

IT'S OUR EXPORTS THAT MARK CONTINUING SUCCESS

The Chinese bring £30m order —and Avionics orders from China total £85m since 1980

GEC Avionics, the GEC company which has led the way since the 1960s in establishing high-technology business with the People's Republic of China, has now signed further contracts worth £30 million. The contracts are with the China National Aero-Technology Import and Export Corporation (CATIC), which has total responsibility, on behalf of China's Ministry of Aviation Industry, for imports and exports of aircraft and avionics.

The contracts with CATIC are for

the supply of a range of avionics equipment and support services. The equipment range has been specially designed for fitting to the Chinese Type 7 fighter aircraft and is the same as has been supplied under a previous major contract, signed in June 1980. It includes a Radar, Head Up Display, VHF/UHF Communications equipment, Air Data Computer and Power Supply.

The new contracts bring the total placed by the Chinese with GEC

Avionics to more than £85 million since 1980. The company, which is Europe's leading exporter of electronic systems for aircraft, has already won overseas orders worth over £250 million this fiscal year.

Our business with the Chinese began in the 1960s with equipment for civil airliners. Since then, the company has established support and manufacture within the People's Republic of China which has cemented good relationships at technical and commercial levels.

Nailsea Division's First Export Success

Power Conversion Systems Division has received a contract, initially worth \$146,000, from McDonnell Douglas Astronautics Company (MDAC), a division of the McDonnell Douglas Corporation, St Louis, Missouri, USA. It is for the design and qualification of a new power converter for the latest version of the McDonnell Douglas Harpoon missile, which will equip the Royal Navy's new Type 23 frigates.

PCSD's contract includes the option

for an initial production quantity of up to 750 units, adoption of which would bring the contract value to over \$1 million. It complements a good track record in producing a range of highly reliable power supply units which will operate in adverse environments.

The new power converter for Harpoon is designed to comply with the US Navy's latest reliability guidelines. It includes features which will permit operations in the demanding environ-

ment of naval service. Tests to ensure a high reliability and integrity will include rigorous pre-delivery environmental testing, involving random vibration, temperature/altitude and temperature cycling sequences.

The Harpoon missile, already proven in 7 years' service in a number of versions launched from air, sea surface or underwater, is regarded as the principal anti-ship weapon in the US Navy and 16 other operators world-wide.

ADD's Representatives go to Buckingham Palace



"The Master of the Household has received Her Majesty's Command to invite Mr Robert Eves, Mr Robin Sleight, and Mr John Read to a Reception to be given at Buckingham Palace by The Queen and the Duke of Edinburgh for Winners of the Queen's Award for Export and Technology in 1985, on Wednesday, 12th February 1986, at 6 pm".

And in response to those words in their official invitation, the three senior members of ADD are seen here as they set off for London. Thus the achievement of the whole of ADD received the personal accolade of Her Majesty, following the Presentation and Open Day last autumn.



MBE for Glyn Thomas



Glyn Thomas, General Manager, was awarded the MBE (Member of the Order of the British Empire) in the New Year's honours list. The award is in recognition of his work as a founder and the Chairman of the Medway Enterprise Agency since it was established in 1982.

In the Agency's first three years of operation, it created over 2,000 jobs in the Medway Towns, through new businesses and through job saving and business counselling activities.

Glyn's contribution as Chairman of MEA has brought the Agency's outstanding success in helping to counteract the effect of major industrial closures in Medway, including HM Dockyard. The Agency, sponsored equally by Rochester-upon-Medway City Council, Gillingham Borough Council, the Medway & Gillingham Chamber of Commerce and by companies in industry and commerce, has received backing for its second three-year term, starting last April.

Glyn's duties with GAv include responsibility for Rochester's worldwide product support, and corporate responsibility for developing company premises and the operation of the airport. Of particular significance, however, is his general mandate as the executive to lead the company's widespread support for local affairs at Rochester. In this capacity, he became Chairman of the Industrial Division and a main board member of the Medway & Gillingham Chamber of Commerce.

The investiture will be towards the end of March; our congratulations go with Glyn for that occasion.

FCD Presents PHOENIX to the Army



MGO Visit

On the 14th January 1986 the Master General of the Ordnance, Lieutenant General Sir Richard Vincent KCB DSO visited Rochester to receive a presentation on the Army's new surveillance and target acquisition system—Phoenix.

Army Presentation

On the following day some 60 Army Officers and officials from MoD were invited to the company to see the equipment display and receive a formal briefing on Phoenix. The equipment, assembled in and around the conference centre, included an A Model Air Vehicle, a Ground Control Station mock-up and a Ground Data Terminal Trailer. The prototype Air Vehicle which is due to start flying trials in March was delivered to FCD in December 1985.

First Anniversary

This Phoenix activity coincided closely with the first anniversary of 11th February 1985, when FCD won the Phoenix contract. The programme is well on schedule to meet the Army's in-service date.

**GAv Open Lecture
by
Astronomer Royal**

March 7th—See Page 6

GEC Avionics News

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Volunteers should offer their service through Divisional Administration Officers or direct to the Editor.



ADVENTURE CALLS— ROUND BRITAIN EXPEDITION 1986

Richard Elliott is 22, lives in Gillingham, and is a Quality Technician working in AS and RD.

During the Summer and Autumn of 1986, Richard (with two friends) plans to paddle around Britain and Ireland.

Richard said "Sea Kayaks have been paddled around the British mainland and around the Irish Coast, but the challenge of a single expedition undertaking a single circumnavigation of the British Isles has yet to be accomplished. Between April and October of 1986, a team of three canoeists from Gillingham Canoe Club, consisting of myself and two friends (Bill Taylor and Mick Wibrew), are going to take up that challenge.

Without land support, we will leave the River Medway in single-seat Sea Kayaks carrying full expedition and camping equipment in mid-April and follow the coast in a clockwise direction. We intend to make a crossing by canoe to Ireland and up the West Coast, cross to Scotland via the North Channel, and continue on round the British mainland to finish in Chatham in October".

Richard has been canoeing seriously for 8 years, during which time he has gained extensive white water experience in Britain and in Europe. Richard is a keen marathon canoeist, having competed several times in the gruelling international race from Devizes, Wiltshire, to Westminster, London. Last

year Richard completed the race in under 20 hours, finishing seventh out of a total of 180 entrants.

Accompanying Richard around Britain are Bill Taylor, 38, a teacher and Mick Wibrew, a landscape gardener. Both have extensive experience of sea expeditions.

Richard said "The major problem over the 5-6 months we expect the expedition to take is money; during this time we will not be receiving pay, and we expect the supplies and equipment to cost in the region of £9,000. We are urgently seeking sponsors for supplies and equipment, so that we can make the attempt with adequate equipment".



On completion of his expedition, Richard hopes to rejoin the company in AS&RD.

A Letter of Thanks

I would like to thank all those concerned for their kindness and consideration to me and my daughters, during the last few weeks.

The collection that was made throughout the company was most thoughtful and much appreciated.

With my most grateful thanks.

Rosemary Putt

Radio Kent 1985 Childrens' Toys Appeal

In recent weeks Aviation Service and Repair Division have held a collection on behalf of Radio Kent's Toy Appeal. With the assistance of all other Divisions they have collected a grand total of 15 paper-sacks of toys, with extra boxes and parcels. In addition to a marvellous collection of 'cuddly toys', books, puzzles, games etc. there have been gifts of items such as—a digital wristwatch, calculator, record player, a full-sized drum kit, a large elephant and several other large soft toys, teddy bears etc.

Mrs Jo Stone AS&RD Engineering who organized the collection wishes to thank everyone who contributed throughout the Company, with special thanks to colleagues who gave up lunch-breaks to assist in decorating the foyer of AS&RD as a 'collection point' and bagging the toys. They would also like to thank Allders of Chatham for their gift of two Father Christmas cut-outs to assist in making up the foyer decorations.

Can You Save A Life? If someone collapsed— could you cope?

Members of the Surgery Staff are willing to give their time for about two hours on one evening, to train willing and interested members of GEC Avionics to be proficient at recognising a situation where resuscitation is required, and skilled in the practice of resuscitation. Practical instruction, as well as theory—in the way of booklets and a film—are planned, and on completion of the evening a letter of attendance will be issued.

If you are interested, please contact the Main Surgery on 2675 to leave your name, Division, and Internal telephone number, so that dates and times can be arranged.

Pickfords Travel Desk

Remember that Pickfords Travel have a travel desk in the Main Canteen every Wednesday from 12.00 until 1.30 pm. They offer a 5% discount on most holiday packages and can provide help and advice on holiday bookings. Short breaks, day trips and coach bookings are also undertaken. Any further information regarding this service can be obtained from Christine Carter in the Personnel Department on ext. 2776.

YTS interest from China



On 9th December two visitors Madame Zhang You Yung and Madame Su Erwen of the People's Republic of China visited the company to see our Youth Training Scheme in operation. Also in attendance were local Manpower Services Commission Officers. They talked with trainees at their workplaces and were interested in varying aspects of their programme and work experience.

In picture from left to right: front row; James Jasper, Craig Taylor, Madame Zhang, Madame Su, Louise Wood. Back row; Sue Roberts (MSC), Ruth Lambe (MSC), Don Short Training Officer, Donna Holloway.

Don Short would be pleased to supply details of the scheme to those interested.

Tulip Time In Holland Visit the Bulbfields In Full Bloom

Luxury Coach From
CHATHAM
9th MAY 1986
4 DAYS

£82

Price Includes:
Hotel with Bed & Breakfast,
All Rooms with Facilities,
Excursions to Kevkenhof Park and
Amsterdam. Plus Insurance.

£500 REWARD OFFERED

The company have allocated £500 to the Suggestions Committee to be awarded to the—
'Suggestion of the Year'

During 1986 and the following years the committee will be assessing each entry in terms of effort, originality and relevance to the contributor's normal duties, to determine which idea or ideas should be chosen as the Suggestion of the Year. The lucky employee(s) will receive an additional award of up to £500.

In addition to this it has been agreed that the formula for calculating awards will be changed to increase significantly the financial reward for all accepted suggestions.

Don't let your ideas be wasted

Send them in on the special forms which are located by the Suggestion Box near your place of work and you could win this extra £500 plus an increased award for your suggestion.

SNOOKER SUCCESS

Twenty-two year old **Nigel Crucefix** proudly displays a trophy he won in November as a semi-finalist in the Southern Deaf Association Snooker Knockout Competition, held at Portsmouth. This is a notable achievement among Nigel's many interests; besides his membership of Chatham Snooker Club he also enjoys the Avengers Badminton Club, plays a fair game of chess, and is a member of Gillingham Deaf Club and Rochester Rotaract Club. Deaf since birth, Nigel is now a Reprographic Assistant in Central Reprographic Dept which he first joined for the second part of a year's YTS training—the first 6 months were spent with Rochester-upon-Medway City Council. Before that, Nigel was educated in Partial Hearing Units at several normal hearing schools, obtaining several 'O' Levels and CSE subjects. That was in the Bath area since his father Malcolm was representing IND at MOD (Navy) before returning to Medway and ADD Logistics in 1982.



