

A GREAT START TO THE YEAR!

We open this Spring issue of the Newsletter showing how members celebrated Christmas and the New Year in great style with a series of get-togethers around the country. Here is a round-up of reports and photos of the festive fun!

Golden Wedding celebrated at Ferndown

An annual Christmas get-together, organised by local RXPA Visitor, **Harry Robertson**, has become a popular event for pensioners in the Dorset and Hampshire area. The regulars were joined in December at The Coach House Inn, Ferndown, by RXPA Central Region Co-ordinator, **John Wellemin**, and his wife **Ursula** and by RXPA Secretary, **Barbara Keech**. It was Barbara who surprised Harry and his wife, **Dot**, by asking whether the date May 30th 1992 was significant for anyone present. When Dot admitted quietly that it had been their Golden Wedding anniversary, Barbara presented them with a card and a basket of flowers.

DINING IN STYLE AT WOKEFIELD PARK



A Buzz from Welwyn!

There was much kissing and shaking of hands and a loud buzz of conversation as old acquaintances were renewed at RXPA's New Year dinner at Welwyn Garden City. We had an overwhelming response, with more than 150 pensioners

and their partners attending. We are repeating the evening on Thursday April 15th so that we can accommodate those who were disappointed last time. If you have not already received an invitation and would like to come, please contact **Barbara Keech**. Applications will be dealt with on a first come, first served basis.

Top: Happy faces at the Ferndown Christmas Lunch.

Centre: Auld acquaintance not forgot ... meeting old friends at Welwyn's New Year dinner.

Left: 40 Association members and their guests enjoyed a very pleasant New Year dinner in the elegant surroundings of Wokefield Park.



Karaoke and Crackers in Manchester!



Seeing in the New Year in Manchester – (anti-clockwise) Jean and Don Bastow, Dori and Gordon Martin, John Harrison, Barbara and Ray Keech, Alan and Jarmilla Lee, and John Butterworth.

Gordon Martin reports on the success of the first RXPA Northern New Year dinner – which now looks set to become a regular event!

*“Driving over the infamous Scammonden Moor along the M62, through sleet, snow, wind, rain, thunder and lightning, it was beginning to look like one of those things which, months earlier, had seemed a ‘good idea at the time’. All doubts dissolved, however, on arriving at the Dominion Hotel, the venue for the RXPA Northern New Year dinner, well chosen by our stalwart Visitor for the North-West, **Bert Currie**.*

*“Those of us who had remembered our ‘cozzies’ were able to work up an appetite in the hotel’s pool and jacuzzi and a thirst on the exercise bikes. Then it was on to the bar where some 40 of us gathered to launch the evening, definitely like ‘old home week’ as all of us were able to renew many, many years of association in the North. Not least with our ‘working’ guests, **Alan Lee** and **Dave Newton** (with their wives), who together ‘have a few years in’ and who, we are glad to record, are still keeping the Company going.*

*“Drinks over, **Barbara Keech** shepherded us to dinner, festive with*

*crackers and paper hats (wearing optional). **John Harrison** had (just) flown in from Greece via Germany and Belgium whilst the turkey was still flying in from Turkey – or so it seemed to those who were still awaiting its arrival! The beef-eaters, however, held back coffee to let them catch up and a draw was declared as an excellent dinner drew to a close.”*

Looking back on the early days

“Then, with cigars and chocolates, we sat down to watch a video set up by Don Bastow, who was combining his visit with another genealogical detective trip to the Norwest. Don’s film reminded us how hard it was in the early days, particularly in Stockton District where passers-by were accosted by 660 dems in the street (in the desperate days of NETs and MIF !!) and Distribution practised how to thread large machines in and out of our bank manager-landlord’s upstairs windows. A second fuzzy film enacted a ‘normal’ District meeting in small boats, high spirits (Newcastle Brown more likely!) and very wet suits.

“As people started to drift away at the end of a very good evening, the

stragglers wandered downstairs to the karaoke bar where ‘Newt’ Newton was the acclaimed hit of the evening with his rendition of ‘Mac the Knife’ – eat your heart out, F.S. – definitely the star turn for next year!

“Thanks to Barbara and Bert for all their arranging, to RX for a generous helping hand, and to all those who came and made it a very enjoyable evening. There were too many friends absent though – perhaps next time? How about a full muster at Chatsworth in June?

“P.S. There was only one recorded case of ‘not feeling well’ in the morning – that must be a first!”

UXBRIDGE GROUP GET-TOGETHER

A group of Uxbridge-based pensioners and their partners met up before Christmas at the Master Brewer Hotel to share a good meal and enjoy a video which compared Rank Xerox now with the Company as it was in the seventies.

DATES FOR YOUR DIARY

Having started off 1993 so successfully, we are keen to keep up the momentum of social events during the rest of the year. Read on for details of some of the events already planned.

AT HOMES

Dates have been fixed for our next round of "At Homes" at Bridge House (**May 5th**) Albion House (**May 6th**) and Cooper House (**May 20th**). Make a note of these dates in your diary and come along and meet some old friends. If you would like to attend, please complete the enclosed Application Form.

Further "At Homes" will be arranged for the autumn - full details in the next Newsletter.

SUMMER LUNCH AT MITCHELDEAN

We shall be holding a Summer Lunch in the Sports and Social Club at Mitcheldean on **Thursday July 8th**. The cost will be £5 a head and will include a three-course lunch and a glass of wine. Applications will be dealt with on a first come, first served basis.

If you would like to attend, please complete the Application Form enclosed with the Newsletter and return it, together with a cheque made payable to **RX PENSIONS LTD** to Barbara Keech.

Holidays

Information sheets and booking forms for the following holidays are available from **Barbara Keech**. Booking forms should be returned please by **Friday April 30th**.

Scarborough

It is still not too late to book for our week's holiday in Scarborough, featured in the last Newsletter. Beginning on **Wednesday September 22nd**, the week will cost £194 for full board at the Brooklands Hotel, overlooking the South Cliff Gardens.

