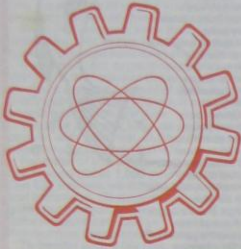


**MARCONI AVIONICS  
TRAINEE TECHNICIANS  
ARE THE BEST  
OF BRITISH**

★ ★ **MOTTO FOR THE MONTH** ★ ★  
'Keep your feet on the ground, and your eyes on the stars.'



**EITB** Engineering Industry  
Training Board

**TECCOM 80**

## NEW UK CHAMPIONS



The successful winning team from Marconi Avionics Limited are pictured to the right of Lord Weinstock with the MSDS team on his left.

On Friday, 9 January, in the Institution of Mechanical Engineers there met in battle five teams of champions in TECCOM—those of the North, the Midlands and the South of England, of Scotland and of Wales.

The teams were Engineering Technician Apprentices of some 19-20 years old. TECCOM is a national contest, run by the Engineering Industry Training Board as a highly effective method of enhancing and demonstrating nationwide standards of skill and training.

Each of the 70-plus TECCOM entrant teams had been presented with a project to complete over some three months which



Lord Weinstock about to present the Metcalfe Trophy to Margaret Spells, the female member of the winning team.

represented a genuine company need:— cost-reduction exercises, systems studies, brand new products, new production methods—and had then submitted a full written report, as well as demonstrating any resultant hardware.

Then, in 16 different regional heats and finals, each team gave a 20 minute audio-visual presentation of its project solution to a 250 strong audience of school pupils and teachers, industrialists and trainers—and a panel of assessors whose detailed probing questions followed. Marks were awarded under the six headings of Planning and Control; Method and Results; Knowledge Gained; Teamwork; Report Writing; and Verbal Presentation.

Awarding framed certificates and specially-struck mint medallions, guest speaker Lord Weinstock said he had broken his own rule not to make speeches in order to support EITB's role in the engineering industry. "Our future as a nation depends on imparting the right skills to our young people, which this competition does so much to achieve," he added.

The winners also received the sterling silver TECCOM Trophy, donated by Dr. Frank Metcalfe, CBE, former Director of the EITB and now Chairman of the Shipbuilding ITB, to be held by each UK champion team in successive years.



Pictured with Mr. Bill Alexander, Assistant Managing Director and the Company's Chief Executive for its Rochester operation are, from left to right: Christopher Wink, Martin Kirby, Mark Jenkins and Margaret Spells.

## Triumph in National Final of TECCOM 80

The South's team in the final of the EITB's TECCOM 80 competition has returned in triumph. The team, from Rochester's Marconi Avionics Limited, won the competition and the much-coveted Metcalfe Trophy, at the London-held final, on Friday 9 January.

The team, Martin Kirby from Bearsted, Mark Jenkins from Lydd (who lodges in Gillingham), Margaret Spells from Rainham and Christopher Wink from Strood, was the best of the five regional winners (selected last November), who came together to compete in Friday's national finals at the Institute of Mechanical Engineering, London.

Lord Weinstock, Managing Director of GEC, as the EITB's guest of honour at the final, presented the Trophy, silver medallions and certificates to the winning team. Two GEC companies, from different regions, had teams which had reached the final including Marconi Avionics, the winners.

At the final, each team had to make a presentation of the result of its work, and the judges also took account of a written report. The Marconi Avionics team had designed, built and commissioned, a computerized test station, for checking automatically special microcircuits, known as hybrids, to ensure their quality. Their equipment met the requirements originally laid down and is now in daily use in the Company's Central Quality Department, making significant contributions to the accuracy and economy of the company's products.

The Marconi Avionics team, all the members of which were full-time Apprentice Trainees at the start of the competition comprises:

**Christopher Wink**, 20, Electronics Technician studying for Higher National Certificate in Electrical Engineering. He is now a member of the Company's Flight Automation Research Laboratory. For relaxation his activities are car engineering, electronics and sports.

**Mark Kirby**, 21, having now finished his apprenticeship, is a technical Assistant in the Airborne Display Division. He is also studying for his HNC in Electrical Engineering. Confesses to an interest in sailing (is it boats or ships?).

**Margaret Spells**, 20, trainee Computer Programmer, is studying for an HND in that subject. her interests include reading and archery.

**Mark Jenkins**, 19, Fourth year Electronic technician did the programming for the project. His interests include model making and control canoeing.

Our team had to accomplish the following task schedule:

- i) Interpretation of specification set by CDD in collaboration with Training Department.
- ii) Carry out design studies and trade-offs.
- iii) Design the overall system—define hardware and software.
- iv) Design each particular section of hardware.
- v) Design the software in parallel.
- vi) Purchase all the components as design progressed, 'long lead' items first.
- vii) Had hardware made, then checked it.
- viii) Commissioned overall system (having wired everything up and checked each item separately).
- ix) Tested batches (differing batch sizes, based on a statistical analysis) to compare test times with those predicted.
- x) Satisfying themselves and customer (CDD) that the unit fully met the specification and is a cost effective unit, completed for a budget price of about £500.

### ACKNOWLEDGEMENT

We, the winning team of TECCOM '80 technician competition as run by the Engineering Industry Training Board (EITB), would like to convey our thanks and appreciation to all the people who helped and advised us, and made our project a success. Especially we would like to thank the following:

Central Quality Department  
AS & R Technical Publications  
Apprentices Training School (Hopewell Drive)  
The Company Training Department

And the numerous divisions that generously supplied us with materials and time.

