

## GEC-Marconi Avionics ONE TEAM, ONE NAME, ONE VISION

### A Message from Derek Dickinson, Managing Director, GEC-Marconi Avionics Ltd.

On January 7th this year we announced that our separate companies are to merge into one, under the banner "GEC-Marconi Avionics".

I believe most of us recognise this as a positive move, vital for the long-term prosperity of our business. Internationally defence requirements are being re-assessed and the recession which has hit many of the world's economies has caused many of our customers to reconsider their plans.

In facing these changing circumstances and anticipating future markets, each company has experienced perhaps the harshest 24 months any of us can remember. Difficult though this has been, it has left us

leaner, fitter and more prepared to meet the new demands of the marketplace.

The merger will make us even more competitive. Among the separate companies were a number of overlapping areas of expertise where we have been competing against each other. A growing market could sustain these varying technologies allowing each to thrive. In the current climate however, to ensure that we retain and improve our share of our traditional markets and successfully establish new opportunities in other fields, we must use our combined strength. Together we can respond to our customers' needs with far greater resource

and flexibility than we can offer as individual companies.

Across Europe we are now the single largest avionics company and our credentials are impressive. We are Europe's largest producer of airborne radar equipment and remain the leading world supplier of Head Up Displays. We are a leader in the development of the advanced night vision equipment which proved so valuable in the recent Gulf War. We are one of only a very few companies in the world capable of producing complex fly-by-wire flight controls and have aircraft such as the Tornado, EFA, the United States Advanced Tactical Fighter, the Boeing

777 and many of the Airbus range to our credit.

Our expertise makes us a driving force in the development of display technologies such as helmet mounted displays and advanced night vision equipment including forward looking infra-red (FLIR) systems. As one Company we supply equipment from fuel pumps to flight controls, air data to thermal imaging, communications to weapons management.

In the increasingly important field of product support we have what is undoubtedly Europe's most comprehensive facility. Critically, the new GEC-Marconi Avionics, with its broad experience and depth of resource, will be well equipped to take on complex systems integration work, a skill for which there is a growing demand among our customers.

Our future goal is to retain our traditional customer base by ensuring that our products and our product support service constantly deliver the best possible in performance

and reliability. Secondly, through the close relationships we have established with our customers, we must identify new opportunities within our traditional markets and respond with practical, cost-effective solutions.



Finally we must seek potential applications for our technologies and expertise in new fields, within civil aviation and beyond, identifying new and viable opportunities for our future business. This is a challenging set of goals, particularly at a time when the world scene is still changing dramatically. The coming years will require us to be

constantly flexible and highly responsive. The new GEC-Marconi Avionics has an excellent pedigree, a healthy order book, an unequalled skills base and great potential. Our new company name is in place, and in the coming weeks the new organisation will become fully operational.

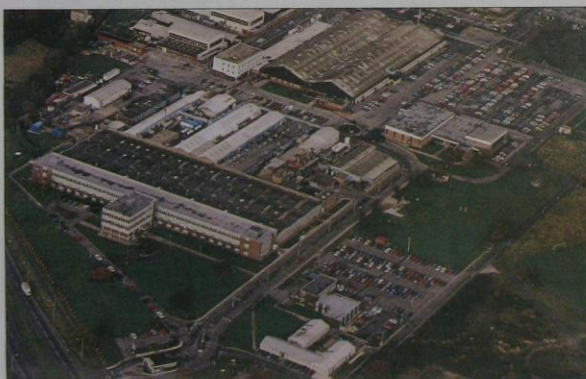
The new structure will enable me to delegate more responsibility to staff across our business, to shorten approval loops and cut bureaucracy. I intend to make everyone more accountable for making our business more successful and to share in the rewards of success. We may be a huge team, more than 12,000, but we are nonetheless a team and I rely on each and every one of you. With your help and commitment we can fulfil our potential and play a dominant role in the world aerospace market in the 21st century. I look forward to working with you.

*Derek Dickinson*

### Sister Sites in GEC-Marconi Avionics

At Titchfield near Portsmouth, the Abbey Works of GEC Aerospace Ltd. now houses Power Systems Division. For over 50 years they have supplied systems for civil and military aircraft and for ground defence applications. They are world leaders in the

supply of fuel and coolant pumps, also pneumatic systems, electrical and ground power systems, electro-mechanical actuators and sub-systems, and fuel handling and metering equipment for ground applications including bulk fuel distribution.



Our Edinburgh site, formerly GEC Ferranti Defence Locations around the city. This building houses Radar Systems Division and the central machine shops, but others in the area include Navigation and Electro-optics, Display, and Support. TIALD Thermal and TV Imaging Airborne Laser Designator systems, consistently successful in the RAF's Tornados in the Gulf, are made in Edinburgh.



Other activities in Edinburgh include Microwave Landing Systems (MLS) which will become the civil aviation standard in 1998, replacing the long established Instrument Landing System, ILS.