Worcester

We are also offering a 3-night dinner, bed and breakfast short break at the Giffard Hotel in Worcester from **Friday July 16th**. The cost will be £149 and will include a half-day excursion to the Malvern Hills, a trip on the River Severn with a buffet lunch, and a farewell dinner-dance. All rooms have private facilities and there is no single room supplement.

SUMMER DAYS OUT

We have arranged three day trips during the summer:

Tuesday June 8th Chatsworth House, Derbyshire

A coach trip to beautiful Chatsworth House, surrounded by spectacular gardens, cascades and fountains. A tour of the house will be available and lunch and tea will be served in the Carriage House Restaurant.

Tuesday June 15th Bowood House, Wiltshire

We shall be going by coach to Bowood House which has lovely gardens, lakes and waterfalls as well as a Gift Shop and Garden Centre. Depending on numbers, it may be possible to arrange a tour of the house with the curator. Lunch and tea will be served.

Tuesday June 22nd Forest of Dean

This coach tour is designed to introduce the Forest of Dean to pensioners who do not already live in the area. We shall be accompanied by a courier throughout the day who will tell us the history of the Forest. Lunch will be served and, during the afternoon, there will be a visit to the Clearwell Caves where we shall have tea.

TRAVEL DETAILS

All three trips will depart at 9.30 am approximately and return at 6.30 pm approximately. Pick-up points will be determined by the response received. If you are travelling independently, you should aim to arrive at the venue between 11 and 11.45 am; lunch will be at 1.15 pm and tea at 3.30 pm.

The subsidised charge will be £5 per person. If you are interested in any of these outings, please complete the Application Form and return it by **Friday 23rd April**, together with a cheque for the correct amount made payable to **RX PENSIONS LTD** to Barbara Keech. All applications will be dealt with on a strictly first come, first served basis.

A LEANER AND FITTER COMPANY

Rank Xerox Ltd's Managing Director, Bernard Fournier, kicked off the New Year with the announcement of some far-reaching organisational changes designed to make the Company "a flatter and more customer-driven organisation". The aim is to improve productivity by simplifying work processes and eliminating activities which do not add direct value to customers.

The first phase now announced involves the streamlining of Rank Xerox Ltd into three areas: Operations, Technology and Business Support, and an IHQ group, smaller than previously, which will support the Company's international business.

Luis Camino has been appointed Deputy Managing Director of Rank Xerox Ltd and will head up the **Operations** side, with special responsibility for Italy and Spain and for developing sales productivity programmes across all Company operations. Three new Regional General Managers have been appointed – Tony Holden (Nordic area), Mike van Bachum (Benelux) and Rafael Florez (Austria, Greece, Portugal and Switzerland) – alongside the current Director for Region B, Lyndon Haddon, and the three General Managers whose responsibilities remain unchanged –

Franz Scherer (Germany), Carlos Pascual (France) and Vern Zelmer (UK).

The new **Technology & Business Support group** incorporates three functions: Development and Customer Support Services, headed by Guy Rabbat; Research, a new organisation to be based in Grenoble (but still embracing the Cambridge EuroPARC) and led by Dr. Hervé Gallaire; and the Manufacturing & Supply Chain, headed by Shrawan Singh, which will consolidate the present Integrated Supply Chain functions within RX Manufacturing.

The new **IHQ group** will encompass RXL Finance, directed by Bill Goode; RXL Group Resources, headed by Ralph Orrico; RXL Marketing, led by Olivier Grouès; and the Fuji Xerox Resident Office under the direction of Toru Nozaki.

One consequence of this reorganisation will be a reduction in numbers working centrally in the Company. Bernard Fournier reassured staff that "every effort will be made to redeploy those impacted by these changes and to ensure that individuals affected are treated with respect, supported and fully informed".

The second phase of the Company's re-structuring – focusing on the field operation organisation – is expected later this year.

Company Invests in Research

The Rank Xerox Research Centre, an important component of the new corporate structure (see above), will boast a brand-new laboratory located in Grenoble. The new lab will focus on research into technology to help people working with multilingual documents in a multinational environment. Work at Grenoble will complement the work done at the Cambridge EuroPARC lab in the UK which will continue with its research into man/machine interfaces. Grenoble was selected as the location for the new lab after many months of discussion and site visits and reflects the concentration of high-level scientific and industrial ventures already established in the area.

Mark Myer, Senior Vice-President Corporate Research and Technology at Xerox Corporation, sees the new lab as playing an important part in the development of the Corporation's strategy: "We have been investigating document technologies for 30 years; now we take that work even further by looking into multilingual systems and practices".

UK COMPANY PLANS SMOKING BAN

In the light of recent publicity surrounding "passive smoking", the results of a smoking referendum held within Rank Xerox (UK) recently provided a timely measure of our own employees' views on the subject. 67.4% of those who responded voted for a total ban on smoking. Les Jones, Director, Human Resources at Rank Xerox (UK), responded to the vote by saying that "this represents a clear mandate for the Company to move to a total non-smoking environment and is consistent with external social trends". A smoking ban is now planned, with August 1st as the expected starting date.



BATTLE OF THE GIANTS

For the third year running, the Xerox 5090 high-volume printing and finishing system has walked away with the Super Giant Copier of the Year Award conferred by Britain's influential "What to Buy for Business" magazine.

The Award recognises the copier that is outstanding in its field. "The Xerox 5090 is unmatched in its sophistication, speed and features" was the magazine's verdict.

ENVIRONMENTAL LEADER

Rank Xerox's new Organic Photoconductor (OPC) plant at Venray in the Netherlands is the most environmentally advanced facility of its kind in Europe – and is the latest example of the Company's commitment to a greener world.

The OPC plant manufactures the light-sensitive drums which lie at the heart of the xerographic process and is the first in the industry to use a new water-based ultrasonic cleaning technology. The plant produces its own clean water from a local well and, after use, re-treats it to ensure that it is of an acceptable quality to return to the waterways. No hazardous by-products leave the plant from the new organic coating process which has replaced the former inorganic selenium process.

At the opening of the new plant last September, Rank Xerox Ltd's Managing Director, Bernard Fournier, said that "the new plant is the latest example of our determination to achieve leadership in manufacturing and environmental protection".

