

FordNews

Monthly magazine for Ford employees in the UK

February 2009



Ford's small cars in the UK

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Official fuel consumption figures in mpg(1/100km) for the Ford Fiesta range shown are: urban 34.4 (8.2); extra urban 60.1 (4.7); combined 47.1 (6.0). Official CO2 emission figure 139.0g/km.

Note: These offers only apply to vehicles contracted and Registered between February 1st and March 31st 2009 subject to availability. Privilege eligible customers only. All terms and conditions of Privilege apply, contact us for full details. Factory savings are made up of the Privilege Entitlement, Ford Marketing and Additional Dealer Discount. † Finance subject to status, guarantees/indemnities may be required, further charges may be made subject to the condition of the vehicle if the vehicle is returned at the end of the finance agreement, £10 purchase fee payable with GMFV if you wish to own the vehicle at the end of the agreement, terms and conditions apply. Freepost Ford Credit. This offer supercedes all previously advertised manufacturers promotions. Details correct at time of going to press. Vehicles shown are for illustration purposes only.



What's different?

Feel the difference



After almost three years as chairman and managing director of Ford of Britain (FoB) it is time for a new challenge. I am now based in Cologne as vice-president of sales for Ford of Europe, a role which gives me responsibility for 51 European markets including the United Kingdom. As such, I'm pleased to say I will remain in direct contact with FoB.

We can pride ourselves that over the past three years we have worked as a team to improve market share and market contribution, and make the very most of the great new products delivered to us. I want to thank everyone in FoB for their part in that success.

Vice president of sales for Ford of Europe

Roelant



All UK industries including our own will face tough challenges in the coming year, driven by a weak economy and even weaker exchange rate. This means, despite a strong and efficient business structure, every FoB sale will be precious and hard won, and our profitability will prove to be similarly challenging until the euro and sterling adopt their traditional relationship.

While we can't directly affect these external forces,

strongly representing Ford's interests will play a key role in assisting government to formulate the recovery strategies we require, both as an industry and a company. As chairman, I'm pushing to achieve just that and with your continued commitment and valued hard work, we will come through this period even stronger.

Chairman

Joe



We start 2009 with our strongest and most exciting product line-up ever with added momentum from new Fiesta and Ka proving we have the right product at the right time. Every car and commercial model has achieved critical acclaim and competes at the top of its segment in terms of value, appeal and popularity. With our ever-improving brand reputation, and the support of our dealer partners, we were able to increase our

market share - particularly among retail customers - and keep the Focus

in the number one spot as the UK's favourite car.

Taken together, this has helped us to outperform the industry, which underwent an 11.3% drop in new car registrations, by over 4%. If we are to achieve similar success in 2009 we must take individual responsibility for seeking to improve efficiency, reduce costs and hit our shared ONEFord objectives. Together we can make 2009 an exceptional year for the right reasons, and I look forward to meeting that challenge.

Managing Director

Nigel

Ford of Britain

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Cover story

Ford's superminis redefined



See pages 12 and 13

Fiesta is What Car? Car of the Year 2009

The new Ford Fiesta has been named as What Car? Car of the Year 2009. When announcing the award, recognised as the UK motoring media's highest accolade, the magazine declared new Fiesta 1.25i Zetec "the perfect car for now".

The What Car? judges heaped praise on new Fiesta, stating: "There's no other supermini that even gets close to its 'look at me' factor."

"Fiesta simply blows away any other supermini with its combination of zingy 1.25-litre engine, nimble handling and strong grip". What Car? summed up with: "Fiesta's a brilliant winner – buy one, it has all your needs covered."

What Car? editor, Steve Fowler, commented: "The Fiesta is the most complete small car we've ever tested – it's practical enough to be used as a family car, fun enough to be used as a sports car and stylish enough to make the right impression. It's also affordable to buy, cheap to run and kind to the planet."

Chairman and CEO, Ford of Europe, John Fleming, said: "This is tremendous news for the whole Ford team – the great British public has already made new Fiesta the UK's best-selling car in the closing months of last year, and this ultimate endorsement by What Car? will drive the new Fiesta to even greater success this year."



FoE chairman and CEO, John Fleming, right, receives the What Car? CoTY trophy from the magazine's editor Steve Fowler

Adding to Fiesta's additional title of Best Supermini, the Mondeo won Best Family Car and Best Estate for 2009. Full details are in the What Car? 'Awards Issue' out now.

2008 The year in summary

"In terms of customer demand and industry volume, the year was definitely a 'game of two halves'," said Ford of Europe chairman and CEO, John Fleming.

In the first six months of 2008, Ford of Europe posted a \$1.3 billion profit and the introductions of new Focus, Kuga and Fiesta, and launch of

the new Ka, all promised continued momentum of strong sales for Ford of Britain.

However, the challenging second half of 2008 saw rapid deterioration of the industry globally. In the UK, industry sales for the year decreased by 272,212 cars – a reduction of 11.3%. In this reduced market, Ford took an increased share of

new car sales (up 0.6 to 15.1%) and, while volume dipped by 26,468 cars or 7.6%, it was significantly less than the overall market suffered.

Chief among the reasons for the Blue Oval's resilience to market conditions was the product range and its appeal to the private buyer. Of the 3,900 total Ford Kuga registrations,

80% were retail sales.

Ford of Britain managing director, Nigel Sharp, said: "Ford's range of stylish, high-tech models, offering value and fuel efficiency, continues to attract customers to our showrooms even in these difficult times. Increasing retail sales proves Ford has the right product mix at the right time."

Strong year end sales

Ford's share of new car sales rose significantly in the last two months of 2008 according to figures from the Society of Motor Manufacturers and Traders. For December, total share rose to 16.7% compared with 2007, a rise of 0.9 percentage points. In November, the Blue Oval secured an 18.5% share of all new car registrations, 5.2 percentage points higher for the

same month in 2007.

Increasing popularity among private buyers is a key reason for the increases, proven by the jump in registrations to non-fleet consumers by 1.9 percentage points in December and 5.5 percentage points in November.

New Fiesta played a key role and proved to be the success hoped for at launch. Over 11,500 were snapped up in the first 77

days of going on sale (more than 9,000 going to retail customers), contributing to it becoming the UK's best-selling vehicle in November and December 2008. In fact, more Fiestas were sold in December 2008 than in 2007, a major achievement in the tough current climate.

Mark Simpson, marketing director, Ford of Britain, said: "Dealers are telling us that people are coming out of their Peugeot 207s and Renault Clios to get into new Fiesta."

Other models also performed well in November with Focus being the second best-selling car in the UK and Mondeo the fourth. Light Ford commercial vehicles such as Fiesta Van and short-wheelbase Transit Connect saw their November retail registrations leap by 11.3 percentage points.

Motability: major growth

Registrations of Ford vehicles onto the Motability fleet hit record levels in 2008. Estimates of 37,000 to 38,000 units at the beginning of 2008 were smashed by a total figure of 44,277 units registered under the scheme – which boasts Europe's largest fleet of approximately 500,000 vehicles. The 8,110 unit increase over 2007 is attributed to Ford's outstanding product range and commanding dealer network with 482 accredited Motability sites and approximately 950 trained specialists.



Focus CC is one of many Ford models available on Motability scheme





Kuga range extended

Three new models have joined the Kuga crossover range. A front-wheel-drive version retains the style and refinement of the existing Kuga 2.0-litre TDCi, but with a CO₂ output of just 159g/km and enhanced fuel economy and cost benefits for business users.

A performance flagship model also enters the Kuga range, pairing intelligent AWD with the

acclaimed 2.5-litre Duratec engine found in the Focus ST, Mondeo and S-MAX. The five-cylinder petrol-engined Kuga powers from standstill to 62mph in just 8.2sec and on to a top speed of 129mph when mated with the six-speed manual transmission.

A five-speed automatic transmission is now available with this engine.

Champ car

M-Sport has announced the new Fiesta will be incorporated into the Fiesta ST championship during the 2009 season. Featuring updated engine and chassis work, it is hoped to appear in April. M-Sport team principal, Malcolm Wilson said: "We're doing different things with the new car – a new gearbox with more of a rally style."



Later this year, M-Sport will also unveil a range of performance and styling products for road-going Fiestas. These products are to appear in two waves, the styling accessories being the first. A sample of those featured on the above show car at Autosport show in January.

Shift to economy

The latest Ford ECONetic and Transit models will light the way towards improved fuel economy via a 'smart' gear change alert.

The gear-shift indicator in the instrument cluster of Fiesta, Focus, Mondeo ECONetic and Transit diesels will inform drivers of the optimum time to change gear. Moving more swiftly through

the gears reduces fuel consumption and CO₂ emissions, and decreases wear on engine and transmission components.