Our thanks also go to our employing divisions who allowed us time to complete the project.

Thank you,  
Margaret Spells, Mark Jenkins,  
Chris Wink and Martin Kirby.



Marconi Avionic News  
Editorial Office  
Mezzanine Floor  
Tower 1  
Airport Works  
Rochester, Kent

Editor—*Jess Griffiths*

Liaison Officers:

Lynn Roberts, Atlanta, USA  
Gerry Rich, Naivasa

S. Althman, Accounts  
Graeme White-Winchester, AS & R (Flying School)

Sid Golding, CAC/PCD

Fergus Maloney, FAIR (New Road)

John Garstin, IN D.J. Roberts, CMS

Rod Cole, MASD Dave Lucas, ASD

Barry Wallington, Apprentice School

Colin Matthews, PSD

Others are required for: AS & R (New Road), ATE,  
COD, GYRO, ISD, RAS.

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



## Best Dressed Doll Competition

The winners of the competition, announced in the last edition have been presented with their prizes.

Silver plated Rose Bonvils were presented, on behalf of the Social Club Committee—who organised the event by Jess Griffiths, Editor of M. Av. News and President of the '65 Club to—

Mrs Bengier at the Clubhouse during the '65 Club January meeting, for the doll with the 'Finest' work.

Mrs Vera Bocking, CMS Insp. for the Prettiest Dressed doll.

Mrs Peggy Davies, Reprographic, for the Most Original doll.

Our picture shows Vera and Peggy with their prizes.



### CASTAWAY

*Anne Billing (A)*

Our castaway this month is one of the band of Confidential Secretaries, whose devotion and efficiency ensure there are no 'snags' at the top! Anne Billing joined the Company 10 years ago, in the Fuse Division as Secretary to Jim Richards, the Chief Inspector. When Fuse moved to Portsmouth, Anne joined IN Division working for Bob Shaw before becoming Confidential Secretary to Mr. A.J. Harrison, Director of Production Services.

Her choice of music and books are:—

**BOOKS**  
A large book of Crossword Puzzles—to keep my brain alert and just because I enjoy doing them.  
Pilgrim's Progress by John Bunyan—because I did not really understand its meaning when I read it at school.  
Swiss Family Robinson—to give me some ideas of how to survive.

**RECORDS**  
Tschalkovsky's Violin Concerto—to help me relax.  
Bohemian Rhapsody by Queen—a mixture of classical and pop.  
The Test Pilot by the late Tony Hancock—to make me laugh.  
The Best of Barry Manilow—just because I like his type of singing.  
Guilty by Barbra Streisand—then I have the best of both worlds, Barbra Streisand and Barry Gibb on one record.  
James Last in Concert—for no particular reason, I just enjoy it.

## PARACHUTING

For all would-be parachutists, there is a course booked at Headcorn Parachute Club for Saturday and Sunday 4th/5th April. The cost is £43 for parties of ten or more (normally £48) which is for instruction on how to exit an aircraft, how to steer the parachute and how to land correctly etc.

It also includes the first parachute jump, insurance and hire of all the equipment. These days it is a very safe and exciting sport, as the thousands who participate will willingly vouch for, and the Headcorn Parachute Club in particular has a good reputation and a very friendly atmosphere.

You don't have to be superfit with nerves of steel, but you do need self discipline, and jumping out of an aircraft at 2,500 feet will certainly test your nerve.

So if you are interested contact:—

Harry Stiles, A.S. & R.  
Internal phone 204

## Suggestion Scheme

From the batch of suggestions submitted during 1980 two more items have now received nominal awards. They go to Mr. G. R. Andrews, a Tester in INd who receives a nominal award of £5, for a suggestion concerning the testing of P.M.D. units after return from field use, and Mr. H. G. Houston, a Security Guard also receives a nominal award of £5, for his suggestion concerning the improvement of Safety and Security of Watches by Security Guards.

## FOUND PROPERTY

The following property has been found within the Company premises and has not, as yet, been claimed:

- 1) Fold-away umbrella
- 2) Silver chain with stone
- 3) Ladies wrist watch
- 4) Pair of glasses and case
- 5) Brown purse
- 6) Gold chain
- 7) Papermate pen
- 8) Gents watch
- 9) Gents glasses with case
- 10) Lighter
- 11) Silver bracelet
- 12) Ladies brooch
- 13) Ronson lighter

Any queries regarding the above, please contact the Security Supervisor, D. Peggie, Int. Ext. No. 209.

## Marriage

At St Peters Church, Bredhurst on 29 November at 3 o'clock, Martin Lovage, of F.C.D. an ex-apprentice was married to Janet Hinchcliffe who works for C.A.V.

Colleagues and friends contributed towards wedding gifts of a steam iron and electric toaster.

Martin is a sportsman and enjoys particularly Football, Darts and—with tongue in cheek—"Pub games".

## Births

Bill and Sheila Craig announce the arrival of Lindsay Jane, on 14 January 1981 at a weight of 6lb 14oz.

Bill who is a Design Engineer in PSD captured the rapture of mother with the first born.