GOOD PROGRESS AT NEW DATA CENTRE

Work is now well under way at the new Data Centre at Mitcheldean, which we featured in the August 1992 Newsletter. Despite recent bad weather, the design-and-build contractor, Wates Integra, now has the concrete shell of the Centre in place. Internal work is also progressing well and the first phase of landscaping will commence shortly – in all, some 140 semi-mature trees and 7,000 small trees and shrubs will be planted on the site. Wherever possible, local contractors are being employed on the project. Wates Integra will hand over the building to Rank Xerox for specialist fitting-out work to begin in the autumn.



The new Data Centre takes shape at Mitcheldean. On the right can be seen the pink-wrapped material being used to seal and insulate the roof, which will in due course be grassed over.

A MORE COLOURFUL WORLD

In a few years, we shall probably all look back in disbelief to the office of today where all documents tend to appear in various shades of grey! Rank Xerox is positioning itself to meet what it expects to be a tidal wave of demand for colour documents in the years ahead.

To establish its identity with colour, the Company is currently sponsoring some specially painted taxis advertising its colour products. There are three in London and two each in Manchester and Birmingham, so look out for them!

One of the taxis also features in the latest phase of the Company's popular and successful "Donna and Juliet" TV advertising campaign. Returning to the screen in January, the winning twosome have been appearing in a 40-second

commercial highlighting the quality and simplicity of Xerox fax machines and in four 10-second ads dealing with colour, fax, copying and printing.

The colour ad sees Donna sporting a brightly-spotted raincoat and waiting unconcerned in the rain until the right taxi appears – one of the Rank Xerox coloured variety, of course!



One of Rank Xerox's colourful cabs lends support to the Manchester 2000 Olympic bid.

Early retirement has been the stepping stone into a new life for the three Xeroids featured on these two pages.

COMING UP "POPPIES"!



Dave and Val Pinnegar enjoying their new life as proprietors of "Poppies" restaurant in the Derbyshire Peak District.

It is a little over three years since early retirement from Rank Xerox gave **Dave Pinnegar**, formerly Government Technical Services Co-ordinator at Albion House, what he describes as "the kick in the pants needed to move away from the metropolis and start a completely new venture". Dave and his wife, **Val**, have taken over "Poppies", a small restaurant with three letting bedrooms in the Derbyshire Peak District village of Tideswell.

Dave and Val take up the story: "We moved in three weeks before Easter 1990 and opened on Maundy Thursday (Good Friday was the 13th!). There was a sprinkling of customers on Thursday and Friday, easy to deal with, and our letting rooms were occupied by Friday evening. "Easter Saturday evening was our first real test! The restaurant filled up by 8.30 pm. We had only one young waitress to assist us two novices! Somehow we managed even though one customer was given the wrong meal and, because he decided to say nothing about it, we were left with another meal with no taker! A Baptism of Fire but we learnt by our mistakes.

"Our first season was quiet as we

were not advertised anywhere, but we arranged advertising for 1991 – and hoped. Opening hours were reduced for the winter but we worked just as hard, decorating and re-furbishing. We fell into Easter again, actually laying carpet in the restaurant on Good Friday morning while knowing that we had to open that evening to accommodate a booking."

Easter jinx

"Easter seems to be our jinx time! On Easter Sunday that year we had a full house for lunch for the first time. We were still using an old domestic oven which had a mind of its own – it had a drop-down door that dropped down and refused to rise again. We had only served one couple! We also had a brand-new waitress that day, a schoolgirl, and a family who lost their room key! We spent the break between afternoon and evening effecting a temporary repair on the oven ... and finally ate our own meal at 11 pm. Happily not all our days are thus!

"Bookings increased during summer 1991 and our restaurant trade rose dramatically after an excellent review from the food-writer of the Sheffield newspaper in August. The winter saw

us re-furbishing again and we succeeded in maintaining business during the summer at the previous season's level, despite the recession. This winter the re-furbishing has moved to the second floor – our accommodation at last.

No regrets

"We don't regret the move north. There are disadvantages of course – we work very hard in the height of the season and have no free weekends. We also perhaps miss the West End theatres and concert-halls. On the credit side though, life is generally gentler here and the countryside is superb. Our family and friends think so too and pop in more often. What about you? It's a lovely area for a holiday."

You can contact Dave and Val at: "Poppies", Bank Square, Tideswell, Derbyshire SK17 8LA. Telephone: 0298 871083.

CHANCE ENCOUNTER LEADS TO NEW CAREER

A chance encounter during a trip to Spain in 1988 led to a new career for **Gloria Joyce**, formerly a Sales Co-ordinator in the National Contracts Department at Bridge House. During the trip, Gloria made the acquaintance of a lady from Cardiff who mentioned that she was an agent for a small loose-cover business.

Meeting up with her new-found friend again shortly after deciding to accept the offer of early retirement from Rank Xerox – somewhat fearfully as she was worried about having too much time on her hands – Gloria took up her suggestion to start her own



Gloria Joyce now runs her own business.

loose-cover business in the Uxbridge area.

Gloria describes what happened next: "There followed a week's training at the end of which I was still not sure I would be able to draw the furniture and fill in the measurements.

So it was with some trepidation that I invested in the tools of my new-found trade – pattern books, a polaroid camera, a tape measure, some basic drawings of standard furniture, and an advert in the local free newspaper."

No looking back

"That was in July 1989 and, after a few sleepless nights waiting for the first orders, I am glad to say I have never looked back! I have completed some 200 orders, received all sorts of 'tips' from satisfied customers and made friends with lots of my clients, many of whom are elderly and treat my visit as a social occasion. I have also enjoyed exhibiting the covers at the Arts and Crafts Marquee at the Middlesex Show.

"Life is never dull and I have had

some amusing experiences during the course of my work. Like the day I went to the home of a young mother with three children under three to measure a white leather suite. On removing the cushions to measure the base of the settee, I discovered an amazing array of jam tarts, crisps, Lego, the odd chip, check-out till-roll ... and, all the time I measured, the children were crawling over the suite brandishing various items of food and drink! Amazingly, I got through it all and fitted the covers a few weeks later, which completely transformed the suite, but for how long one wonders? ..."