Tim Winstanley, Ford diesel powertrain manager, said: "Many drivers could improve their fuel economy significantly by changing gear earlier."

Fastest Ford

Spectators at Cardiff's Millennium Stadium for the final stage of the second leg of Wales Rally GB in December were treated to a world-first spectacle – the driving debut of Ford's fastest-ever European production car, the new Focus RS.

Behind the wheel of the Performance Blue machine was 'Flying Finn' Marcus Grönholm, former double World Rally Champion and ex-Ford WRC driver. On sale in the UK in March, the 22nd Ford to wear the Rally Sport badge since 1970 will be priced from £24,995.

Under the bonnet is a turbocharged 2.5-litre, five-cylinder Duratec petrol engine, with a confirmed 305PS and 440Nm peak torque. Features include unique camshafts and a revised cylinder head and gasket, intake and manifold system.

Front-wheel-driven through a six-speed transmission, the Focus RS accelerates from 0-62mph in under six seconds and has a targeted top speed of



over 160mph.

A class-leading balance of traction, sports handling and performance is achieved through the combination of a Quaife Automatic Torque Biasing limited-slip differential and innovative RevoKnuckle front-suspension system.

Features unique to the Focus RS are wider track, enhanced drive-shafts and rear anti-roll bar, revised springs and dampers and retuned steering. A specially developed version of Ford's Electronic Stability Programme with Traction Assist provides added assurance.

Ensuring the RS stops as well as it goes, 336mm ventilated front and 300mm rear discs combine with an anti-lock braking system, electronic brake-force distribution and Emergency Brake Assist are deployed.

Underlining the point that this is not just an 'updated ST' it gets a unique bonnet, front bumper and side skirts, and 19-inch alloy wheels, shod with 235/35 tyres.

The rear twin-bladed spoiler – the continuation of an RS tradition – and the power/heated door mirrors are also distinctive, with their high-gloss black finish.

The RS is not just about high performance, road-holding, safety and value for money – refinement and usability are also key elements. So, the driver and front passenger benefit from unique Recaro sports seats, Xenon headlights, privacy glass for the rear, air conditioning and a 6-CD stereo.



BEP greets VIPs



Above: Rhodri Morgan AM, Lord Mandelson, engine launch manager Nick Reed, BEP plant manager Graham Edwards, FoB chairman Joe Greenwell

Following the announcement of a £70 million investment and the sales success of the petrol engines supplied by Bridgend Engine Plant (BEP) for Focus, Fusion and Fiesta, Business Secretary Lord Mandelson visited the plant.

Together with Welsh First Minister Rhodri Morgan and Welsh Assembly Minister Carwyn Jones, Lord Mandelson was met by Ford of Britain chairman Joe Greenwell, plant manager Graham Edwards and his senior team. The party was given an overview of the operation and outlined plans for the investment. This includes over £13 million of Welsh Assembly government support, contributing towards the development of the latest generation of Ford's petrol engines at BEP, the EcoBoost range. These low CO₂ 1.6-litre turbo-charged engines, due for 2010 production, deliver high power output relative to their size while at the same time reducing fuel consumption and emissions.

Total investment in the last five years at BEP now totals £315 million with plant employment rising to over 2,000 for the first time in its 28-year history. These two factors have allowed production capability to rise to almost a million units per annum.

Just weeks before, in one of his last visits as chairman and managing director Ford of Britain, Roelant de Waard took a behind the scenes look at BEP. He met teams working on the existing and planned product lines.

Afterwards he paid tribute to the plant: "The quality of engines made at Bridgend is second to none and it is gratifying to know that it has won future investment and will be making the very latest high technology engines for our most popular ranges."

He also accepted the opportunity to officially open the new showroom of Fordthorne Cardiff, part of a £2 million investment plan. The BP Ford Abu Dhabi World Rally and Stobart VK M-Sport teams were also on hand. Roelant said: "We have some outstanding looking vehicles in the Ford range and they need to be complimented by an outstanding looking retail investment and that's what you have done. I know you have also invested a lot in the service operation because it's not just about selling new cars but looking after your customers once the sale is made."

Dealer principal, Roger Pugsley, showed Roelant around the newly-adapted premises and said the company was committed to a sustained investment. He added: "The timing is right because there are some exciting new Ford models coming. If the dealership doesn't have the confidence to invest in its operations how can we expect Ford to invest in future products?"

Roelant also called in at Bridgend Ford dealership and met dealer principal, Gary Pesticcio, to discuss the South Wales market in particular.

Above: SGTDI team Simon Matthews, Alan Smith, Anthony Hookings and Gwilym Edwards with Roelant at BEP

Right: WRC team members join Roger and Roelant in opening Fordthorn dealership



Ford earns IT industry recognition



Ford of Britain (FoB) became the proud winner of the British Computer Society's (BCS) award for IT Professional Development. The BCS is one of the most respected IT organisations and the award, gained after being shortlisted with the Scottish Government and

Lincolnshire Police, is a major endorsement of Ford's Career Development Framework (CDF) scheme.

Competency Centre supervisor and BCS co-ordinator, Paula Brooks, said: "The award is a mark of recognition to the value of Ford's CDF. It's a Ford originated scheme and shows what has been done and what we continue to do for our employees."

"It's vital for Ford's IT department to ensure its people have the right skills – you have to be looking to the future as the industry moves on so quickly," said IT Competency and Learning advisor, Helen Tovey who has been involved in supporting the CDF since 2003.

The CDF represents a staff competency model for professional development within IT. The framework includes objectives beyond those of job progression and encourages employees to plan their career development. Incorporated in that is an assessment of their current skills.

The BCS judged the winners on two examinations: the first a full day spent on site assessing IT employees using 12 criteria centred on IT competency, leadership behaviour and on the job responsibility. The second was based on a Q&A session represented by Helen and Paula at the BCS headquarters.



FBT grants more cash to community causes

Ford Britain Trust (FBT) has awarded Hall Mead School Design and Technology Department a grant of £4,000 to develop technology within the school. The grant will go towards buying a new laser cutter for the department to develop the CAD/CAM course being taught throughout the school. The connection comes from Ford employee Scott Lister's Link Governorship with the Technology Department.

Scott's involvement has also led to direct recruitment of Hall Mead's students. He and ex-student Suzanne Fargeot spoke to Year 11 students about the Ford Apprentice Scheme and, as a direct result, three students were accepted onto the scheme in September. The students included

Keerie Sayers, the first girl to be accepted on the scheme for five years.

A visit to the Dunton Technology Centre is planned for staff and students in the New Year. Dunton employees will also be involved advising on schemes of work for the Computer Aided Design Course.

Reflecting the diversity of schemes and projects FBT

contributes directly towards, the trust has once again added its support to the work the Corinthian Otters undertake in the development of young sailors in our community with a £1,300 contribution towards the purchase of a replacement engine for one of the Otter Spotter rescue boats.

The Otters benefit from Ford not only through local contributions but also as an Royal Yachting Association Championship Club, sponsored by Volvo Cars, a subsidiary of Ford.

The Ford Britain Trust supports the advancement of education and charitable activities beneficial to the community with particular attention given to both organisations located in areas where Ford Motor Company Limited has a long standing association and projects which support the principles embodied in the company's policies on diversity.

For more information visit www.ford.co.uk/fbtrust



Otter coordinator Stuart Munro receives cheque from keen sailor and Company Secretary Clive Page

All hail Transit

The unstoppable Transit has once again notched up a bevy of industry and media awards. Britain's leading van magazine, What



Van?, fleet insiders from the Association of Car Fleet Operators (ACFO) and trade publication Fleet News all acknowledged Transit's class-leading strengths.

At the What Van? award ceremony, the Transit and Transit Connect hauled away the titles of Best Security, Panel Van; Best Security, Light Van; Best Minibus; and was highly commended as Small Panel Van of the Year as was The Ford One Stop Shop range which offers a wide range of specialist applications and bespoke conversions.

For the 14th year running, Transit was once again acclaimed as Fleet Panel Van of the Year by ACFO. Transit Connect was selected as

Fleet Light Van for the sixth successive year. These results were particularly prized as ACFO represents professional businesses running vehicle fleets across the UK with members having a wealth of knowledge about which cars and vans can give them the reliability and low running costs imperative to good fleet management.

To cap it all, Transit also earned Ford the title of Van Manufacturer of the Year at the inaugural Fleet Van Awards ceremony.

Commercial vehicles director for Ford of Britain, Steve Kimber, said: "Together with our dealer partners we can see that our efforts to keep our van range evolving are paying off."