## FOR SALE

### 3 BEDROOM SEMI Davis Estate, Chatham

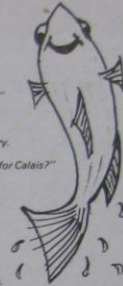
Lounge—D/GL Patio doors  
Kitchen/Diner—D/GL Patio doors  
3 Bedrooms  
Bathroom/Toilet  
Lg. Garage  
Fully D/GL unit windows throughout  
Some carpets incl. Full Gas Central Heating  
Larger than average gardens

Price £25,950

Contact: Mrs. C.J. Smith, Fisher Control Valves ext. 265  
Home Tel: Medway 64251 evenings or weekends

## A FISHY ODE—'ERI!

Our John a fisherman of note  
Said "I think I'll buy a brand new boat."  
And so with pride—a push to float her,  
Cried "My flipping toe has caught a Bloater."  
Once aboard and steering West  
Pulled a Haddock from his vest  
And from his pants produced a Hake  
The fish had caught up in the lace.  
So gripping tight his fishing rod  
Placed on the hagg a piece of Cod  
Casting line to waters deep.  
He nodded off and went to sleep.  
When he awoke he cried "Oh Mate,"  
I think I've hooked a huge Giry Skate."  
He lugged and pulled with no avail  
John cried, "It's like a flipping Whale."  
So flashing past a Channel Ferry,  
A Hovercraft, and an old French wherry.  
Feeling bright and very pally,  
Shouted "Bon Jour Monsieur, alright for Calais?"  
Until at last the Skate pulled free  
By pulling John's boat out of the sea.  
So on a Belgium beach of leisure  
John sat back and full of pleasure,  
Saw a mermaid combing hair  
Except for scales completely bare.  
"I say," he cried "You really dishy,  
Below the hips you look quite fishy."  
The mermaid much to his surprise  
Opened her arms and closed her eyes.  
"Take me away I'm yours for life  
Just what you want—half fish, half wife."  
John now keeps her in his bath  
Work Saturday mornings, that's a laugh.  
He feeds his maid with lots of Hake  
While she rubs his legs with a garden rake  
Producing scales just like a Henning.  
What happens next—our John's not telling.



H.R. Jones, IN Division.

## Kitchen Kapers

It is now the simplest dishes that achieve the greatest popularity, says one food expert.

We produce some 'simple' dishes this month which are particularly recommended, especially as they do not entail too much time in preparation.

### MUSHROOMS ON TOAST (8 portions)

As a savoury, fried or grilled mushrooms remain one of the great favourites. Towards the end of the 19th Century, the traditional mushroom savoury was daintily embellished with anchovy-flavoured whipped cream at one of the Cambridge colleges.

**Ingredients:** 1lb button mushrooms  
2oz butter  
Salt and pepper  
8 slices of toast

**Method:** Trim the mushrooms and fry gently in the butter. Season with salt and pepper and arrange on small rounds of hot buttered toast.

### SWEETBREADS IN THE ENGLISH STYLE (6 portions)

Calf sweetbreads are ideal for this dish, but the much less expensive Lamb sweetbreads make an acceptable substitute.

They are served grilled on skewers, accompanied with a bowl of bread sauce.

**Ingredients:** 3 pairs sweetbreads  
½lb smoked streaky bacon rashers  
4oz breadcrumbs  
3oz butter

**Method:** Cut the prepared sweetbreads into six thick slices. Remove the rind from the bacon, stretch the rashers with the blade of a knife and wrap the rashers round the sweetbreads; thread on to skewers. Put the sweetbreads and bacon under a medium-hot grill for 15-20 minutes, turning occasionally. Fry the breadcrumbs in butter until brown and coat the sweetbreads with them. Arrange the sweetbreads on a bed of the remaining crumbs; serve immediately, with bread sauce.

### PUDDING

A very tasty pudding dish is the well established Treacle Tart, most ingredients can be purchased 'ready to use'.

### TREACLE TART (6-8 portions)

**Ingredients:** 6oz Sweet shortcrust pastry  
6oz fresh white breadcrumbs  
1lb golden syrup  
6oz Rich shortcrust pastry

Oven 425°F, gas mark 7; for 10-15 minutes  
350°F, gas mark 4; for 30 minutes

**Method:** Line a deep pie plate with the sweet shortcrust pastry; mix the breadcrumbs with the syrup and fill the pastry case.  
Cover with rich shortcrust pastry and bake for 45 minutes as above.



## WORK EXPERIENCE SCHEME

A reception for specially invited guests was held in late December 1980, to bring to the notice of local people and fellow industrialists the method of approach adopted by the company.

The guests were received and welcomed by Mr. G. Thomas, the General Manager at Rochester, who called on Mr. G. D. Perry, Training Manager, to explain the scheme as below.

"Work Experience has been actively considered by our company all along but we have been wary of it in the past because we saw the dangers of raising young people's expectations, only to see them dashed on their return to the tough job market.

What has changed, since then, is a dramatic increase in youth unemployment in this locality. Among such numbers must be some who would have been eligible for a job with our company.

Our significant expansion in business, during the past five years, and the nature of our work in advanced technology, which creates a demand for special skills, has led us to develop extensive training facilities within our company, particularly for young people taking their first jobs.

Thus the dramatic increase in unemployment, among young people with potential ability, has coincided with our having considerable facilities and relevant experience to offer.

For those of you who are interested in figures, my department has trained about 1,000 young people over the past five years. The 620 trainees we employ this year are divided into 450 craft and technician, 80 student engineer, 50 commercial and 40 programmer categories. This represents over 10% of the total work force at Rochester. Each year, newcomers maintain and augment this number, September's intake being a record 220.