Gloria is happy to travel to new clients, provided they are within reasonable distance of Uxbridge. You can contact her by telephone on 0895 238431.

Someone Out There Needs You

"Bored with retirement – you must be joking!". **Ron Greenland** took early retirement in 1988, after 24 years in Rank Xerox, most of them in the Supply Demand Department and offered his services to the Hillingdon Association of Voluntary Services in Uxbridge.

"Little did I know how this would change my outlook on life", says Ron. "It is difficult for the average able-bodied person to appreciate the problems the aged and disabled have. When I first volunteered, I thought I would be a member of a large team but ... oops, that was my first bit of education! The team consisted of three people, including me, and one member only did gardening."

After a couple of years, Ron was asked to take a driving test on one of the Community Transport mini-buses and become a standby driver. This is now Ron's main voluntary work. He provides mini-bus transport for various clubs, including the See/Hear Club for the blind, the Carers Club for those who look after invalid partners at home, and SAMS (Social Activities for Multiple Sclerosis).

Ron finds the work very worthwhile: "My work with SAMS I think has been the most rewarding. I was worried when first asked to drive for this club because I thought it would be quite a sad experience, but how wrong I was! The humour and kindness of the club members and the general public we come into contact with has to be seen to be believed. Whether on trips to our local (we were banned once for being too noisy!) or outings to places of interest, as soon as able-bodied people see our members enjoying themselves while confined to wheelchairs, they forget their own troubles and join in the fun.

"One of the SAMS members asked me a while ago if I would like to have changed my life at all. My answer was a definite NO. I was involved in the most exciting years at Rank Xerox when my family and the Company seemed to grow up together – the children's parties at Denham were great fun and the office parties too ... but that's another story. Now I sometimes have the feeling that my life up to now has all been planned so that I can do the work I do now. If you have time on your hands, why not come and join us?"



A new outlook on life for Ron Greenland, who finds his voluntary work with the aged and disabled so rewarding.

BOWLING HONOURS

This year's President of the Monmouthshire Bowling Association will be **Ron Pearce**, RXPA Visitor in Ross-on-Wye. Ron will hold this honorary position for 12 months, a well-deserved recognition of his outstanding contribution to Welsh bowling in recent years.

Ron joined his local bowling club in Monmouth in 1958 and over the years held many club positions. 12 years ago he took on a new role as Monmouthshire County Competition Secretary and member of the Welsh Council. As Competition Secretary, Ron was responsible for organising some 55 clubs and 2,500 members in nine separate competitions. This involved receiving more than 1,000 phone calls and explains why, as Ron says, "my wife, **Beryl**, and I suffered a continuous ringing in our ears!" Ron was happy to hand on the job in 1990 but has continued as a Welsh Council member and an executive of the Monmouthshire Association.

Ron and Beryl recommend bowls as a game that anyone from 9 to 90 (or more!) can tackle and as a great way of meeting people.



Victor Morrell

It was sad to have to report in our last issue the death of **Victor Morrell**, husband of **Cynthia**, RXPA Visitor in the Coleford area.

Vic, who was very well known to his colleagues in Mitcheldean, took up a career in the military at 18, joining the RAF as a boy entrant at the Newland base, where he met Cynthia. Five years later, when the RAF transferred a number of personnel into the Army, Vic became a member of the North Staffordshire Regiment and served for a time in Northern Ireland (before the start of the present troubles).

Transferring to the First Battalion of the Gloucester Regiment, Vic experienced the full horrors of war in Korea. The Regiment earned the title of "The Glorious Gloucesters" during the conflict and was presented with the American Citation, the highest honour for a non-American regiment. Returning from Korea, Vic paraded with his regiment in London and received a medal and a copy of the Citation.

Vic left the Army in 1953 as a life member of the Gloucester Regiment and finished his working life with Rank Xerox, from 1960 to 1982. At his funeral, the Forest of Dean Branch of the Gloucester Regiment provided a Standard Bearer as a mark of respect for a courageous man.

Congratulations!



A golden celebration for Ted and Peggy.

To **Ted and Peggy Simmonds** who celebrated their Golden Wedding on November 9th with a party organised by their family. Ted writes as follows: "I would like to let all our old friends at Rank Xerox know that my wife and I are keeping in fair shape, health-wise and spirit-wise, and wish them all the same. We had a lovely Anniversary party: 75 of us ate and danced the evening away and we received lots of cards and lovely presents. Thanks to everyone for their thoughts and congratulations."

Congratulations too to **Emily Marshall** who celebrated her 90th birthday in January. Emily, one of our most senior pensioners, retired in 1964 after working in the plating shop at the Rank Xerox factory – then the British Acoustic Film Company – at Mitcheldean for 16 years. Emily still maintains her independence and lives alone, with a caring family and friends making sure that she is happy and comfortable. She enjoys watching snooker and horse-racing on TV and doing basket-weaving and knitting at her local day centre. Emily maintains a link with the Mitcheldean site through her family.



Emily Marshall – 90 this January

YOU WRITE...

John Wellemin has written to tell us about a recent holiday which he and his wife, **Ursula**, enjoyed in the Holy Land:

"We started our mini-Odyssey in Jerusalem where, within a few hundred yards of each other in the Old City, are found the holiest places of three of the great world religions: for the Christians, the Via Dolorosa leading to the Church of the Holy Sepulchre; for the Jews, the Wailing Wall; and, for Islam, the El Aqsa Mosque and Dome of the Rock.



"From Jerusalem, we made excursions to the Dead Sea, Massada (the mountain fortress where Jewish zealots fought to the death against the Romans) and Qumran (where the Dead Sea Scrolls were discovered by a Bedouin boy). Like everyone else, we knew that the Dead Sea was very salty and that we could float on its water without having to swim. What we did not know was that breast-stroke is dangerous, as the buoyancy on the lower part of the body pushes one's head under water!

"Another outing took us to Bethlehem and the Church of the Nativity, where there is great competition amongst the various schisms to hold services in the Nativity Grotto. We were told that the current arrangement is for one service each day to be held by the Roman Catholic and Greek Orthodox groups and two by the Armenians.

