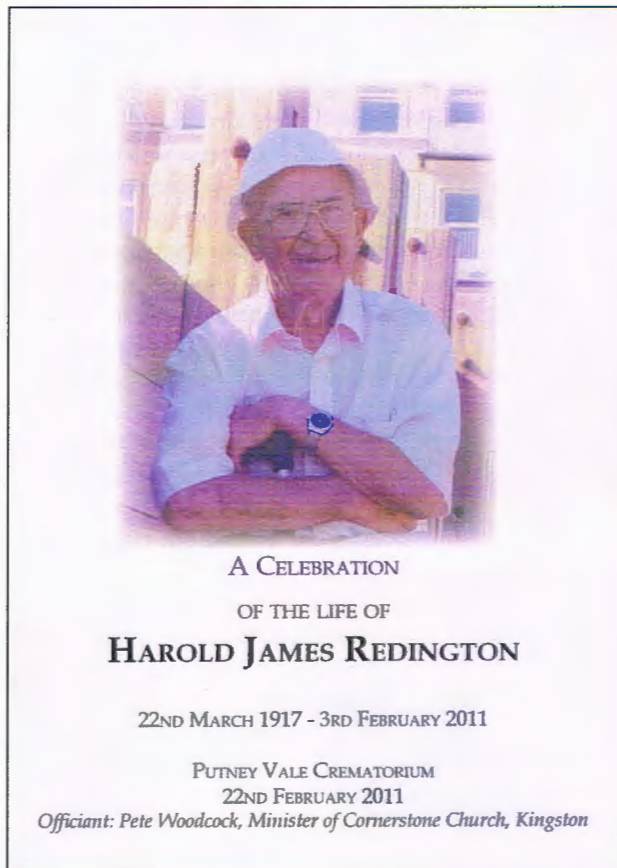


OUR PRESIDENT LEAVES US



At the service ex-Personnel Director Paul Williams, who worked with Harry for many years gave a tribute to him, this being reproduced below:

A Tribute to Harry — colleague and friend

It is a great privilege to have been invited to speak at Harry's funeral today — so thank you Ian and David and all the family Redington

Harry was my first boss, in my first real job, in my shiny new career in "Personnel". That was back in 1968 and I was known as "The Graduate". As you will appreciate, "graduates" were a fairly rare species in those days (unlike today) and 1968 was the year that Dustin Hoffman launched his career in the film of that name, so there was Dustin and I, and a few others.

And my new colleagues at The National Cash Register Company quickly set out to make sure "in the nicest possible way" that that this new graduate should understand the pecking order, and not be "too big for my boots". For example, in my first week I was told to go down to the stores and ask "for a long weight" — and I really did. I really did. And after about half an hour outside the Supervisor's door a kind soul did at last confide in me that a "long weight" was indeed a "long wait" and as I had waited long enough I should now go back upstairs to the office!

These first "new colleagues" by the way were a delightful bunch — including dear Elsie Piper, Lucy Bonsall, Les Elliott, Ted Smith, and that payroll bloke, John Atkins, who is here today. And then there was Billy the security man...oh I would be here all day reminiscing!

So I was recruited by Harry at 1000 North Circular Road to recruit technicians to convert cash registers to decimal —40 years on not everyone understands what that means. My two kids, for example, both now professionals in their 30's just looked at me blankly when I tried to explain- when I was preparing these thoughts.

But Harry also saved my job in this shiny new career — even before I had started. At this point John Stamps enters the story. If I thought Harry was middle aged, then John Stamps, his boss, seemed out of Noah's Ark with his imperious bearing, and his white moustache.

It was a week or so before I was due to start my new job. I was asked to attend for a medical at the North Circular Road office. Still enjoying my last days as a student at LSE

I had a game of tennis planned on the same morning as the medical. I turned up for the medical in my tennis gear after the game — probably a bit dishevelled and sweaty. John heard I was on the premises and asked to be introduced to me. We met briefly in his office. He was not impressed by this uncouth lad who entered his grand office in tennis gear, and immediately afterwards demanded to see Harry — and told him he had made a big mistake hiring me. "Get rid of him". Harry turned a deaf ear as Personnel Pro's do from time to time. I stayed at NCR for 18 years.... John and I developed a very strong mutual regard and worked very closely with each other for many years — and the same with Harry of course who by 1976 was working for me! Which brings me to what was so special about Harry.

Harry was an old style Personnel Manager. He sat behind a desk in an office with the door closed. He had a coat stand and a parking space. But he had the common touch. You could confide in Harry and trust in his wisdom and confidentiality. You could have a laugh and a gossip with Harry, and you could be very serious with him. You knew where the line was and respected it. And, as I have just described, he provided that all-important aspect of a good manager — knowing when to protect you when you needed it.

For example, I am sure that Harry (and maybe John Atkins and Ted Young) probably actually knew who wrote the rude words about John Stamps in the snow one winter — but we never found out!

If we had more Harrys in business today, with a bit less Business School theory and a bit more of his down to earth people-sense, then I am sure that the world of work would be more successful, and the world of employees would be more engaging.

Through Ian Redington's good diary planning I have kept in touch with Harry in the 25+ years since I left NCR. In my subsequent HR career with four other multi-national companies I have many times told colleagues that "I learned my trade at NCR". Thanks to Harry I never forgot the need to keep working at the basics of good people management, and the importance of "the common touch".

In conclusion, John Stamps (when he became my mentor!) once said to me: "Paul, the Personnel job is really difficult, everyone believes they are an expert, and when things go wrong it will be your fault and when things go right someone else will take the credit. You will get involved in many unfair battles but remember this: **a thoroughbred never snaps at a mongrell**. Whenever you are tempted to get into a fight remember that, and just before you jump in decide first whether you are the thoroughbred or the mongrell!"

And on that note, farewell Harry — **boss, coach, friend and thoroughbred**.

And thank you.

Paul Williams February 22 2011

HARRY – A POTTED LIFE STORY

Harry was born in Stockwell in 1917, the youngest of 8 children. He spent his early years in Vauxhall but moved to Heythorp Street in Southfields. It was at The Elliott School that he met Kath. He passed the School Matriculation Certificate and started his first job in the Grosvenor Park Hotel, then moved to National Cash Register (NCR). This was just before the outbreak of war and he was called up to the Royal Artillery, where he was sent to North Africa, Italy and Greece to serve in the 8th Army. Kath & Harry were married on 8th August 1940.

After the war they lived in Thornton Heath where Ian was born but soon moved to their home in New Malden in 1951. The birth of David followed and so began a 60 year stay in Dickerage Road. Harry continued to work for NCR working his way up the company to become Personnel Manager. Harry retired in 1980 and then became involved with setting up the local branch of U3A becoming its first treasurer. Kath and Harry loved the outdoor life, walking everywhere, gardening and spending time with the family. Kath died in 1996 and Harry soldiered on continuing to stay at Dickerage Road until the last week of his life. Everyone who met him valued him as a friend, neighbour or respected colleague. He will be sorely missed but not forgotten.



NEWS FROM THE REGIONS

Region 1 – Jack Whyte

Wednesday 26th October is the projected date for the next lunch in Glasgow.

Region 6 – Alan Hutchins

The lunch for region 6 will be at the Tudor Rose Ferring-by-Sea on October 5th 2011.

Have a good summer

Region 3 – Eric Grace

The Fellowship Lunch, which, once again, was held at The George Hotel in Litchfield on 14th April 2011, was another happy occasion and we were a larger group than last year.

There were a total of 31 Members and guests who enjoyed the usual good three course Carvery meal

We were pleased to have several new faces, namely **Dave Riley** and **Pete Selwyn**.

Joe Teeling and his wife got their invitation in time on this occasion so were able to come (Their invitation for the October 2010 arrived in February!!!)

Roy Scambler was off playing in a Pro-Am golf tournament so he is still fit as a fiddle.