To handle such a big task, we have a team of 30 training staff, including ten training officers and fourteen instructors, and have invested in 15,000 square feet of training space at Rochester. There are now no fewer than seven designated routes through which a young person can enter Marconi Avionics and become trained for the job.

It is an important part of our policy that trainees are never regarded as supernumerary. Except when doing "off the job" training, they carry out revenue-earning work, at a level appropriate to their stage of training.

Our training is flexible. It starts with an identified business need which can be met by training, the design of a training system, programme or scheme, followed by its implementation. Our training programmes are continually reviewed and, as business needs change, so does the training provided.

We acknowledge that, whilst our normal training is aimed at creating technical skills, it is important to attend to trainees' personal development needs. All apprentices now attend a residential induction course at our local scout centre, to enable them to adjust quickly to the adult world and to Company standards.

Now I mention all this because we feel it is highly relevant to



The local press, radio and television representatives listening to Mr. G.D. Perry outline the Company's scheme.

the matter of work experience, in which companies are required by the Manpower Services Commission to provide a form of induction, supervised employment, training or further education and personal advice and support for the work experience trainee.

Because the end we will aspire to is for trainees to find jobs, and bearing in mind our own original misgivings about work experience, we decided that we must do more than just this. We have therefore:

— adapted our regular 3-day induction course, which we hold at Buckmore Park, so as to "ease" our work experience trainees into the company. The syllabus included employment and procedural matters, encouraging these young people to think for themselves, an appraisal of trainees' expectations and guidance on how to benefit most from this opportunity, and how to make the transition from the unemployment register to the working environment. We also

— decided to set up a second course, of several days' duration, about half way through the 6 months work experience programme, the precise syllabus of which will already have found jobs. Subjects we think will help most are how to plan for when work experience finishes, next May, self-assessment of each person's capabilities for work or study, tuition on writing for jobs and filling forms, interviewing technique and, should this be the unfortunate outcome, organising oneself for unemployment—not as negative a concept as it may at first seem.

I should point out that Medway Industrial Chaplain, Richard Bateman, (who is unfortunately unable to be with us today), is himself running these courses, and will assist in counselling our trainees, particularly those who do not succeed in finding jobs.

As I have already said, our aim is for these trainees to find jobs—even though we know this aim may not be wholly fulfilled. Along the way, we hope the time they spend with us will benefit them. Above all, we hope they will feel welcome, being among our employees, throughout their stay."

## Rochester's successful avionics company creates a new approach to work experience

Marconi Avionics Limited, the Rochester-based company which, again in 1980, created over 1,000 jobs for people able to meet its qualifications, is now helping twenty-five young people, who are as yet unable to find themselves a job. They are gaining 6 months work experience with the company, as part of the Manpower Services Commission's Youth Opportunities Programme.

The purpose of such programmes is to give experience of the adult working world, to help young people to compete for jobs. Whilst any company taking part must provide properly-supervised employment, and record each individual's progress, Marconi Avionics plans to do considerably more, by making use of highly-developed training facilities.

In a successful high-technology company, career development is a major activity, from initial training for young people to progressive re-training throughout a person's career. 620 young employees of the company, at Rochester alone, have undergone training during 1980, including a three-day course, which helps school leavers to adapt to the adult environment. This course has been adapted and given to the 25 young people undergoing work experience.

Since taking the course, they have been employed on reception duties, in stores, in the canteen and on progress work, in which they come into frequent contact with members of the Marconi Avionics team. Throughout this period, they are being encouraged to look for permanent employment and are being given practical help in making job applications.

Members of the company's Personnel team are in close touch with supervisors and the young people themselves are now devising a second course of training, which will be based on how many of the twenty-five succeed in finding jobs by then. This



Pictured on their first day with Marconi Avionics are (left to right) Christine Hall, Nichola Carroll, Mary Alderson, Andrew Watts, Paul Elliott, Ruth Whiting, Paul Jarvis, Tracy Young, Christopher Spearling, Joanne Baker, Stephen Davies, Nichola Miles, Martin Brogshaw, Philip Edwards, Elaine Prosser, Gary Phipps, Mark Lermhan, Christine Varga, Paul Stanfield, Sally Deloaze, Cheryl Trowell, Martin Wheeler, Julie Walsler and Wendy Smith. (Nichola Stanley, not in photograph.)

"tailor made" course will be given in about three months time. It will concentrate on increasing each individual's ability to compete successfully for a job, at every stage in the process. In particular, the ability to do oneself justice at a job interview is given special attention.

## V.I.P.'s visit M.A.S.D.

A visit by Air Marshal John (now Sir John) Bagot Curtiss, Air Officer Commanding No 18 Group RAF and his Chief of Staff, Air Vice Marshal George Chesworth, to M.A.S.D. Production Department at Rochester took place during January 1981. In the photograph John Goodhand, Production Manager, explains AQS901 Component production to the Air Marshals, Brenda Cordwell, Leading Hand, makes sure he tells it right, and the Divisional Manager, David Clews, keeps a watchful eye of the whole business.

Air Marshal Curtiss' command includes all the Royal Air Force's Nimrod squadron, now being re-equipped with the Nimrod Mk 2, which is fitted with the new AQS901 Acoustic Processor (MASD), Central Tactical System (IND), AD130 Sonobuoy D/F and Homing System (Airadio Products) as well as a number of Company products carried over from the Mk 1 aircraft. Its new equipment makes it the most capable anti-submarine aircraft in the world. The AQS901 is also in squadron service with the Royal Australian Air Force P3C Orion aircraft.



