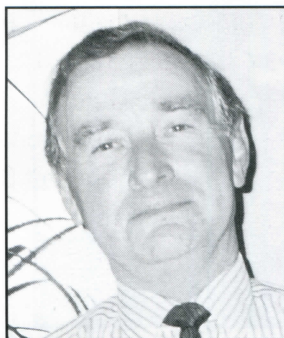
Shearings now operates as an independent company but has agreed to continue to offer discounts to XPA members. Bookings should be made **direct on 01942 824824** and you need to send an XPA Certificate, which you can obtain from your Regional Co-ordinator.

Southern Counties team still together

Derek Blundy, former Manager of ITEC at Slough, left the Company in 1991 and, after a few months of leisure, decided to set up his own consultancy business. He has since worked regularly with former Southern Counties colleagues, **Doug Baldock**, **Peter Camis** and **Jim Cooper**.

Having set up Chiltern Business Services and become a Registered Consultant, Derek helped Rank Xerox organise the Learning Resource Centre at Uxbridge, now a popular and established feature of the business. He also worked with the Thames Valley Training and Enterprise Council until he and his wife, **Bobbie**, decided to move back to East Sussex.

It was at this stage that Derek met up again with Doug, Peter and Jim and the team spent the next 18 months working together in the Kent area, linking up with



Derek Blundy (left), Doug Baldock (centre) and Peter Camis

the Kent Training and Enterprise Council. Then it was agreed that, because of their geographic locations, Derek and Jim would work in Sussex, while Doug and Peter looked after Kent. They do a lot of work in connection with the Investors in People programme, a Government initiative, but also undertake anything else clients require, including appraisals, business plans and training projects.

Derek says: *"The best thing about working for yourself is being*

able to turn down a job that you don't like and only having to work for a limited time each month. The work is very satisfying and it helps me keep up-to-date with all the latest developments. Bobbie now looks after my secretarial needs and we still have time to play bowls."

Like Derek, Doug and Peter also run their own companies but now also work (that makes a change, I hear some people comment!!) together as a team. They pride themselves on carrying out their training and other work in a professional manner but with a sense of humour – a number of customers refer to them affectionately as "Pete & Dud" or "Hinge & Bracket", with Peter usually playing the straight man.

As Peter says: *"It's now got to the stage where we know each other's punch-lines and going into a new customer has become a bit like going on stage with a comedy routine. However, it seems to work pretty well and, as they say in the sales manuals, people buy products which have a USP (Unique Selling Point)!"*

Doug, Derek, Jim and Peter would like to say "Hello" to all their old friends in Southern Counties and hope they are all keeping well!

THE WAY WE WERE!



Still on the subject of Southern Counties, we are very grateful to **John Hodges** who sent us this photo of Southern Region Service (Camberley and Croydon offices) plus Head Office support. John says that the picture was taken in the early 1980's at the Crest Hotel in Portsmouth. He believes that there are now, at most, only six of these former colleagues still with Xerox, the rest having taken early retirement or gone to other companies as a result of "down-sizing"!

1998 PENSION INCREASE

In accordance with the rules of the Final Salary Scheme, pensions in payment and deferred pensions were increased by 3.6% from 1st April this year. If you have retired since 1st April 1997, you will receive a proportion of the full increase, based on the number of months you have been paid by Xerox Pensions payroll.

If you are **below State Pension Age**, the increase applies to the whole of your Xerox pension, including any Guaranteed Minimum Pension (GMP) as advised to us by the Department of Social Security. If you are **over State Pension Age**, the increase applies only to that part of your Xerox pension in excess of the GMP. This is because, from State Pension Age, the GMP itself is increased each year in line with the Retail Prices Index, part of the increase being paid by Xerox with your Scheme pension and the balance being paid by the State with your State Basic Pension.

This year's pension increase, once again, matches the rise in the Retail Prices Index over the previous calendar year ... but have you ever wondered how the Index, a key measure of inflation, is worked out?