Sensors Division at Basildon, part of GEC Avionics until four years ago, concentrates on systems such as TICM II Thermal Imaging Common Modules for night and low-visibility surveillance, used on the

Army's Phoenix unmanned aerial vehicle. Their communication systems products are succeeding in markets throughout the world; in the civil field, their in-flight telephone systems are widely used. Their FLIR Forward Looking Infra Red equipment is in service in many airborne and land-based applications.

There are also sites at Milton Keynes and Southampton.

Reports in this issue of the re-named Company newspaper refer to the various Divisions and Departments of GEC Avionics at Rochester.

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## Chinese Look at the Future

In early January a delegation from the Chinese People's Republic, led by Vice Minister of Aerospace Wang Ang, was welcomed to Rochester by Brian Tucker, Robin Sleight, and other senior colleagues. The visit was part of a country-wide programme which included several GEC-Marconi companies and was co-ordinated by Bob Thomas, Director and General Manager of GEC-Marconi China.

The visit's purpose was to assess GEC-Marconi as potential supplier for the Chinese Super 7 fighter. This is a derivative of the existing F-7 for which we have supplied equipment for some years. Our competitors in Italy and Russia are also being assessed. GEC Avionics was presenting itself as part of the Super 7 team which

is led by our colleagues in GEC Ferranti. The Minister was particularly interested in seeing our systems integration capability at Rochester and learning about our plans for future work.

Highlight of the day was a tour including GDD and ISD, with demonstrations of head up display equipment and production methods, which were well displayed and evoked considerable interest and discussion. Later, Vice Minister Wang Ang particularly asked for all the Rochester team involved in the day to be thanked for their presentations and for demonstrating so well their wish to continue our co-operation with the People's Republic.

*The representatives from the People's Republic of China with company management.*



## Ken Webber will be Mayor

**A Double Honour for the Company**

Ken Webber of GDD will receive his Chain of Office as Mayor of Gillingham in May. This is a climax to his eight years of service as Liberal Democrat Councillor for the Medway ward in Gillingham, and follows two years as Deputy Mayor and earlier posts as Chairman of the Economic Development Committee, which was taken into the Planning and Development Committee of which Ken has since been vice-chairman.

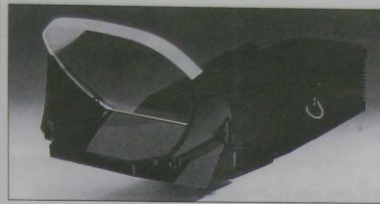


The 'double' is because Ken's Lady Mayoress will be his wife-to-be Anita Buckle of PSD's Exhibitions Department. Anita is Secretary of the Gillingham Liberal Democrats Association.

Ken leads a very busy life in the company; he has been in IND/GSD/GDD for nearly 20 years as Fitter/Production Technician, following his Army apprenticeship. For 15 years he has been a Shop Steward, now for the AEEU, and is Deputy to the Chairman of Shop Stewards, Tony Mason MBE.

Off duty, Ken is a Governor of Forge Lane School in Gillingham, and still finds time for writing poetry. "But I reckon I shall be very busy for a year chairing the Gillingham Borough Council in some lively discussions - and will enjoy it".

So will Anita as she joins him in the busy round of civic and social events undertaken by the Mayor.



F-22 HUD



Knighthelm

## HELMET AND HUD Contracts Signed

There was a welcome Christmas present for GDD when two important contracts were signed, following selection by our customers Eurocopter and Lockheed Aeronautical Systems Co. Both of these contracts were won in the face of stiff international competition.

### Helicopter deal

For the German PAH-2 (Tiger) helicopter fleet, the Company has now signed Europe's first integrated helmet mounted display contract to include full production options. Four prototype Knighthelm integrated helmet systems (IHS) have been delivered. The decision in favour of the GEC Avionics helmet followed over 2 years of flight trials which have thoroughly proved the performance of the helmet and its associated head trackers.

Development and production work will be carried out by a collaborative team of GEC Avionics and Teldix GmbH.

### Deliveries have started

The company has signed the contract, and delivered the first 22 pre-production head up displays for the United States Advanced Tactical Fighter, the F-22. This equipment represents a major step forward in HUD technology. It has been developed by the company using the most advanced computer-aided design and combines an exceptionally wide field-of-view with the maximum visual clarity for both day and night operations. GEC-Marconi Avionics is also contracted to supply the HUD for Eurofighter 2000 and has produced more HUDs than the combined total of suppliers from the rest of the world.

## PHOENIX Completes System Flight Trials

A significant milestone in the development of the PHOENIX unmanned aerial vehicle (UAV) system was reached in December with the successful completion of the System Flight Trials.



### PHOENIX takes off

These trials, demonstrating all of the main features of the system to MoD, involved over 37 hours of flying, including night flying and simulated dual air vehicle control.

Completion of the trials required a tremendous team effort, which was particularly motivated by the energy and dedication of Bob Eves, whose untimely death was within two weeks of the completion of the trials.

The system will now be able to move towards full design approval and the commencement of production. In addition, there is considerable interest in PHOENIX, which is the most advanced UAV in the world, from a number of other countries.

See also Page 5.