Paul Glynn is, unfortunately, having further problems and, until today, hoped to attend.

Bill Daniel, **Harry Hardacre** and **Nation-Tellery** are also having some health problems and as a result they cannot make it again.

Sheila Williams wrote to let us know that her health is not getting any better and she cannot attend any future gatherings but thanks you all for past occasions and sends her best wishes.

The following all sent their regards and best wishes and hope to see you next time, which, by the way is Thursday October 13th.

Alastair Gilmour, **Jill McPhail**, **Malcolm Alliband**, **Doreen Butterfield**, **Leslie Clarke**, **John Phillips** still having hip reconstruction, **Ian Ormerod** Left for a holiday today, **David Green**, **Joy Maskell**, **John Stone**, **Ray Swingler**, **John Stone**, **Anita Nolan**.

To finish off the occasion **Donald McQueen** gave us a presentation on how the Trustees had finally got agreement

with the corporation to enable them to pay out the agreed rises.

I would like to express our thanks to Donald for coming to our little gathering to keep us all updated. The group thanked him and passed a vote of thanks to the Trustees





Region 5 – Derek Seamon

On 27th April seven Fellowship members and four partners met to sample a new spring lunch venue at The Malta Inn, Allington Lock, Maidstone. It was a good welcome back for Roy Wilkins after his triple bypass op. The lunch wasn't prebooked so people could please themselves with what to eat, I must say the restaurant did a really good side order of onion rings – never seen so many on one plate! After lunch we retired outside to sit by the river Medway in glorious sunshine to jaw some more.

Region 5's Autumn Lunch will be held on Wednesday October 5th at the usual venue; The George and Dragon, Headcorn. Derek Seamon



Region 7 – John Jones

Region 7 held their lunch in Bristol on Wednesday 15th June. This was, unfortunately, after PS went to print so a report will be contained in the next edition.

Region 8 - Richard Craigie

We had our Spring lunch on 14th April again at The Rosery, Exing, Newmarket. There were 27 of us including partners, we were missing **John Limn** and **Wally Akers** through illness and **Jeffery Fuller**, **Ted Long** and **Margaret Atkins** because of prior commitments. **Denis** and **Hazel Gill** cannot make the journey but they will hopefully make our Autumn lunch thanks to a friend.

We were pleased to welcome **Margaret Clifford**, Roy's wife and **Norman Bowen** ex-manager of Brent FED Office. To

bring a little gaiety to the lunch we had an Easter raffle. **Richard Chamberlain's** wife Linda won first prize and **Jimmy Wickham's** guest won second.

Dennis Pearce gave us an update on Pension negotiations.

Our Autumn lunch is booked for 20th October at The Rosery again.





40 Years Ago

The passing of the 40th anniversary of Decimalisation brought back a recollection of an incident that caused me amusement at the time.

I had been meeting a man from British Rail at various stations in Kent to carry out the conversion on their ticket office machines, he would cash up and reset the register ready for me to work on and then ensure that the register was cleared again when I had finished.

This particular day we were at Wye station which is on the main line from Canterbury to London via Ashford, the booking clerk also had to double up as the level crossing operator and go out and manually open or close the gates when it was needed. *The ticket office only had the counter where the register was to work on. While I was servicing the register a customer asked the clerk details of the next train

to London, whether he had to change and what time it would arrive etc. but then the clerk had to go out to attend to the gates. By this time I was kneeling on the floor better to see the receipt type line. I should explain that these registers did not have drawers so sat lower, while in this position a little old lady came to the window and asked the same question as the previous customer, remembering all the details I was able to repeat it to her word for word and then wished her a nice day. After I had reassembled the register and tested it I found some more type wheels were needed which I did not have and said I would have to return the following day to fit them. When I did return the booking clerk asked if I had spoken yesterday to an old lady, when I said I had, he said that explains it, because when she returned later that day she had made a point of calling at the booking office and asking the clerk to "thank the new pleasant little dwarf he had working for him for the help he had given her" rather ironical as i was over 6 foot tall!!

D Seamon

**The manual crossing still exists at Wye and the clerk comes out and opens the gates still to this day!!*

Obituaries

We extend our sympathy to the families of the following employees:

MR	H	Bramhall	21/01/11	2E
Mr	ESJ	Farmer	31/10/10	9
Mr	GTM	Flynn	06/04/11	4
Mr	GA	Lawrence	07/01/11	2W
Mr	HJ	Redington	03.02/11	4&5
Mr	R	Sewell	12/04/11	4
Mr	JO	Sutherland	09/12/10	3
Mr	AJ	Woodcock	07/02/11	8

Other Pensioners

Mr	AW	Beardmore	04/12/10
Miss	J	Belorgey	03/10/10
Mrs	M	Clay	08/12/10
Mr	H	Evans	29/01/11
Mr	FW	Hatch	22/11/10
Mrs	JR	Hunter	11/04/11
Mr	W	McWilliams	27/01/11
Mr	GRW	Phillpot	30/03/11
Mr	JC	Price	05/12/11
Mr	EC	Rodwell	14/02/11*
Mr	J	Simpson	02/01/11
Mr	CR	Staite	29/03/11
Mrs	SA	Tipping	31/03/11
Mr	SA	Trew	13/01/11
Mr	AL	Watts	06/02/11
Mrs	MGA	Wood	27/10/10

*DON'T LEAVE IT TOO LATE!!!

I was disturbed to see above that my old mate Eric Rodwell had popped his clogs. I kept meaning to get in touch with him and never did, now it is too late! If you have an old mate, get in touch with him before you read his name in this column!!!!

Tom Farmer



Tom taken at a barbecue, a few days before his 90th birthday

Tom sadly died on 31st October 2010. Tom was a larger than life character and, in his later years organised Region 9 for us. We are indebted to his son, Tony, for providing excerpts from the memorial service and which are reproduced below:

From the service

From humble beginnings he has had a very fulfilling life, full of achievement. He has been immensely loyal - especially to the people who have been a part of his life and shared his joys and sorrows. In your cards and letters to the family you have described him as a remarkable man, full of character, charming, generous and full of wit. He was a perfect gentleman and the ladies loved him - the men got on with him pretty well too! He was good company and a true and constant friend.

Funerals for those of Tom's age are usually attended by just a handful of people, but the simple fact is that this congregation says it all and Tony and Bernadine will always be grateful for your being here and for your love and support.

Now let us be quiet for a moment or two with our own thoughts or prayers.

The Tribute

I'm grateful to Tony for making this tribute possible.

We are here today to celebrate the life of Edwin Stanley John Farmer.

Edwin Stanley John - with all those names to choose from it is natural that everyone should call him Tom! He was born in 1920 in Brixton and grew up with his older sister Doris in a house which his father, a tram-conductor, had managed to buy - no mean achievement.

He went to The Reay School in Lambeth and did well. And in extra-curricula studies he was awarded a bronze medal by the Piena Orchestral Association for playing the violin. But family finances were too straitened for him to be allowed to stay on at school and continue his studies. He left school and went to work as a salesman for the National Cash Register Company. How many boys in their mid-teens would be employed as a salesman nowadays I wonder?

He also joined the Queen's Westminster and Civil Service Rifles, renamed the Queen's Westminsters when it became part of the King's Royal Rifle Corps, which itself in 1966 came to be known as the Second Battalion of the Royal Green Jackets. So when war came Tom was soon involved in it. He refused a commission, but twice made the exalted rank of Corporal and was twice reduced to the ranks for insubordination. Throughout his life he always did speak his mind, but never with malice.

He rarely spoke of the Second World War. Those at the sharp end rarely do. They see too much and endure too much. But for the rest of his life, he kept in touch with those who had served with him. Their last major reunion was in 1994 when he accompanied a group of former comrades to Lille to celebrate the 50th anniversary of their liberation of the city in September 1944.