HIKING FOR CHARITY



Following last issue's account of **Martin Weller's** donation to Central Charities Fund, he writes: "Plans have changed and this year's hopes are for 23rd August, when I set off for North Wales and a town called Prestatyn. I will then commence my hike down Offa's Dyke to the Severn Bridge (176 miles) finishing on 7th September. For this journey I will be accompanied by **Peter Knapton, Guy Gibson and Keith Barnett**, all from ADD.

I have decided this year to put all raised monies towards one specific charity. I have therefore chosen to attempt to raise £1000 to buy and train a guide dog for a person living in or around the Medway Towns. This, you will appreciate, is a mammoth task and we will be seeking sponsorship from individuals and organisations locally."

Refurbished Snack Bar is now in full swing

During many months of rearranging, construction, and decoration the Snack Bar has maintained its service, but now the work is complete and a number of improvements are making an effect. The most obvious is the new layout and counters, with carpeted areas, small tables and a restful colour scheme. Next, customers are finding a much greater range of dishes available, some changing each day, and a welcome innovation for the health-conscious in particular is the choice of salads available for the first time—probably these will get even more popular as summer approaches. On the 'hot' side, items such as cottage pie or lasagne—with chips—in individual portions are ready or can be quickly heated by microwave, and the popular beans and cheese on toast have been transferred from the main canteen.

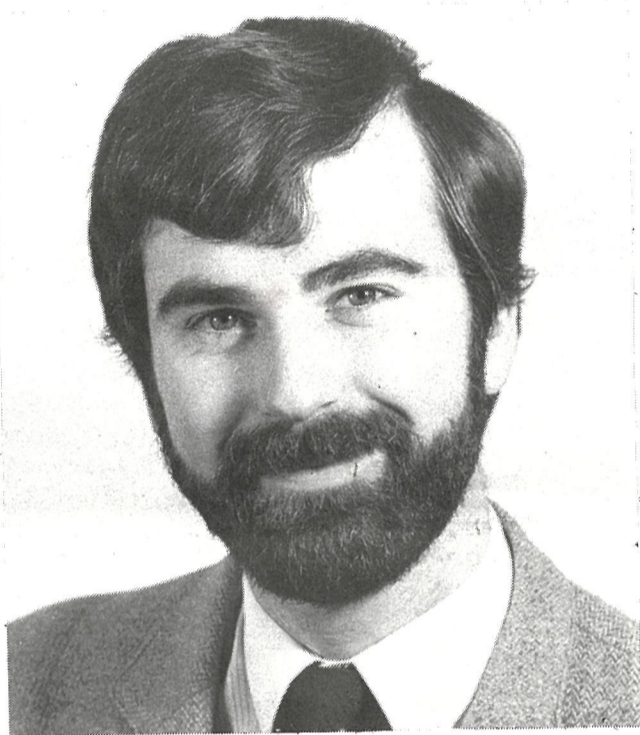
The whole area is now far more pleasant to visit, either for eat-in or takeaway. The seating, almost all in non-smoking areas and without the notorious draughts, is busy most of the time and seems to be coping with the inevitable peak times and an increase already noted in the number of customers. Queuing will never be eliminated but does appear to be less than before.

One or two snags will be ironed out, but they may be the fault of ourselves anyway. An appeal is made for the return of cutlery and condiments which have been removed with take-aways—plastic non-returns are available on request.

Bill Gostling and his staff are justly proud of their improvements, which were largely carried out by Works Engineering. And the prices are the same!

Come and see—and tell your colleagues. And if you have any constructive criticisms or suggestions, let Bill know.

On the move



Later this year **Julian Buckmaster** moves to GAv Inc in Atlanta to provide support for F5 HUD software.

He joined the company in September 1982 as a Software Engineer in CACD after graduating from the University of Newcastle upon Tyne. After working on flight control software for AM-X and P110/ACA/EAP for 14 months he moved to GAv Rochester's Training Department to provide technical training for adult technologists. His motivation for this was to see software in a wider context and to develop personal skills such as self management, interviewing and, of course, administration. A wide variety of activities including discussions with staff across all divisions to identify training needs, working with technical colleges and universities to identify sources of technical expertise to support courses, delivering training both in conventional mode and using video teaching aids and selling the Training Department's services, have all contributed to his achieving this aim—and more.

"I consider that Julian has helped by bringing the perspective of the young engineer into his work as a training officer and what he has learnt with us will benefit him in his future engineering career."—David Pery—Manager, Training Services.

GEC Avionics (Rochester) Long Service Association

The following new members have been welcomed into the Association recently.

A.J. Cooper ISD, **M.A.H. Martin** AS&RD, **B.T. Box** GSD, **B.J. Rogers** Personnel, **T.R. Lawrence** ATE, **W.E.F. White** ISD, **R.J. Derrett** AS&RD, **E. Insh** GSD, **D.W. Raymont** ATE, **N.H.A. Coates** GSD, **C.G.L. Pegg** CACD, **A.B. Reffell** ATE, **W. Bray** GSD, **J.H. Wilkie** ISD, **J.M.H. Jamieson** PSD, **C.W.B. Whitehead** GAV, **J.G.E. Dawes** AS&RD, **J. Quayle** MASD, **J. Hockney** AS&RD, **C.J. Jasper** GSD, **L.E. Prettyjohns** ATD.



Do you live in
Canterbury
4th Person required for
Car Sharing Scheme
John int. 2812



LIFT WANTED URGENT
FROM LUNSFORD PARK, LARKFIELD AREA.
TO MAIN FACTORY
FLEXI HOURS. SHARE COSTS
MRS. J. HILL. MASD. TECH PUBS EXT. 2015

WHO'S AT OPEN UNIVERSITY?

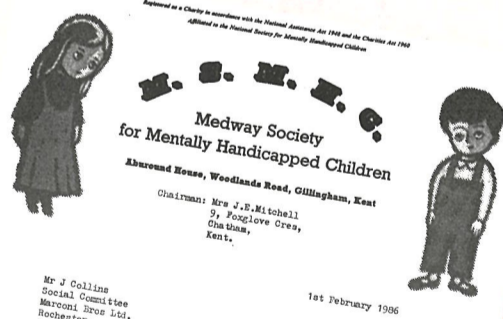
We suspect that within GAV there are many people taking on degree courses, other than career-related ones already known to and registered by the company.

For example arts or social science orientated courses are of wide interest, and employees or their relations may wish to share their progress and experiences with readers. Particularly at this time of year, when new students are considering enrolment, it can be most helpful to know of people on any of the OU courses who are willing to help and advise on choices.

Let's hear from you—don't keep your achievements to yourself! The Editor would like to publish any information received on degree awards or indeed any progress made by employee students—existing or prospective—or maybe just put people in touch with each other.

Hampshire Convalescent Home Grange-over-Sands, Cumbria

Contributions to the Hampshire Convalescent Home will increase with effect from 26th April 1986 from 5p to 6p per week; increased deduction will automatically take place unless individual members notify the Company that they wish to withdraw from membership of the scheme.



Dear Jim and Friends,
Once again I write to you all to say thanks for giving our kids such a wonderful afternoon, every year it seems to go so well, as you said it is the best party of their life, the kids enjoy themselves our visitors love to see the children.
To all the members of the social Committee what a wonderful pantomime you did for them and to the Band who played so well, what else can I say but our very sincere thanks to you all, God willing we shall all meet once again next year, it is something worth waiting for.
Yours Sincerely,
John Mitchell
J Mitchell

Church and Industry

John Aplin, a Senior Engineer in Flight Controls Division, has been appointed to an important office in the local church community—that of Lay Pastor at Emmanuel Congregational Church, Walderslade. This follows many years combining his personal faith with the demands of an engineering career.

John Aplin, BSc(Eng) ACGI, joined GAv by a very circuitous route, mostly caused by graduating in aeronautical engineering in 1971 when Rolls-Royce went into receivership—no jobs for graduates in aero engineering. He worked variously as laboratory technician, gardener/groundsman at Cricket St. Thomas Wildlife Park, used as the setting for 'To The Manor Born', student evangelist at Bible College, post graduate research student (at Bristol University), and self-employed salesman, before arriving at Marconi-Elliott Avionics Systems Ltd. John started as Systems Engineer at FARL in 1977 and quickly showed a 'flair' for picking up unusual and interesting projects, probably because of his unusual and interesting background, especially anything associated with the aircraft aspects of our business. He developed an interest in flight control, navigation and guidance, working on several simulation exercises for FARL and FCD. He was involved in the death-throes of the Supervisor Remotely Piloted Helicopter programme, a joint Westland-Marconi Avionics project, spending time on site at Yeovil, very conveniently only 13 miles from his parent's home; his first

child was only 6 weeks old at the time, so 'Granny' was able to see a lot of his early development. After Supervisor, John became involved with GAv's Machan UMA (unmanned aircraft) programme. He produced a real-time simulation of the aircraft dynamics, used to test hardware and software at the flight control system and began to specialise in UMA technology. In June 1983 he moved to FCD as Principal Systems Engineer to work on Competitive Engineering Design, then contributed to Flight Trials work, and to the proposal to MOD in June 1984. The contract was awarded in February 1985, and John was appointed Systems Manager in the Phoenix Team. In November he was appointed Project Manager and Deputy Programme Manager for Phoenix, with Tony Bargery, Programme Manager.

John still managed to find 'spare time' for Christian activities, e.g. as local preacher in the Methodist church. But Christianity, he feels, is not a part-time occupation—it involves commitment in all areas of activity, especially at work. Last November John was asked by Emmanuel Congregational Church to become Lay Pastor, to fulfil the spiritual leadership role of minister/vicar, but still keep a full-time job. His commissioning service was on February 1st, to be officially 'pastorised'. Emmanuel Church is probably the nearest church to the factory, and will be well known to many. All are welcome at the services, and John looks forward to meeting colleagues at the church.

Has anyone seen ADD?

The years keep swiftly fleeting
— We have snow and mist and rain,
Then comes the silly season
— We're on the move again.

In ADD Production
— It's a job to settle in,
No sooner have we grown our roots
— We pull them up ag'in.
They used to call us DAD
— Before they changed our name,
Then we trekked across the airfield
— Thus began the moving game.

Some of us still remember
— In the dim and distant past,
Being told, "Don't worry lads"
— "This move will be the last"

It didn't work out quite that way
— We don't suppose it will,
We bet in 25 years' time
— We'll be a-moving still.

We moved into the Towers Block
— A shop floor bright and new,
But like the snows that melt in spring.
— Those days were numbered too.

Production grafted cheerily
— Oh! what a happy band,
"They" said "My word. Your output's great
— We really must expand."

So once more, man the trolleys
— The barrows and the trucks,
Load up your wire and soldering irons,
— And your sticky pots of flux.

What joyous times we did enjoy
— Us fellows and the wenches,
No better pastime can there be
— Than humping racks and benches.

Then came the move to end all moves
— Excitement filled the air,
We were honoured to be residents
— Of the "Super New Corsair".

Alas! It's goodbye Corsair Building
— We've all enjoyed our stay,
We loved your smart surroundings
— But we've got to move away.

Well they've started laying odds now
— Though there's not a favourite yet,
Boreham Wood? or Nailsea?
— No!... ATLANTA'S my best bet.