New Ford website

Ford has launched a new version of its www.ford.co.uk website using the latest online technology to deliver an easily accessible, user-friendly and practical tool for car and light commercial vehicle buyers across the UK.

The site boasts a flexible and easy-to-use navigation structure and the latest online graphics to create an informative and engaging visitor experience.

Unique Transit seats sold



Unique Ford Transit seats were auctioned on eBay in the run up to Christmas 2008.

Designed for Mojo music magazine's 2008 Honours List awards event and autographed by a collection of music industry stars including John Martyn and Phil Collins, they sold for £800. All proceeds go to the War Child charity.

"We are pleased these unique seats have gone to a good home with an enthusiast. He is delighted to have won them both, and is very happy all the proceeds from the sale are going to such a worthy charity," said vice president, Communications & Public Affairs, Ford of Europe, Ian Slater.



Daventry fundraisers hand over £4,000 donation to Warwickshire & Northamptonshire Air Ambulance, from left: Craig Hinton and Sandra Marriott, Ford Daventry charity committee, Tracy Grunwell, WNAA fundraising manager, Sharon Oakley, Ford Daventry charity committee, Dr Nick Crombie, Doctor WNAA, Ann Harwood, Ford Daventry HR manager

High-flying donation

Fundraisers at Ford Daventry have been able to mark the site's recent 40th Anniversary by making a £4,000 donation to the Warwickshire & Northamptonshire Air Ambulance (WNAA).

The Daventry site celebrated its 40th Anniversary in 2008 with a major charity open day attended by well over 600 people. A grand total of £2,000 was raised at the event, and thanks to a generous offer from the Ford Britain Trust to match the sum raised, the site's charity committee has now been able to present £4,000 to this worthy cause.

The WNAA is the busiest air ambulance in

the UK, with between 120 and 150 callouts per month. Operating from its base at Coventry Airport, the WNAA was established in October 2003, and its helicopter provides a vital emergency service to a 2,000 square mile area in the heart of the midlands.

"Keeping the service in the air costs £1.5 million per year," explains WNAA fundraising manager Tracy Grunwell. "We receive no government or National Lottery funding, so our life-saving service relies entirely on voluntary donations. Ford Daventry has been a good supporter of the WNAA, and we're very grateful for its latest contribution."

Branching out

Ford Dunton's Air Induction Systems team planted 300 trees in Essex during a community day. The research centre teamed up with Chelmsford Borough Council and got their hands dirty in South Woodham Ferrers.



The initiative is part of Essex County Council Tree Planting scheme which aims to plant 250,000 trees across the county. Component Engineer, Sacha Petrovic, said: "I

read about the scheme in our local magazine and thought it would be a nice idea to help out. We were hoping to plant about 200 trees, but ended up doing about a 100 more which was great."

Mo' better news

The month of November became 'Movember' for 17 employees in Dunton. By being sponsored to grow moustaches, the team not only raised a laugh but over £2,000 for the Prostate Cancer Charity, including a £250 donation from the Ford Britain Trust. This was part of a global effort raising in the region of £7 million.

At the end of the month a vote took place for the best Dunton 'Mo' with Barry Clarke the winner followed by Tony Riordan and Keith Brown. Barry said: "This seemed a good idea in October. As we went through Movember, we got some good humoured comments, and our friends and colleagues have been really generous."

The aim of Movember is to change people's attitude and make men's health fun by putting the Mo back on the face of English men and in the process raise some serious funds for key male health issues.

Every year about 35,000 men in the UK are diagnosed with prostate cancer and about 10,000 die from of the disease.



Southampton's charity of the year

Southampton Assembly

Plant has made a huge difference to the children and staff at a special school in the city.

The Cedar School at Nursling, which was the plant's charity of the year for 2008, has had plenty of hands-on help with practical projects – as well as several injections of much-needed cash.

Headteacher Jonathan Howells said having his team's hard work recognised and supported by the wider community has been a huge boost. He said: "Ford's work has been superb and has made a genuine and huge difference to our school environment and our young people, and we are so grateful."

Apprentices and staff have made several visits to the school to undertake projects ranging from indoor decorating to renovating outdoor recreational areas for its disabled pupils. Ford's donations to the school totalled about £270.

The plant's charity for 2009 has yet to be decided. Plant workers are encouraged to submit nominations to the Diversity Committee, supported by their reasons for proposing their named charity. The committee, which is made up of a cross-section of Ford employees, considers all the proposed candidates and announces its final decision early in the year.

Body-in-White Inspector Peter Linton, whose son Alan attended Cedar School, has been thrilled to see his nomination in 2007 translating into real benefits for the school.

"It benefits people at Ford too," he said. "You can moan about your own life and then you meet children in real hardship and you see how happy they are."

Alan Linton died of muscular dystrophy at 18 and his father Peter devotes much of his free time to helping at the school in Alan's memory.

The Diversity Committee at Ford Southampton, whose role is to promote diversity within the plant and wider community, is always looking for new members. For more information, contact John Powell on 023 8058 7275.



Southampton draws in students



It's one thing to study manufacturing in a lecture theatre but it's quite another to face the daily pressures of life in an industrial plant. Helping students bridge the gulf between their textbooks and the factory floor is the inspiration behind an increasingly successful collaboration between Southampton Solent University and the city's Ford Assembly Plant.

The university runs a mentoring scheme which links students with key workers at the plant – and most participants now say it is

helping to boost their grades.

“The students strike up this amazing relationship with their mentors and you see how they become far more confident,” said Louise Drake, Employment Adviser at Southampton Solent University. “Sometimes they just need someone to listen to them and highlight the skills they've got.”

The scheme, run by the university's Faculty of Sport, Business and Enterprise since 2005, is for anyone who considers they might be at a disadvantage in trying to find employment. They could be women in male-dominated environments, disabled students, ethnic minority and foreign students – or ex-offenders.

Under the current scheme, which runs from December to May, five business studies students – one from Tanzania, three from Germany and one from Portsmouth – are being mentored at Ford Southampton. Firms and agencies across the city are working with eighteen other students.

Ellen Jones, a final-year Business and Marketing student, is being mentored by Ford Southampton's Gary Appleton (pictured above), a Paint Shop senior engineer. She

signed up to gain an insight into the business world, help in preparing for interviews – and a boost to her confidence. “I am interacting with a person that I would never normally get to and he is giving me insights that I need to help me progress,” said Ellen. “I am very grateful to Gary as I feel I am already benefiting from our meetings.”

Students have a minimum of six meetings with their designated mentor and sessions are tailored around individual student's particular needs, including interview practice and presentation skills.

“The university teaches them the academic side and we tell them what it's really like,” said St John Cole, who is Material Planning and Logistics manager at the plant and one of the Ford mentors. “We get some good work out of them and we have been able to help some really bright young things.

“It's all about preparing them for employment. Some people believe they can do and be anything they want: this scheme is for people who recognise that it only happens when you put in the effort.”

The Assembly Plant also offers work placements to students at other universities.

Toolroom's history men

Having expressed an interest in Dagenham

Toolroom's history in December's Ford News, the number of old photos in Dave Brown and Jim Thompson's collection had shot up from 10 to over 500.



The news spread rapidly and soon the pair, and supervisor Steve Gowers, were inundated with calls, stories and photos from past and present employees. Posters asking for more photos have appeared in plant, and Jim and Dave are planning to produce a CD to raise money for Macmillan Cancer Support. The plant's archive of photos was lost last year in a freak flood. To contact Dave with more photos or stories please email dbrown91@ford.com

Outreach's safety seminar

A road safety seminar hosted by Education Outreach at the Dunton Research Centre plant brought a Ford employee face-to-face with the paramedic who helped him after a road accident 18-years ago.

David Cayton, spokesman for the event attended by paramedics, police and teachers said: “Gavin Apps delivered a highly personal firsthand account of the consequences of serious injury.”

Building on the Roadrunner Event for school children held earlier in the year at the plant the seminar was aimed at road safety experts. Barry Grindle, engineer for restraints at Dunton, also delivered a presentation on technology and engineering behind the contribution made by Ford

Dunton scheme fosters girls' interest in engineering

A total of 90 girls attended an Education Outreach day at Dunton designed to foster their interest in science and engineering. The girls, from several schools in Essex were divided into 16 teams and each was assigned a Ford volunteer to guide them through several tasks.

Nicola Gregory for the plant's education outreach department

said: “During the first part of the day each team produced a buggy capable of bearing the weight of a driver. It needed to steer and brake. Later each team was required to produce a solar powered vehicle from kits provided.

“Given the enthusiasm and feedback, we will certainly run another.”

towards vehicle safety.