He met his wife Val (Valerie Hewitt) through his sister. Doris and Val worked together for a photographic studio, although Val was to go on to work in the artwork and graphics department of the Bank of England. Val's close school friend and colleague at the Bank, Marjorie Taylor, eventually married Leslie O'Brien who, after leaving Wandsworth School, rose to become Governor of the Bank of England and upon retirement Lord O'Brien of Lothbury. He was probably better known from his signature, L K O'Brien, as Chief Cashier which appeared on all new bank notes in the 1950's and 1960's!

Much of Tom's courting was conducted at the Streatham Ice Rink. Val was an only child from a reasonably wealthy background and so Tom was not really a welcome suitor and they gave him a hard time - but their devotion to one another overcame all obstacles and continued throughout their lives until Val's death in 2002.

Meanwhile, Tom was busy proving that it is possible to climb from an economically poor start. He rose to become Associate Director in charge of the National Cash Register Company's International Office working from the company's London head office. That climb had meant a number of promotion moves over the years.

They had married at the Wandsworth Registry Office next to the Ram Brewery, one wonders whether there is any connection, and Tony was born in the London Fever Hospital in Islington.

By the time the family moved to Cheltenham for Tom to take over West Country sales based in Cheltenham, they were the proud owners of a black Austin 7, and had driven to Cheltenham in a blizzard. They lived in a huge farmhouse in Elmstone Hardwick with no electricity, gas lighting on the ground floor only, a hand pump for water in the kitchen, an outside two-seater privy, a horse-drawn apple mill and cider press in the barn opposite and with teasels cultivated in nearby fields for raising the nap on worsted woven in the nearby valleys of the Cotswolds.

From there they moved near to Bristol before promotion brought them to High Wycombe and an easy commute for Tom to the National Cash Register Company's head office in the Marylebone Road. That move led to a young Tony meeting people from all over the world, building a fine stamp collection and being filled with a hunger for travel which has still never been quenched.

Life was good and everything was going swimmingly.

After hunting all over Wales and the West Country for a holiday home, they finally bought Ivy Cottage in Lower Eype and spent their week-ends there, getting to know everyone and enjoying such things as mackerel fishing using boats launched from the beach. It was time to think about retirement, for Tony was off their hands by now and doing well.

They decided to build their retirement house - Ebb House in Down House Lane, next door to Greystones (built by R C Sherriff and originally called Journey's End after the author's book of the same name). Building began, but then disaster struck. The National Cash Register Company had not moved with the times. Computers and the silicon chip were taking over. The American-owned company made savage cuts and Tom was made redundant. Tom's loyalty to his fellow pensioners from the firm meant that he continued to serve all of them throughout the South West for many years, organising their reunion lunches and so forth.

But for himself, Tom went back to being a salesman, becoming a freelance financial advisor for Hill Samuel's Bournemouth office. Once again he proved to be good at his job. He was a very sociable man and good with people. So, together, Tom, Val and an adult Tony who now bought Ivy Cottage from his parents, they weathered the storm. Ebb House was completed and Tom and Val lived there very happily from 1975 to the end of their lives - Tom making one final visit from hospital shortly before his death.

Because Tom was such a sociable man, he made lots of friends and he involved himself in the life of this local community. He founded the Eype Residents' Society and became its Chairman for quite a while. He also resurrected the annual Eype Village Home Produce Show. Working

together the residents managed to buy land to secure the future character of the village. Tom also involved himself in the affairs of Eype Down, successfully sharing in the opposition to the proposed fencing of the common land.

He was a member of the National Trust and took a keen interest in the Golden Cap Estate as he did in all local affairs and was also a long standing member of the Steam Plough Club. He joined the Symondsbury Players and acted in something over 20 plays, continuing with the group until six years ago. More recently he started playing bowls with the Bridport and West Dorset Indoor Bowls Club.

Tom was a keen walker and, together with Tony, he walked most of the Devon and Dorset coast path. So it is not surprising that his ashes will go to Thorncombe Beacon, which I reckon is superior even to Golden Cap even if it is a little bit higher.

He and Tony may have been father and son, but Tom became Tony's best-ever friend and they have shared a great deal in life, including Tom's greatest hobby of all - beekeeping.

It all began way back when Tony was in his teens. Tony had a friend with whom he rowed at school and whose father was a divinity master and lay preacher who kept bees. Tom expressed an interest - that's all, he was just fascinated by bees. He had no interest in becoming a beekeeper and certainly had expressed no plans in that direction. But when Tony's divinity master arrived one day with a cardboard box containing a swarm of bees which he duly presented with the words 'Tom, you're now a beekeeper!' he was lumbered and he took to bee-keeping like a duck to water.

The bees moved with the family from High Wycombe to Dorset - first to Eype and finally to Prime Farm where they are now under the care of Tony when he recently took over from his father. And when they lost their bees last winter, both father and son were out together collecting swarms earlier this year to enable them to begin again.

In the course of all this, Tom had become a member of the West Dorset Beekeepers Association from about 1975 and had served as Chairman of the Association for a while. This meant that he was often busy at the Melpash Agricultural Show with the displays in the 'bee tent'.

It is tragic that such a fit and seemingly young man should have had what seems to have been an unnecessarily rough time of it at the end of his life - although finally he went very quickly, peacefully and without pain.

Dave Jones writes ...

Having just read the 'Drive In The Country' piece by my old mate Bill Park, his mention of Bristol engineer Ted Meynell brought back to me many memories of my early days as a shop boy in Bristol.

Bill's description of the legendary Ted was spot on. He was indeed a character if ever there was one. He did wear that fedora hat and plus fours quite often, together with his giant leather coat with the cloth patches. Or was it a cloth coat with leather patches? And he certainly had been a special constable during the war. There are thousands of humorous stories about Ted, as most of the old Bristol engineers would tell you but the one I remember most was his ability to spot genuine Harris Tweed. He would poke a small screwdriver through the cloth of your smart new coat and then withdraw it slowly to see if it left a hole. If that was inconclusive he would hold his cigarette lighter to the front of the lapels to see if it caught fire. If it left a hole or caught fire Ted would say, 'That aint Harris Tweed.' so I quickly learned to keep well away from Ted in the workshop unless I was wearing overalls.

Another one of the Ted Meynell stories that I liked was the one about him entering his prize canary in a bird fancying show in Bristol. Ted apparently bred canaries at his home in Bristol and he had this really special one that was a pure yellow bird with a very special single black feather on the top of its head. As the day of the show approached Ted would tell all who would listen about this wonderful bird of his and about all the work he was having to do to prepare it for the show. He was crestfallen however when the night before the show, during the final grooming session, he overdid things slightly by brushing the black feather out, rendering the bird quite useless as just an ordinary yellow, common or garden canary. And the feather never grew back again.

I must end by turning the tables on Bill and telling you my favourite Bill Park story. He used to work on the dreaded class 158 and 160 which was an adding machine that had been converted into a small accounting machine by hanging a carriage on the back. The adjustments never seemed to last for long and yet Bill in spite of his huge hands seemed to cope OK with the tiny add machine parts and he was the undoubted king in being able to repair this machine.

The story about Bill and his hands, which I understand is quite true was when he was in Marylebone Road on a training course on the class 100 cash register. One of the questions in the test at the end of the course was, 'How many ways can you open the Printer Lid?' The answer is two ways, with the Control key and the Lid key, but Bill said three ways. He was marked wrong and he queried this with the instructor. 'There are three ways,' he said. 'One with the Control key, one with the Lid key and one like this.' and with that he put his hands around the entire cabinet and squeezed and the lid opened. The instructor, who I believe was Jack Wright, thought this was very funny and he told Percy Townsend, the chief instructor who also had an enormous pair of hands. Percy tried it and the lid opened. 'Right' he said. 'Mark him correct and all the others wrong'. I don't know if **all** of this story is true and Bill Park, still a great friend of mine, aint saying!