"From Jerusalem, we drove via Jericho and along the Jordan River to the Sea of Galilee. We took a boat across the lake to Tiberias, paid a visit to Capernaum and spent a night at a kibbutz overlooking the Sea of Galilee. Then into the mountains (the Golan Heights) and on to Safed with its narrow streets and two old synagogues. Our next stop was Nazareth and the Church of the Annunciation, consisting of an upper church where the local community worships and a lower church where groups of pilgrims from all over the world come to pray.

"On to Haifa, with magnificent views from Mount Carmel across the harbour, then to Caesarea, once the third largest city in the Roman world, where one can still see the ruins of the large Crusader fortress, the Roman theatre and an immense aqueduct. We enjoyed strolling through the old streets of Jaffa and the modern ones of Tel-Aviv, with its international hotels along the Mediterranean shore and its numerous museums and art galleries.

"Our holiday ended in Eilat, where we spent a few days swimming with the dolphins, viewing the aquatic life of the coral reef from a submarine, and reflecting on all our new experiences before flying home."

We have been very pleased to receive so many letters from members thanking us for the Christmas and New Year events. Here are a selection of your comments:

"Thank you very much for organising the dinner for us at Welwyn Garden City. It was very enjoyable and good to see friends we seldom meet these days."

Anne Lutkin.

"Thank you most sincerely for the splendid get-together at Rank Xerox's Welwyn site. It was such a happy occasion, with the opportunity to meet up with old friends."

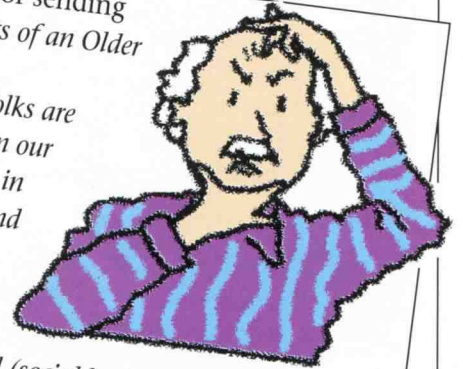
Len and Jackie Tutt.
"I really did enjoy the dinner at Wokefield Park. I was delighted to meet Pat Colley at the dinner since we had worked together some 20 years ago. He too was a staunch supporter of the Toastmasters speakers club we had at RX Aylesbury and we hadn't met for some years now."

Norman Rhodes.

Thanks to **Stan Pullen** for sending us the following "Thoughts of an Older Person":

"Remember that us old folks are worth a fortune, with silver in our hair, gold in our teeth, stones in the kidneys, lead in the feet and gas in the stomach. While I may have become a little older since I saw you last, I am still quite a frivolous old gal (sociable old chap), having two gentlemen with me every day: Will Power helps me get out of bed and Arthur Ritis never leaves me alone!

"The preacher came to call the other day. He said at my age I should be thinking of the hereafter. I told him: 'Oh, I do that all the time. No matter where I am - in the living room, in the study, in the kitchen or upstairs - I'm always asking myself what I'm here after!'"



BE WELL ENOUGH TO ENJOY YOUR HOLIDAY!



Dr John Goodger, our resident health expert, offers some sensible advice on being prepared for your holiday.

"If all the year were playing holidays, to sport would be as tedious as to work", says Shakespeare, sounding as if he didn't go away too much.

One of the most important aspects of a holiday is being well enough to enjoy it and not to succumb to some lurgy, dreaded or otherwise. This calls for a bit of planning and depends on where you are going. It doesn't follow that you will get the Aztec Twostep in South America or Delhi Belly in India but it is quite likely and more so than, say, in Bournemouth!

What to pack

Wherever you're going, from Morecombe to Mongolia, you would do well to take a few basic items with you. For example:

- Assorted plasters (flat packs are easier).
- A tube of antiseptic cream.
- The painkiller you are used to, not forgetting that, unlike paracetamol, aspirin is a gastric irritant.
- A thermometer – as long as you can read it!
- A few antihistamine tablets, which you can buy over the counter at the chemist's, for that bite, sting or allergic response.

Having the right jabs

Have the right jabs in plenty of time before you go. Ask your GP or airline what you need. In addition to everything else, you can now be protected against rabies – especially useful if you're English and plan to go out in the midday sun with a mad dog or two! – but pre-exposure protection requires two injections with a four-week interval in between.

If you are off to a "malarial zone", get your medication and stick to the required routine. You can now get a mosquito-repellent clothes rinse as an additional aid to safety – it's called "Neat-deet" and comes in a concentrated solution for use with cotton materials. Remember that if you are off to an Aids/hepatitis area, you can take your own sterile pack. You may need minor surgery and will wish to reduce the risk of transmission of blood-borne diseases. After all you may be on safari and get trampled by an elephant!

How to avoid Montezuma's revenge!

Try to avoid diarrhoea!

Aim to eat hot well-cooked food and hesitate over salads, sea-food and local ice-cream. Stay away from ice, you don't know where it's been. If the drinking water worries you, keep to the bottled stuff and, if in doubt, boil and sterilise. If you do get struck by Montezuma's revenge, cut the solids and push the fluids to correct dehydration.

Keep out of the sun

Don't fry in the sun. Remember that skin cancer from over-exposure is greatly on the increase. Use a good sun-screen, cover up a bit, wear a light cotton top and a hat if necessary. Avoid being out in the hottest part of the day.

Is it really worth going at all? Shakespeare would probably have stayed in Stratford. Not so much fun but probably a lot safer!



GETTING A GOOD RETURN ON YOUR SAVINGS

If you rely on building society or bank deposits or National Savings for income to boost your pension, then the recent fall in interest rates may have been a serious set-back. **Peter Stimpson**, a divisional director of the Towry Law Group, advises on some alternative homes for your savings. Here are a few suggestions which you might want to consider in order to improve the income you are earning on your savings:

Building society postal accounts

These relatively new accounts, operated entirely through the post, usually offer better rates of interest and you have instant access to your money as well. They offer withdrawals by return of post.