David added: “The Ford experts received a flood of technical questions from very enthusiastic and appreciative visitors. This was an important event bringing together representatives of the rescue services with Ford subject matter experts to improve safety awareness.”



Massive Factory Savings



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STOCKS LAST**

Focus CC2

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Change at the top

The new year brought new faces to the Ford of Britain directors' table and completed a series of appointments underpinning the company's new product and sales drive. Chairman Joe Greenwell, managing director Nigel Sharp, Jon Wellsman as sales director and Jenny Ball heading up HR all took up their new roles at the start of the year.

Chairman

Joe Greenwell

Joe's previous position was vice president for governmental affairs Ford of Europe (FoE), and before that chairman and CEO of Jaguar Land Rover. Joe's appointments at Ford include vice president Marketing and Operations in the United States, and vice president Communications and Public Affairs for FoE. His responsibility will be to represent Ford of Britain (FoB) to government and industry, a role complemented by current presidencies of the Society of Motoring Manufacturers and Traders, and motor industry charity BEN.

Managing Director

Nigel Sharp

Nigel is recognised as one of Ford's most experienced European executives, and was previously Sales director FoB. He has held a number of senior finance, sales and marketing appointments across Europe, including stints as managing director of Ford's operations in Hungary which included responsibility for the Czech Republic and European Direct Markets. As MD, Nigel is responsible for running FoB's entire UK business including marketing, sales and service strategies.

In the latter part of 2008 Mark Simpson, Andy Barratt and Paul Kiernan stepped into their new marketing, customer service and finance positions respectively. Together with fellow Ford of Britain directors below, this is the team which meets weekly to review performance and refine the plans and tactics behind the company's current new product onslaught.

Sales

Jon Wellsman

Jon's previous role as director of Product Marketing FoE included responsibility for small, medium and large car product lines. He was previously European brand manager for medium cars and before that Cross Vehicle Marketing manager. Jon was director Sales and Marketing for Ford of South Africa for four years and previously MD of Ford Hungary. Jon started at FoB in 1986 where he held various sales and marketing roles prior to his FoE appointments.

Human Resources

Jenny Ball

Jenny was senior Human Resources (HR) manager for Ford's Dagenham engine plants and now reports to FoE HR vice president, Nick Caton. Jenny has 13 years experience in HR at Ford, having started at Dagenham as HR officer before other assignments at Dunton Technical Centre, near Basildon, and head office. Last year she became a director of Dagenham's Centre for Engineering and Manufacturing Excellence (CEME), a public/private educational campus adjacent to the estate.



Sales
Jon Wellsman



Chairman
Joe Greenwell



MD
Nigel Sharp



Marketing
Mark Simpson



Commercial Vehicles
Steve Kimber



FCSD
Andy Barratt

Ford of Britain's chairman, MD and directors



Fleet Ops
Kevin Griffin



Finance
Paul Kiernan



Public Affairs
Tim Holmes



Legal
Menazza Khan



Human Resources
Jenny Ball

Ford's



Mk1 Fiesta, 957cc, 48PS, 0 to 62 mph in 19.6sec, 35.5mpg, wheelbase: 2.286m, track 1.335m, overall length: 3.565m, width: 1.565m, weight: 730kg. From £1856 in 1977, equivalent to £14,020 in 2007 (based on average earnings)



New Fiesta 1242cc, 60PS, 0 to 62mph 19.9sec, 52.3mpg (Combined), wheelbase: 2.489m, track 1.473m, overall length: 3.955m, width: 1.722m (exc mirrors), weight: 966kg without driver. Five stars Euro NCAP adult occupant protection, four stars child protection and three stars pedestrian protection. From £8,695



Mk1 Ka 1299cc, 60PS, 0 to 62mph 13.8sec, 47.9mpg (Combined), wheelbase: 2.45m, track 1.395m, overall length: 3.62m, width: 1.64m, weight: 890kg. Three stars Euro NCAP occupant protection and one star pedestrian protection. From £7350 (1996), equivalent to £11,594 in 2007 (based on average earnings)



New Ka 1242cc, 69PS, 0 to 62mph 13.1sec, 55.4mpg (Combined), wheelbase: 2.3m, track 1.414m, overall length: 3.62m, width: 1.658m (exc mirrors), weight: 940kg inc driver. Five star Euro NCAP adult occupant protection, four star child occupant protection and three star pedestrian protection. From £7,995



When the Fiesta hit the price list in 1976, it became the first made-for-purpose small car offered by the Blue Oval. Since joining the Ford of Britain (FoB) family, small cars are now the cornerstone of the model range and a critical part of the Blue Oval's future. Just as their arrival marked a departure from what had gone before, modern incarnations are radically different from their predecessors and tailored to the UK's specific tastes and requirements to a level never conceived thirty years ago.

While the obvious definition of a small car is determined by its size, the supermini is expected to meet other criteria. Economy and affordability are essential ingredients in building value into the range, from the entry level model to the top of the range.

While Ford of Europe (FoE) ensures a base level of equipment is standardised across all 51 European markets, it is down to FoB to determine which extras and accessories are standard or optional on the price list and build that product value.

Chris Muers of FoB's small car marketing plans, who has

responsibility for determining specific cars, explained: "While similarities for maintained across Europe there are exceptions. For instance, in parts of Europe a radio may not be standard equipment – we simply would not consider that for the UK."

In fact, similarities in specification disguise a different structure for options and optional packs between the UK and Europe. "In Europe new Ka has a range of options and packs on the price list as well as extras they want and build their own version of the package up the features and accessories. In the UK we have a series but fewer individual options in the price list. Europe has two main series while we have one."

That approach suits the UK market

small cars



ation of Ford's UK small specification are of course

“While similarities for specification are maintained across Europe there are of course exceptions”

the UK lot more consumers will select the vehicle. By contrast, we ries so we have more the UK. So, with new Ka, have four,” explained Chris. 's car buying culture.

Chris Muers, small car marketing plans



“We’ve found this helps strengthen resale value of our products,” said Chris. “The true value of an individual option or accessory may not be realised when the car is resold but the difference between higher equipment levels through the use of distinct series is reflected in residual value.”

The use of series designations like Style, ECONetic, Zetec and Titanium also helps the customer understand the amount of equipment to expect. “It also makes it easier for the dealer to explain in the showroom. That can be important when a customer is comparing a Ka and Fiesta as they understand Zetec series features alloy wheels and fog lamps,” said Chris.

The breadth of equipment expected in a Fiesta or Ka reflects how versatile a small car now needs to be. Customers are no

longer confined to those looking for the most affordable motoring but also those downsizing from larger or executive vehicles. “With the level of refinement, comfort and options available in new Ka and new Fiesta, Ford is well placed for the downsizers coming into the market,” added Chris.

Nowhere is the move to higher specified models more apparent than in the sales figures. “A few years ago the entry-level Fiesta Finesse accounted for almost half of sales: now, 51% of new Fiesta sales are Zetec series and 24% are the top of the range Titanium,” revealed Chris.

Having maintained affordability, increased economy and added to versatility, Ford’s small cars have a promising future. “As market leader we want to make sure our cars lead on value,” said Chris. “With class-leading road manners, high levels of hi-tech equipment, product improvement and outstanding economy, we could not have timed the launch of these exciting new small cars any better.”

Massive Factory Savings



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Focus

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Note: These offers only apply to vehicles contracted and Registered between February 1st and March 31st 2009 subject to availability. Privilege eligible customers only. All terms and conditions of Privilege apply, contact us for full details. Factory savings are made up of the Privilege Entitlement, Ford Marketing and Additional Dealer Discount. † Finance subject to status, guarantees/indemnities may be required, further charges may be made subject to the condition of the vehicle if the vehicle is returned at the end of the finance agreement, £10 purchase fee payable with GMFV if you wish to own the vehicle at the end of the agreement, terms and conditions apply, Freepost Ford Credit. This offer supercedes all previously advertised manufacturers promotions. Details correct at time of going to press. Vehicles shown are for illustration purposes only.



Hammering their point home

Ingenious Southampton plant employees have turned down noise pollution levels by designing their own equipment.

The team, part of the Transit body construction area, traditionally hammer metal tabs to fit components together.

But, with noise levels reaching 85dBA, workers on the framing line had to wear ear defenders – and the noise was affecting adjacent departments, including the supervisors' offices above them. So the team decided to find a solution to the problem – and won themselves an award in the process.

“They got together and worked out a way of not having to use the hammers,” explained safety officer Nick Paul. “Five or six of them were hammering away in unison every few minutes – bang, bang, bang – then there was silence.

“We had a noise survey carried out in the plant about two years ago and this area came up as one with high noise levels. When the workers from that area asked if they had to wear ear defenders, we suggested they find a way not to.”