Did You Know No 3?

by Ken Carr

DID YOU NOW...

in early 1905, NCR was experiencing a growing problem of employee absenteeism and tardiness. Through the Suggestion System, an employee recommended that a large paper thermometer be placed in each department. On one side going up the thermometer would be listed the names of those employees who were absent. As this list grew day after day, a black line would rise out of the bulb of the thermometer to show the department performance. The other side of the thermometer would contain the names of the employees who were tardy. A red line would rise out of the thermometer as the names were added day after day. How affective was the thermometer? Within a few weeks the absenteeism and tardiness had been cut by over 50%. Then, as today, public embarrassment does tend to change behavior.

NCR once had a company tree. It was called the Patterson Elm. The tree marked the northern boundary of the Patterson farm and therefore stood on the NCR complex. It was a true Dayton landmark having witnessed the local Indian history, the arrival of pioneers, the emergence of the city of Dayton, and the rise of one of the community's greatest assesses, the National cash Register Company. The Patterson Elm, diseased for a while, was finally removed in 1921, one year before the death of its namesake J. H. Patterson. An

American elm, from the Hills and Dales woods was transplanted in its place. How long the new tree stood in the place of honor is not known.

No doubt if you worked at NCR in Dayton or visited the campus, you were aware of the tunnel system running from building to building connecting the basement of each building with the basement of the next. There were nine main tunnels spanning nearly one half mile in length. The average tunnel was 8 feet high and 8 feet wide. The electric trucks which were purchased for movement of materials outside the buildings and that were such a labor saver were just too large to be efficiently used in the tunnels. First of a number of problems, they could not pass in the narrow portions of the tunnels and second, the material being moved through the tunnels didn't require such large capacity. We are all familiar with the small electric trucks which ultimately darted and sped throughout the tunnel system. However, do you know that those carts were not purchased, they were made by NCR? Mr. H. B. Scott, an NCR Efficiency Engineer had seen small electric scooters in a downtown Dayton parade and began to wonder if he could use the same large electric truck principles and scale it down to a smaller size. So was born the "baby electric truck." The trucks were first assembled circa 1920 in the General Machine Department and delivered to the Transportation Department for use in the buildings and the tunnels. The trucks looked a lot like a child's wagon with no handle. They were initially a flat wooden bed about 3 feet by 4 feet with about 10 inch hard rubber tires over solid steel

wheels. The driving mechanism projected straight upward through a 2 inch metal pipe which was located at the rear of the truck. Attached to the top of the pipe, running perpendicular to the pipe, and parallel to the back of the truck, was the long straight rod used to steer. The driver stood on a platform at the rear of the truck and used a foot escalator for speed control.

As time passed, the usefulness of the little trucks expanded to include the movement of mail, tool delivery, assembly work, finished products, maintenance supplies, machine repair equipment and to just move employees from place to place. As the uses increased so did the modifications to the trucks to meet those needs. For instance the mail trucks were modified with a cabinet of mail drawers and some were modified to add sides to the flat bed. These little trucks were in service right up to the end of manufacturing at the Dayton campus.

How many of you have had to dodge these little Sprites as they came up quietly behind you in the tunnels?

WHAT DO YOU GET FOR YOUR MEMBERSHIP FEE

Whilst our main objectives remain the publishing of PostScript and arranging regional lunches, over the last few years we have formed an excellent working relationship with the Trustees and the Pensions Manager. This is a mutually beneficial arrangement which allows us to keep you up to date with both the health of the pension plan and what activities are taking place. It has enabled us to provide -

- Regular plan updates from the Chairman of the Trustees which we include in each edition of PostScript.
- Attendance, where possible of a Trustee at your regional lunches which allows you to put your questions, or alternatively a written update is provided which can be presented by your organiser.
- The opportunity to pass questions to your organiser who will arrange for a response from the Trustees and which will then be passed to the other regions for their information.
- The inclusion of publicity for the fellowship in the Pension Plan newsletters, allowing us to reach a very wide distribution and with the objective of attracting new members.
- Provision of feedback from our members to the Trustees regarding the administration of the plan eg distribution of the recent increase letters.
- Provision by the Pensions Manager of how increases are applied in line with statutory elements. This is a very complex area and the advice given was particularly useful during the recent round of increases.

These activities, we believe, are a major benefit to our members as the information we are able to provide would not otherwise be available to you, as indeed it is not to the many non fellowship pensioners.

AROUND THE PROVINCES

By Alan Bowley

STIRLING

My first visit to north of the Border was in July 1950 to the majestic town of Stirling. Its castle rivals Edinburgh in its position, high on a crag overlooking two battlefields — Bannockburn, famous for the Scots defeat of the English army and Stirling Bridge.



Stirling City Centre



The towering statue of Robert Bruce outside Stirling Castle

In these early post war years it was not, perhaps, a surprising fact that a large percentage of English people had not visited Scotland. I remember when I went to Scotland on holiday from the Midlands in the late 1930s and on my return I was quizzed by my school friends as to 'what was it like' and were the 'natives' friendly! As though Scotland was a foreign country.

There was certainly an obvious friendly rivalry between the Scots and English when I met HENRY CHRISTIE, Stirling's Service Depot Manager who talked at length about his country's proud heritage and whisked me off on a visit to Bannockburn to emphasise the point! Henry, 19 years with NCR, was well-known to many in the company, working in Dundee and Edinburgh, plus a spell in the Armaments Section in Harrow Road, London during the war. He was also well-known and liked in Stirling as a breeder of pedigree Alsatian dogs.



Depot Manager Henry Christie with his two pedigree Alsatisans.

The NCR office and depot were in Friars Street, at the foot of the steep lane which took you up to the castle high above. The office was run by BOB LEACH, a very athletic young man who had served with the Royal Navy as a Physical Training Instructor at the naval depots at Chatham



**Mechanic Charles Duncan
and Office Clerk Bob Leach**



**Mechanic Mike Cafferty en
route to the Hebrides**

and Devonport. Now in 'civies' he had joined the local football team and a youth club.

Two mechanics kept Stirling's 'tills' ringing — CHARLES DUNCAN and MIKE CAFFERTY. I am not sure whether there is any connection with the skill of constructing a pair of false teeth and that of repairing a cash register but that was Charles' previous job — and he was good at both.

Mike Cafferty came to the depot in 1938 as a boy mechanic before serving in India during the war as an instrument maker. He returned to the depot after the war and was responsible for servicing cash registers throughout the Western Isles. The machine population was not great then and Mike was able to cover all requirements on frequent weekly trips.

I was able to accompany him on one of these trips to Stornaway and Benbecula in that year which can be the subject of another article.

I have kept the mention of Stirling's Sales Representative until last because, rather like Mike Cafferty, BILL NICHOLL was rarely in his office in Stirling. I found him in Glasgow. Bill had a sales territory almost unequalled in the size of its area, taking in as it did the large county of Stirlingshire and the scattered Western Isles. He spent many hours travelling by air, land and sea to reach his prospects.



**Stirling Representative
William Nicholl**

He was another great athlete — standing at six feet and weighing in at 14 stone he was a formidable opponent in boxing and wrestling circles. He served in the RAF in India where he trained a boxing team which won the West Indian championship in four weights, and he could give a powerful rendering of an old Scottish ballad in his strong baritone voice.

In business his CPC record spoke for itself, making the CPC club every year since joining the sales force in 1938. Later, he was to become a District Manager.

ABERDEEN

While in Scotland, I travelled further north to the granite city of Aberdeen. In my report there was no mention of oil, of course, because this was before oil drills came and transformed the city into one of the oil capitals of the world, with the vast profits which came with it. In those days it was a great seaport with a flourishing fishing fleet. Aberdeen was the show piece of the north, a royal and ancient borough with not one but three cathedrals and the splendid Marischal College university building not to be missed.