Anon

QA Apprentice of the Year

A regular event in the time leading up to Christmas is the annual presentation of the Charles Berry Quality Assurance Award to the apprentice judged to have made the best progress in QA.

This year's winner was **John Elliott** from ADD, a division which has provided a steady stream of successes in this competition. Charles Berry—previously on-site representative of the US Department of Defense—said how pleased he was at the company's successes during the year, notably in the USA; he felt that the QA departments keeping the standard of our products up had much to do with the record. John Elliott thanked the members of management involved in his selection and the various tutors and colleagues who had trained him. Seen in the picture with John and Bill Alexander are the runners-up **Scott Drayton** of ADD and **Donna Robinson** of MASD.



MASD SOCIAL SECTION —TRIP OPEN TO ALL

Austria

Delight in this 9 day (8 nights) tour with 6 nights in the beautiful Austrian lake district. Spectacular scenery is a major highlight of this holiday with visits to Vienna, the 'City of the Waltz' and the Alpine splendour of Salzburg, the 'Sound of Music' city — all included in your holiday price.

WITH FREE EXCURSIONS TO:
VIENNA
SALZBURG
ST. WOLFGANG



Austria (Hotel Austria) — 8 nights with 6 nights dinner, bed and breakfast in the resort. Prices are per person and in £s.

Departure date
25th May
(Includes Bank Holiday)

Price
£135

Contact
ROD COLE 2015
OR
MEDWAY 48282

Single room supplement
£20

Children 10 years and under sharing room with 2 adults — 1st child 50% discount, 2nd child 25% discount.

Optional Insurance
£10

MASD Pub SUPERSTARS 1985

Following the successful 'Superstars 85', where the bodily fit members of staff of MASD showed their paces, it was decided to organise an event where those who were not so bodily fit might exercise their talents — PUB SUPERSTARS '85 was born.

During three Monday evenings in October thirty-two ladies and gentlemen from the Division competed in a knock-out competition in each of five events: Darts, Bar Billiards, Dominoes, Draughts and Cribbage. Points were awarded dependent upon when a person left the competition — 10 points for a winning finalist down to 1 point for being knocked out in the first round. Prizes and certificates were awarded to each event winner, the lady scoring the most points, the overall runner-up and the overall winner. Divisional Manager Laurie Hampson made the presentations.

With five competitions going on at once, the Steward was kept busy ensuring that competitors were available on time to play their next game. According to our Mathematics 155 games were played on the three evenings.

The event was held at the Dragoon Public House in Maidstone. The landlord allowed us to take over much of the pub and all of his games facilities for the three evenings. The pub staff were extremely hospitable and were continually on hand to encourage, advise and to poach good players for the various games teams organised by them.

Hidden talents emerged in many events. This was interpreted by the less frequent pub-goers as the deliberate hiding of the products of a mis-spent youth — the rule applied being that the distance a person proceeded into a competition was directly proportional to the amount of time they had spent in hostilities between the ages of 18 and 21.

There was no clear winner to the competition after each event had been completed. Paul Cooper and Chris Acaster tied for first place with 25 points. Following hasty consultation by the organising committee it was decided to allow the winner of a coin toss to choose an event for a single leg play off. Chris Acaster won and chose dominoes. The play off was not a

cut and dried affair. Chris went into an early lead but Paul caught up well to be narrowly beaten by only two points over a leg of 61 points.

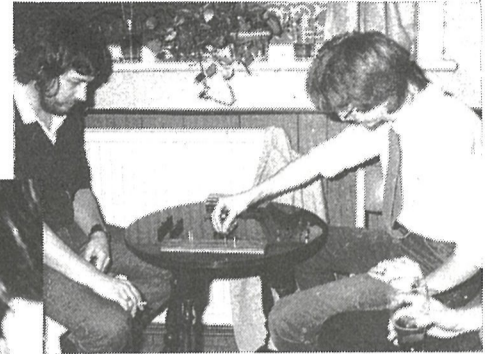
Perhaps the significant fact to emerge from the competitions was the ability of the Contracts and Purchasing staffs to maintain a state of suspended animation for minutes on end. Some of the cribbage dominoes and particularly draughts matches seemed interminable — forty minutes for a single leg was not uncommon. This prompted one observer to

request that chess clocks be introduced in future years. It should be added that on several occasions the state of dormancy was due to misunderstandings, the impasse being resolved by one player shouting "Oh!, I thought it was your turn!"

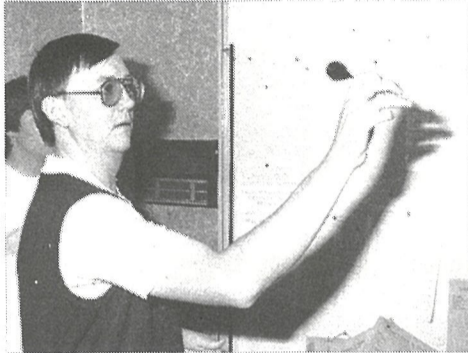
All who took part apparently enjoyed themselves, if the feedback received has been interpreted correctly. In view of this we are sure that PUB SUPERSTARS will be part of the MASD social calendar for years to come.



Dave Rose demonstrates the stance which is still a topic of conversation in Maidstone.



Study in concentration (or has he 'nodded off') as Dave Prosser (left) wins the Dominoes Title.



Andy Hughan during countdown to missile launch.



Alvin Brown showing the enthusiasm that enabled him to win the Draughts Title.



Ladies Winner, Alison Dorrell.

MASD Pitch and Putt

During the wintry summer months MASD held a Pitch and Putt competition.

It was open to both men and women, golfers and non-golfers; with 57 men and with a bit of coaxing 15 girls entering it was already proving to be an entertaining competition.

The competition entry fee was 50p purely for trophies and a shield for, we hope, future years.

The draw for the partners was carried out by Gary Turner and myself, and with no real favourites coming to light, it was going to be a close competition.

To make it a little more competitive all the girls were

allowed one stroke per hole, this proved exciting for Tubs (Trish Kitney for those of you who do not know her as Tubs) who was stroking her partner (Peter Carrington) all the way round.

As the competition got under way budding Arnold Palmers were coming out of the woodwork and non-golfers found hidden talents.

With three mixed partnerships making their way through to the quarter finals, the matches that were being played at Snodhurst Hack and Putt course were becoming much more difficult with the stroke a hole that girls were receiving.

Some really hard fought matches were taking place with Edna Curtis and Kevin Restell just losing to Ian Anderson and Steve Loader (the eventual winners) on the 18th hole. Adam Bridge and Hilary Webber being 3 down with 3 to play (dormy) against Ron Scriven and John Cayzer then winning 16, 17 and 18 and clinching the match on the second extra hole.

As my partner left the company, I thought it my duty as organizer to pull out, not to mention the harassment I got from the D.O. This put John Key and Colin Jeffries through to the semi-finals, but due to home commitments and sickness John and Colin were unable to make any firm arrangements for the game with Ian and Steve. Therefore, John and Colin conceded and Ian and Steve went through to the final. The other semi-final was between Hilary Webber and Adam Bridge v Ian Attoe and Glen Watson; the latter pair stormed off to a 3 hole lead but when Hilary found her length, they came back, but not enough to make up the difference and in the end Glen and Ian won by three holes.

At last we reached the final which was between Ian (through the green and chip back) Anderson and Steve (I am not really nervous its just the way I walk) Loader, v Ian (Flashstick) Attoe and Glen (I'd rather be fishing) Watson. The match was played at Deangate Pitch and Putt course and a very close one indeed, nip and tuck all the way round with Ian and Steve one up with one to play, and Ian and Glen needing to win the 18th forced extra holes. Glen needed a 2ft putt to halve the game and go back to the first, but unfortunately due to the immense pressure of being MASD Pitch and Putt winners the ball just trickled past the hole and left the 1985 winners to be Ian Anderson and Steve Loader.

Andy Hughan

Prize winners received their just rewards from Laurie Hampson.

Overall Winner	Chris Acaster
Ladies Winner	Alison Dorrell
Overall Runner-Up	Paul Cooper
Darts Winner	Andy Hughan
Bar Billiards Winner	Dave Rose
Dominoes Winner	Dave Prosser
Shove Ha'penny	Paul Cooper
Draughts Winner	Alvin Brown



Winners congratulated by Laurie Hampson. Steve Loader (l) and Ian Anderson.



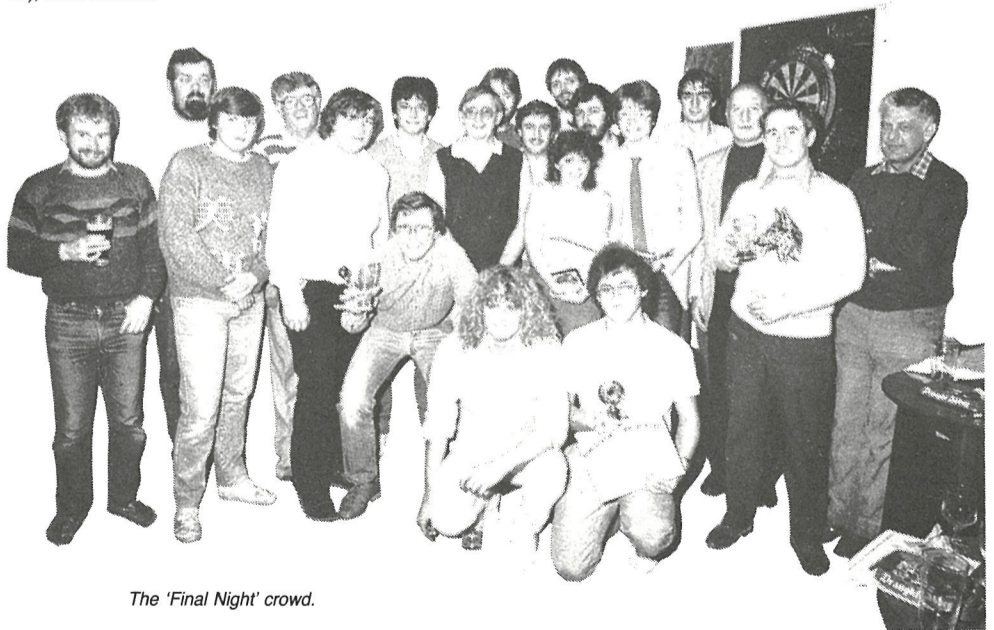
Ian Attoe (l) and Glen Watson.



Overall Winner (and for being the only competitor to wear a tie), Chris Acaster.



Overall Runner-up, Paul Cooper.



The 'Final Night' crowd.

Institute Honours GSD Marketing Executive

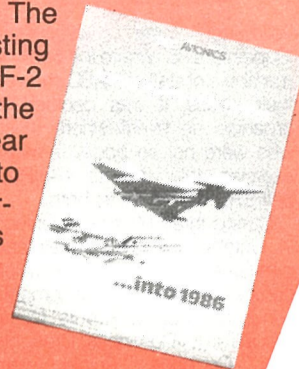


Dennis Halliwell has been awarded Fellowship of the Royal Institute of Navigation, a distinction which is given to very few people each year, and fewer still to those working in industry. The honour is for services to the art and science of navigation and Dennis's citation stated that he has made valuable contributions as a professional navigator, a procurement adviser, a manager of systems studies and

development and as a vendor of systems for sea, land, and air use, both civil and military. Dennis's career has included 19 years in the RAF, some of which was at RAE Farnborough, 12 years with Decca, and 18 months as a teacher. He joined GAV nearly 2 years ago. In the picture, Dennis is seen admiring his certificate with his wife June and J.E.D. Williams, President of the Royal Institute who made the presentation.