Our changing shopping basket

The Retail Prices Index (RPI) is designed to reflect the spending patterns of most households in Britain and was first calculated in 1947. Back then, teams of civil servants collected the prices of around 200 items in over 200 parts of the country and the RPI "shopping basket" included the following household items:

- ◆ Wild rabbits (unskinned)
- ◆ Schoolgirls' navy woollen gym-tunics
- ◆ Distemper (or whitewash)
- ◆ Condensed milk
- ◆ Back-lacing corsets
- ◆ Lamp oil



Most of these items have since disappeared from the list. Instead, the RPI today includes, amongst its 600 goods and services, satellite dishes, the cost of subscribing to the Internet and replica football shirts! And with three times as many prices to check, technology has come to the rescue, with most of the data now being collected using hand-held computers, linked via modems and telephone connections to the National Statistics main computer network.

A good year on balance

Xerox recently announced its fourth quarter and full year financial results. The message was that, on balance, last year had been a good one for the Company which is now positioned for even greater revenue growth and productivity progress this year.

During 1997, income rose by 20% and pre-currency revenue by 7%. In recognition of overall performance and future growth prospects, the Xerox board declared a 13% increase in the common stock dividend. Looking ahead, **Paul Allaire**, Xerox Chairman, declared that "*Some difficult economic conditions in parts of the world and the adverse impact of the strong dollar will likely continue to present significant challenges in 1998 ... however, our leadership in digital and colour positions us well for strong revenue growth in 1998*"

Claiming your State pension by phone?

Instead of filling in a form, pensioners may soon be able to claim their State pension by phone if a new system now being tested in London is successful. Pensioners can telephone Benefits Agency staff who go through the questions on the claim form with them. The form is then sent to the pensioner simply to check and sign. It is hoped that the new system will reduce the number of errors – at present, 40% of claim forms are incorrect or not complete.

SOCIAL SECURITY BENEFITS 1998

Jack Bonney, XPA's Taxation and State Benefits expert, has provided details of new weekly benefit rates, effective from April 1998.

State Pensions

- ◆ Basic Retirement Pension £64.70
- ◆ Married Woman's Pension £38.70
- ◆ Graduated Pension 8.4p per unit

Incapacity Benefit

- ◆ Long-term £64.70
- ◆ Short-term £57.70

Attendance Allowance

- ◆ Higher £51.30
- ◆ Lower £34.30

Disability Living Allowance

- ◆ Care component
 - Highest £51.30
 - Middle £34.30
 - Lowest £13.60
- ◆ Mobility component
 - Higher £35.85
 - Lower £13.60

Other Allowances

- ◆ Severe Disablement Allowance £39.10
- ◆ Invalid Care Allowance £38.70
- ◆ Job Seekers' Allowance £50.35

These new rates reflect a 3.5% increase in the Retail Prices Index.

NOTE ON DISABILITY ALLOWANCES

There is often confusion about two similarly named benefits, viz the **Disability LIVING Allowance** and the **Disability WORKING Allowance**. Here is a brief description of each benefit, to help distinguish between the two:

Disability Living Allowance is a tax-free benefit for people under the age of 65 who need help with personal care or with getting around. To qualify, you must have needed help for three months and must continue to need this help for a further six months at least. This benefit is not means-tested nor is it dependent on your National Insurance contribution record. Furthermore, it is not affected by any savings you may have.

Disability Working Allowance is a tax-free benefit for anyone aged 16 or over who is working at least 26 hours a week but whose earnings capability is restricted by illness or disability. To qualify, you must also be receiving:

- ◆ Disability Living Allowance *OR*
- ◆ Attendance Allowance *OR*
- ◆ War Disablement Pension with Constant Attendance Allowance *OR*
- ◆ Industrial Injuries Disablement Benefit with Constant Attendance Allowance

This benefit **is** means-tested and **is** affected by any savings you and your partner may have.

Changes announced by the Chancellor in his March Budget will be covered in the next issue of the Newsletter, due at the beginning of August.