As an example of what you can expect to earn, Britannia is currently offering monthly interest at 6.8% p.a. gross on sums between £5,000 and £9,999, with rates increasing up to 7.25% p.a. gross for sums in excess of £25,000. Northern Rock are also competitive and other societies offering these accounts include the Cheltenham & Gloucester and the Bristol & West.

With-profit bonds

These are lump-sum investments offered by a few large insurance companies like the Prudential. Bonuses are declared annually in advance and added to your investment throughout the year. Current bonus rates range from 7.5% to 10.5% p.a. Basic rate tax-payers can take a tax-free income whilst higher rate tax-payers can take up to 5% a year for 20 years without paying tax immediately. An income of 7% p.a. is currently achievable with potential for capital appreciation too.

Distribution bonds

These too are capital investments, professionally managed by major insurance companies. An example is the Sun Life Bond, which invests in a spread of investments so that risk is minimised. £10,000 invested in the Bond on July 1st 1979 would have produced an income of £1,515 in 1992 and the capital value would have increased to £25,381 after all income had been taken since 1979. The current yield for new investors is around 5.4% p.a., tax-free for basic rate tax-payers.

TESSAs

Don't forget that you can take income from your TESSA if you have one. Tax will be deducted at the basic rate but will be added to your capital rather than being paid to the Revenue. Current rates are 7.5% - 8.25% p.a. gross.

PEPs

Personal Equity Plans are of course investments in shares but, as dividends are paid free of tax, they are worth considering, especially those invested in unit trusts or investment trusts which spread the risk attached to individual shares. Yields of 5-8% p.a. tax-free are achievable with potential for capital appreciation too.

Unit trusts

Some unit trusts geared to providing a rising income over the years are currently yielding up to 11% p.a. gross. More risky than bonds or building societies but attractive if you are prepared to treat them as medium-to-long-term investments (5 years plus).

Gilt and fixed-interest funds

Gross yields of 8-9% p.a. are available but remember that, although current rates are good, if interest rates rise, you will almost certainly experience a fall in your capital value without being able to benefit from the rate increase.

Annuities

These might be attractive for the elderly (at least 70) but remember that, on death, your capital or most of it is lost and income normally ceases. Only recommended in special cases.

Separate taxation

If your wife or husband is not paying tax, you should consider switching capital into her or his name so that income can be received gross. If your investment is with a building society, you need to complete Form R85 to receive interest without deduction of tax.

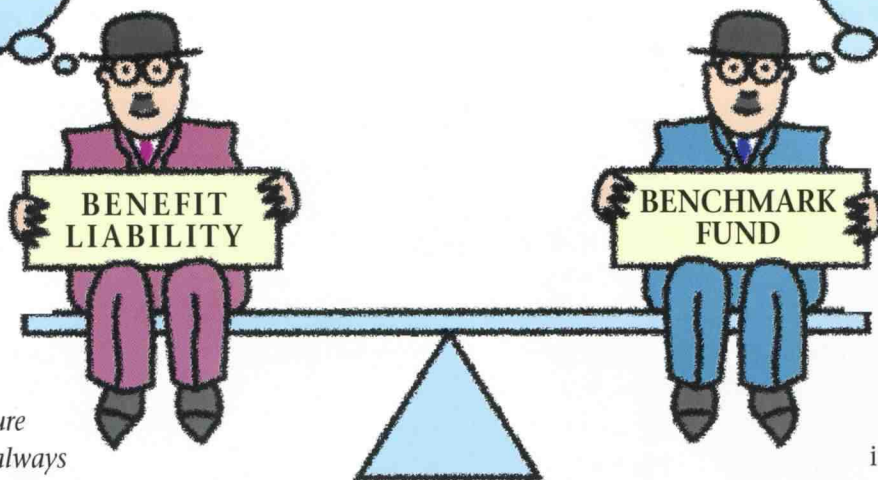
Each person's circumstances will vary, so it is important to seek independent financial advice on the types of investment which are right for you.

Note: Past performance is no guide to the future and investments in stocks and shares and the income from them can go down as well as up. Full technical details of the types of investment mentioned above should be obtained and fully considered before investing.

MAKING SURE BENEFITS CAN BE PAID

How many people?
Life expectancy?
Salaries?

Investment Plan A?
Or Plan B?
Or Plan C?



Tony Phillips,
*RX Pensions
Manager, explains
how the Trustees
arrive at an investment
strategy which will ensure
that the Pension Fund always
has enough money to meet benefit
payments as they fall due.*

The primary investment duty of the trustees of a pension scheme is to ensure that there is always enough money in the Fund to meet benefit payments such as monthly pension instalments when they fall due. This fundamental principle has always been at the heart of the investment policy of the Rank Xerox pension scheme and, when our Trustees carried out a major review of investment strategy in 1991, this was their starting point.

Asset allocation is the key

Pension provision is a long-term business and it is asset allocation which is the most important factor in producing sound long-term investment performance. Asset allocation is the process by which the money in the fund is divided up amongst various different types of investment such as stocks and shares, government bonds and property. What the Trustees had to decide on, therefore, was the mix of investments which over a long period, with reasonable returns,

would cover all the benefits that would be paid during that period.

In order to do this the Trustees employed the expert services of their actuaries and their investment analysts. First of all, the actuaries made an estimate of all the benefits that the scheme would have to pay over the following ten years. To do this, they had to make assumptions about how many people would live to what age and what their salaries would be. These assumptions were based on statistics relating to the population in general and to Rank Xerox in particular. They then selected a large number of different investment mixes and estimated what returns would be produced by them over the ten-year period. To do this, they had to make assumptions in turn about the future performance of each of the different types of investment. The investment analysts helped them in this. This process identified the asset mix best calculated to cover the benefits. The whole operation was done using the latest advanced computer techniques specially developed for the purpose which are capable of detailed analysis.

The process, for obvious reasons, is known as asset/liability modelling and is recognised as an invaluable tool for the use of trustees wishing to

establish a benefit-driven investment strategy.