This picture, which readers (or their children) might like to have as a wall poster, was made up by Ken Jordan and his Photographic Section in AS&RD for use on the front cover of the 'Annual Review of Activities... into 1986'. The montage is of an existing photo of the Tornado F-2 ADV, and of a model of the EAP due to fly this year and to be developed into the European Fighter Aircraft. The model was photographed suspended from a crane, on one of last years few fine days on the airfield.



Astronomer Royal to Visit Rochester

Professor Graham Smith, Astronomer Royal and Director of Nuffield Radio Astronomy Laboratories at the University of Manchester, is giving the GEC Avionics Open Lecture at the University of Kent at Canterbury on Friday 7th March. His subject is "Pulsars as Clocks".

Prior to the Lecture, Professor Smith is visiting Airport Works with some members of UKC Lectures Committee. A number of senior managers including Dr O'Kane, Mr Pateman, Mr Hearne, Prof Shepherd, Mr Reese, Mr Collinson and Mr Sleight, and Mr Byatt from Avionics Research Lab at Baddow, will be presenting some aspects of avionics research and development, achievements in head up displays including the use of holograms, and in thermal imaging.

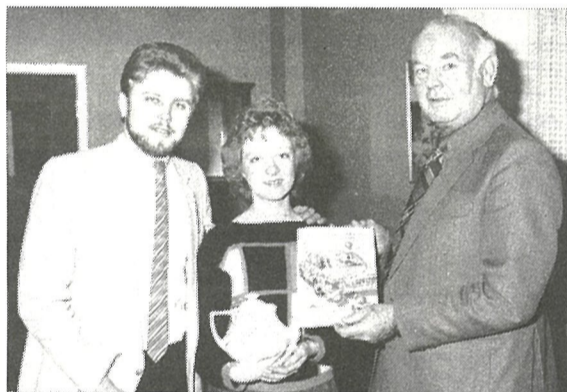
The visitors will also be told of the company's involvement with work and sponsorships at Universities, and will visit Airborne Display Division.

GAV engineers and anyone interested are welcome at the Open Lecture, which is at 6.00 p.m. in the Cornwallis Lecture Theatre, part of the Gulbenkian Theatre Block on the UKC campus.

Congratulations

Marriage

Julie Harrison, formerly ADD Receptionist and now Secretary within ADD QA, was married to **Andrew Hunter**, another ex-apprentice and QA Engineer in ATED. The wedding was at Bredhurst Church in December, as mentioned in the last issue.



Births

Nurse Moyra McCulloch-Smith, pictured last issue, had a baby boy Jacob on 22nd December.

Karen Moss (née Short), who has worked as Vacation Trainee in AS&RD and Gyro Divisions, presented her husband Gary and Grandpa Don Short, Training Officer, with a son Warren shortly before Christmas.

Myra Clymo, seen here with her boss since 1980 Peter Carrington when she left in November, has now had a baby boy Daniel William, born on 20th January. In earlier years as Miss Bridger, Myra had worked in IND, until 1973. (A)



Engagement

More romance in ADD. **Kim Watts** Secretary to the Materials Controller, is engaged to **Andy Baker**; and **Ian Blackman**, Senior Buyer, was married to **Phillipa Woods** at St. Mary Magdalene, Gillingham in November.

Future events

Margaret Smith, Word Processor Operator in ADD QA has left to start a family; she is seen here with QA Manager Alan Dane and her husband Martin, who was an apprentice, who progressed to Senior QA Engineer, and now works for Rank Electronic Tubes who supply many of ADD's HUD components. (B)



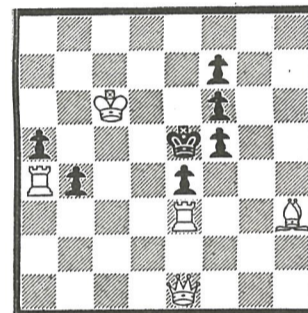
It is with a mixture of happiness and sadness that we, in Accounts, say goodbye to **Dawn Sutton** who has worked with us since 1978. Well known for her Monday morning catch phrase "a week on Friday", Dawn will be much missed. However, we wish Dawn and John and baby due in February all the very best for the future. (A)



CHESS PROBLEM

Problem No. 2

White to play and mate in two moves

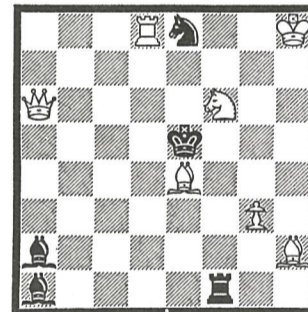


Solution to Problem No. 1

White to play and mate in two moves.

Key 1 Rb3! Waiting
1... Ke6 2 Qxe4 mate
(set 2 Rxe4 mate)
1... Kd4 2 Qc3 mate
1... Kf4 2 Qg3 mate
1... Pe3 2 Qxe3 mate
1... Pf4 2 Qa1 mate

The key-move to hem in the Rook at a4 appears non-sensical, but White cannot afford to let Black play 1... Pb3. The Rook exists solely to pin the Black Pawn at b4 after 1... Kd4.



Problems and solutions are reproduced by kind permission of Elliott Right Way Books, Kingswood, Surrey, Publishers of "Pick of the Best Chess Problems" by B.P. Barnes.

Chris Richardson-Smith, Secretary in MASD receives good wishes from her boss Andy Cavill when she left to prepare for the happy event. Her husband **Mick** who is a PAO in MASD looks on.





cheer

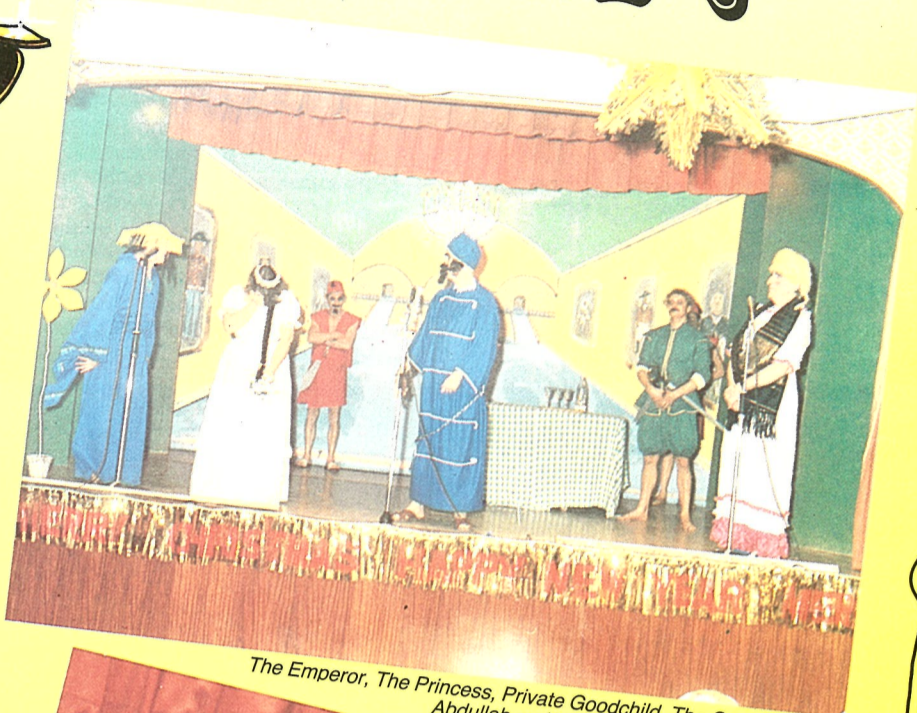
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ALADDIN

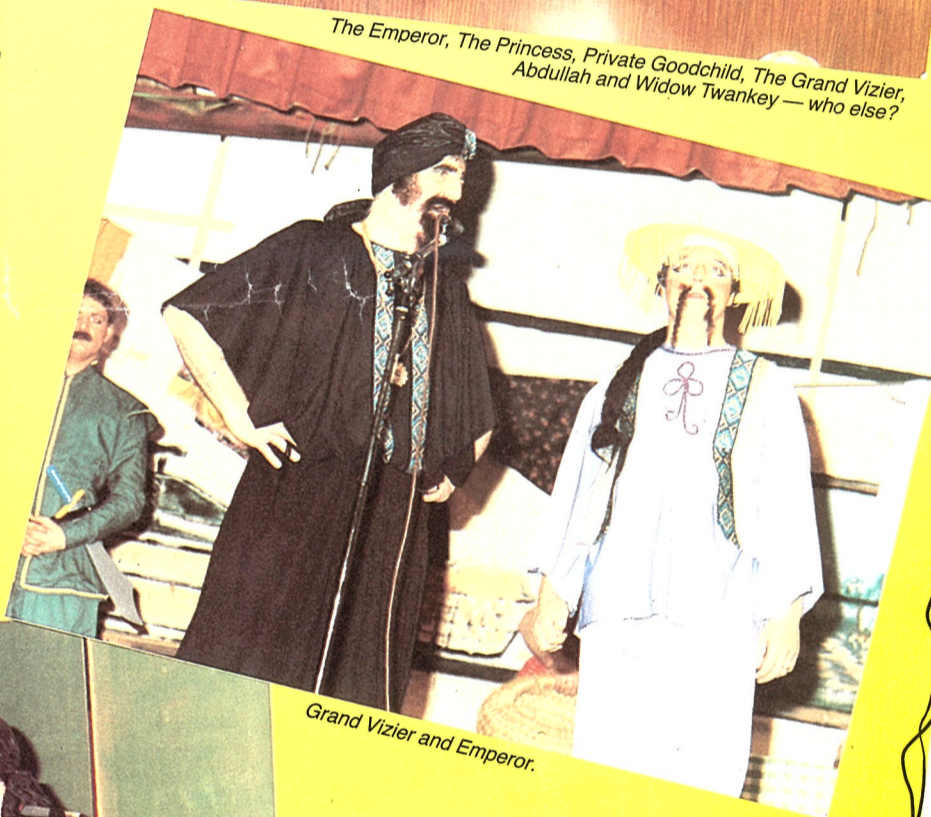


Written and Produced by
Jim Collins

Aladdin **Jacqueline Cole**
 Widow Twankey **Jim Collins**
 Grand Vizier **Rod Cole**
 Emperor **Jim Troy**
 Abdullah **Nigel Turner**
 Genie of the Lamp **John Graham**
 Princess **Lynn Barrett**
 Soldiers **Tim Edwards,
 Ron Goodchild &
 Stuart Troy**
 Behind Scenes, Lighting and
 Effects **Paul Barrett &
 Richard Baron**
 Prompt (Not really
 needed!) **Ray Newman**
 Front Man **Peter Bird**
 At the Piano **Bert Robbins**



The Emperor, The Princess, Private Goodchild, The Grand Vizier,
Abdullah and Widow Twankey — who else?