Skyline of Aberdeen

The NCR office was close by in Union Street, where I met the Sales Representative for the city who went by the delightful name of MURDOCH McFARQUHAR. He joined in 1941 as an Assistant Salesman. In 1942, his first complete year of selling in the scattered towns of the east coast and as far north as the Shetlands, Murdoch did so well that he was awarded the Secretaryship of the CPC club and six years later gained a Directorship.



Discussing the Post are Mr. Buchanan, Director of Andrew Collie & Co. Ltd., big users of National Equipment, and Representative Murdoch McFarquhar

Quoting from my report "the roads of this part of Scotland



Office Clerks Bella Copland and Bert Watson

are wild and lonely and the actual selling time in a month is infinitesimal compared to the time spent in travelling especially in bad weather". Most of one day would often be spent in getting to a single prospect with no guarantee of a sale. The unreliable weather didn't help either.

The NCR office which was the most northerly of them all, was run by BELLA COPLAND, known widely throughout NCR in the north. Bella had a lively Scots humour, an inexhaustible energy and a charming manner, welcoming visitors like long-lost friends. She had worked there for 24 years and the name Bella was a byword to NCR people and customers alike. She had the help of an assistant, 22 year old BERT WATSON who had joined in 1948 after serving with the Army in Germany.



Depot Manager James Ritchie and Retail Mechanic Bill Hutcheon



Outside the Aberdeen Office is 3000 Class Mechanic Bob Frost



Senior Retail Mechanic Sidney Eden, from London



Douglas Freeland – Retail Mechanic from a fishing family

Aberdeen's Service Depot was well staffed with three Retail Mechanics and a class 3000 Mechanic. Heading them up was Depot Manager, 56 year old JIM RITCHIE, who joined the depot in Glasgow in 1921 after serving in the Royal Navy in the far east in the first World War as an electrical artificer. He transferred to Aberdeen in 1929 and inherited a territory which he told me covers well over 13,000 miles!

His senior Retail Mechanic was SIDNEY EDEN from Wood Green, London, an ex tool-maker, who joined NCR in 1933; and the other senior mechanic was BOB FROST, trained on Class 3000 machines. Two junior mechanics completed the team, both in their 20s: DOUG FREELAND and BILL HUTCHEON. Both served in the Royal Air Force during the war and while Bill had worked for BBC radio in Scotland, Doug was from an old fishing family in Aberdeen.

DUNDEE

Before returning to London, I called into the large NCR office and depot in Commercial Street, Dundee. Whereas most NCR people from the south went to Camperdown where the company's smart UK factory had been opened in 1947, few found their way to Commercial Street.

Dundee
Scottish Gaelic: Dùn Dèagh
Scots: Dundee
City of Discoveries



Top: Tay Rail Bridge, Middle: RRS Discovery and City Centre, Bottom left: Magdalen Yard Bandstand, Bottom right: University of Dundee.

Here I met one of the most interesting men I had come across on my travels for NCR: ARCHIE MORRISON who was the Sales Representative for a large territory consisting of the shires of Angus, Perth and Fife. He was brought up on the Isle of Bute and from an early age showed a keen interest in music. He also had a fine baritone voice, and after a spell in Milan and Florence he became a tourist company representative in Montreux and was fluent in French and Italian.

It was in Montreux in 1937 when he met NCR's ROBERT THOMPSON and was impressed with what he was told



Retail Mechanic D. Kerr



Office Clerk D. Barnett

about NCR and the prospects it offered. He joined NCR in 1938 and from then on gained CPC membership every year including two CPC officerships.

The Dundee office had a staff of two - manager DAVID MURRAY and clerk DAVID BARNETT. David Murray, 27, had served with the Royal Engineers in the war and had joined NCR three years before. David Barnett was from a whole family of golf players who met once a year to compete among themselves for a family trophy.

Dundee sales office also had an Adding Machine representative JACK ALLAN who in 1934 had joined as office clerk and subsequently became office manager and showroom salesman before joining the 'newly formed' Adding Machine Division.



In Conference – (left to right): Service depot Manager P. David, Retail Representative A. C. Morrison, Office Manager D. Murray, and A.D.D. Representative J. B. Allan

The 'cheery chief of the Service Depot was Londoner PERCY DAVIS who had been trained in all three NCR products. He had worked for NCR since 1930, trained under W.S.BROMLEY and came to Dundee five years later. There were four retail mechanics in the depot - TOM GALLOWAY, 29, DOUGLAS KERR, 28, DAVID McNAB, 25, and BOB LOUDEN who was away on territory. Two, Tom and Douglas, served with the Royal Air Force for five war years; while David spent over two years in the Fleet Air Arm as an electrician.

Finally I was asked to make a special mention of



Retail Mechanic D. McNab and 3000 Class Mechanic T. Galloway

WINIFRED REID who had spent 12 years keeping the office looking spick and span and whose husband worked in the NCR Factory.

Which goes to show that NCR in Scotland was a family business, especially in Dundee.

Footnote In my next instalment I will be visiting Cambridge, Maidstone and Nottingham. When writing about the NCR men and women of 60 years ago, I often wonder whether they are enjoying their retirement and if they have memories of their years with NCR. Our Editor and I would like to hear from any of them — only a few lines or an e-mail — and we could then publish a 'round-up' feature.

ZX8I: Small black box of computing desire

*By Stephen Tomkins
Journalist*

The Sinclair ZX8I was small, black with only 1 K of memory, but 30 years ago it helped to spark a generation of programming wizards.

Packing a heady 1KB of RAM, you would have needed more than 50,000 of them to run Word or iTunes, but the ZX8I changed everything.

It didn't do colour, it didn't do sound, it didn't sync with your trendy Swap Shop style telephone, it didn't even have an off switch. But it brought computers into the home, over a million of them, and created a generation of software developers.

Before, computers had been giant expensive machines used by corporations and scientists - today, they are tiny machines made by giant corporations, with the power to make the miraculous routine. But in the gap between the two stood the ZX8I.

It wasn't a lot of good at saving your work - you had to record finished programming onto cassette tape and hope there was no tape warp. It wasn't even that good at keeping your work, at least if you had the 16K extension pack stuck precariously into the back.

One wobble and your day was wasted. But you didn't have to build it yourself, it looked reassuringly domestic, as if it would be happy sitting next to your stereo, and it sold in WH Smiths, for £69.95.

"It started off a proud tradition of teenage boys persuading their parents to buy them kit with the excuse that it was going to be educational," recalls Gordon Laing, editor of the late *Personal Computer World* and author of *Digital Retro*. "It was no use for school at all, but we persuaded our parents to do it, and then we just ended up playing games on them."

The ZX81 was a first taste of computing for many people who have made a career out of it Richard Vanner, financial director of The Games Creators Ltd, is one.

"I was 14," he says, "and my brain was just ready to eat it up. There was this sense of 'Wow, where's this come from?' You couldn't imagine a computer in your own home."

The machine could get very hot, recalls Vanner.

"The flat keyboard was hot to type on. If you had an extension pack you had to hold it in place with Blu-Tack, because if it wobbled a bit you'd lose everything. You'd have to unplug the tv aerial, retune the tv, and then lie down on the floor to do a bit of coding. And then save it onto a tape and hope for the best."

"But because it was so addictive, you didn't mind all these issues."

Many a teenaged would-be programmer spent hours poring over screens of code in magazines.

"It would take hours and hours to type in, and if you made just one mistake - which might have been a typing error in the magazine - it didn't work," says Laing.

"Also there was the thermal printer for it, with shiny four-inch paper like till receipts, and as soon as you got your fingers on it you could wipe it off. One fan site described it as 'a rather evil sort of toilet roll'."

In fact, the very limitations of the ZX81 are what built a generation of British software makers. Offering the ultimate in user-frostiness, it forced kids to get to grips with its workings.