## Royal Aeronautical Society

MEDWAY BRANCH  
Programme for 1981

18 Feb	(title unknown)	Mr. P.A. Hearn F.R.Ae.S.
18 March	(title unknown)	Dr. Tanner and Mr. Jim Ashton
15 April	"AEW Nimrod"	Mr. A. Aytoun
20 May	"AGM—plus interesting feature"	

## Medway branch airlift lecture evokes more memories than one

When Wg. Cdr. Ron Mortley, OBE AFC, a member of the Medway Branch of the RAeS, addressed over 400 members, guests and visitors, last Wednesday, on the subject of the Berlin Airlift, he received an unexpected accolade from a member of the audience. The excellently-researched lecture, given at the Airport Works of Marconi Avionics at Rochester, had described the political background in some depth and had continued with the speaker's first-hand account of the operation, in graphical detail.

When Branch Chairman, Malcolm Moulton, asked for questions, a lady in the audience announced that she was herself a Berliner and, recalling the events of the Russian blockade very well, wished to express her personal gratitude to the people who brought thousands of tons of food and fuel daily to the beleaguered city.

Wing Cdr. Mortley had taken part in the Berlin Airlift from its very beginning in June 1948 until its end in September 1949, undertaking almost 250 trips in the narrow corridor, between what are now known as West Berlin and West Germany. His lecture covered in interesting detail, the operational procedures required to get the immensely high rate of air movements each day to and from Tempelhof and Tegel airports. In addition, the types of aircraft used and statistics on the loads carried were clearly described. With his first-hand accounts of the life of the aircrew and of the harsh conditions endured by Berliner, Wg. Cdr. Mortley's lecture proved to be one of the highlights of the Branch's programme. It was the third occasion, all during a period of twelve months, that the Branch had heard a lecture from one of its own members and is to be followed by another notable occasion, on 19 February, when the President of the Branch, who is also President of the Royal Aeronautical Society, will address it, at a main Society lecture, at Medway, on the subject "Avionics the third Dimension."

With avionics from the Medway Towns playing such an important part in aircraft programmes conducted all over the country, it will be an appropriate occasion for Medway's first main lecture.

## Basildon's Avionics company donates a unique aircraft to Southend museum

Marconi Avionics retires its famous Piaggio



A rare bird goes to roost, Marconi Avionics Piaggio retires

Basildon's export-winning avionics company, Marconi Avionics Limited, is making an important addition to the aircraft collection of Southend's Historic Museum, with the handing-over, on 19th February, of an aircraft which is unique in this part of Europe. The Piaggio P166, the only one operating in Western Europe, apart from Italy where it was built, has served the company's Airradio Products Division faithfully for no fewer than 13 years.

Its characteristic two pusher propellers, with their distinctive sound, have made the seven-seat, "gull-wing" Piaggio, a favourite among aircraft spotters, as it plied from Southend Airport with Marconi Avionics engineers and prospective customers on board. The business of supplying avionics for the world's aircraft, requires regular communications with customers who manufacture and operate aircraft and can also involve demonstrating equipment in flight. With the retirement of the Piaggio, Marconi Avionics will continue this important aspect of its work, using a fleet of three, more modern, aircraft. It operates full-time, from nearby Rochester Airport, plus aircraft which are chartered from time to time.

When the time came to retire the Piaggio, the company looked for a suitable local use for the aircraft and received an enthusiastic response from the Historic Aircraft Museum. Visitors to Southend, who come from far and wide to see the collection will, for the first time, be able to inspect this rare example of its kind at close quarters.

Marconi Avionics Limited, the biggest producer of aviation electronics in Europe, has a team of more than 2,000 at its major establishment at Basildon. One of the first factories built to establish the new town of Basildon in 1953, it is Marconi Avionics' centre for the design, development and manufacture of airborne radio communication and navigation systems which are supplied to almost every nation in the world, and also of electro-optical and television systems for advanced technology industries.

## Appointments

Maritime Aircraft Systems Division are pleased to announce the appointment of Mr. R. F. Wilkinson as Deputy Divisional Manager of Maritime Aircraft Systems Division.

Flight Controls Division have much pleasure in announcing the appointment of Mr. Brian Tucker to the post of Project Manager responsible for Boeing 747 Autothrottle programmes.



# The Annual Dance, S



The band rises to the occasion



So sedately, or is it painfully, Ernie?



The gâteau goes!



The Conga, or?



Games to play.



What a fine selection of prizes.



We turn about



The vocals on stage.



The Mayor of Rochester and Mayoress, guests of honour. (D)



Jiving it up.



What a giggle, as we jiggle!



Cutting the cake—a happy occasion

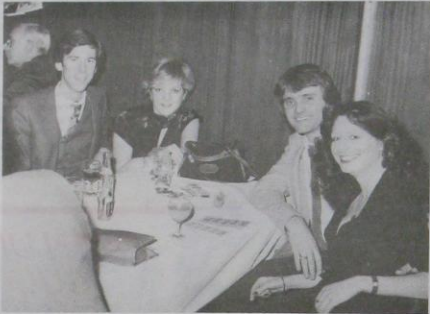


## Star Hotel, Maidstone



Let's all have some!

Time to relax



Waiting for the draw!

Auld Lang Syne.