Grand Vizier and Emperor.



Dastardly plotting by Abdullah and Grand Vizier.



Tim Edwards, John Graham, Lynn Barrett, Rod Cole, Jim Troy,
Ron Goodchild, Jacqueline Cole, Stuart Troy and Nigel Turner.

Given at the Children's Parties,
and for Handicapped Children from
throughout Medway Towns on
January 25.

Photographs by Company Photographers
Alan Keats and Ian Douglas



Thanks!

Let's not forget the
butterers of sandwiches,
layers and clearers of tables,
wrappers of presents, and
countless other tasks so
willingly undertaken by the
many without whom the
'official' organisers are unable
to succeed as they do —
through many months of
preparation.



OUT AND ABOUT



Alan K

...ON LAND

How many readers know that within about 20 minutes drive from the factory where state-of-the-art technology prevails, there is one of the most unusual Parish Churches in the country.

In St. Mary Magdalene church at Cobham, a building which in its present form dates from 1220 onwards, there survive some of the finest examples of medieval art and craftsmanship in the world. These are Brasses, set in the floor,

which date from the 13th century; most other churches lost theirs, along with sculpture and paintings, between 1560 and 1660. They were restored to their present position in the last century, now forming the best record we have of changes of armour and dress through the 14th and 15th centuries. The economy and sureness of line in the earlier brass is worthy of study by anyone interested in art and draughtsmanship.

...AND WATER

Many fine examples of company photographers' work were incorporated into the 1986 GAv calendar, which was made up largely from pictures taken during the Tall Ships' Assembly and Parade of Sail before the Race last July. Chosen here is Alan Keats' study of the Guernsey-based Brigantine 'Jacques Cartier' 84 feet, with a crew of 30 male and female.

The calendar, sent out to customers, suppliers and people connected with the company's business at home and overseas, was designed and produced AS&RD Graphics. An instance of the variation of the work undertaken by the department, to be featured next issue.



Kerry Whiting, Samantha Jones, Lisa Hurcombe, Mandy Payne and Kerrie Edwards of GAv Administration all enjoying themselves at the Christmas Party, which was also for Personnel and Training Departments.

In memory of Irene Richardson who died in St. William's Hospital last September after several months of illness, her fellow cleaners organised a collection. This enabled them to purchase a TV set, here being handed over to Irene's husband for presentation to the hospital in time for the patients' Christmas season.

(Left to right): Ellie Cripps, Rose Frasier, Carol Foster, Rita Curtis, Audrey Lipscombe, Peg Dix, Roy Alderman, Babs Elmore with Martin Foster behind her, Tots Allen, Dick Richardson, Shirley Morton, June Patrick, Vera Potter, Doreen Bell, Dot Pillen, Jackie Roberts, Rose Todd, Marie Gray, Michelle Oldham.



GEC Avionics Athletics Club Top the Cross-country medals table

The 1986 County Cross Country Championships once again proved that the GEC Avionics Athletic Club is the best in Kent. A look at the table of medals gained at Ashford on January 4th shows that the club has the best strength in depth in the county.

The Seniors were unfortunate not to win and in placing third were only two points behind Tonbridge, a small margin when there are six athletes scoring in a team. With some athletes already missing the week before the race, the sudden demise of Brian McSloy and Simon Mitchell, due to colds, on the day probably cost them the title. The team were led home by Alan Guilder, who did not like the difficult course, with Graham Clark having a brilliant run to finish close behind Guilder. The other members of the scoring team were Alan McGee, Graeme Saker (MASD) and Adam Bridge (MASD) with Jonathan Roots (GSD) carrying the responsibility of being last scorer in his first year as a senior.

Steven Fury has never been the sort of person to respect the reputations of other athletes and the Junior County Championship race was no different. From the start Steve shadowed the renowned Darrel Smith from Tonbridge. He was still in touch when disaster struck, whilst crossing the third stream Steve got stuck in the mud and fell. Darrel took his opportunity and sprinted

ahead, after he had climbed up the river bank! Disheartened Steve could not close the gap and was overtaken by three others before the finish. Steven Buttlins-Smith finished just behind Steve in fifth and third scorer Alex White will be glad he was persuaded to run. Even though he was unfit his position enabled to team to win the silver medals behind the all conquering Tonbridge squad.

Around the muddy stream-strewn ploughed course the GAV Youths were the most successful. Not content with the four scorers of the A team winning gold medals the next four runners after the six in the A team had a low enough points total to win the silver medals, still seven points ahead of the next club. Individually the most impressive run of the five age groups also came in the Youths bracket. Matthew Stickels, in finishing twenty one seconds ahead of the rest of the field, was the most relaxed winner of the day. This was an indication of what was to come in two weeks time when Matthew placed second in the National Inter-Countries, for which the County races were the trial. The rest of the gold medal team were Chris Knight, James Barton and Martyn Bell.

The Boys race soon turned into a two horse affair between GAV's Andrew Juby and Dale Smith from the Tonbridge club. With Dale setting the pace he and

Andrew ran away from the rest of the field and at the finish the margin was almost a minute between second and third. Individually Dale won the race but Andrew had the last laugh as he led the team of Robert Gray, Richard Beavington and Neil Mason to victory. As Robert and Richard are only first years in the age group their runs were particularly impressive.

The Colts age group

provided GAV with their second individual winner and third team victory. The individual winner was Spencer Barden who despite getting lost on part of the course was still a number of seconds ahead of the rest of the field. Adam Morris in only his second race for the club took the bronze and with Andrew Riddle and Vaughn Chambers inside the top six, the team victory was beyond doubt.

Medal Table

Club	Team			Individual			Total
	G	S	B	G	S	B	
GEC Avionics	3	2	1	2	1	2	11
Tonbridge	1	2	1	3	2	-	9
Dartford	1	1	1	1	2	-	6
Medway	-	1	-	1	-	-	2
Blackheath	-	1	-	-	-	-	1
Ashford	-	-	-	1	-	-	1
							30



Left:
In the Senior event, Alan Keats (A) forsakes his camera and just misses a fellow-runner in the mud (Ian Gow -ISD)

Bottom Left:
Adam Morris, second GAV AC athlete in the Colt's 2½-mile race, came 3rd overall. Andrew Riddle behind him came 4th (A)

Bottom Right:
Mathew Stickels, Chris Knight, a Tonbridge runner and Martyn Bell in the Youth's 3-mile event (A)



Friends both inside and outside GEC Avionics Athletics Club were saddened to hear of the death on January 17th of Tom Joyce at the age of 39, after a three year battle against cancer. Tom was well known throughout Kent as an athlete before his illness, and was able to keep up his interest and involvement by acting as the Club's fixtures secretary. As recently as the Cross-country Championships recorded on this page Tom courageously attended as spectator. He will be remembered for his involvement in the organisation of the first Maidstone Marathon, in which he ran in 1983, finishing 19th. That Marathon with Tom's fund-raising enthusiasm, raised money for the cancer and leukaemia germ-free room at the new Maidstone Hospital; it was only 3 days before the opening of the room that he died. Dave Saker, chairman of the Club, recalled that Tom was a real character and joker in the club, where he will be sadly missed.

GEC Avionics Results

Seniors

8	Alan Guilder	43-38	34	Guy Osborn	19-50
10	Graham Clark	43-44	45	Jamie Digby	21-45
11	Alan McGee	43-59	54	Colin Goodhand	23-37
15	Graeme Saker (MASD)	44-37	Teams		
16	Adam Bridge (MASD)	44-49	1st	GEC Avionics A	13
29	Jonathan Roots (GSD)	45-43	2nd	GEC Avionics B	67
65	Michael Wood	49-34	3rd	Medway	74
110	Clive Smith	52-38	4th	Tonbridge	93
122	Brendan Morgan	53-35	5th	Dartford	95
124	Alan Stratford	53-48	Boys		
129	Michael Bloore (ADD)	54-07	2	Andrew Juby	14-12
132	Fred Streatfield	54-13	6	Robert Gray	15-17
143	Mark Butler (FCD)	55-11	10	Richard Beavington	15-30
153	Paul Trickett	56-16	11	Neil Mason	15-34
155	Steven Hilder	56-18	17	Daniel Seeley	15-55
163	Jim Beaney (ADD)	57-16	22	Richard Hillman	16-07
165	Richard Milne	57-50	24	Derek George	16-14
169	Alan Keats (Cntrl Repr.)	58-14	31	Anthony Whiteman	16-39
173.	Bob Kemlo	58-42	41	Stephen Holden	16-56
(205 finished).			61	Neil Maguire	17-49
Teams			78	Gareth Clark	18-45
1st	Dartford	77	82	Chris Haines	19-07
2nd	Tonbridge	87	89	Chris Whiting	19-51
3rd	GEC Avionics	89	Teams		
4th	Invicta	126	1st	GEC Avionics	29
5th	Blackheath	215	2nd	Dartford	47
Juniors			3rd	Tonbridge	69
4	Steven Fury	28-05	4th	Invicta	83
5	Stephen Buttlings-Smith	28-16	5th	Ashford	91
16	Alex White	29-59	Colts		
Teams			1	Spencer Barden	15-52
1st	Tonbridge	9	3	Adam Morris	16-02
2nd	GEC Avionics	25	4	Andrew Riddle	16-05
3rd	Dartford	28	6	Vaughn Chambers	16-17
4th	Cambridge	32	15	Richard Shaw	17-08
5th	Invicta	62	18	Daniel Collins	17-30
Youths			24	Jonathan Wooley	17-55
1.	Matthew Stickels	16-29	31	Michael Jones	18-06
3	Chris Knight	17-12	45	Andrew Brooks	18-52
4	James Barton	17-29	49	Mark Portman	18-55
5	Martyn Bell	17-50	52	Steven Smith	18-59
8	Leigh Chambers	18-03	58	Gregory Swann	19-14
9	David Jones	18-05	60	Stephen Lake	19-36
14	Marc Evans	18-21	63	Gary Smith	19-48
17	Richard Leonard	18-35	74	Alex Monk	20-07
18	Blake Morris	18-44	76	Ian Stanhope	20-09
21	Alex Haydon	18-54	81	Barry Ashby	20-34
26	Dave Smith	18-58	85	Colum Campbell	20-37
27	Colin Symons	19-03	88	Clive Gibbons	21-22
			98	Stephen Throssell	23-31
Teams			Teams		
			1st	GEC Avionics	14
			2nd	Tonbridge	38
			3rd	Blackheath	80
			4th	Medway	104
			5th	Dartford	110

CHAMPIONSHIP SUCCESS FOR GAV RUNNERS



In December, the North Kent Cross Country Championships held at University of Kent, Canterbury, brought a remarkable success for GAV AC members who work for the company. The huge shield is being displayed by (l-r) **Michael Sheridan** of FCD who came 5th, **Jonathan Roots** of GSD, 7th, and brothers **Graeme and Andy Saker** of MASD and ADD, who came first and second.

In the same event, **Malcolm Martin** of CMS who runs for Medway AC, came in 3rd.

25 years' service

Bob Ruggles presented **Bill Bray** with a clock on reaching 25 years service with the company. Bill joined the company on 5th December 1960, and worked on the Blue Steel Contract, at Borehamwood before transferring to Rochester. In 1973 he transferred to the Project Office and in 1983 took over the Shipping Office.