## Further Tornado Sale to Saudi Arabia

The recent announcement that the long awaited sale of additional Tornado aircraft to Saudi Arabia had been agreed at a meeting between King Fahd and Prime Minister John Major was welcome news to the British Defence industry.

Precise details of the deal, which involved protracted and hard bargaining, should be known soon. It is expected that 48 GR1 aircraft will be ordered with deliveries starting in 1996. Many parts of GEC-Marconi will benefit



Tornado GR1



## Cobra Venom Programme Gathers Pace



Local MPs, senior MoD officials and Army officers have been visiting Rochester over the last few weeks, for briefings on the company's bid for the British Army's largest single purchase this decade - the Attack Helicopter.

GEC Avionics has teamed with US helicopter manufacturer Bell Helicopter Textron to bid for the programme with an upgraded version of their Cobra AH-1W helicopter, called the 'Venom'.

The Venom will combine the well proven and highly reliable Cobra airframe

MPs Jim Couchman (left) and Andrew Rowe (in cockpit) are briefed on the Cobra Venom avionics system by Dave Puleston of GDD.

flowed by the US Marine Corps throughout the Gulf War, with a complete integrated avionics suite including a new cockpit using the UK's latest advanced electronics. This new equipment will dramatically reduce the pilot's workload and improve the airframe's performance.

MPs Dame Peggy Fenner, Ann Widdecombe, Andrew Rowe and Jim Couchman were among those who have viewed the Venom cockpit demonstrator. A similar demonstrator was on display at Farnborough '92 to great effect. A concentrated programme of evaluation of the advanced avionics suite, including complete simulated missions, is under way as our formal proposal for the contract is completed.

## Biggest Suggestion Scheme Award for Dick Hewat

An idea submitted to the Suggestion Scheme has won Dick Hewat, a Senior Technical Representative in Product Support Division, a cheque for £1689, a record amount in the 25-year life of the scheme. Brian Tucker handed over the award at a special ceremony in December, with senior representatives from PSD, FCD and Personnel also there to congratulate Dick.

The prize-winning suggestion is currently allowing advanced fly-by-wire flight control equipment such as that supplied to Airbus and under development for Boeing, to be reprogrammed during development without excessive dismantling. The idea involves a simple adaptation which consists of a module plugged into a standard desk top computer enabling the EPROM memory to be altered in situ. It is estimated that a large amount of money will be saved in development costs, and this is reflected in the size of Dick's award.

Over the years the Suggestion Scheme has brought many new ideas to light. Brian Tucker said, "This valuable scheme allows us to publicly

acknowledge our gratitude to individuals such as Dick whose ideas can be vital to the success of major programmes. Through his commitment, enthusiasm and ability we have gained a valuable new tool which will ease the complex task of developing highly advanced flight control equipment."

Dick Hewat has been with the company for 22 years. His earlier tours of duty were in Ecuador on the Jaguar programme and in Germany with Tornado, and it was there that he met his wife who was working with MBB in Munich. For the last 8 years Dick has been based in Toulouse supporting our fly-by-wire flight controls programme, in which we are upgrading the 'slat and flap' controls for the Airbus A300/600, A310 and A320 aircraft.

Fred Mackley, currently Chairman of the Suggestions Scheme Committee, says "Today it is more important than ever that everyone in the company contributes new ideas for the common good. We hope that awards such as this one made to Dick Hewat will encourage many more suggestions from all departments and divisions".

## PROMOTING CIVIL BUSINESS



In early December a group of managers from companies throughout GEC-Marconi gathered at Rochester for a GAV-sponsored Worldwide Airline Support Seminar. The purpose, outlined in a message to delegates from David Fletcher, GEC-Marconi Managing Director, was to highlight the importance to GEC-Marconi of our civil business and the need to exploit the benefits that arise from adopting a common company-wide approach to product support activities.

The company aims to expand our present business in the civil aircraft equipment market, and to do this must demonstrate to our customers a coherent GEC organisation providing high-quality support matching new requirements, and bettering the capabilities of other industry leaders. On this theme the delegates heard presentations from member companies, and explored the advantages of new product support initiatives which do not interfere with or alter existing effective arrangements, particularly the service and overhaul workshops which are already operated by the various group companies.

One of the principal initiatives discussed was the possible economies from using a company-wide dedicated product support

communication system. This would have important benefits in presenting a more unified company image to our airline and aircraft manufacturing customers, whilst allowing the present direct access with our individual companies, which they currently enjoy.

As a result of the discussions there is to be a study into setting up a central common data base for all the GEC-Marconi civil aircraft products. This will be hosted on the GAV network which will soon be connected to all GEC-Marconi sites. Other initiatives are being pursued, such as sharing permanent on-site and field service representatives, and providing a common identity for all our products. At conferences and exhibitions, there will be a consistent GEC-Marconi appearance, with a product support guide for all commercial aircraft equipment.

GAV Chairman Peter Hearne, who was host for the Seminar, summed up the general consensus that this had been a valuable opportunity to discuss common problems in airline support, and ways of improving GEC-Marconi's corporate image with our airline customers. Further seminars are to be arranged.