## The Annual Party for the Mentally Handicapped



and the Deputy Mayor of Gillingham and deputy



Party Birthday cake for the Mentally Handicapped, provided by the Captain of H.M.S. Pembroke. (D)



The VIP's enjoying the entertainment in the works canteen. (D)



Tony Parzin (standing) leading the company in applause. (D)



The principal 'boy', serving the party goers. (D)





## Commercial Contacts

As the company is the leading producer of Electronic Systems for the Aircraft and Allied Industries, with an export record of which all can be proud, our management is always on the look out for opportunities in new fields, new areas and new contacts to ensure our growth stability and foremost position in the systems we produce.

One step in this endeavour to keep the Company ahead, and to be a shop window for our products and achievements, was the decision to play host to the "PARLIAMENTARY AND SCIENTIFIC COMMITTEE", consisting of members of the House of Lords, House of Commons and leaders of Industry and Institutions.

Wednesday, 28 January saw a gathering of some 32 visitors arrive, who were hosted by ten of the Senior Management.

Our Managing Director, J. E. Pateman CBE, welcomed the visitors, and gave an introduction to the meeting outlining the Company's position as a member of the GEC Group, and a constituent of Marconi Electronics group.

Continuing he stressed the aims of the Company, and the scope of its products, making continued use of changing and advancing technological knowledge. Our position helps us to sell technology, with profit and our launching of new products, with our export potential and successes has enabled the Company to create new jobs, in a period of diminishing productivity in industry generally. Our expansion programme was described and illustrated.

Mr. G.C. Cairns, explained typical programmes of work and how they were initiated and carried through to fruition, citing Boeing contacts for 737 and YC-14 and the American F16 as examples.

Mr. W.H. Alexander explained the Company organisation and operational techniques. He pointed out that our business was to design systems and use technology, we had to develop a method whereby we could successfully execute these ideas, and grow as the markets and requirements were developed.

The structure of the Company, into Divisions, each responsible for the whole range of activities covering the systems produced was like having 25 or so separate companies, each with an average of 400 personnel. This encouraged innovation, and enabled specialist groups in project teams to develop the ideas through from conception to installation and commissioning.

Before retiring for lunch, Mr. Pateman gave a resumé of achievements attained. Some 800 new jobs in the year. New premises both at the main works and in other areas, such as Naissea, and the sales successes, particularly in the US market.

The visitors were split into groups and were given opportunities to tour Phase III and Corsair Buildings and to examine typical products in the conference rooms and Towers foyer.

At the conclusion, Rt. Hon. Arthur Bottomley M.P. recalled the circumstances which led to Elliott Bros (then Swift and Swallow) with others forming to the Airport site. He thanked the management for their hospitality and delightful experience of the day and congratulated all concerned on the success so far attained and for the determination to continue to develop, innovate and expand.

The Viscount Hanworth also expressed his pleasure on behalf of the committee, and offered his congratulations on what they had seen and heard that day, commenting that a signal success seemed to be the effectiveness of the Company's policy of delegating, at all stages.



The Parliamentary and Scientific Committee at their meeting at Rochester. Some units on display in centre.

## Apprentice activity

### Apprentice Training School

Our Christmas dinner on 16 December, was held in the Training Centre. The canteen staff, (Kath and Eve) did a grand job in cooking and preparing, which was then served to the apprentices, at their tables, by most of the Training Centre Staff, who were suitably dressed for the occasion.

After dinner the 90 apprentices were led in carol singing by 'DUKE' Wallington who was ably volumed by 'DAD' Davis.

Everyone joined in the festive spirit and a collection for the Childrens Society realized over £6.



'Duke' Wallington



A group in the 'Toyer' display. Rt. Hon. Arthur Bottomley M.P., foreground left.



Mr. P. A. Hearn, Director and General Manager, in discussion with the Lord Kintore.

### GUESTS

Lord Ironside  
The Earl of Cork and Orrery  
The Lord Gregson  
The Viscount Hanworth  
The Earl of Kintore  
The Lord Orr-Ewing  
Rt. Hon. Arthur Bottomley M.P.

Lewis Carter-Jones M.P.  
Ben T. Ford M.P.  
Stephen Ross M.P.  
William Whitlock M.P.  
Arthur Butler

J. Banks  
Dr. James Cain  
Keith Copeland  
Don Downton  
Dr. W.E. Duckworth  
Dr. G.B.R. Feilden  
A. Herzka  
Dr. G.S. Hislop  
C. Hobbs  
Dr. L. Jackson  
David R. Munden  
Dr. Erick Parker  
J.R. Pickin  
Dr. Brian Ralph  
Commander M.B.F. Ranken  
A.W. Rudge  
R.G. Sell  
J.S. Whyte  
J.B. Walsby  
Dr. W.R. Thoday

House of Lords  
House of Lords  
House of Lords  
House of Lords  
House of Lords  
Teesside, Middlesborough, formerly MP for Rochester & Chatham  
Eccles  
Bradford North  
Isle of Wight  
N. Nottingham  
Secretary, Parliamentary & Scientific Committee  
BICC Ltd.  
N.R.D.C.  
Biological Engineering Society  
I.P.C.S.  
Instn. of Metallurgists  
British Standards Institution  
Assoc. of Consulting Scientists  
Royal Aeronautical Society  
John Laing R & D Limited  
British Gas Corporation  
Soc. of Cosmetic Scientists  
Royal Society of Chemistry  
Ferranti Limited  
Royal Microscopical Society  
Inst. of Marine Engineers  
ERA Technology Limited  
Ergonomics Society  
British Telecommunications  
British Veterinary Association  
British Institute of Q.A.