"I taught myself to program with the manual," says Vanner, "which was quite difficult. It was trial and error, but I got things working. Then magazines started to come out, and there we were, game-making with 1K."

That lack of memory, similarly, was a spur to creativity.

"Because you had to squeeze the most out of it," says Vanner, "it forced you to be inventive. Someone wrote a

chess game. How do you do chess with 1024 bytes? Well the screen itself took up a certain amount of memory, so they loaded the graphics onto the screen from the tape. There was no programme for that, but people got round these things with tricks."

Some feel that the amount of memory on today's computers can make programmers lazy and profligate. Sir Clive Sinclair himself told the *Guardian* last year; "Our machines were lean and efficient. The sad thing is that today's computers totally abuse their memory - totally wasteful, you have to wait for the damn things to boot up, just appalling designs. Absolute mess! So dreadful it's heartbreaking."

The name combined the two most futuristic letters in the alphabet with a number that rooted it in the present day - though that doesn't seem to have been particularly deliberate. The designer Rick Dickinson says they named its predecessor, the previous year's ZX80, after its processor, the Zilog Z80, with an added X for "the mystery ingredient".

Dickinson visited Dixons to consider which existing products it should look like, he says. "But I don't know that I came up with any answers. Most of this stuff was just blundering through, and hitting on something that just seemed right"

"We wanted it to be small, black and elegantly sculpted. Beyond that the main thing was the cost, so the keyboard had just three parts compared to hundreds today. And some keys had six or even seven functions, so there was the graphics exercise of getting that amount of data onto the keypad."

But why it so captured the public imagination, Dickinson finds hard to say.

"They liked the design of it, and they liked the price, but beyond that you'd have to ask a psychologist. It created its own market"

"No-one knew they wanted a computer. It was just the right product, at the right time, at the right price."



Mike Hughes

Mike is a regular contributor to PostScript from his base in New Zealand, providing interesting stories and articles. I was tickled early in the year receiving a personal letter from him, so much so that I have asked him if I can reproduce it which I have done below:

Hi Geoff

This is to wish you and yours a very happy Christmas and a prosperous and productive New Year,

Due to the world-wide recession I did not pay my \$30 for NCR News but with a general relaxation of things, I would like to start again, if that is possible.

I have been stuck in hospital having had a diabetic emergency. They put me in intensive care, not because I was dying although I thought I was, but because they had a vacancy and the necessary kit to treat me. Then they put me in a ward.

Of course I was required to give samples. Once I was tempted to get the neighbour's dog to fill the flask but I didn't because I could have been treated for canine distemper. I did hear about a man who got his wife to do the necessary and was later horrified to be scheduled for a sex-change operation.

During my stay here, I have been prodded and poked, given extensive dialysis, ultra sound and multiple x-rays, enough to make me shine in the dark. Eventually, they disconnected the dialysis thingy and I was able at long last, to take a shower. It was the only time I have ever had a shower with a girl who was fully dressed!

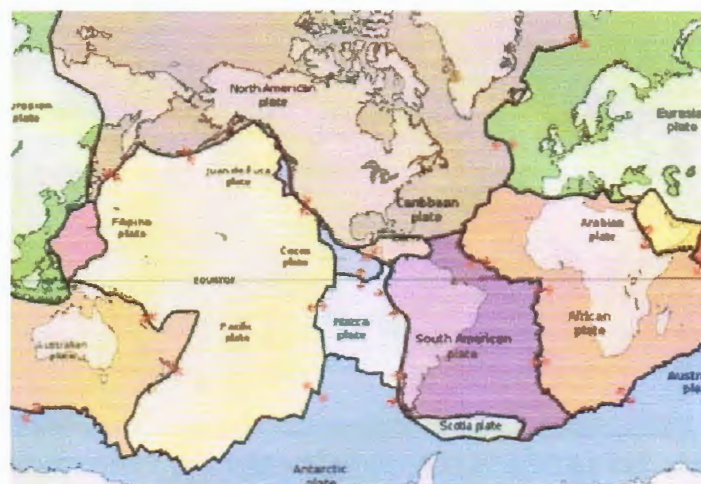
I imagined that if things did not go as well as I hoped, I might have been in here for Christmas day, and the fellow in the red suit would ask me if I had been a good boy. The answer has to be yes, whether true or not. I would ask him for a present of two fully operating kidneys and the ability to manufacture insulin. Still, you never know your luck, I might just be allowed go home and have to live with what I've got!

With regards

Mike

Also, following the dreadful events which happened earlier this year in Christchurch, I asked Mike to comment and this also is reproduced below. It is sad that those awful events were overshadowed by even more awful ones in Japan. We must not let New Zealand's tragedy be forgotten as a result.

EARTHQUAKES



New Zealand lies on the juncture of two tectonic plates, the Australian and the Pacific plates. The two plates clash and the Pacific plate drifts under the Australian, a process known as subduction.

This subduction causes tremors both large and small. As a result, New Zealand is known as the Shaky Isles, mainly by Australians. However, countrywide, there are about 14,000 tremors each year. The vast majority of these are so minor that only seismographs notice them. However, some are felt and occasionally cause damage. After a large quake, there are always aftershocks. These are caused by reflections and resettlement of the plates and can go on for a long time gradually diminishing in frequency and force. While it is not possible to predict an earthquake, aftershocks can sometimes be mathematically predicted.

Both islands are subject to these earthquakes which occur on fault lines. These are largely known to earthquake researchers and are mapped. But because there are so many of these fault lines, it is not possible to avoid building on them.

There is a Government sponsored insurance scheme called the Earthquake and War Damage Commission. This insures all properties covered by normal insurance and costs \$40 per policy. This scheme covers earthquake damage to real estate and property. The scheme has been in operation for many years and has assets of billions of dollars.

Since 1935, there has been a legally enforced building code which has evolved as more was learnt about earthquakes. Because of the experience gained, New Zealanders have been held up as experts in minimising earthquake damage. However, any building erected before 1935 and still standing does not have the benefit of building codes and may suffer damage and even destruction in an earthquake. These buildings have mostly been surveyed and the owners have been given some years to strengthen them. The cost of strengthening is very high which accounts for the time given. Wellington has over 280 buildings in need of major strengthening and other towns in New Zealand are in the same situation.



Last September, there was a major earthquake in Christchurch which registered 7.1 on the Richter Scale. As the quake occurred in the middle of the night, few people were about at the time and as a result, there were no fatalities although there were some injuries. When dawn came it was realised how much damage had been caused. Buildings in the Central Business District were in some cases beyond repair. Engineers examined and graded them according to the damage sustained. A red sticker on the outside meant that the building was badly damaged and should not be entered. A yellow sticker signified that great care should be taken on entry and a green one meant that there was no danger. Once the Central Business District had been stickered, engineers examined the thousands of damaged houses throughout the Christchurch suburbs. There was damage to the infrastructure all over the district. Electricity, water and sewage needed repair and arrangements had to be made for people who were unable to live at home. In this the Red Cross and the Salvation Army provided sterling service.



By Christmas, things were improving and builders were working on the damaged houses, and the roads were being cleared. One problem that had been found was liquefaction. This is a process, mainly caused by earthquakes where water saturated sediments are transformed into a substance that acts like a liquid. Many liquefaction sites occurred all over the quake zone, swallowing cars and roads. In Christchurch's warm climate this quickly dried to dust and the wind created dust storms causing people to wear facemasks.

In the weeks following the earthquake, much work was done. Badly damaged buildings and houses were demolished and electricity, water, sewage and roads were repaired to an acceptable degree. The Government, charities and the general public came up with large amounts of money and the Red Cross and the Salvation Army took care of anyone needing help.