The delegates who came to Rochester from GEC-Marconi, GEC Ferranti and GEC-Plessey companies in the UK, USA and Canada are included in this group. Present from Rochester are Peter Hearne with Mike Andrews, Bob Warden and Roy George from PSD, among others who were involved in planning and running the Seminar.

## Our Industrial Chaplain in Medway -

### A Message from Noel Beattie

You may not actually know that you have an industrial chaplain at Rochester, because it is quite unlikely that you have seen me. However, I am on site once a week somewhere.

It is a fair question to ask what an industrial chaplain does. Or as it is more often put: 'What the ... is a vicar doing here?' Ah, next question please!

We often think of ourselves as belonging to different worlds, the world of work, the world of home, world of the church ... and so on. It really is only one world and each part really belongs to the other. We may try to live our lives in separate compartments but usually each influences the other in some way. I see myself as a bridge person who enables people to share the thoughts they have about work and home, whatever, maybe even Gillingham football team,

though why anyone would want to talk about them !!!



Work is so very important to us all, not just for the money, but because we play a part in creating something worthwhile and that gives us purpose and dignity. We are also with others, finding companionship and friendship, probably more than we have in our own neighbourhoods. That is why I have been spending as much time as I can in the Job Agency. Hanging onto self respect in spite of all the negative messages received from the



Brian Tucker hands the Award Certificate to Dick Hewat; in the foreground is some of the equipment on which his suggestion can be used.

outside economy, is crucial and difficult. If I can help you in any way to put the pieces back together again, I should be only too glad.

I want to help build better understanding of what work is like these days between industry, society and religions. My patch is the Medway Towns. So I hope to get out and about meeting and

working alongside a great many people.

If you wonder what to call me I usually answer to Noel (as in Christmas). I live just down the road, 181 Maidstone Road, Chatham and can be contacted through the Training Department, or by phone (Medway 844867).

Noel Beattie



# A Testing Time in the Falklands

In September last year, Alan Bewley and Kevin Deacon of CACD, along with Chief Tech Mick Burnell of the CSDE on-site team, travelled to the Falkland Islands to install our SAGE (Semi-Automatic Ground Equipment) test station at RAF Mount Pleasant, base for a detachment of ADV Tornados. The following is an account of their unusual business trip ...

The only way to fly to the Falklands direct is courtesy of the RAF and their Tri-Stars (affectionately known as Timmy's), departing twice a week from RAF Brize Norton. The 2-stage journey starts with an 8 hour flight to Ascension Island, with a break for 1 hour, followed by a 7.5 hour flight to Mount Pleasant.

We had been warned that RAF transport flights were not noted for their creature comforts, but in fact the aircraft which took us was an ex-airline one and was fairly comfortable, except that all the in-flight entertainment equipment had been taken out.

The aircraft took off, on schedule, at 23:45. We had intended to sleep for most of the first leg. However, the RAF stewards had other ideas. They insist that you eat and drink at the specified times whether you really want to or not and wake you up just



Mick, Alan, and Kevin in front of the SAGE equipment ...

... and walking away from it up the Main Street at MPA.

in case you are feeling hungry. So after various drinks, snacks, a few hours of snatched sleep and breakfast, we approached Ascension Island.

Landing at Ascension is like landing in a motorway cutting. After touchdown the runway goes between two large rather solid looking hills, only feet away from the wingtips. In the refuelled and re-crewed Timmy, and 8 hours later after more drinks, snacks and a meal, we were at the Falklands.

## The Back of Beyond

The rather grand sounding Mount Pleasant International

Airport or MPA consists of one runway, a hangar for the Tri-Star and a passenger terminal complete with concrete penguins. The rest of the site is made up of support buildings needed to sustain the 2000 or so personnel based there. Beyond the perimeter road there is ... nothing, just peat, moss and rocky outcrops.

Once inside the airport terminal everyone received a welcoming talk on the dangers of mines, unexploded ordnance, etc, which may be found lying around outside the airport area.

The accommodation area is known as the Death Star, due to its size and numerous linked corridors, with the

main corridor linking all the accommodation buildings known as "the street". Accommodation itself was basic and finding a shower that produced hot water was not always easy.

The purpose of the visit, to install the SAGE, went according to plan with very few problems. The real problem was finding something to do in the evenings. Fortunately, the sergeants' mess had two snooker tables, which passed the time away most evenings and they also had a makeshift cinema on site. We were grateful though that we would only be there 10 days and not 4 months like the service personnel.

Some effort has been made to cheer the situation up. The roads have been named with a sense of humour. The police are based in "Letsy Avenue" (say it!). The Medical Centre

is on "Balsam Crescent", the Admin building is in "Payus Place" and the Mechanised Transport area is in "Petrel Road". The Laundry is known as FILF - the Falkland Islands Laundry Facility.

## Visit to the City

We did manage to get a lift in a landrover to Port Stanley one day. Stanley is about 35 miles from MPA, along a track which is occasionally called a road. Most of it is loose rubble rolled down, which is like driving on marbles. The road to Stanley also goes through a number of minefields and past some of the famous sites of the Falklands conflict; Mount Kent, Longdon, Tumbledown, and Two Sisters.