The employees worked with colleagues dealing with specialist tools, who created equipment enabling them to fold the tabs over, rather than hammering at them.

“This decreased the sound level sufficiently for them not to have to wear ear defenders,” said Nick. “A specialist from occupational health has recently verified these findings and the noise level has dropped to just over 82dBA. Ear defenders are now optional in that area.”

With Southampton chosen as the pilot plant for Ford of Britain to carry out a survey to



Gerry Spencer, left, and Kelvin Pearce can now work without their ear defenders

improve the culture of safety, an awards system has been introduced to encourage such noise-reducing initiatives. Indeed, the framing line workers' initiative was soon recognised with a safety award from plant manager, Martin Chapman.

“From a health and safety point of view, we are trying to reduce the dependence on personal protection equipment,” said Nick.

Lego challenge

Budding engineers have been coming up with innovative solutions to climate change issues – thanks to Ford and a huge heap of Lego. Essex and Hampshire school children joined forces with mentors from Ford to take on the global warming challenge.

At Southampton, the teams were competing against 11 other schools in the UK's southern regional heat of the First Lego League, an annual contest in which children worldwide participate. At Dunton, 18 teams contested their regional final.

Sholing Technology College, whose mentor was senior engineer Gary Appleton from Ford Southampton's Paint Shop (pictured right), won 'the Robot Game'. The Ringwood Raging Robots, mentored by training

officer John Powell, won a small trophy for being 'the most entertaining' team.

“A school's success is very much down to its commitment,” said Gary.

The competitors, aged nine to 16, also had to undertake a research project on how climate change was affecting their local community – and come up with a solution. Crucially, points were also awarded for good team work. In total seven mentors from the Southampton Assembly Plant put themselves forward.

“The Ford mentors were terrific as always, and we couldn't run the challenge without Ford's involvement,” says Intech's Sharon Whitfield.



Daventry to the rescue

Daventry's Z building was plunged into darkness while teams of fire fighters from the local brigade practiced vital search and rescue skills in December.

Fifteen fire fighters from the Northamptonshire Fire and Rescue Service's (NFRS) Daventry station took part in the

exercise, which involved the use of rope guidelines while wearing breathing apparatus. This technique is used when searching for casualties in smoke-filled or flooded buildings when poor visibility can create serious risk of rescuers becoming disorientated or lost.

With no windows or sky lights, the warehouse, with its complex network of parts racking, proved ideal for the exercise.

“It's invaluable to have the opportunity to practice these techniques in a realistic environment – fire fighters have died doing

this wrong,” said Northamptonshire's Chief Fire Officer, Martyn Emberson. “We are very grateful to Ford for making its facilities available.”

The exercise was part of the dialogue between Ford Daventry's in-house fire safety team and Daventry fire station. The drills provided valuable insight for representatives from Ford's fire prevention team, who were able to observe the exercise at first hand.

“We maintain close contact with the Daventry brigade, which familiarises itself with our site on a regular basis,” said Ford Daventry's Fire Training Officer, Paul Mayes. “We were very pleased to be able to provide the local station with this training opportunity and hope to build on our close relationship.”



Chief Fire Officer for NFRS, Martyn Emberson with Ford's Paul Mayes



natasha's nippy



Natasha saved £1,000, which meant she could upgrade to the Sport Ka she'd always wanted. And her mum could get back the car she'd loaned her.

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If like Natasha you work for Ford, then you and your family and friends are entitled to benefit from either the Privilege, Privilege Plus or Ambassador scheme. Check out the table below and see what you could save.

■ **Privilege.** Privilege customers are now entitled to whatever deals are available to the retail customer, plus an additional saving of up to £3,000 across the range to raise your entitlement.

■ **Privilege Plus.** Privilege Plus is a fully inclusive personal lease scheme offering you Ford 'Blue Oval' products for a fixed monthly rental. ■ 24 months lease. ■ 24 months fully comp insurance.* ■ 24 months road tax. ■ All servicing and maintenance. ■ No deposit. ■ Metallic paint.

■ **Ambassador.** Now you can choose up to three friends to save up to £1,500 off a new Ford in addition to all available retail offers.

Vehicle/Model	Privilege	Ambassador
	Customer Saving	Savings in addition to retail offer
Prior Ka Studio	£250	£125
Prior Ka Style/Climate, Zetec/Climate/Finale	£750	£375
Prior Ka Luxury & SportKa	£1,000	£500
New Ka Studio	£250	£125
New Ka Style, Style+ Zetec	£750	£375
Prior Fiesta Studio	£250	£125
Prior Fiesta Style/Climate, Zetec/Climate, Zetec Blue	£750	£375
Prior Fiesta Ghia	£1,000	£500
Prior Fiesta Zetec S inc. 30th Anniversary/Celebration/Red	£1,000	£500
Prior Fiesta Zetec S	£1,000	£500
Prior Fiesta ST inc. ST500	£1,500	£750
New Fiesta Studio	£250	£125
New Fiesta Style/Plus, Zetec, ECONetic	£750	£375
New Fiesta Titanium, Zetec S	£1,000	£500
Fusion Style/Climate, Zetec Climate, Pursuit	£750	£375
Fusion Plus 1.6	£1,000	£500
Fusion Zetec Climate	£750	£375
New Focus Studio	£750	£375
New Focus Style	£1,500	£750
New Focus Zetec Climate, Zetec S, ECONetic	£1,500	£750
New Focus Ghia, Titanium, ST	£2,000	£1,000
New Focus Coupe Cabriolet CC-2 and CC-3	£1,000	£500
Kuga All Series	£2,000	£1,000
C-MAX Studio	£750	£375
C-MAX Style, Zetec	£1,500	£750
C-MAX Titanium	£2,000	£1,000
Mondeo Edge	£1,500	£750
Mondeo Zetec	£2,000	£1,000
Mondeo ECONetic	£2,000	£1,000
Mondeo Ghia, Titanium, Titanium X	£2,500	£1,250
S-MAX All Series	£2,000	£1,000
Galaxy All Series	£3,000	£1,500
COMMERCIAL VEHICLE		
Fiesta Van Series	£1,000	£500
Ranger Standard 4x4 only	£250	£125
Ranger XLT	£500	£250
Ranger Thunder	£1,000	£500
Ranger Wildtrak	£1,500	£750
Transit Connect All SWB	£1,000	£500
Transit Connect All LWB	£1,500	£750
Transit All FWD	£1,500	£750
Transit All RWD	£2,500	£1,250

Privilege Plus not available at time of print. For more information visit HR online or call 0870 060 0635, or contact a Ford dealer of your choice.

FST International Shootout

The 2008 Fiesta Sporting Trophy International Shootout in Cumbria forced a unique decision from Ford's motorsport partners M-Sport. Team principle and key figure in World Rally, Malcolm Wilson, was so impressed by the top two candidates, he was compelled to offer backing to both.

Matthias Boon, a 19-year-old Belgian Fiesta ST competitor, won the shootout and claimed a one-year apprenticeship at M-Sport. The prize gives Matthias an unparalleled start in the rallying world. However, Chris Hart, also 19 and who competes in the UK championship, performed so well Malcolm promised to back the young driver in the 2009 season.

"Every year it has got more and more difficult to judge and this year both the main contenders were 19 year-olds, both wild cards and driving in very, very difficult conditions. There was such a small difference between the guys: because they were so close we want to help Chris as we want to keep him in a Ford. We haven't decided what we will do but definitely we will do something.

"What impressed about Mathias was he had never been on gravel before and had only done eight rallies in his life before today. If you look at the way Mathias has been developing it's



incredible.

"He was really impressive when he came into interview: he could tell us exactly where he could have lost time and why. For me a guy with only eight rallies under his belt – and under these very difficult conditions – to be able to analyse is again a very big talent."

The driving shootout was the second day of assessment for the 18 competitors from countries as diverse as Turkey, Greece and New Zealand. The previous day had been spent demonstrating fitness, psychological aptitude and media savvy.

Chris said: "I'm really pleased. For Malcolm to have come out and said that I'm really chuffed. Even getting second with these brilliant drivers from all over the world I'm really



Above and right: Contenders' driving was assessed by Malcolm Wilson, right, and two-times WRC champion Marcus Gronholm, left

honoured to get where I have. They were the hardest conditions: going from sheet ice to quite a lot of grip in the ruts and then you're on ice again – definitely the hardest thing I've had to cope with."