## NEWCOMER



We welcome to the fold of Marconi Avionics family Bob Kempton, formerly with the RAF (C.S.D.E.) to ATE.

We hope his stay will be as mutually satisfying as his service with the RAF has been.

Bob Kempton joined ATE Division on 26 January, 1981 upon retiring from the Royal Air Force. Bob, married with two children, says that the RAF bases at which he has been stationed during his service career are too numerous to list but include Singapore, Farningley, Scampton, Sealand, Leuchars, and Swanton Morley.

Bob was recently awarded a Commendation by the Commander-in-Chief of Royal Air Force Support Command, Air Marshall Sir John Giggell KCB AFC. It was awarded for meritorious service, devotion to duty and dedication to the task whilst Bob was serving with the Central Servicing Development Establishment (CSDE).

The transfer from service to civilian life was eased by the fact that Bob has been working with CSDE in ATE Division for the past 4 1/2 years. He has joined the Division's Logistics Department and will be working on Tornado ATS Support.

Our photograph by kind permission of O.C.E. & I. Squadron Eng. Wing, Swanton Morley, shows Bob Kempton being presented with the framed commendation.

## OPEN UNIVERSITY SUCCESSES

Our congratulations are extended to two of our colleagues within the Company, who have successfully completed a course of study with the OPEN UNIVERSITY, and have been awarded their degrees.

Derek Comfort of PSD received a Maths degree. He has had connections with the company since 1966 in Naval Weapons GW. In 1967 he came to MAC then in 1974 joined FCD until transferring to PSD in 1975 and is now a Senior Project Leader.

He is married with a 20 month old son, and is a former Round Tabler, who enjoys squash and as a member of the flying scheme became a Licensed Pilot in 1976.

His studies covered a period of 5 years.

Richard Hall of MASD Engineering has received an Ordinary B.A. degree. He has been with the company for 1 year and is married with a young daughter.

He hopes to continue his studies to complete an Honours Degree Course, but he already holds 6 credits in his ordinary. A keen photographer, he's a member of the Photographic Club, and also enjoys Folk Music.

Both confirm that the self discipline required to complete the course is of a high order, and without the active support and encouragement of wives and family, together with a large supply of tolerance success could not be achieved.



(L.R.) Richard Hall and Derek Comfort in the Towers foyer, when the awards were announced in the press. A total of 20 successful students in the Medway area were listed (A).



# 25 YEARS' SERVICE



Miss Emily Russell with Mr. J. Luck at the presentation.

An addition to the growing band of ladies who have completed their 25 years unbroken service with the Company was made when **Emily Russell**, a Technical Assistant in ATE received her award—a pair of binoculars.

Emily came to the Airport and began her association with the Company in the Standards Room, under Archie Butler.

She then joined the Laboratory staff in GYRO Division in their early days at Rochester, and has continued her connection with Laboratories in IN Division, A.C. Division, and returning on various other occasions to both GYRO and IN Division, before settling down in ATE in 1979.

Mr. J. Luck presented the binoculars, on behalf of the company.

Emily has a full life, with interests outside working hours covering Gardening, Knitting, Dancing and Dramatics. She has appeared many times in local productions, yet still finds time to keep up her friendships with the many people she has been associated with.



John Lurocock with Mr. Sleight at the presentation.

A Project Engineer in ADD has completed his 25 years unbroken service with the Company, encompassing a varied and full life.

**John Henry Murray Lurocock**, did 5yrs with the RAF as a Radar Fitter, serving at home and Germany, before coming to Elliotts in 1956. His initial engagement was in Radio/Radar Division as a Test Engineer. He worked on Gunfire direction, Torpedo guidance and simulator systems Installation and commissioning work on a Frigates in dockyard.

His technological studies were pursued at Medway College of Technology for the National Certificate.

He married in 1961, and moved to Frimley with Naval Weapons

Division in 1963, as Senior Test Engineer, and transferred to Engineering dept. in 1965 for Post design work with AVWE on guided weapons.

This involved that work in Scotland and Northern Ireland. He came back to Rochester in 1968 as Commissioning Engineer with Airspace Control Division to work on Radar Processing Systems. This also covered repair and installation work at various radar stations around the country.

Airspace Controls moved to Hillend, Scotland, and John joined A.D. Division as commissioning engineer on the new A7 HUD programme, doing 2 spells in Atlanta in 1974, commissioning equipment produced by Atlanta works during the period of our 3 day week debacle.

He came into ADD Engineering Dept. in 1974 and is now Project Engineer on Torrado Waveform Generator, and previously involved with TV, TAB, FLIR, NIMROD and 12-12 Computers.

Married with two sons and one daughter. The boys are at St. Joseph Williamson Mathematical School, and the girl at Rochester Grammar School.

He likes two wheel transport, being a keen motor cyclist who recently passed the IAM Test and is a member of the Kent Advanced Motor Cyclists Group.

To mark his silver jubilee of service, John chose binoculars which Mr Sleight presented to him on behalf of the Company.

In the Radio Medway "Company Clash" contest, John was one of the company team.



**Harry Hamblin**, who commenced work for the Company on 26 January 1956, has completed 25 years of unbroken service at the Rochester site, and has been presented with a clock to mark the occasion.