Bill's wife, Norah also works for the company, as a VDU/Typist operator in the Technical Publications Department of ADD.



Bill Bray and his wife Norah. (B)

Fred Edwards, Foreman in ADD, worked up to that position which he has held for the last 8 years, following many years in Inspection in IND, TACD, DAD, Fuze and IND again when he was Leading Inspector. Fred joined the company after 15 years in the navy, where he had risen from Boy to Warrant Officer, and served in many war roles including the Normandy landings and convoy duties. These days he still keeps up his interest in big bands.



Fred received his presentation from Divisional Manager Robin Sleight. (B)

Jack Derrett, Senior Logistics Support Engineer in AS&RD, has been a postman, telegraphist in the Royal Navy, and with other companies in the aerospace industry before coming to Rochester; after some years in AS&R Technical Publications on Spares Compiling, he moved through Sales and Supplies departments and became Section Leader. Ten years ago he moved into Logistics.



Jack Derrett (B)

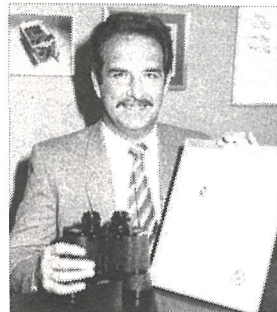
GA seems to be a family concern for Jack; his daughter Lyn worked as Programmer in AS&R Systems, brother Gilbert in the division's Technical Publications as illustrator. Son Graham, lately Senior Design Draughtsman in MASD and just transferred to ISD, has also just completed 25 years—see next issue.

"**Bill**" **White** joined the company as a Production Tester with MAC Division and was immediately plunged into Buccaneer Air Data System testing. When MACD split, he went with the splinter group that formed Flight Instruments Division and worked on the first modular (mechanical) Air Data System which was chosen for the Lightning. Testing of Air Data Systems for BAC 1-11,

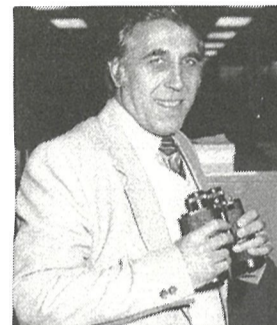
Nimrod and HS 748 followed during which time Bill became Foreman and then Chief of Test. At the merger of FID and AEID, he transferred to Engineering in the new Division of ISD and has since been responsible for the design and commissioning of a wide range of test equipment for Tornado SMS, SCADC development test equipment, and now SCAD production test equipment. In between these activities he has been involved with training Far Eastern customer representatives. The leisure time left to him is spent on DIY activities and he keeps fit playing squash.

Alan Reffell, originally at Lewisham, came to Rochester in 1963 and passed through TACD, Airspace Control, a first spell in ATED, 2 years in ADD, and has been in ATED for the last 10 years, working on a number of projects in the Engineering Dept., most recently the MASD Orion.

Outside interests include sailing, occasionally having difficulty in estimating the depth of water when stepping out of the boat prior to landing. Alan's presentation was by Arthur Colwell.



John Colston, Divisional Manager presented Bill with his children's choice of a pair of binoculars. (B)



Alan Reffell

John Hockney, Embodiment Loan Officer in AS&RD, was presented with a canteen of cutlery by QA Manager Bill Letley.

John worked for his first 13 years as Progress Chaser in IND, then went to AS&RD Field Service Department as Admin Assistant, until in 1981 he took up his post as ELO in Quality Assurance.

John's happiest time occurred in 1984 when he met and married Audrey from AS&RD's Commercial Dept— with whom he is seen here. As a talented musician John enjoys playing keyboards and tuned percussion, within small groups or larger bands, and has entertained at many charitable functions.



John and Audrey Hockney. (B)

Trevor Lawrence's recent past—the last ten years is recent when you've been here twenty-five years!—have been involved in promoting the company's good image to outsiders. In IN Division, after a lengthy spell on the Polaris programme, he joined Geoff Rands to sell gyro compasses to navies around the world. The image was a bit distorted at times, especially once in Kuala Lumpur when someone tripped over the projector mains lead and pulled the whole thing on to the floor in the middle of a presentation!

Trevor's efforts were successful in that the NCS 1 gyrocompass is now standard fit in the Royal Navy and at least two overseas navies.

He joined ATED in 1979 and has done a splendid job of establishing what must be one of the most professional logistic departments in any division. Aftersales support is a very important part of achieving future sales and the way that Trevor looks after present customers gives them a warm feeling of being wanted.

Outside of the company Trevor takes an active part in local youth activities, in the preservation of the Loose Valley, in his two sons' sports and education, and will take waste paper from anybody!



Trevor received his presentation binoculars from Arthur Colwell. (B)

Paul Hart was presented with a watch by AS&RD's Production Manager Ted Farbrace. Paul joined the company in 1960 as an Apprentice in MACD stores and, after serving a five year apprenticeship, took employment within FID (now ISD) as an Electrical Tester. Paul transferred to AS&RD in 1971 as an Instrument Technician, and was promoted in 1975 to the position of Quality Technician; he currently works on Air Data Systems.

As a hobby Paul is restoring a 1934 MG, so maybe this vintage model will be seen in the car park soon, as well as at the Golf Club house.



Paul Hart (right) and Ted Farbrace. (B)

John Wilkie, DO Section Leader in ISD, joined the company as Detail Draughtsman in AEID, after service with the Royal Signals. Following the amalgamation with FID he stayed with the drawing office in ISD. John devotes much time-fund raising for the local muscular dystrophy group since his eldest son is a sufferer; other interests are walking, DIY, sport, and the discovery of real ale pubs. The presentation barometer was handed over by John Colston, Divisional Manager.



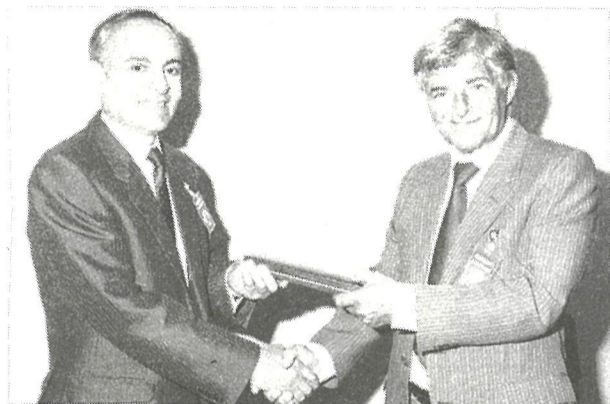
John Wilkie (A)

Following a Chatham Dockyard apprenticeship and National Service in the Army as a medic, **Cliff Pegg** joined Elliotts' Gear Division, moving with them to Dartford; he returned to Rochester and ATED. For the last 13 years Cliff has been in CACD Model Shop or its predecessors, where he is now Section Leader Planning Engineer, with involvement in all the division's major projects. Cliff's elder daughter Emma works in Reprographics, and he spends much spare time transporting her and young Rebecca around the countryside for hockey fixtures. They follow Cliff's sporting background—in early years he played football for Spurs, Fulham, Gillingham and Chatham. Somehow the garden has to be kept in order too.



Cliff receiving his presentation cutlery from Divisional Manager Keith Snelling (A)

Brian Rogers received his Long Service Award from Director of Personnel John Bradley, who had first invited Brian to join the Personnel Team he was forming at the time when Elliott Flight Automation split away from Elliott Control Valves. Brian, now responsible for personnel related matters in Engineering Services and Production, joined the company in MACD Test following National Service in the RAF, where he trained as Air Radar Fitter. He is a Graduate of the Institute of Personnel Management; a family man with interests in music, DIY and trying to keep fit, he has a daughter and a son who is now an apprentice at Hopewell Drive.



Brian Rogers and John Bradley. (B)

Derek Raymont, an ex-Dockyard Apprentice (Engine Fitter), joined MACD Test Department as an Instrument Mechanic. He gained ONC Electrical Engineering following part time study, becoming a Technical Assistant on completion. Further study led to HNC plus Endorsements (1966) and Derek became a Development Engineer with FID working on Display Units for Phantom and Type Approval aspects of Altimeters. Transfer to IND took place in 1969 with assignment to Jaguar Test Equipment.



Derek Raymont (A)

In 1975 Derek joined the team developing the Naval Compass Stabiliser; this led to installation site visits to Vosper Thornycroft (in association with export sales) and, finally, a visit to Brunei.

In 1979, Derek moved on to ATE Division where he worked on development of the LFMU, on MRCA Compact FATE and on AI Radar Test equipment. His present position is Principal Development Engineer with the ATED Logistics team.

Derek, who is single, is an active member of the Computer Users Group. He received his presentation from Divisional Manager Arthur Colwell.

John Dawes of AS&RD started his working life as an Apprentice with Short Bros in the early years of the war, and in 1946 began his National Service as Flight Mechanic, later becoming NCO in the RAF. After demob he went to Blaw Knox then Shorts again, before joining AS&RD's newly formed Technical Publications department as Spares Compiler.

The following years brought John a succession of jobs as Project Engineer, Senior Spares Compiler, Technical Author, Operations Supervisor, Section Leader, Contracts Officer, and his present post of Project Controller in 1977.



Henry Stedman, Technical Publications Manager (left) presented John with his canteen of cutlery. (B)

Retirements

45½ years ago, recalled **Les Fell**, he first walked into a noisy Airport Works, with the machines and compressed air drowning normal conversation—one of those original compressors is still at work now. That was when Les joined Shorts, working up here and at the Esplanade as a draughtsman—little did he know he was to end up as Senior Plant Engineer looking after the same hangar complex. And at each end of the years of work the roof of the 40ft hangar was taken off, first with the bombing, and now with the present refurbishment!

Shorts departed for Belfast after the war, but Les was working with BP Swift who in 1952 became incorporated into Elliot Bros. By 1956 Les had started 30 years with Works Engineering Services. But during the period 1943–1952 he was a professional footballer with Charlton—including one Cup Final. Not only football—Les captained a cricket team in Gillingham for 4 years.

These and many other reminiscences were told, to Bill Alexander and many friends and colleagues at Les's retirement presentation. Now he hopes to spend his time following sports on TV and keeping up with the decorating and his large family—with a fourth granddaughter due in May.



Les Fell with Bill Alexander. (B)

Ken Parker retired after nearly 25 years service. He had worked in IND Engineering before becoming the Embodiment Loan Officer some 8 years ago.

Ken was given a pair of binoculars from his friends and colleagues who wish him a long and happy retirement.

Ivy Brown retired on 24th January after six years with the Company in CMS Paint Shop. She was well known as Granny in a certain special area as she had 18 grandchildren. Now she is retired she will be spending many more happy hours with them.

All her colleagues and friends wish her every happiness and success in her retirement.

Charles Wood joined IND in 1973 after a career in the RAF. He flew on many operational sorties during the war and then transferred to the engineering branch, retiring with the rank of Wing Commander. His long experience involved him in the introduction to service of many new avionic equipments, and his insight into the customer's needs often gave a useful balance to engineers' high-technology idealism.