BUYING A USED CAR?

Then bear in mind these tips from the Crime Prevention Agency:

- ◆ Ensure that your dealer has confirmed that the car is not stolen, subject to an outstanding finance agreement or previously written off by an insurance company.
- ◆ Check that the Vehicle Identification Number (VIN) – including any numbers etched on glass – matches that shown on the Vehicle Registration Document (V5).
- ◆ Make sure that the VIN has not been altered in any way and that the V5 has not been tampered with (a forgery will not have the DVLA watermark).

You can find out more from "The Car-Buyer's Guide", available from your local Crime Prevention Officer or Vehicle Registration Office.

New rules on Vehicle Tax

The law on vehicle taxation has changed so that the keeper of a vehicle must **either** make sure that it is properly taxed **or** make a legal declaration that it is not used or kept on a public road.

If you have a vehicle but you do not intend to use it or keep it on a public road, you must now notify DVLA.

Telling DVLA is called SORN (Statutory Off Road Notification). The purpose of this new notification requirement is to defeat tax dodgers and there will be substantial penalties for those who break the law.

If you think you may be affected, you can get more information from DVLA.

Welcome to new Trustee Director

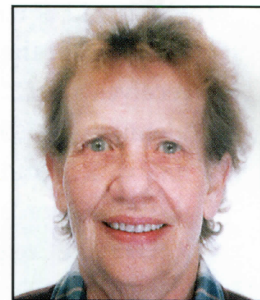
Hazel Maynard has recently been elected as the new Member Trustee Director for the Marlow and Welwyn constituency. Hazel, who is Customer Satisfaction & Quality Manager at the Xerox Limited Technical Centre at Welwyn, takes over from **Susan Förster**, who recently left the Company.



NEW VISITORS

We are very pleased to welcome **Gladys Collins** to our team of Visitors in the Forest of Dean area. Gladys will be well known to many of you as Sister Collins, Senior Nursing Officer at Mitcheldean from 1967 to 1989.

Gladys came to Mitcheldean with a wealth of experience, both in Accident & Emergency at Gloucester Royal Hospital



and in caring for the chronically sick at Lydbrook Hospital. At Mitcheldean, she was responsible for the day-to-day administration of the Medical Centre, which looked after 5,000 employees, whilst also supporting the Company's Medical Adviser in the scheduling and monitoring of medical programmes, health education and individual counselling.

Paul Pilbrow has now become a Visitor in the Bristol area and, if you would like to be visited by him, please contact Western Regional Co-ordinator, **Jeff McCoy**, on 01452 830600.

We urgently require a Visitor for pensioners in the Cheltenham and Gloucester area, which was previously covered by Ray Mabbett. Ray has now retired from visiting so, if you think you might be able to take up where he left off, then we should love to hear from you. Please get in touch with Western Regional Co-ordinator, Jeff McCoy, on 01452 830600.

Top sites!

Mitcheldean – a Top Factory

The Electronics Manufacturing Centre (EMC) at Mitcheldean has been recognised among the top 11 plants in the United Kingdom. It was "highly commended" in the Electronics & Electrical Factory section of the 1997 Management Today Best Factory Awards.



Part of Xerox European Manufacturing at Mitcheldean, EMC supplies Xerox worldwide, with 80% of its production being exported. The Centre's business is booming, a reflection of the surge in Xerox's digital business. Output is

expected to more than double in the next two to three years.

In its Best Factory Award citation, EMC was commended for its performance in producing competitively-priced, medium-sized batches in a market-testing environment and for its cost-cutting initiatives, process control and human resources management.

EMAS recognition for Venray and Mitcheldean

The Xerox site at Venray has recently joined Mitcheldean in achieving EMAS accreditation. EMAS (Eco-Management & Audit Scheme) is a top European Union award, granted in recognition of the highest standards of environmental practice. To qualify, both sites had to undergo a stringent audit of the environmental implications of every aspect of their operations.

Golden wedding congratulations ...