Port Stanley is more like a shanty town than the most southerly capital city in the world. Many of the buildings are made from wood, topped with galvanised steel roofs, the notable exceptions being Government House and the Cathedral. Of the 2000 or so Falkland Islanders, 1600 live in Stanley, with the rest living in various isolated sheep farms and houses scattered across the rest of the islands. The total land area is approximately the size of Wales.

Our luxury return flight was in an RAF freighter, fitted with seats at the rear and on the right hand side at the front. Having been used to airline standard aircraft, this was something of an experience. Inside there were no central toilets or partitions. It was just the basic tube and very little else!

About 2 hours out of Ascension I woke up and noted that I could not hear the engines!! Knowing there was about 1000 miles of water behind you and about 3000 miles in front, this was somewhat disconcerting. It was dark outside, so we did not know how high we were. We then heard the undercarriage go down and then back up (even more concern at this point). Apparently, a warning light had come on in the flight deck and the crew had decided to descend to cycle the undercarriage to try and clear it. This was unsuccessful, so in the end we diverted to Dakar, Senegal in West Africa. This added a 3 hour delay to our journey and we were not even allowed to leave the aircraft.

We arrived back at RAF Brize Norton after more than 20 hours travelling and after clearing customs, made the final leg of the journey. Rochester is a very far cry from one of the most desolate places owned by the British.

Finally, we should like to thank all those who helped organise this once-in-a-lifetime business trip and in particular the RAF for their help and hospitality.



## Professor Brain-Drain's Computer Corner

### COMPUTER VIRUS!

Dear Prof.

I've heard a lot about Computer Viruses, but I still don't really know what they are. Can they actually damage a Computer, and what should I do to prevent mine catching one?

Cautious Clara (CSD)

There is a lot of twaddle spoken about Computer Viruses and most of it comes from learned journals such as The Sun, or from people who are selling anti-virus cures. Lots of things in life can cause you problems, but you would drive yourself into an early grave if you worried about all of them. If you ignore some things they'll kill you, others have



less dramatic consequences, so we have to decide how much trouble we are willing to take to avoid them. I think you should take the same amount of trouble avoiding computer viruses as you would about the common cold. I'm not going to wear a gas-mask, and I'm not going to avoid going out, but I won't accept a kiss from that typist who is always sneezing into a hanky.

A computer virus is nothing more than a computer program which can copy itself from one computer disk to another. Ninety-nine times out of a hundred this program will cause no problems at all to the disks it copies itself to. Many of these programs are jokes and they do no more than write some silly message on your screen when you are not expecting them.

All divisions have access to a piece of software which can check your disks for these programs and delete them quite easily. There are rules which clearly state that you can't use a floppy disk which has come from outside your department unless it has been checked officially for viruses, which seems a reasonable precaution. However, your division should also make sure that everyone can easily access this software with the minimum of fuss themselves, so they too can carry out this check. Unless the unofficial route is also available, and simple to use, people will always beat the system and cause more trouble than it's worth. No virus is going to

physically damage your computer, but it can destroy some of the files on your hard disk. On the other hand the chances are a million times higher that you will lose that information simply because the disk goes 'phut' for a hardware problem, not because some exotic virus has wriggled up your trouser leg.

As you can be very sure you are going to lose some files eventually for some problem or another, you can save the situation by keeping a copy of your important files somewhere else. Companies tend to spend money and lose a lot of sleep protecting themselves from viruses which will probably never happen, when they would do better to concentrate on the less glamorous problems which you can guarantee will happen!







# AIRBORNE AGAIN

At long last, the efforts of the Medway Aircraft Preservation Society have come to fruition. Just before Christmas, the restored Spitfire PR-XI, PL965 took to the air for the first time in 45 years. Piloted by Mark Hanna from the Old Flying Machine Company based at Duxford, she took only 100 yards to leave a very wet grass runway. Now she has gone with her owner, Sussex business man Nick Grace.

PL965's war service was with No. 16 Squadron RAF, flying over 40 photo-reconnaissance sorties mainly over Germany, particularly Hamburg and Berlin. All seven pilots who flew her are still alive, and four have visited her at Rochester Airport.

This treasured piece of history will appear at flying displays and other events in her new future - we wish her luck.



*Wheels off the ground - 45 years on*

A recent visitor to Rochester was Walter Gillette from Boeing Commercial Aircraft Group at Seattle. Here, Peter Hearne is showing him the Spitfire

as restoration was nearing completion. Walt Gillette is the Chief Systems Engineer of the 777 to which FCD and Lear Astronics are making a major contribution with their primary flight controls system. He is an extremely experienced aircraft designer and he showed an intense interest in the design and engineering of the Spitfire, many of whose principal features were established some 57 years ago in 1935. In particular the critical mach number of around 0.95 which the Spitfire XI achieved in the Farnborough tests in 1944 impressed him greatly.