Then in February there was another major quake measuring 6.3. Whether this was an aftershock or a second quake, no one is quite sure. Sadly, the quake struck just before one o'clock in the afternoon when the streets were crowded with shoppers and workers taking a lunch break. It is believed that about 200 people were killed although only 165 bodies have been found to date. The CTV building of 6 stories had housed a television station and a Japanese language school. It was built according to the first building code and collapsed killing 26 students as well as 15 staff or other tenants. Because of the students, a Japanese Urban Search and Rescue (USAR) team was given the task of investigation. An American team took over the job of searching a 26 story hotel. When the quake struck, the hotel staff took all the guests out, saving their lives. Unfortunately, they had to leave all their belongings behind. To get home they needed new travel documents the New Zealand Government and foreign embassies came to the party quickly.

The Central Business District was cordoned off and only rescue workers were allowed in. 200 New Zealand USAR were mobilised to find and rescue buried survivors and these were quickly joined by 500 rescuers from overseas squads volunteering to assist. In addition, Australia sent 300 police who were sworn in as New Zealand police with powers of arrest. They did not arrive armed as they are in Australia. 1,000 soldiers arrived to patrol the cordoned area and keep any possibility of looters at bay.

Because of the damage to the sewage and water systems, it was necessary to import many Portaloos and chemical toilets. 900 Portaloos came from American and Chinese manufacturers had orders for 30,000 chemical toilets which the New Zealand Army will distribute. Because of water contamination, the populace were instructed to boil any water before drinking it. If they had no means of boiling the water, they were advised to sterilise it with a teaspoon of bleach to 20 pints of water. This made it unpleasant to drink but it did prevent waterborne disease.

Fisher and Paykel, the whiteware manufacturer, took pity on the many people without water and therefore no clean clothes. They established stations with washing machines and dryers which anyone could use free of charge. At the same time, public telephones could be used at no cost and free bus services were provided by the council. People all over the world donated money for the care of the homeless and a British millionaire gave four million pounds toward the rebuilding of Christchurch's cathedral.

There were over 160 schools in Christchurch and many were badly damaged and over 30 were completely destroyed. The rest were closed and are now gradually reopening. They could only accept children if there was drinkable water and sewage facilities. One opened with chemical toilets and at several, the children had to bring their own bottled water. Fortunately the earthquake occurred during the school holidays otherwise the death toll could have been much higher.



All the recovered bodies were taken to a temporary morgue set up in a local army establishment where international Disaster Victim Identification (DVI) squads set to work putting names to the deceased. It was a slow process as the last thing they wanted was to wrongly identify anyone and cause more suffering for families. In addition, some of the dead had severe injuries making identification more difficult and there are some that will never be identified.

On February 11th there was a two minute silence for the victims and people all over New Zealand stood in sorrow.

The most remarkable thing about the whole tragedy was the way in which New Zealanders all over the country came to the aid of the victims. Even the Royal New Zealand Navy produced 700 meals a day for citizens who had no means of cooking and the charitable agencies were flooded with food and personal items donated for those without anywhere to live. Complete strangers were welcomed into people's homes all over the country and given a place to sleep and recover.

Christchurch will live again and will be a vibrant community although it might take a few years. The badly damaged church, a city landmark, will be rebuilt and the 10,000 destroyed houses will be homes once again.

Note:- After this article was written there have been several minor earth tremors in New Zealand. Wellington had two, there was one in Nelson and one in Fjordland in the South Island. These were insignificant compared with the Japanese earthquake measuring 9.0, and the following tsunami. It is believed that over 20,000 people perished in the tsunami and the nuclear power stations at Fukushima were damaged and started emitting radiation. Any one of the three would have caused a calamity but all three together made the disaster catastrophic!

Dayton Christian begins demo of NCR dorm rooms

by Steve Sandlin The News

Dayton Christian School hosted a Dorm Demolition Kick-Off Ceremony on Monday.

Five remaining dormitories on the campus located at the intersection of Washington Church Road and Spring Valley Pike in Miami Township are being demolished to make room for much needed athletic fields.

The dorms were part of the old NCR training facility at that site.

"We're actually celebrating two different things" said Bob Elliott, president of Dayton Christian School. "On Jan 31, we retired \$8.5 million in debt so we are now totally debt free."

"And on that same day, the Ohio Department of Development granted Dayton Christian nearly \$380,000 for the demolition of the dorms and additional site clean-up," he said.

Miami Township Trustee Deborah Preston presented Elliott with a proclamation from the trustees commemorating the event.

"In 2005, when Dayton Christian purchased the old NCR site, we were excited about it and wanted to do what we could to help them succeed," said Preston. "We hope to be working together for many years to come."

'By tearing down these old buildings, we are building up our



Demolition begins at the old NCR training facilities dormitories

youth more and more to know Jesus Christ," said Elliott. "That's part of who we are and we are focused on excellence."

After the ceremony, Jergen's Construction began the demolition project.

The Dayton Christian School System includes Dayton Christian School, Xenia Christian School and the Dayton Christian Home School program with more than 1,500 students currently enrolled. Since 1963, DCSS has graduated more than 5,000 students. To learn more about DCSS, visit www.daytonchristian.com or call 291-7207.

Pension Plan Update for use by Retirement Fellowship Regional Organisers

SPRING 2011

...*"There was light at the end of the tunnel..."*

In our last update, published in the Winter edition of Postscript the Trustee's reported that they were hoping to conclude their negotiations with the company for pension increases before Christmas.

Well, as you are now all aware from the colourful 'Members Update' publication that you received in February and from the size of your pension pay packet on 1st March, the Trustee's were finally successful in reaching agreement with the Company to release most of the back-dated 'Discretionary' pension increase monies that were overdue from 2007, 2008 and 2009.

This was followed by more good news in your April 1st pension payslips when for the first time for 5 years, due to the new formula negotiated and agreed with the Company, the Trustee's were able to release a further 'Discretionary' increase for 2010. This was made up of 3.45%, applied to any 'Pre-1997' pensionable service and a further 4.6% 'Statutory' element applied to any 'Post 1997' service.

All in all, we hope you would agree that the Company deserves recognition for doing the right thing in what today are very challenging circumstances for all Companies with pension schemes.

The key tenet upon which the Agreement was negotiated was one of 'Fairness and Affordability'.

It is important that you should be aware that whilst the agreement reached is not permanently 'binding' on either party – it does have teeth, and was signed-off in person by the CEO.

Whilst either party may choose to withdraw from the Agreement there are financial consequences on both sides for doing this. For our part if we withdrew it would mean risking future Pension increases. This is not something that the Trustee's would undertake lightly. (Indeed the Trustee's would only consider this step as a last resort if it were necessary to 'protect' the monies in the pension trust fund to ensure the affordability of today's pensions and the future pensions of our Deferred members).

If the Company withdraw from the Agreement, it is aware that the Trustee's would change their Investment Strategy to immediately remove any investment risk e.g., by buying Index Linked Gilts – This would have a direct cost to the Company, perhaps as much as £100m. So it is in both parties' interests to work together and to support each other and the new increase formula.

As mentioned earlier, the key tenet upon which the Agreement was negotiated was one of 'Fairness and Affordability' ~ for the Companies, Shareholders, Employee's and Pensioners alike. For example, in 2009 following the global financial crisis the Company could not afford to give any pay increases to it's staff ~ and so out of fairness we also have forgone the 2009 discretionary increase, (the Statutory element was paid). That is why your recent personalised

increase letters only referred to the 2007 & 2008 backdated increases. ~ In 2010 Employees did receive pay rises and so, rightly, the new formula also permits increases for our pensioners. (This was the one that you received on April 1st).

Providing that there are no further economic shocks we hope that by working closely together the new Fairness & Affordability agreement will provide the basis for more regular 'Discretionary' increases in the coming years.

Thank you all for your great patience and support and enjoy the Summer...

– Your Trustees.

NCR Retirement Fellowship January 2010 — December 2010.