Charles Wood (A)

Charles' first two years in IND were spent on project admin and support tasks. In 1975 he was promoted to Engineering Services Manager, a post he held in the new GSD at his retirement. Many re-location exercises for which he was organiser and chief marshal brought his proud record that he never lost anyone or anything of real importance during 10 years of moves.

Charles enjoys cooking as a hobby and walking with his dog. No doubt his Jack Russell's legs will become stronger and shorter now that his master is retired, and Charles can spend more time on his gourmet pursuits which include the choice of an all-purpose mustard and the search for a perfectly poured Guinness at exactly the right temperature. We wish him well.

Elsie Bunting, 'Tea Lady' for GAv Management in recent years, has been with the company for over 20 years. She grew up in East London and was in Thorn's canteen (now ATED's area) before joining us. On receiving a presentation from Bill Alexander, Elsie recalled that she had once been Shop Steward—but for a very short time—and it was noted that she had now trained her successor to keep up the high standards of her coffee. Elsie's cheery self will be much missed.



Elsie Bunting and Bill Alexander. (A)

In GSD, **Carlos Panzeria** retired on 29th November as a Leading Hand after 28 years with the company.

He worked in MACD and Gyro Division before the amalgamation of GSD.

Carlos was presented with a Workmate and Sander by Dave Harries, Production Manager, on behalf of all his friends and workmates in GSD who wish him a long and happy retirement.



Carlos Panzeria (B)

Harry Little, Leading Hand with AS&RD's Test Section retired in December. A radio cassette was presented to Harry by Bill Letley, QA Manager.

Harry served with the Royal Navy from 1940–1953, then worked in the dockyard for 3 years. He joined the company in 1956 as an inspector with Aviation Division; in 1960 Aviation Service & Repair Division was formed and he built up from scratch the inwards goods section.

Harry was promoted in 1963 to Leading Hand Inspector and transferred to the Test Equipment Section working on the nightshift. In 1971 he returned to dayshift where he stayed until his retirement.

Harry has for many years been active in the scouting movement, and with his church, and has now moved with his family to Bristol.



Harry Little with Bill Letley. (A)

Continued overleaf

Retirements *continuation*

George Attwood, after RAF service, joined Elliotts as Instrument Fitter, in Aviation Division, later going to MACD and rising rapidly to Foreman. By 1963 in FID he was establishing the first Clean Room for altimeter manufacture, and when FID became part of ISD he was promoted to Superintendent. Since 1977 he has rounded off his 33 years' service in Methods Engineering as an expert on PCB assemblies. George has now taken up Bowls to add to his interests in gardening and DIY.



Production Manager Fred Wickham made a presentation from friends and colleagues. (A)

Keith Reynolds joined the company in January 1968 as a Librarian, in 1969 he transferred to the Packing and Despatch Section of AS&RD as Supervisor.

Keith was well known in the company for his command of the Queen's (Amplified) English, and at one time was Secretary of the Tickham Hunt and was well known in local racing circles as a steward at face meetings. Upon his retirement Keith was presented with some gardening tools by Bill Andrews, Divisional Consultant, CSD, AS&RD.



Keith Reynolds and Bill Andrews. (A)

Reg Couch joined the company in July 1975, in the CMS Machine Shop working on drills. He then transferred to CMS Paint Shop as a Masker. He is mainly interested in 'Birds' (feathered kind) which inspired his friends and workmates to club together to get him a large book on the subject, also a lighter, which they presented to him along with their wishes for a long and happy retirement.



Reg Couch with Peter Burrows. (A)

Joyce Samway joined the Company in 1979 as a Part Time Cleaner in FCD in the Towers and came over to Phase III with CACD when the Divisions were divided.

Joyce has had a number of interesting jobs since leaving school. The first being a dolly girl and a fitter's mate during the war at the airport working on the Stirling Aircraft. She continued with this work until her marriage and the start of her family. After her first two children had grown up Joyce once again went back to work, this time at Blaw Knox and Ozonair as a waitress serving Management teas. She then moved to Standard Telephones and Cables, working in the canteen. Moving on from the canteen Joyce went on the clerical staff but left to have her youngest son; when once again Joyce was able to return to work she spent many years as a school dinner lady. On the move again Joyce joined our company in 1979 and has continued until her retirement.



Joyce Samway (A)

Vi Rudd retired on 6 November after 27 years with the company, starting off as a Wire Woman and then being very involved in building up a production Library, which with the help of her 'Girls' Vi ran as Drawing Librarian for over 10 years.

Vi will be greatly missed for her organising ability and the many splendid functions that without her would not have been arranged.

Dave Harries presented Vi with a figurine and a large painting on her retirement and the Bard of GSD (Brian Box) read an odd ode to commemorate the event.

Vi's husband Vic currently working in the GSD Machine Shop is looking forward to his dinner being ready and on the table when he arrives home.

All Vi's many friends wish her a very long active and happy retirement.



V. Rudd (A)

AS&RD's Chief Photographer **Ken Jordan**, who started in 1972 as photographer in FCD, moved to Administration shortly afterwards, and to AS&RD Technical Publications in 1977, has closed his album.

Although going into semi-retirement and moving from the Medway area, Ken will not be forgotten as for the rest of 1986 many departments within the company will have examples of his work displayed on their walls; as one of AS&RD's Technical Publications team, Ken played a major role in producing the splendid 1986 calendar depicting the Tall Ships Race. Ken more than helped in the production of the calendar for his photographs can be seen on March, April and November. Also the fine photograph of "Royalist" on the front cover is his work, as is the photo-montage of Tornado and EAP which forms the colour poster in this issue.

Ken was presented with a card and money by John Ives, Head of Writing. The money collected will go towards materials for oil painting, a hobby to which Ken hopes to be able to devote more of his time.



Sports and Social Club round up

Progress recorded at Club AGM

The AGM was held at the Clubhouse on 6th February, and formal acknowledgement and thanks to all the committee and section members who had worked towards the success of the club in the past year were recorded. Company management was thanked for its continuing financial and practical help, without which the club could not survive—a total contribution of nearly £134,000 went towards direct clubhouse operating costs, and assistance in secretarial and accountancy work.

There is now a fund approaching £¼ million to be used on capital improvements, and plans are now afoot to provide a family restaurant facility upstairs—drawings have gone out to tender and work should begin soon. The next priority is a "padded cell"—facilities for the youngsters to enjoy themselves without parental worry. The long debate on what improvements should be made is now

over, and the management committee will henceforth be providing better amenities for members rather than talking about them.

Other agenda items included approval of a change to the election procedure for Committee; in future nominations will close in December with elections at the AGM, with suitable provision for voting by those unable to attend.

Honorary Life Membership was offered to four long standing supporters of the Club and their wives. These were **Glyn Thomas** for his contributions to the affairs of the Club; **Wally Elms**, a former Chairman who has been associated with the Club for over 25 years; **Mick Johnson**, just retired as Pool Attendant and who has served in many capacities over 20 years, and **Eric Rose** with nearly 30 years' service to the cricket and other sections.

Committee for 1986

GAv:	Lynn Barrett, Rod Cole, Keith Jones, Hugh McArthur, Ray Newman, Jim Troy, Martin Weller
Fisher:	Jim Goudie
BP:	Peter Bird, Terry Oxenham
Co-opted	Jim Collins, Ron Goodchild
Ex officio:	John Bradley (Chairman); Maurice Finch (Secretary); Nigel Holland (Treasurer); Mark Perry (Assistant Treasurer).



Sports and Social Club round up

Angling Club



As the present freshwater angling season draws to a close on the 14th of March so the GAV/BP Angling Club subscriptions are due for the forthcoming 1986/87 season. The events organised for this season cover most aspects of angling. There is a series of aggregate freshwater matches and cup matches open to all members, and numerous sea fishing excursions by boat and upon beach are to be arranged provided interest is shown. New members are very welcome; for further information and payment of subscriptions please contact any of the following committee members.

I. Elsdon: Rochester site - Int. 2600.
H. Staff and C. Poynter: Wiring Shop MASD - Int. 2553.
G. Blythe: MASD - Int. 2581.

SWIMMING SECTION

The Christmas Gala and Splash Gala on December 7th was open to all members' children not just the swimming section. Seventy five children took part. The Gala started at 3.30 p.m. and was followed by the Splash Gala, then by the Christmas Party and Annual Prizegiving in the ballroom, with prizes presented by Mr Westover of Maidstone Swimming Club. After all their exercise in the pool the children enjoyed their tea party. After which Father Christmas presented chocolate selections and swimming caps to all children who had participated in the Gala and Splash Gala.

The party was followed by a disco and the children had a happy and enjoyable day. My sincere thanks go out to the following: Mr M. Finch and the Management Committee for presents and financial assistance, Mr and Mrs Westover for presenting prizes and officiating, and Mrs V. Carpenter, Mrs W. Marshall and Mrs A. Baran for organising the gala. Also to all the parents and friends who gave food for the tea party and who assisted on the poolside and in the ballroom, not forgetting the parents for bringing their children. Congratulations to all the children who received prizes. Yet for all the winners there must also be losers, in particular the younger children who were not going to win yet persevered to finish to great applause. This sporting attitude is very encouraging and bodes well for the future of the club.

Cyril Moffett, Chairman.

For further information on adult and childrens lessons, personal survival and life saving contact - Cyril Moffett on 2926 or Dave Jibb on 2907 from whom application forms are also available.

Gala Winners

Girls		Boys	
Under 11	Under 15	Under 11	Under 15
1st S. Moffat	1st J. Hedgecock	1st N. Coppard	1st R. Carpenter
2nd S. Michie	2nd S. Smith	2nd S. Marshall	2nd S. Winder
3rd J. Baran	3rd Z. McDonald	3rd C. Jibb	3rd A. Hughes
Under 13		Under 13	
1st N. Holt		1st R. Tyler	
2nd S. Hughes		Joint Second: P. Carpenter	
3rd K. Samuels		R. Jibb	

Mens Open Winner D. Ford

Splash Gala Winners

2 widths with float	1 length
1st C. Collins	
2nd C. Philips	Boys
3rd G. Vyse	1st M. White
	2nd S. Jamieson
1 width with float and 1 width without float	3rd C. King
1st K. Snelling	Girls
2nd I. Snelling	1st C. Samuels
3rd S. Stead	2nd K. Ward
	3rd Z. Terry

GAV-BP Photographic Club

The GAV-BP Photographic Club is a member of the Medway Town and Kent County Photographic Associations. Meetings are held on Wednesday evenings, 7.45 pm for 8.00 pm, in the Tower Block Conference Rooms. During the course of the year a very varied programme is arranged to try and cater for all tastes. Any ideas or suggestions for future programmes are always encouraged, and considered, so as to try and make the content more variable and tailored towards particular needs.

Several competitions are arranged within the club and also with other clubs in the area. These include open subject prints (black and white and colour) and colour slides. At least twice a year the competitions have a particular theme i.e. this year it is Transport and Sport. Members are encouraged to develop and print their own entries so as to expand their knowledge and skill of photography. Entries for external competitions have to be very competitive so we are always looking for enthusiastic hobbyists to help us reach a higher standard.