## The PHOENIX Story

A couple of years ago, the first successful recovery of PHOENIX was made on the MoD's Larkhill test range in Wiltshire. In the picture are the FCD flight trials team and Army personnel, with the Unmanned Aerial Vehicle. As is clearly shown, the vehicle lands by parachute in an inverted attitude in order to protect the electronics and thermal camera in the pod. The ground impact is absorbed by frangible (breakable) surfaces at the top of the airframe, which are replaced with new components for the next reconnaissance flight.

*Now - PHOENIX ready for action.*



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## 25 Years Service



**Phil Poulter**, Senior Technical Author, recalls that he was on the first-ever Trainee Author course when he joined the company. Since then Phil has been in AC/D/MASD and PSD.



**Peter Fraser** of CACD Production has been in that division since TACD days as an Inspector; he joined us from the Royal Navy.



**Ernie Browning** on a flight trials visit to Korea - meeting a customer?

**Ernie Browning**, now Principal Design Engineer in GDD's Mechanical and Optical Design Group, has been involved with HUDs since the days of E-7. That, our first US contract for such equipment, led onto many other projects during which Ernie's visits representing the company have taken him to North and South America, Europe and the Middle and Far East.



**Alan Peskey**, Production Technician has been mostly in IND etc., and for some of his time has been on night shift. Now he is working in Inwards Goods Inspection.



**Ted Paine** of GDD Cost Office has, since a football accident leading to profound deafness, long been a fanatical "Gills" supporter. Since 1967 Ted has followed his team over thousands of miles to away fixtures; in this picture from 1985 he is holding a medal from the Gills Travel Club marking over 200 trips. In 1987/88 he was voted "Away Supporter of the Year".



Technicians **Frank Austin** (left) and **Keith Ash** of ISD Production have both been with the division or its forerunners for all their service. It is believed that Frank has probably completed the last operation on 95 percent of around 4750 SCADC units so far produced.



**Jack Searle**, Principal QA Engineer in GDD, served 15 years in the Royal Navy before joining CQD. With his expertise in Reliability work, he moved to ADD 10 years ago - he says he has worked on at least as many projects as his years of service.



**Les Berriman** and **Vic de Giovanni** both started on New Year's Day 1968, as Trainee Wiremen in TACD which 3 years later became FCD. Both became Leading Hands, and in 1976 and 1980 respectively were made up to Foremen, and are now with CACD.

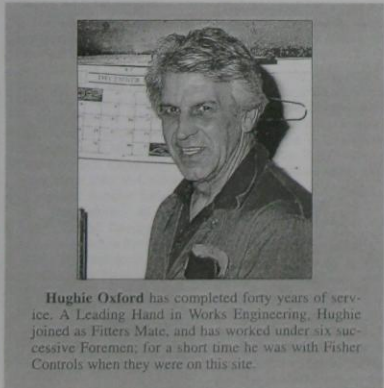


*It was Kevin!*

In the last issue, we asked if anyone could identify the 'lad in front' being taught by John Meers in the picture. **Kevin McKee**, Production Project Controller in GDD, has come forward with this rather more recent picture of himself.



**Peter Greening**, Principal Systems Engineer in ISD, is now responsible for the technical content of the division's Stores Management Systems. An important part of his work, since 1972 when he joined ISD from Fuze Division, has been the system design for the Tornado SMS.



**Hughie Oxford** has completed forty years of service. A Leading Hand in Works Engineering, Hughie joined as Fitters Mate, and has worked under six successive Foremen: for a short time he was with Fisher Controls when they were on this site.

## JOHN FRANKLIN

John's death in November after a long illness was a sad loss to us all. Those of us who worked with John during his last year could only admire his cheerfulness and bravery which was so typical of him.

Before joining Elliott Bros in 1961, John worked for twelve years for a firm of Accountants in his home town of Cambridge during which time he qualified as a Chartered Accountant.

His first years with Elliotts were at Portland Place where he worked in the internal audit department. He moved to Lewisham in 1966 where his tasks included agreements of overhead and profit rates with MoD; he soon became the Company expert in this work. Whilst at Lewisham John met his wife Sandra who at that time worked as a telephonist with the Company, and his final move was to Rochester in 1971 where he has held the positions of Financial and Deputy Chief Accountant covering a wide range of tasks.

John was a very able and competent accountant who approached his work in a quiet and very professional manner. Many people in the Accounts Department and throughout the Company have sought his advice on work-related and other matters over the years and we have all benefited from his expertise.

First and foremost however we will remember John as an unassuming, kind and caring man with whom it has been a privilege to work. He will be greatly missed by us all.

We send all our sympathies to John's wife Sandra and his children David and Sally.

## RON MILNE

Many people here will remember Ron, who died shortly before Christmas aged 77. Ron spent most of his time here as Chief Estimator, successively in MACD in the sixties, FCD in the seventies, and in CACD until he retired in the early eighties.

## BRIDGEWOOD ROUNDABOUT

By the time you read this you will have noticed that the long-awaited improvement and installation of peak-hour traffic lights at the roundabout has started. The scheme also includes re-building the main road between the Tiger Moth and the roundabout.