Starting as a fitter in Guided Weapons Div, working on Servo Motors, he then joined SERVOD Div in November 1957 doing the same work.

In January 1950 he moved to IN Div as a fitter on the Blue Steel Programme and in October 1963 joined TAC Div, performing tasks associated with BAC 1-11 and VC 10 Autopilots. In 1970 at the merger of TAC and MAC he continued as fitter with the new FCD where work on Concord, Buccaneer, Vindict, Lynx, Hammer, VC14, 0747 and MFCAs (Tornado) passed through his skilful hands. Now allocated to CAC Div, carrying on with work products emanating from the Combat division.

Harry is a well known sportsman being much sought after as a Football referee, Pitch and Putt and Bat and Trap adjudicator, as well as an advisor on these latter games and of Cricket, in which game he excelled as a player.

## To put the record straight St George was an English Saint who slew a dragon

According to an old English ballad, St. George was the son of Lord Albert of Coventry. He fought in the Crusades and while in the Middle East saved Sabra, a King's daughter, from sacrifice to a terrible dragon which he slew. He then married Sabra and returned to live with her in Coventry.

St. George has since become the Patron Saint of England (his day is April 23rd) and several other countries including Portugal and also the Patron Saint of soldiers and Boy Scouts. But what little evidence there is to support his existence suggests that he was actually a soldier of the 3rd/4th century who lived in the Middle East, and was persecuted for his Christian beliefs.

He was apparently beheaded about AD 303 by the Roman Emperor, Diocletian, at Nicomedia (now Izmit) in Turkey.

Within 100 years he was being revered throughout the Christian world—including England by the 7th century—as a minor saint.

The Crusaders under Richard I believed that he aided them in battle and when they returned to England at the end of the 12th century they encouraged his adoption as a saint of high rank. Within a few years, his feast day was being regularly kept, and about 1348 Edward III dedicated the order of the Garter to him. His position as Patron Saint of England stems from about that time. The Roman Catholic church has recently "demoted" him, because the evidence of his existence is tenuous.

The story of St. George's conquest of the dragon does not figure at all in the earliest accounts of his life but gradually appeared and gained favour in the Middle Ages. The battle symbolises the conquest of evil, or Satan (the dragon) by good, or Christ (represented by the Saint), thus rescuing the faith (the virgin who is to be sacrificed to the dragon).

St. George's battle has been given an English setting in some versions of the story—such as Dragon's Hill in Berkshire.

## Bullets get red-hot in flight!

"Hot lead" is a vivid description of the gunfight of the Wild West, but "hot guns" would be a more accurate description. Although a gun barrel gets hot in action a bullet is cooled considerably as it passes through the air. A bullet retrieved immediately after being fired is not hot, though the force of impact may distort the lead, to give it an appearance of having melted.

## AROUND THE COUNTY

For this month, we cross the border into East Sussex, for a look at the church of the ancient cinque port of Rye.

This is one of the largest parish churches in England and is full of interest to the architect and antiquary. Lambard says it is 'the largest' church in the southern parts, the cathedrals only excepted.\*

The earliest portions are the central tower, the transepts and the plain semi-circular arches opening into them from the nave. These are early Norman, in both transepts there are fragments of a Norman arcade with the zig-zag moulding. The nave is Transition-Norman. The chancel has a chapel or chantry on each side. The east window is rich Perpendicular, filled, in modern times with what Murray's "Handbook of Kent and Sussex", calls "Harlequin glass"—a good description. Why cannot our modern church restorers (?) or decorators imitate the fine and simple style which was usual in the 13th century?

A local tradition makes the communion table one of the spoils of the Spanish Armada, but is certainly not older than temp. William III. The north chapel, dedicated to St. Claire, is Early English, and it must originally have been very striking. The authority just quoted complains that "it is impossible to speak too severely of the present state of this beautiful chapel, deserted, neglected, damp, and filled with ladders and fire engines". I might add that, when I last saw this originally beautiful adjunct of the venerable church, I saw therein a pilory and a "ducking-stool", which latter shows that the "good wives" of Rye, in days of yore, made wry faces, and were rather addicted to scolding, and occasionally required a "ducking" in the river.

The south, or St. Nicholas' chapel was long used as a school-room for the poor. The church clock, the bells of which are struck by a pair of fat gilt cherubs, is said to have been the gift of Queen Elizabeth, though there is no appearance of such antiquity. Mr Octavius Morgan (a good authority on such matters) is of the opinion, however, that Rye church clock is the oldest one in England still doing its work. The long pendulum swinging below attracts the notice of the stranger, as it seems to beat time to the service of the sanctuary. Near the communion table is a brass to Thomas Hamon, six times mayor of Rye and thence M.P. for the borough.

... In St. Clare's chancel is a monument to Allen Grebbel, Esq., ten times mayor of the town, who was assassinated in the church-yard in 1742, by a "sanguinary butcher" named Breeds, in mistake for his brother-in-law, Mr. Thomas Lamb, against whom he had a grudge. Breeds was hung in chains near the west end of the town, and the so-called "chains", an iron frame-work, are still preserved as a relic. The church contains eight bells, with quaint rhymed inscriptions. (see "Sussex Collections" vol. xvi p.222).

Every visitor to Rye should see its various antiquities, especially the Land-gate, and the castellated building called Ypres Tower, which formed portions of the defences of the town when it was surrounded with massive walls. Altogether Rye is one of the most interesting towns in Sussex.

\* "Perambulation of Kent".