Benchmark fund established

This mix of UK company shares, overseas company shares, gilt-edged stocks and property became for the Trustees the benchmark for the next ten years. Having taken the necessary steps to set that benchmark fund in place, they then had to establish procedures to ensure that it would be maintained and its performance carefully monitored. I am happy to report that these procedures have worked very efficiently and that performance targets have been achieved. You can find further details of the Pension Fund's current investments in the Members' Annual Report which is sent to you each year.

Members and pensioners can take comfort from the fact that the strategy is designed to make certain that money will always be available to pay their pensions and other benefits.

PENSIONER DISCOUNTS

The 1993 edition of the Rank Organisation Discount Brochure is now available, providing details of discounts available to all RXPA members. The Brochure is included in our Pensioner Information Pack which also includes Forte Leisure Cheques and details of staff discounts on Xerox products which are extended to pensioners. The Information Pack is available from RXPA Secretary, **Barbara Keech**, at the address on the back page.

Xerox discounts now available in Australia

We are pleased to announce that a discount facility for Xerox products has now also been arranged for pensioners in Australia. Fuji Xerox has agreed to extend to pensioners the discounts currently available for staff. Any RX pensioner living in Australia who would like to purchase a Xerox product on this basis should contact Mary Collins, Personnel Operations Manager at Head Office, Fuji Xerox Australia. Mary's address is: Fuji Xerox Australia Pty Limited, ACN 000 341 819 970-980, Pacific Highway, PO Box 400, Pymble, New South Wales 2073. Telephone: (02) 391 5300.

PRINTERS FOR SALE

One of our members, **Pete Benes**, is repeating his offer for sale of a number of brand-new Diablo/Xerox 630 printers at a bargain price of £199 (the recommended retail price is £1,200). With 45 cps and 10, 12 and 15 pitch plastic or metal printwheels, the printer is suitable for any personal computer, serial RS232 or parallel centronics I/O. If you are interested, please contact Pete directly on 0372 842256.

VISITOR NEWS

We are sorry to report that, for personal reasons, **Jeff Abbey**, has had to step down as a Visitor in the Boston Spa area. We should like to thank Jeff for his contribution to the Association.

Jeff's departure means that we now have a vacancy for a Visitor to keep in touch with eight RX pensioners living in the South Yorkshire area. If you think you might be interested in taking over from Jeff, please contact **John Wellemin**, Central Region Co-ordinator, on 081-866 1355 and he will be pleased to give you further details.

Calling all golfers!



We know there are plenty of golfers amongst our RX pensioners, so we are planning to hold a Golf Day for golfers with an established handicap sometime during April or May 1994.

The proposed location is Burford Golf Club in Oxfordshire which we think would make a convenient location for a match between West, East and Central region members. The plan for the day is to assemble at 1 pm for coffee, play a round and then sit down for dinner at 6 pm. We estimate the cost for green fees, coffee and dinner would be in the region of £50. Players would be welcome to bring a non-playing guest and, depending on the numbers, we might be able to organise a local excursion for them.

Because courses get booked up well in advance, we need to make a reservation quite soon which is why we are making this preliminary information available in order to get an idea of the level of interest. If you think you might like to participate, please contact **Barbara Keech**.

GOLF TROLLEYS

A reminder to golfing enthusiasts that RXPA member, **Derek Blundy**, can sell you an electric golf trolley at a 10% discount. You can choose either a walk-with or a ride-on model. For more information, please contact Derek at 4 Yew Tree Close, Stoke Mandeville, Buckinghamshire HP22 5TU. Telephone: 029 661 3789.

EUROPEAN YEAR OF OLDER PEOPLE



EUROPEAN YEAR
OF OLDER PEOPLE AND
SOLIDARITY BETWEEN GENERATIONS

1993

As we reported in our last issue, 1993 has been designated European Year of Older People and Solidarity Between Generations and a special Age Resource Week is to take place from **May 24th to May 30th**.

Age Resource Week is designed to present a more positive view of growing older by showing that the "third age" can be a time for broadening one's horizons. Information and education will be the aim of the Week with the spotlight being turned on the many areas where older people continue to play a valuable community role. There will be promotion of the many educational, environmental, caring, sporting and leisure activities which are open to, or seeking support from, older people.

Local initiatives

Special local initiatives are being arranged throughout the country and we hope that RXPA members will support any events in their own area – or even consider starting up some local projects themselves if none is in the pipeline already. Our Secretary, **Barbara Keech**, would

welcome any suggestions for local events which should be designed with the following criteria in mind:

- The involvement of people aged 50+ in the design, management and delivery of the project.
- Its potential for benefitting the local community during its first six months.
- How far the idea could be copied by others.
- The extent to which it represents innovation and development rather than being simply a continuation of existing work.

To whet your appetite and, we hope, to generate new ideas, here are some examples of the sort of projects already up and running:

St. Helens, Lancashire:

A Mentor Scheme is being run in local schools in conjunction with the Tidy Britain Group. Senior citizens with specialised knowledge or skills in horticulture are being encouraged to demonstrate to pupils, teachers and other volunteers how to plan and plant a garden and make the best use of limited or awkward space. Schools participating in the Scheme will hold open days during Age Resource Week.

Mid-Glamorgan:

Several projects are under way, including clearing and maintaining the gardens of the frail and elderly in the community. Another group of volunteers, young and older, are fitting security locks on properties belonging to the elderly and disabled. Working alongside an older person provides the youngster with basic DIY training. Local children are being asked to design posters to attract more volunteers to the project.

Nottingham:

A group concerned with urban environment on a modest scale has come together to provide houseplants for the frail, elderly and infirm unable to get out and enjoy nature in the surrounding countryside. The volunteers are filling containers, donated free of charge, with cuttings and seasonal plants and distributing them to the housebound. A second small group in the area meets regularly to "knit and natter" and the items they produce are distributed to local charities and those in need abroad.

Feeling inspired? Then send us your ideas and let's really put RXPA on the map in this special year!

PHOTO COMPETITION

Now that the better weather is with us – we hope! – this could be a good time to get out with your camera and start thinking about an entry for our annual photo competition. There are three categories – Hobbies, Touch of Red, and Landscape with a Predominant Tree – and the size of any photograph entered should be between "EN" print and 10" X 8". There will be a £25 prize for the winner in each category and the winning entries will be published in the December issue of the Newsletter.