Above: Over the course of the two-day event, the contenders were subjected to four assessments: psychological, physical, media interview and a drive through Cumbria's Greystoke forest

Above: Matthias gets the good news. Chris Hart is to the right

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Current Marketing Programme

Models	Q1 OTR Price	Customer Saving	Free Equipment	Ford Credit 4.9% APR*
New Fiesta Zetec	£10,995	£500	Free Bluetooth	Yes
Fusion Zetec Climate	£11,395	£1,800	Free Bluetooth	Yes
New Focus Zetec	£14,545	£1,550	Free Bluetooth Free Sports Pack	Yes
C-MAX Zetec	£15,045	£1,550	Free Bluetooth	Yes
Kuga Titanium	£20,995	N/A	Free Bluetooth Free Appearance Pack	Yes
Mondeo Titanium	£20,045	N/A	Free Sports Pack	Yes
S-MAX Titanium	£22,195	N/A	Free Panorama Roof	Yes
Galaxy Ghia	£24,795	N/A	Free Panorama Roof	Yes

***4.9% APR applies to 2 Years Options and 1 & 2 Years Options Cashplan. For other remaining Options terms and Acquire, 7.9% is offered. Finance subject to status and available only to Retail and Privilege, not small fleet.**
For vehicles contracted between 1 January and 31 March 2009 and registered between 1 January and 30 June 2009.

Prize fighters

A team of eight men from Basildon including four Ford employees have won the first ever National Airsoft Competition to become the 2008 UK Champions. Participants in the combat sport eliminate opponents by hitting them with spherical non-metallic pellets launched from a compressed-air gun (or Soft Air gun).

A representative team from the 'Outcasts' swept the board at the Operation Thunderstrike event winning a series of military simulation activities on forestry land in Buckinghamshire. The event ran from dawn to dusk and included timed events and a knock-out competition. Beating a field of seven teams drawn

from across the UK, Outcasts drew from their armed forces and leadership experience to overrun heavily armed defensive forces in woodland, and urban areas.

As reigning champions, the Outcasts will go on to represent the UK in the international heats to be held in the Philippines next year, with group winners going on to fight it out in the finals in Hong Kong. Outcasts are now looking for sponsorship for equipment and training which will be needed if they are to succeed against other international champions, who are fielding professional anti-terrorist, police, army and SWAT teams!



Back row, from left: James Sadigh, Paul Barnes, Steve Palmer, Jack Tomkins. Front row, from left: Les Davidson, Gary Daisley, Brett Day, Deano Forsyth

Right: Gary Daisley in full combat gear on the hunt



Gearing up

Ford Cycling Club's intrepid members put shivering conditions out of their minds to contest the Eastern region Cyclo cross event. Though held at Davy Down, one of Essex County Council's country parks, the day was far from a picnic for competitors.



Ford Cycling Club member Trevor Taylor said: "A challenging and varied course had been designed featuring steps, gradients, ditches, grass and woodland over 1.2 miles. The proceedings kicked off in heavy icy rain for the youth event, followed by the under 12s, then veterans and ladies. By this time the heavy rain had transformed the hard frosty surface into a slimy slippery surface that was particularly challenging."

He added: "Special thanks should go to the park ranger, Steve Mitchell, for supporting the event. Roll on next year."

6-a-side Challenge

Entries are being called for Dunton's annual summer six-a-side competition to be held between May and August at the Basildon Sports and Social Club. There is an opportunity for up to 36 teams to participate but those hoping to be included must attend the AGM scheduled for Wednesday 25 February at Basildon Sports and Social Club. The



meeting is due to start at 5:15pm, the same time as the games will kick-off.

For further details please contact Chris Hart 8718 2708, chart1@ford.com

Golf champs

Whether you aspire to be the next Tiger Woods or can only dream of getting a hole-in-one, organisers of the Ford Interplant Golf Tournament want to hear from you.

This year's contest will be held at the 400-acre Sherfield Oaks golf club near Basingstoke, Hampshire, on Saturday 18 July. The day tees off with bacon rolls and caffeine, followed by play on two different 18-hole courses, with an interlude for lunch.

The tournament is rounded off with an awards presentation dinner in the evening. Tickets are £300 for a team of four. For more information, contact organiser Mike Needle on mneedle@ford.com, 023 8058 7709 or 023 8051 0160.

Sky Dive

Calling all wannabe 007s – fancy jumping out of a plane at 10,000 feet, all in the name of a good cause? The Juvenile Diabetes Research Foundation (JDRF) is looking for some brave souls to re-enact James Bond's leap from a plane in Quantum of Solace – by joining its fundraising skydive at Salisbury airfield. Parachutes will be provided – and great views of Stonehenge guaranteed.

JDRF's skydive, now an annual event, will be held on Saturday 25 April and participants need to raise £400 in sponsorship to secure a place. For more information, contact JDRF's regional fundraising coordinator Sue Perrin on 023 8058 6269.

Send in your completed Sudoku puzzle for a chance to be one of three winners of the 'Ford Capri' DVD by Duke Video.



Sudoku puzzle

Directory

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Sudoku puzzles are made up of nine boxes of nine spaces for numbers. All numbers from one to nine must be included in each box, and must also be present in each row and column. However, no number can be repeated in a box, column or row. Sudoku puzzles are largely solved (as above) by deducing where it is possible for numbers to appear by process of elimination. Noting numbers which could possibly fit in any one position as you go along can also help.

9	2	1	6	7	4	3	5	8
4	6	3	5	9	8	1	2	7
8	7	5	1	3	2	9	6	4
1	5	8	4	6	9	7	3	2
7	3	4	8	2	1	5	9	6
2	9	6	7	5	3	8	4	1
3	8	2	9	1	6	4	7	5
5	4	9	2	8	7	6	1	3
6	1	7	3	4	5	2	8	9

5			7	6		4		
			4					
6	2					8		
2				4		8	5	
9			2	7	8			1
7	8		3					2
		1					7	6
				3				
6			4	9				8

Send to: Ford News, 1/466, Ford Motor Company Limited, Eagle Way, Brentwood, Essex CM13 3BW. Winners announced in April.

Name.....
 Address.....

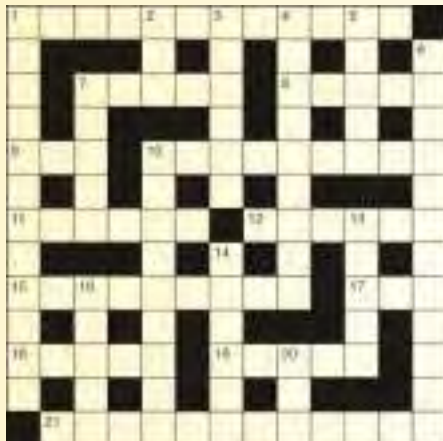
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Ford News is introducing sudoku on a trial basis. Let us know what you think - if you like it we'll make it a regular feature.

PRIZE CROSSWORD sponsored by



Warner Leisure Hotels are offering up to 25% savings on breaks for 2009. With live entertainment, some premier star attractions and a series of themed breaks, Warner Leisure Hotels are the first choice for adults in the UK looking for the ideal short holiday break. Prices are per person based on two people sharing half board Ambassador or Standard accommodation. Bodelwyddan Castle, North Wales, 4 March - live entertainment in the Late Lounge - 2 nights for £100. Cricket St Thomas Hotel, Somerset, 6 March - a Musical Celebration from the 50's to the present day in the Late Lounge - 3 nights for £199. Sinah Warren Hotel, Hayling Island, 9 March - live cabaret in the Late Lounge - 2 nights for £104. Corton Coastal Resort, Suffolk, 13 March - live entertainment in the Cabaret Diner - 3 nights for £124. **To book, Freephone 0800 1 388 399 quoting reference code 22GX9.**



Cryptic across

- 1 Presumably he's bent on breaking the law (4, 8)
- 7 Send a telegram for a conductor (5)
- 8 Language used in telling-off? (5)
- 9 She's among the candidates (3)
- 10 Dive for a weapon to use in the dark? (5-4)
- 11 A result of some consequence (6)
- 12 Raise a hand to a superior? (6)
- 15 There's a lot to be said for having it (9)
- 17 Tune you can't live without (3)
- 18 Board and fare (3, 2)
- 19 Quick with the beer about four (5)
- 21 Hardly descriptive of the time a final demand arrives! (3, 6, 3)

Quick across Quick down

- | | |
|------------------------|---------------------------------|
| 1 Fearful (12) | 1 Genuineness (12) |
| 7 Sorcery (5) | 2 Ovum (3) |
| 8 Corner (5) | 3 Shun (6) |
| 9 Finish (3) | 4 Laxity (9) |
| 10 Hazardous (9) | 5 Fashion (5) |
| 11 Emotional shock (6) | 6 Inefficiency (12) |
| 12 Rigorous (6) | 7 Channels of communication (5) |
| 15 Clients (9) | 10 Deceive (9) |
| 17 Idiot (3) | 13 Ordain (5) |
| 18 Translucent gem (5) | 14 Recluse (6) |
| 19 Power (5) | 16 Savoury (5) |
| 21 Accidental (12) | 20 Obtain (3) |

Cryptic down

- 1 A sort of split charge? (6, 6)
- 2 Some amicable form of transport (3)
- 3 It's not warmly remembered! (3, 3)
- 4 Unable to relax in a tile sale, perhaps? (3-2-4)
- 5 Abolish article missing from the yearbook (5)
- 6 Drink with railway-man who's not single! (6,6)
- 7 Rubbish preventing the aircraft being detected (5)
- 10 Lot can run off during the night (9)
- 13 Custom of employing American time (5)
- 14 Child reading part of Captain Fantastic (6)
- 16 Improper sort of route (5)
- 20 Anger of one taking spiritual instruction (3)

December solutions

Quick Across:
 4 Proverb; 8 Unison; 9 Against; 10 Precise; 11 Steady; 12 Share out; 18 Farewell; 20 Nausea; 21 Settle; 22 Already; 23 Stroke; 24 Instant.