... To **Ron Pearce**, who many members will know as one of our Visitors, and to his wife **Beryl**. They celebrated 50 years of marriage in December.



COMPETITIONS

WINNER ...

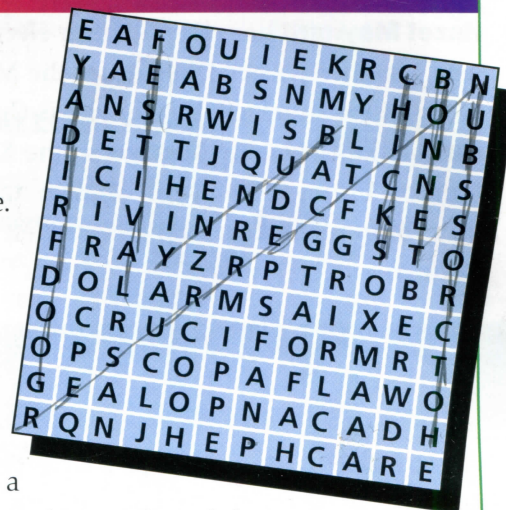
The missing link

Congratulations to **Mrs Sylvia Rust** of Whetstone (widow of **Arthur**, who worked in Government Branch) who won the Missing Link competition in the last issue of the Newsletter. Sylvia receives the £25 prize for identifying RED as the missing link which could be added to all of the other words listed (REDhead, REDwood, CoveRED, SacRED, ScarRED, REDcurrant, HatRED, REDbrick, and KindRED).

EASTER WORDSEARCH

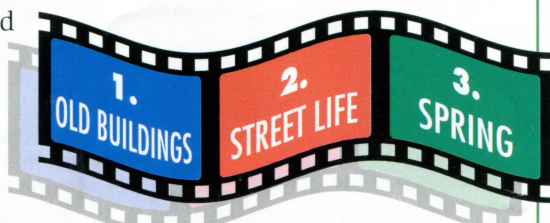
Our competition this time is a Wordsearch with an Easter theme. See if you can find the 12 words associated with Easter which are hidden in the grid; don't forget, they may appear horizontally, vertically or diagonally.

Once you have discovered all the words, please list them on a postcard or the back of a sealed envelope and send them to **Lois Dawson** at Xerox Pensions to arrive by **Tuesday, 30th June**. Remember to include your name and address with your entry. There will be a £25 prize for the first correct entry drawn.



1998 PHOTO COMPETITION

It's time to think about getting out with your camera and taking some shots for this year's Photo Competition. Members of the Camera Club at Mitcheldean will again be responsible for judging the competition and they have selected these three categories for entries:



Entries may be either colour or black and white, transparencies or prints (between size EN and 10" x 8") and should be submitted to XPA Secretary, **Barbara Keech**, by **Wednesday, 30th September**.

The following information should be attached to your entry: name, address, telephone number, and the category you are entering. All entries will be returned after judging. There will be a £25 prize in each category and the winning entries will be published in the December 1998 issue of the Newsletter.

Musical tradition of Dean

Mitcheldean pensioner, **Maurice Bent**, born and bred in the Forest of Dean and an acknowledged authority on the area, has recently published his fourth book, *"The Musical Tradition of Dean"*. This is the first volume of a two-part work and looks at brass bands, dance bands, jazz bands and orchestras and at the personalities associated with them. Volume Two will cover the choral societies and ladies and male voice choirs.



Maurice's three previous works are *"The Highest Point of Dean"*, dealing with his own community of Ruardean Hill; *"Drive and Stroll"*, a 100-mile tour of the local area; and *"The Last Deep Mine of Dean"*, looking at the history of the Northern United mine.

If you are interested in any of these publications or can help Maurice with information, please get in touch with him on 01594 542110.

OVER TO YOU! We welcome contributions to the Newsletter from you, the members. If you have anything which you think may be of interest, please get in touch with **Barbara Keech**, XPA Secretary, or with **Lois Dawson** at Xerox Pensions.