Entries should be sent to **Barbara Keech** by August 31st. Please send the following details with your entry: your name, address, telephone number, payroll number (to be found on your pension payslip) and the category you are entering. All entries will be returned after the competition has been judged.

TAX TIPS

Two useful pieces of information on tax for members:

First, TaxAid – this is a new free independent tax advisory service for individuals with tax problems who need assistance but can't afford an accountant. An initial 30-minute personal interview can be arranged at TaxAid's London office. Where necessary, a tax specialist will be able to take on casework, for example corresponding with the Inland Revenue on the individual's behalf.

TaxAid will also provide a specialist back-up service for advice agencies. It plans to produce leaflets and undertake public education work too.

Further information from: TaxAid, Linburn House, 342 Kilburn High Road, London NW6 2QJ. Telephone 071-624 3768 between 9 and 11 a.m. for

advice or to arrange an appointment or 071-328 9521 during office hours to speak to TaxAid's advisers.

Secondly, – the Inland Revenue is encouraging people to check that they are not paying too much tax on the interest from their savings. Since April 1991 people have been able to apply to have bank and building society interest paid gross and to reclaim any overpaid tax on their interest. It is estimated that there are over 10 million people eligible to claim back tax who have not done so. Many of these will be pensioners.

There are two leaflets available from Inland Revenue offices which you may find useful: IR127 "Are you paying too much tax on your savings?" gives a brief outline of the position while IR110 "A guide for people with savings" provides more detailed information and answers the questions most commonly asked.

MEMBERSHIP FILE

NEW MEMBERS

We are pleased to welcome the following new members:

MITCHELDEAN

Alan Boshier
Alan Bowkett
Margaret Chadd
Derek Davies
Stanley Davies
Michael Denton
Robert James
Norman Jones
Alan Marrott
Leonard Mayall
Leslie Meek
John Powell
Desmond Symonds
Terence Wear

Colin Worgan
Raymond Wright
William Wyatt

UK COMPANY

Roger Attridge
Gerry Baines
David Ball
Archie Blair
Derek Bragg
Bryon Cook
John Davey
Richard Dearden
Ron Dillon
Les Dunbar

Dave Deacon
Derek Farrow
Dick Gerrard
Peter Goude
John Gray
Arthur Hammond
Andrew Hedley
Elaine Huckle
Peter Kelly
Jim Lavin
John Levy
Tony Lodge
Geoffrey Maldwyn-Jones
Colin Massey

Phillipe Massey
John Medhurst
Anna Nash
Bryan Norfolk
Beryl Pettitt
Arthur Prentice
Anthony Raynor
Jean Reynolds
Robbie Robinson
Thomas Rowson
Michael Shaw
Julia Surridge
Ian Tait
David Taylor
Eric Tobin

Philip Todd
Albert Tomlinson
Edward Tilley
Laurie Tillett

WGC

Alan Leslie
Richard Parkhouse
George Wheatley

XEROX ENGINEERING SYSTEMS

John Stokoe
Cliff Walker

IN MEMORIAM

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

IHQ

Hartley Brain

MITCHELDEAN

Ernest Buckley
David Buckwell
Alfred Burge
William Evan Jones
Fred Jones

Mamie Lark
Reginald Palmer
William Peacock
Maurice Preece
Eva Thomas
Daniel Walsh

WGC

Bill Chandler
Alex Godsman
George King
Hilda Linford
Arthur Milton
William Rogers
Percy Wilcox

UK COMPANY

Stephen Blackler
Arthur Burberry
Gossett Cameron
Martin Healy
Arthur Hickman
Damodar Mankermi
John McKenzie
Patricia Page

WELWYN HALL

Paul Addison

XEROX ENGINEERING SYSTEMS

John Blaney

COMPETITION CORNER

LAST TIME'S RESULTS



If the size of our post-bag is anything to go by, you found last time's mystery objects a bit easier to identify.

However, in

case you didn't guess them, here are the complete photographs of the two objects: a pair of nutcrackers and a cracker.

Congratulations to **Robert Greening** of Hatfield whose correct entry was the first out of the hat - £25 is on its way to you!

NOW TRY THESE!

Here are two more everyday objects photographed from an unusual angle. Can you guess what they are?

Answers please on a postcard or on the back of a sealed envelope to

Sandra Williams by Friday April 30th. First correct entry out of the hat will again win £25.



RXPA

AIMS

1. To establish and maintain a two-way personal link with all Rank Xerox pensioners, who are automatically members of RXPA.
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.

President

Our President is **Group Captain Arthur Hughes**.

Regional Co-ordinators

West: Stan Wheeler, 12 Blake Avenue, Ross-on-Wye, Herefordshire HR9 5JP. Telephone: 0989 62230.

East: Ron King, 18 Lancaster Avenue, Hadley Wood, Barnet, Hertfordshire EN4 OEX. Telephone: 081-449 0562.

Central: John Wellemin, 9 Winchester Drive, Pinner, Middlesex HA5 1DB. Telephone: 081-866 1355.

Secretary

Our Secretary, **Mrs Barbara Keech**, can be contacted at: 84 Swakeleys Drive, Ickenham, Uxbridge, Middlesex UB10 8QG. Telephone: 0895 235081.

RX Pensions

Our main point of contact at RX Pensions is **Mrs Sandra Williams**. For payroll enquiries, please contact **Mrs Lois Dawson**, Payroll Supervisor. You can contact them both at: Compton Court, 20-24 Temple End, High Wycombe, Buckinghamshire HP13 5DR. Telephone: 0494 461700.

Don't Be Shy!



Do you have an interesting hobby? An unusual pet? Have you raised lots of money for charity? Set yourself up in business? Run a marathon or climbed a mountain? Read an interesting book or seen a good play? Been somewhere exciting for a holiday? If so, don't hide your light under a bushel! Write and tell us about it. This is **your** Newsletter, so the more news we have about what you the members are doing, the better it will be! All contributions please to **Barbara Keech** or **Sandra Williams**.