Quick Down
 1 Suppose; 2 Liberal; 3 Polite; 5 Register; 6 Veiled; 7 Reside; 13 Off and on; 14 Destroy; 15 Altered; 16 Gallon; 17 Assent; 19 Events.

Cryptic Across
 4 Torrent; 8 Amount; 9 Effects; 10 Inroad; 11 Nieces; 12 Full load; 18 Tidiness; 20 Callow; 21 Eclair; 22 Inhabit; 23 Impend; 24 Wreath.

Cryptic Down
 1 Satisfy; 2 Mob rule; 3 Entail; 5 Offended; 6 Reeled; 7 Nether; 13 Outweigh; 14 Delayed; 15 Astride; 16 Banner; 17 Alpaca; 19 Income.

Send your cryptic crossword competition entry to Ford News, 1/466, Ford Motor Company Limited, Eagle Way, Brentwood, Essex CM13 3BW. Winners of the February prize crossword will be announced in April.

Name.....
 Address.....

 Post Code.....

The winners of the £20 prize crossword to be paid this month are:

Alan Flower, Inchbonnie Road, South Woodham Ferrers, Chelmsford, Essex. Richard Pickwick, Moulsham Drive, Chelmsford, Essex. Mr J Francis, Bassett Green Road, Southampton.

Personal

Alex Al-Soufi has advised that her father, William John Wright, who worked for Ford Motor Company Ltd from 1954 until 1982 in Dunton research centre as a foreman, passed away on 14 November.

Ann Barham and family would like to thank Ford Motor Company Ltd for the floral tribute sent on the sad loss of her husband, Michael H Barham.

Evelyn Gladstone and family would like to thank Ford Motor Company Ltd for the lovely flowers sent in memory of her late husband, Edward (Ted) Gladstone who died on 8 August. He worked at Ford for over 25 years in the Body Plant. He started on the presses and went on to forklift, hi-lo, tractor driver and then to overhead crane driver. He made many friends. He retired in 1992.

Madeleine Howard and family would like to thank Ford Motor Company Ltd for the floral tribute and condolences on the sad passing of her husband, George, who died suddenly on 20 September. George worked at the Swansea plant for 27 years starting work in the stores and retiring from PP&C as non-production stores analyst in 1992. Also thank you to his former workmates for their condolences. Madeleine would also like to thank Ford for its support at all times.

Mrs B A Woliter and family would like to thank Ford Motor Company Ltd for its condolences and flowers in memory of her husband, Roy, who died on 18 October. He is greatly missed by all who knew him.

Mrs Diana Marshall and family would like to thank Ford Motor Company Ltd for the beautiful floral tribute in memory of Peter who died suddenly on 20 September. Diana would also like to thank all who have sent messages of condolence, from ex work colleagues in China, Taiwan, Vietnam, Germany and, of course, Dunton. Peter worked at Ford for nearly 40 years before retiring in 2003. He was a fit man, full of fun, had a wicked sense of humour and he is desperately missed.

Mrs Pamela Lloyd and family would like to thank Ford Motor Company Ltd for the floral tribute sent in memory of her husband, Alan, who passed away on 24 October. Alan worked at Swansea Plant for over 30 years. He will be sadly missed by all his family and friends.

Olive Adams and family would like to thank Ford Motor Company Ltd for the lovely floral tribute sent in memory of George Adams who passed away on 22 December, aged 87. George worked in the paint shop at Halewood plant and retired in 1986.

Russell Murty and Jacquie Carter would like to express their profound thanks to Ford Motor Company Ltd for the floral tribute sent in memory of their father, Stan Murty, who died suddenly in September aged 88. Stan was extremely proud of his many, many years with Briggs Motor Bodies and then Ford Motor Company and he made a lot of long lasting friends.

Sheila Bailey and family wish to thank Ford Motor Company Ltd for its floral tribute sent in remembrance of her husband, Derrick, who sadly passed away peacefully on 15 December after a short illness. He spent 36 years at Ford in Finance and Tractor divisions and made many friends both at home and overseas. He will be greatly missed and always remembered.

The family of Robert Arthur Holmes would like to thank Ford Motor Company Ltd for the floral tribute sent following his passing on 8 December after a serious illness. Robert (Bob) was formerly a general foreman at Dagenham until his retirement in 1987. He will be sadly missed by his wife Jean and all of his family and friends.

Vivienne Roberts would like to thank Ford Motor Company Ltd for the lovely flowers in memory of her late husband, Ron, who sadly passed away on 11 November after a short illness. Ron joined Ford as an inspector at the former Rainham Research Centre, later moving to Halewood Plant in 1968 where he became quality control foreman. After 10 years as general foreman he retired in 1991. Friends will also remember Ron as a talented musician under his professional name of Andy Rickardo. He will be sadly missed by us all.

Holidays

CARP fishing, France, Mayenne. 5 acre lake with log cabin sleeping 4. Carp to 32lb. Grounds of 7 acres. £500 p.w. 01708 550126 or www.la-ridelee.co.uk

CYPRUS, Paphos. Cottages and beachside villas. Private pools. 020 8440 6219. www.sun dancevillas.co.uk

DEVON / Cornwall border. Three cosy cottages sleeping 2, 4 and 6. Situated in flowered courtyard with 11-acres of gardens and river meadows. Eight miles from beaches and coastal paths. www.carpenterstinnycottages.co.uk brochure, 01409 271288

DISNEY, Florida. Executive villa. 5 beds, 4 baths, pool / spa. Disney 10 mins. www.stayinourvilla.com. Brochure 07766 403375.

DISNEY five minutes drive. Executive 6 bed / 4 bath. Windsor Hills resort villa Private pool / spa. Games room. Free int phone calls www.mick eyatwindsorhills.com. 07956 503635.

FANTASTIC 4 bed / 2 bath villa, pool, spa. Disney 15 mins. Only £399 per week. 01420 474441 / john.powell@homecall.co.uk or visit www.bluehorizonvilla.co.uk

FLORIDA Home 15 minutes from Disney. Executive 4 bed 3 bath house sleeping up to 10. 30ft private pool. Fully equipped, air conditioned, games room with 8ft pool table. Close to many golf courses. www.queensgate house.com 01245 450022.

FLORIDA, Orlando. Disney 10 mins. Luxurious villa. 4 bed, 3 bath. Private pool / spa. Fully equipped. From £425 pw. 01245 441249. email ianandmaureen@tiscali.co.uk

FLORIDA. Delightful 5-bed (10) exec villa. 12 min attractions. 32ft s.f. htd pool. 2009 at 2008 prices. Peaceful location. www.rollsfamily.btinternet.co.uk Brochure 01702 512792. email rollsfamily@btopenworld.com

FLORIDA. Hamiltons Reserve. Disney 10 mins. 3-4 bed luxury villa. Own solar heated pool. From £325 pw. Sharon, 01702 549190.

LLANIDLOES, mid-Wales. Three self-catering cottages. Ideal area for walking, cycling, fishing, birdwatching, relaxing. Sauna and spa available. 10% discount for 7 day stays. Visit www.barn viewcottages.com or email jon@barnviewcottages.com or call 01686 413527.



Activities / Clubs

FORD Basildon Rendezvous Club, Gardeners Lane, Basildon, is now able to accommodate new members. Ford retirees can apply. Meetings take place on Tuesdays from 1.30 to 3.30. Day trips, shortbreaks. Further information from 01268 289763 or 01268 471181.