Our practical evenings are always very popular. Because of this, members only are allowed to attend so as to restrict the numbers and make the evenings more constructive. On these evenings portrait, still life and glamour are the usual subjects.

The various demonstrations that are organised are also very popular. So much can be learned from the skills that these amateur, professional and semi-professional people have to offer. Some of the topics covered are developing and printing your own black and white and colour prints (especially for beginners), how to make audio-visual displays, macro-photography, how to make better use of your camera and many other interesting items. Also, on some evenings, photographers who are members of the FRPS and ARPS come along and show the standard of work they had to attain to get this degree. It certainly sets a challenge for many club members.

Outings are arranged so as to enable club members to gain experience from each other's knowledge when going out in a team. Evening photography is especially interesting and very different. There is always somebody available on these evenings who is willing to help and give advice, particularly to people who have never tried this before.

We have a fully equipped darkroom which is available for use by all members. Initial guidance is given to beginners who may need to familiarise themselves with the equipment. Arrangements are made in advance for its use in order to ensure that all members

have reasonable access.

It is a very friendly club and members are always ready and willing to give practical advice when asked. Any committee member will be only too pleased to assist in any way and if unsure themselves of any requested information they will always endeavour to find someone else who can help.

New members are always very welcome. You do not have to be an expert to join. The club is a means of improving any existing knowledge that you may have and making photography more interesting for you as a hobby. We would be very pleased to see more ladies at our weekly club evenings. If husbands and wives take joint membership it is just £12 for the year. Single membership fee is £8.

If you are interested and would like any further information please contact:

Chairman	Paul Nash CACD Production Int. 2950
Secretary	Dave Warren ADD Int. 2843
Treasurer	Ken Billing AS&RD Int. 2743
Keith Andrews , CACD Production, Int. 2950.	
Gary Owen , GSD Tech. Pubs., Int. 2812.	

PROGRAMME

March

- 5th - Internal Competition - Round 5, Subject Open (Black and White).
- 12th - Lecture/Film Show "16mm Cine".
- 19th - Host M.T.P.A. Slide League, Round.
- 26th - Members Evening.

April

- 2nd - Practical Evening - Portraiture.
- 9th - The Relationship between Aperture and Speed - By Mr. G. Bragg.
- 16th - Photographic Quiz.
- 23rd - Project 'Rochester Through the Lens' - Final Assessment.
- 30th - Internal Competition - Round 6, Subject Open (Slide).

May

- 7th - A.G.M.
- 14th - Practical Evening - Glamour.
- 21st - Practical Evening - Outdoor Photography. Venue T.B.A.
- 28th - Travelogue 'Japan' - By Mr. B. Huson.

June

- 4th - Competition - Best Slide/Print from any club evening.
- 11th - Practical - Nature Walk. Venue T.B.A.

Congratulations

To Anne Baran and Dave Jibb for passing the A.S.A. Swimming Teachers Examination.

A.S.A. Personal Survival

Level 1	Age	Level 2	Age
Richard Jibb	11	Richard Jibb	11
Sarah Moffett	9		
Paul Pierce	9		

A.S.A. Swimming Challenge

Bronze Standard		Silver Standard	
Name	Age	Name	Age
Darren Ford	15	Samantha Hughes	11
James Marshal	12	Martyn Holt	11
Mark Ford	13	Nicola Holt	12
Nicola Holt	12	Richard Jibb	11
Richard Jibb	11	Darren Ford	15
Sarah Moffett	9	James Marshal	12
Paul Pierce	9	Mark Ford	13
Christopher Jibb	10		
Alexander Jibb	8		

Gold Standard

Name	Age
Samantha Hughes	11
Martyn Holt	11
Steven Marshal	10
Richard Jibb	11

A.S.A. Fish Badges

Children	Age	Distance (metres)	Adult Lessons	Distance (metres)
Martin Judge	9	1,500		
Sarah Moffett	9	1,500	Diane Bower	10
Katie Ward	10	1,000	Monica Collier	10
Jon Ward	12	400	Joan Miles	10
Steven Jamieson	6	400	Joe Prickett	10
Christopher Judges	7	200	Alan Strike	10
Jane Maxey	6	200		
Helen Maxey	8	100		
Carl King	7	25		
Michael Harvey	5	10		

The Prizewinners



Back Row: Left to Right. Sophie Baran; Alison Bunney; Christopher Jibb; Martin Holt; Mr. Westover; Stephen Marshall; Andrew Hughes; Sarah Moffett; Jane Maxey. Front Row: Left to Right. Josephine Baran; Samantha Hughes; Nicola Holt; Robert Tyler; Richard Carpenter; Neil Coppard; Paul Pearce.



Sports and Social Club round up

REAPER CLUB

The Annual Christmas Party is always the high spot of the activities, and following the disaster of the November meeting, when the weather caused a very small attendance (Due to the road conditions, the coach was unable to collect members) it became of greater significance than heretofore. Approximately 200 sat down to a splendid dinner, provided by the Canteen, under the supervision of Bill Gostling and the Chef - Alexis.

After dinner, a surprise awaited the Party, when Santa Claus entered, trundling a trolley - which contained presents for the officers of the Club and two to each table (which was decided by the total years of service to the company - 2 highest).

This gesture and event was very much appreciated by all present.

Mr. E.J. Bradley briefly addressed the diners, and on behalf of the management and himself wished everyone the compliments of the season.

The company then adjourned to the other end of the canteen, which had been prepared for dancing. This was enjoyed, and the music of Norman Williams Band was delightful and appropriate.

The enjoyment, of a free raffle (30 prizes) and free bingo (5 prizes) filled the interval, and the whole event ended about 11.30 p.m.

During the evening great satisfaction and delight was expressed at the action of the company in providing a Senior Citizen's Railcard for each member.

The programme for 1986 is announced.

January 21st	A.G.M. & Election of Officers
February 18th	Jacky Lynn Show
March 18th	Irish Dancing Display
April 15th	New Phoenix Players
May 20th	Gillingham Operatic & Drama Society
June 17th	Own Works Show Band
July 15th	Sheppey Singers Show
August 19th	Reaper Surprise!
September 16th	Harvest Time with Cake Competitions
October 21st	It's Another Surprise
November 18th	Welcome Return of Works Band
December 16th	Dinner Party

1987	
January 20th	A.G.M. and Election of Officers



CLUB-HOUSE ATTRACTIONS

GAV/BP Club Swimming Pool Revised Pool Hours with effect from 3rd March 1986

Mon.	4pm - 8pm	General Swimming
Tues.	6pm - 6.40pm 6.40pm - 7.20pm 7.15pm - 8.15pm	Beginners 1 & 2 lessons Intermediate lessons Improvers & Squad training
Wed.	8.30pm - 9.30pm 11am - 1pm 4pm - 8pm	Adult lessons General swimming General swimming
Thurs.	6pm - 6.45pm 6.45pm - 7.30pm 7.30pm - 8.45pm	Beginners 1 & 2 lessons Intermediate lesson Improvers & Squad Training
Fri.	11am - 1pm 4pm - 8pm 8pm - 9pm	General Swimming General Swimming Personal survival & Life Saving for Children.
Sat.	8.30pm - 9.30pm	Bronze Life Saving for Adults (over 14 years)
Sun.	11am - 1pm 4pm - 8pm	General swimming General swimming

FRIDAY 21 MARCH

FCD Disco with

"CONNEXION"

7.30-11.45 pm

AN EVENING AT THE RACES!

Saturday 22 MARCH 8pm

Betting Units 20p: Eight filmed races Admission Free

GOOD FRIDAY 28 MARCH Pool Open at Normal Times also Easter Monday

EASTER DANCE

with "CHOICE" Saturday 29 March 7.30-11.30 pm

FREE

APRIL

CHILDREN'S DISCO

with "X-OCET" Friday 4 April 7-10 pm FREE

SPRING DANCE

with "FLYIN-HI" Saturday 5 April 7.30-11.30 pm

FREE

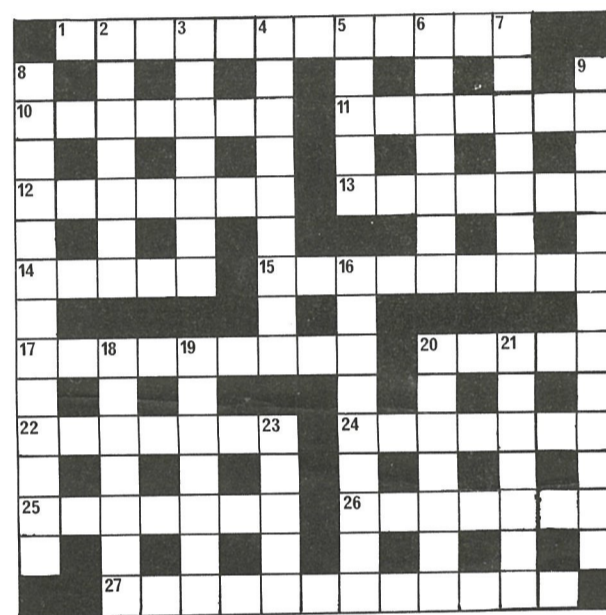
DANCE

with "SPIRAL" Saturday 12 April 7.30-11.30 pm FREE

SUB AQUAS SECTION'S DISCO

Friday 18 April 7.30-Midnight Admission: £1.50 Tickets from Section Committee and the Bar

Crossword No. 76 For amusement only



Across

- One armed bandit. (5-7)
- Ardiles is one. (7)
- A marsh bird. (7)
- If you put your head in the sand, maybe it's you. (7)
- To give a continuous account. (7)
- A piece let in. (5)
- Mechanical self actuating device. (9)
- The German army's peculiar movement. (5-4)
- It happens time after time. (5)
- Some ladies stoop to paint it. (3-4)
- Makes things what it is. (7)
- To prove or declare guilty. (7)
- Decide against the scheme. (4-3)
- It gives maximum points in the game. (9-3)

Down

- Goes round and round - keep out of its way. (7)
- Make your mark. (7)
- With flags flying it is a stirring sight. (5-4)
- The room on the ship. (5)
- Meanwhile - in the waiting time. (7)
- Of refined luxury, tasteful. (7)
- Useful tool when tired, watching game shoot. (8-5)
- Rumours could cause them; destructive feeling. (5-8)
- Covered by the Official Secrets Act! (3-6)
- Appertaining to the great expanse of water. (7)
- Ecstasy, joyousness. (7)
- A new base to walk on. (7)
- The ups and downs of nature. (7)
- The metric measure. (5)

Solution to Crossword No. 75

Across:

- Spirit level; 9. Atoll; 10. Coffee Bar; 11. Gags; 12. Otto; 13. Forth; 15. Impound; 16. Tangles; 17. Goddess; 20. Kneeler; 22. Tears; 23. Oven; 24. Emit; 26. Conundrum; 27. Curio; 28. Pocket Money.

Down

- Stopgap; 2. Idle; 3. Incited; 4. Left Out; 5. View Finder; 6. Liberal; 7. Laughing Stock; 8. Orchestration; 9. Supersonic; 18. Drawn up; 19. Scourge; 20. Keep Mum; 21. Lamprey; 25. Scan.

Photographs taken by the Staff Photographers are acknowledged in the following way: (A) Alan Keats; (B) Ian Douglas.

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