Kent County Council have stated that the scheme should be completed in nine weeks. Seven day working is in force, in order to complete the works as

soon as possible. However, we can expect the contraflow to be in operation for most of that time, with the doubling-back arrangements for the Flying School entrance. For contraflow read chaos, and we can only be as patient as possible and look forward to the time shortly after Easter when the widened junction and light-controlled traffic flow should go a long way towards eliminating the chronic delays of the last few years.

## Central Charity Fund Donations

The Committee has over recent weeks agreed a number of donations including the following:

Guy's Hospital - Evelina Children's Hospital	£100
Medway Cyrenians	£150
Strood Family Support Group (plus £54 purchase of toys)	£50
Kent Association of Care Committees	£100
Mayor of Medway's Welfare Fund	£50
Medway Scanner Appeal	£1,000
Kent Association for the Blind, equipment	£288
National Deaf, Blind and Rubella Association	£250
PHAB Clubs, Maidstone and Gravesham, each	£100
Adult Education Centre, Children's Cancer Clinic	£100

Remember - if you would like to join this scheme for regular donations by deductions from Payroll, contact Brian Rogers, Ext 3217.

## REAPER CLUB

The Annual General meeting was held in January, and the existing committee was re-elected. Plans for the Summer Season are well in hand.



## GAv Athletics Club's Winter Season

This is the time of year for cross-country events. The Club was in fine form at the Area Championships at Mote Park, Maidstone in January - the first time this event had come to Kent since 1959, and the GAv runners rose to the occasion with medals won in every class.

Spencer Barden showed his mettle as one of the country's top cross-country runners for his age, 19, when he confidently won the Southern Junior title. Since then he has been concentrating on the National Championships due in London. He did well as a Junior in the World Cross-Country Championships in Boston last year, but a rule change has made things more difficult and he is unable to take part in the Junior World Trial this year.

He is being careful not to go for the high-pressure Senior Classes just yet - his present ambition is to win the National.

### First Win

A big event for the last five years has been the Christmas road relay championships hosted by the Club and run on our car parks and the Laker Road area.

This year GEC Avionics AC won the Trophy for the first time. The squad of Graeme Saker, Martin Forder (back home for the holiday), Spencer Barden and Andy Neal led from the first change-over and finished well ahead of Invicta East Kent, with one minute clear at the end of the 2.6 mile race. And adding to the triumph, the Club's B team came fourth and the C team fifth, out of 22 finishers.

### STAMPS FOR THE GUIDE DOGS

Harry Staff would be glad to receive any quantity - the larger the better! - of used postage stamps for resale in aid of Guide Dogs for the Blind. This is a cause which has in previous years been well supported by employees.

Harry also still has some Personal Attack Alarms at £8.00 each.

### TOY APPEAL CHRISTMAS 1992

I would like to thank the people who were so kind in donating Toys, Books and Games (we even had a couple of Bicycles) for the Stood Family Support Centre. The people at the unit were really delighted with our donations and responded very promptly with a letter of thanks. This year they were able to provide presents for many less fortunate children.

Thanks again for your generosity, Happy New Year to all.  
Dimpis, PSD.

### HAVE YOU GOT AN OLD 'AVO'?

A history of the AVOMETER is being written at the University of Leicester and information is being sought on early models, i.e. before the Type 8 and back to 1923, which was the date of the first model.

If anyone has information, photographs or actual models of this famous multi-range meter which they could lend, it would be very gratefully received by Ron Bristow who will pass on anything which is offered and undertake its safe return.

Contact Ron through Greta Finch, Ext. 3363.

## FOR YOUR BOOKSHELF

David Ince, who was an important member of the original Elliott Aviation Division team which has now grown into GEC-Marconi Avionics, has written an exciting and interesting autobiography with many fascinating observations on our early years.

David worked as a marketing engineer in the mid 1950s and later was a divisional manager before becoming the company's overseas sales manager in the mid 1960s.

Before joining us he had served with considerable distinction during World War II as a Typhoon pilot and fighter leader, winning the DFC for his exceptional efforts during the Invasion of Europe.

As well as being a distinguished graduate of the

Empire Test Pilots School he was one of the country's best known glider pilots, being a former member of the British team and the first pilot to complete a flight of over 300 miles in the UK.

His book mixes the excitement of his flying life with the equally interesting account of how a small British controls company began to grow into Europe's leading avionics supplier.

Entitled "Combat and Competition" it is available for £15.95, plus £1.25 postage and packaging, from Newton Books, PO Box 236, Wiltshire, SN3 6QZ.

An excellent read for all aviation enthusiasts but particularly so for all those who participated in some of the happenings of those years.



The Medway Branch of the Royal Aeronautical Society has now brought out an updated and greatly augmented History of Rochester Airport. Planned since the now rare first edition some 14 years ago, the booklet has been carefully researched by the Historical Group of the Branch and compiled by its leader Jim Preston and our own Malcolm Moulton, the Branch's Vice President, with contributions from many others.