Camping/ Caravans

BAILEY Pageant Monarch, 2008 model, August. Only used for one two-week holiday. Complete with a mover, alarm, ALKO hitchlock, 2006 Bradcot full awning, burgundy / grey. £11,000. Whines, 01702 545074 or 07506 744118.

AWNING. Isabella Capri Lux 900 blue. Carbon X frame. Vgc. Used briefly for one season. £400 ono. 01206 751697.

Cars

BMW, 1995-N. Vandalised. Rear window and driver's door windows broken just to steal the radio. Runner prior to damage. Would cost £300 to make road worthy. No reasonable offer refused. 01708 851202.

MONDEO Ghia X, 2L, 5-door. Full electric. Leather seats. Excellent condition. S-reg. FSH. 72,000 miles. RS alloy wheels. Recon gear box, new camb belt. One lady owner. Tax and MoT to June 09. £2,000 ono. Younger, 0208 805 3429.

VAUXHALL Vectra SRI, 1.8 16v VVT, 06 plate. Built-in satellite navigation. Metallic sapphire black, alloy wheels, ABS, AC, AB, anti-theft, all electric. 32,000 miles. £5,095 ono. 07900 167851.

Cycles / Motorcycles

HONDA X8R-X. 50cc scooter. 52 reg. Red / black. Only 2,600 miles. £950 ono. 07809 665721.

EXTENDING table and four chairs. £50. William Laurence unit with cocktail cabinet. £100. Holt, 01268 785569.

HOTPOINT washing machine / dryer. One month old. Cost £375. Accept £250. Dyson Hoover, new ball type. £150. Cullis, 01708 552799.

SETTEES. Coopers 3-seater and 2-seater in excellent condition. £200 the pair. Don, 01277 622181 or 07501 444954.

SONY 26" silver television. Excellent condition. £50. Mahogany TV cabinet. Holds TV, video, DVD. £50. 01708 554809.

Miscellaneous

COLLECTION of over 60 limited edition Ford model cars. 1-43 scale. Include Escort, Cortina, Anglia, Fiesta, Capri, Granada, Consul, Puma, Sierra, Corsair. £650 plus postage. Mooney, 0151 289 2506.

DEHUMIDIFIER Compact 3 litre capacity. Perfect condition. As new. £30. Willis, 0208 597 2993.

HP DESKJET D2400 series printer. Brand new. Never used. £20. Stead, 01708 766790.

ESSE Solo cast iron electric stove. Florence Nightingale style. £30 ono. Collection of 170 first day covers between 1967 and 1976 along with various coins and proof sets. List available. Reasonable offers. Lee, 01702 205607.

Property

EASTWOOD. Between Southend and Basildon. Spacious 4/5 bedroom, detached house. Large lounge, dining room, front room, 5th bedroom. Fitted kitchen. G/F shower room. 60ft garden, garage, carport, summer house, greenhouse. Four good sized bedrooms, family bathroom. Three rooms have built in wardrobes and eaves cupboards. Many rooms recently redecorated. £305,000. No onward chain. Pinckney, 07949 541741.

FREE Tenerife timeshare (excluding cost to transfer ownership). Last week of July, first week of August for the next 56 years. Covers school holidays and also, normally Ford shutdown. One bedroom, fully furnished apartment, sleeps 4. Island Village Club, Adeje, close to Playa de las Americas. Only cost is the annual maintenance charges. Pictures available to view by email. See www.islandvillage.co.uk or call Dennis on 07801 042534 for more information.

ORSETT village. Well proportioned two bed semi-detached bungalow in quiet cul-de-sac. Own drive leading to garage. GCH, DG. No chain. Good order in and out. Nice gardens. £265,000. 01702 208077.

Competition Winners

The winners of the Duke Video competition in the November Ford News are:
L Pearce, Chris Nix, Mick Rugg, Bill Simons, and Stephen Ducker.

PLANS DRAWN

Extensions / loft conversions, including calculations.
01268 412431 or 0791 354 1382

FREE Classified advertisements

DESCRIBE the item(s) you want to advertise including the sale price. Add your name, address and telephone number and send to Ford News by one of the following methods.

Email: fnews@ford.com or jbird2@ford.com
Post: Ford News 1/466 Ford Motor Company Ltd Eagle Way Brentwood, Essex CM13 3BW

N.B. Holiday accommodation or business related categories are subject to charge. Please ask for a quotation.

Name

Address

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Tel / Mob

Item

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If insufficient space above please continue on separate sheet

Ford Motor Company Limited shall not be liable for the content or accuracy of any advertisement placed in the pages of this publication or accompanying the magazine, and nor shall it provide any sort of warranty/guarantee in respect of advertised products or services. All persons responding to an advertisement should exercise due care and diligence prior to making a purchase. The editor reserves the right to edit or reject any advertisement.

Lottery results

BRIDGEND

December draw. Cars were won by P Siddell, JR Owen and LH Porter.

DAVENTRY November draw. T Brown, £4,000. £100 each to NR Greer, D Holmes, S Hunter, DC Cooper, ST Deery, KF Rea.

ESSEX

23 December draw. Ka Studio won by E Miller. £1,000 each to MS Clifflen, RP Barfield, E Thompson, SB Sarbah and M Hawker. £750 each to A Woodward and M Singh. £500 each to BA Barker and C Sansum. £400 each to S Kaul and SD Marshall. £250 each to IS Roberts and G Ruck. £100 each to E Sankey, J Hall, PC Haney, JW Townsend, DG Kewell, A Francis, CL Stone, K Burke, SA McLean, R Beck, J Hatsell, SS Virdee, JA Macauley, BR Degerlund and MA Williams.

HALEWOOD

October draw. A Millar, £5,000. G Parker, £1,000. A Kayll, £800. RC Munsey, £750. JW Ward, £700. A Jones, £500. A Dunne, £450. D Kirk, £400. JP Flaherty, £350. C Pearson, £300. W Rivers, £250. GT Stogdale, £200. £150 each to S Gardner, A Litherland, KW Gage, IR Holmes and B Hatton. £100 each to R Charlesworth, GJ McNulty, R Mahoney, J McCall, J Nuttall, M Wright, J Mills, GW Brash, AJ Lowton, C Bauress.

November draw. B Fagence, £5,000. AG Low, £1,000. AG McMahon, £800. KK Windisch, £750. H Denison, £700. CJ Walsh, £500. T Collieran, £450. PG Smith, £400. B Molyneux, £350. J Cox, £300. AD Spendlove, £250. I Colquhoun, £200. £150 each won by SW Rourke, V Fenton, P Slack, D Lines and B Raw. £100 each won by AG Burnham, D Brown, W Clarke, RG Langan, HG Gill, J Roberts, G Morissey, RC Cornish, JT Moore and A Witherspoon.

SOUTHAMPTON

We regret that results from Southampton Sports & Social Clubs have not been received in time for publication.

For enquiries regarding lottery prizes please contact your local Ford Sports and Social Club coordinators on the following numbers:
Bridgend - 01656-672291. Daventry - 01327 305318. Essex - 0208 590 3797. Halewood - 0151 448 4262. Southampton - 02380-587638.

Your views on Ford News

We would value your ideas and suggestions for future issues. Please email us at fnews@ford.com or use the short form below and send it to:

Ford News 1/466, Ford Motor Co Ltd
 Eagle Way, Brentwood, Essex CM13 3BW

1. Are you male female
2. Are you salaried hourly contractor retiree
 dealer staff other, specify:.....
3. If working, which Ford location are you at.....
4. Age group Up to 24 25 to 40 41 to 55 56 and over
5. Please tick the areas that you would like to read more about:

<input type="checkbox"/> Ford vehicles	<input type="checkbox"/> environmental issues
<input type="checkbox"/> company news	<input type="checkbox"/> community and charity work
<input type="checkbox"/> motorsport	<input type="checkbox"/> sport
<input type="checkbox"/> human interest	<input type="checkbox"/> offers and competitions
<input type="checkbox"/> plants and offices	<input type="checkbox"/> classifieds / personal
6. Do your family and friends read the magazine? Yes No
7. If you have any comments please write them below (if insufficient space please continue on a separate sheet.)

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Official fuel consumption figures in mpg (l/100km) Ford Ka Zetec 1.3 Duratorq Diesel (75PS) & 1.2 8v Duratec (69PS): urban 54.3-44.8 (5.2-6.3), extra urban 76.4-64.2 (3.7-4.4), combined 67.3-55.4 (4.2-5.1), Official CO₂ emission 112-119g/km. Vehicle shown is Ka Zetec. 16" 5-spoke alloy wheels, metallic paint and rear spoiler are optional extras.

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