Membership summary:

UK members	512
10 New members	17
Total membership 10	529
Deceased members	8
Duplicates and non renewals	31
Starting membership 11	490

Membership by region

Region 1	24
2E	41
2W	41
3	40
4	187
5	34
6	25
7	28
8	20
9	27
10	10
11 (overseas)	13
Total	490

Financial Summary:

Income	
Total b/f 09	951.66
Membership fees	4740
New members	80
Donation	100
Early payments 11	40
Total	4960
Outgoings	
Expenses	1228.40
Postscript	3983.16
Total	5211.56
Balance c/f	700.10

NB. Subject to audit planned June 2011

Expenses covers all administrative costs (eg. postage, copying, annual meeting)

NCR RETIREMENT FELLOWSHIP

CHAIRMAN'S REPORT FOR THE YEAR 2010

2010 has been another successful year for the new Fellowship although very early in the new year we received very sad news. Our President, Harry Redington, whose idea it was to establish a Retirement Fellowship many years ago, sadly passed away at the end of January. He had reached the fine age of 94 and died after a very short stay in hospital. Harry was well liked and respected in NCR and we should all be grateful to him for establishing the organisation which we all still enjoy. I joined six other ex NCR friends at his well attended funeral and we will include a full obituary in the summer magazine. I trust that we can continue the Fellowship for many years in his memory.

During the year we had several committee changes. Peter Bodley has decided that he will stand down as organiser for Region 5 due to the difficulties of effectively managing a Kent based region from his home in Wiltshire. Peter will be ably succeeded by Derek Seamon, well known to the members in Region 5. I would like to thank Peter for his years of help and support and Derek for taking on the role. Also I would like to thank Jessie Wallace who continues to support Region 9 despite having moved home to Herefordshire. Finally Des Woodall, for many years a regional organiser, before 'retiring' to our advisor role has informed us that he must reluctantly stand down for family reasons. We will miss his valuable input.

2010 saw fewer new members joining the Fellowship and more than the usual number who decided to not renew. This decline in membership numbers is not unexpected as the profile of NCR changes and fewer retirees have sufficient service to be interested in joining a group with whom they have no empathy. We are therefore taking every opportunity to encourage current employees to join and by trying to reach out to the large number of ex employees who have a deferred pension. Our thanks go to the Trustees and Keith Pyle for supporting this effort by agreeing to publish the Fellowship article in their recent newsletter. We will also use this article as a flyer to be included with all future invitations to join the Fellowship sent to new retirees.

Unfortunately the decline in numbers affects our ability to balance the budget and we will be trying to identify further savings in order to protect the current membership fee. I am pleased to report that we now have some 130 members paying by standing order and a few more have asked for a form. This should have a positive effect on the number of reminders which we have to send. We have also made significant effort to give extra value for the membership fee by providing a communication channel to the Trustees which will provide updates and interaction for our members which they would not otherwise get - see the separate article headed 'What you get for your membership fee'.

With regard to our regional lunches the Organisers always try to arrange dates and venues which are suitable for their members. However please let them know if you would like to attend but find the arrangements unsuitable. They cannot act if they do not know and maybe others have the same views. We will also, from this edition of PostScript, include details of all the planned lunches so that you are able to attend lunches in the other regions in addition to or as an alternative to your own. You just need to contact the relevant organiser and they will be pleased to see you.

We also recognise that to many of our members £10 is not an insignificant sum and we would not want them to leave the Fellowship if the fee was increased. We will therefore maintain the fee at £10 for 2012 but would welcome any help with recruiting new members or with possible donations.

From a financial viewpoint 2010 continued to be volatile although some stability was evident and hopefully this will continue. It was also encouraging to see in the recently issued Pension newsletter that the value of the pension fund had increased to just over £91 million pounds during the year and that any shortfall (insufficient funds to pay the plan's liabilities ie our pensions and those of the members who have not yet retired) is addressed by agreed contributions from NCR.

Obviously the best news which we have received is the payment of the long awaited pension increases, back dated to 2007. It is also good to know that the increase agreement, reached early this year with the Corporation, has resulted in the 2011 increase being paid in April. Perhaps we can now look forward to increases in the future which are more regular and timely.

I would like to take this opportunity to thank both the Trustees and Keith Pyle for their determination and effort over the last several years which have resulted in these increases and the agreement going forward. It has been a long and bumpy road but one that has achieved an excellent result.

Finally my thanks, as ever, to all our members for their continued support, it is a pleasure to be a part of the Fellowship and to gradually meet more of you. And as usual our thanks to the Committee for continuing to give their time and effort in keeping the Fellowship going.

Best wishes for the summer.

Lin Sandell
Chairman

The NCR Retirement Fellowship

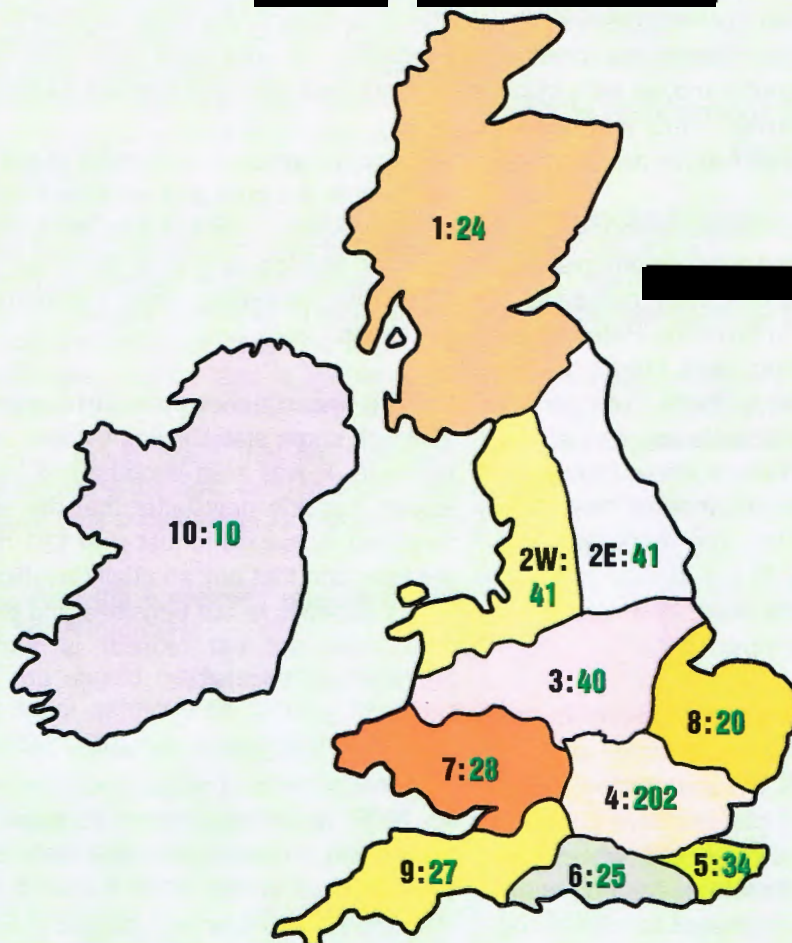
PRESIDENT:
To be announced

ORGANISING COMMITTEE

CHAIRMAN & TREASURER: Lin Sandell

SECRETARY: John Atkins

EDITOR "POSTSCRIPT": Geoff Jackson



DISTRIBUTION
2011

11 (OVERSEAS): 13

TOTAL: 490

REGIONAL ORGANISERS

Region 1: Jack Whyte

Region 6: Alan Hutchins

Region 2E: Pat Keogh

Region 7: John Jones

Region 2W: Ian Ormerod

Region 8: Richard Craigie

Region 3: Eric Grace

Region 9: Jessie Wallace

Region 4: Roger Whelan

Region 10: Ken Carson

Region 5: Derek Seamon