Illustrated partly with rare archive photos from the early days of aviation at Rochester, it gives an absorbing account of the airfield's development since its opening in 1934, and of the building and expansion of Airport Works. This was first for Short Bros aircraft and Pobjoy engines, then for aircraft power assisters and for the last 40 years, avionics systems. Two thirds of the Airport's history have involved our company which has operated it for the last 15 years, and so our activities form an important part of the history.

One of the big advances on the earlier version is the inclusion of Ron Bristow's brief history of our company and its predecessor Elliott Bros, dating from a couple of hundred years ago and specifically from the coming to Rochester Airport of an 'Elliott' company during World War II.

Readers will find a fascinating account of the growth of

the Airport and our company, with almost a hundred pictures showing the developments over the years of the airfield, factories, aircraft systems and people associated with them.

Published by GEC Avionics and designed by PSD's Publications Department, the Brief History of Rochester Airport is already being widely acclaimed. You can obtain a copy, price £3.00, at the RAeS Branch meetings (3rd Wednesday in months October - May, 7pm in Canteen), or by phoning Malcolm Moulton (Ext. 4712) or Chris Ellen (Ext. 4155).

## Retirements

David Clews has not been in the best of health recently and has decided to take early retirement. He looks back on almost 30 years of challenging and absorbing work on many projects, leading the teams who achieved our successful entry into several important markets. He said "I really enjoyed the cut and thrust of the often difficult negotiations, with the support of so many expert friends and colleagues."

His first big project was Concorde, initially as Project Leader, then with a period leading the flight trials team in Toulouse, and at Rochester as overall Programme Manager. In 1974 he became Engineering Manager in FCD, leading



the successful bid for the Boeing 747 Autothrottle system, and building our long association with Seattle which started with YC-14 and is now flourishing with the 777 By-by-wire project.

David says he then became rather like a fish out of water, appropriate for taking on the Nimrod 2 underwater acoustic processing system when he became Technical Manager in MASD. Despite being an analogue man entering a world of digital technology, he swam well enough to manage over

800 man years of effort in 2 years, spread over 5 work centres.

1978 brought a move to IND as Divisional Manager as the RAF Jaguar NAVWAS production came to its end, and the Indian Jaguar project was starting. Back in MASD in 1980 David extended the association with the Indians with that nation's Sea King Helicopter Acoustic and Tactical System. Then for two years from 1982 he led the 5-company team submitting the Proposal for the British Army's Phoenix, which has just passed its acceptance trials with great success.

David's latest years, including appointment as Assistant General Manager and Assistant Managing Director (1987), have been spent on several tasks. As well as a broad remit to bring together the technology expertise across the whole company with the vogue for 'Total System Capability', he spent some time in California as resident director following our acquisition of Lear Astronics and Developmental Sciences. Back in Rochester in 1989 he assumed overall responsibility for a number of divisions and has also acted as DM for ADD.

David will continue to live in Maidstone with his wife Rita, remembered for her keen support of children's parties and hostess of many functions.

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Roger Massey, retiring as Commercial Executive, recalled his 34 years which started with Elliott Bros at Lewisham, in O&M. By mid-1963 Roger had become Contracts Manager in FID; he stayed there as Commercial Manager, Controller and

Assistant to DM through the formation of ISD, and the award of our first big contract in the USA, for the C-5A Hercules, was largely due to him.

After Roger moved in 1974 to FCD as Divisional Controller, he became increasingly known as 'Mr Tornardo' in Massey, as he was so closely involved in all the negotiations for FCD/CACD's Tornado contracts, becoming Commercial Manager in '79.

Since 1984 he has successively been GAV Group Commercial Manager, Assistant Commercial Director of GEC-Marconi for a year from early '91, and back here at Rochester as Commercial Executive.

Roger also recalled a number of exploits, not always 'on the record', enjoyed during his many visits to customers all over the world. In better health than recently, Roger certainly intends to lead an active retirement.

### Exodus!

Doug Harris, retiring as Technical Executive in GDD just before Christmas, spake thus of his long career.

"In the beginning was Blue Steel, and MOD decreed that the tribe EPA should bear the burden of the Inertial Navigator. The small and hungry tribe lived in the depths of the Boreham Wood, which was part of the land of Cost Plus. Thus it prospered and took unto itself a young and impetuous Harris from the city which is called Brum.

"Soon the impecunious Harris did trek to the wilderness called Woormera to seek his fortune in the name of

overseas trials allowances. Meanwhile the elders of Bw sought a new resting place, atop the great hill at Rochester in the land flowing with milk (stout) and money. A child of Blue Steel, E-3 was born, ensuring the future of the tribe even into the 1970s and beyond. And the young E-3 did journey far and wide to spread the fame of the tribe, employing Sales Men to display their wondrous to the natives. And great were the expenses therefor.

"It came to pass that the great god Nimrod, mighty hunter of the seas, did look with favour on E-3, for to lead him in the path of righteousness as a heading reference. Mighty travail was required from the sub-tribe INDIVISION, eventually rewarded with a follow-on for son of Nimrod, with the not-so-young engineer Harris prospering as Chief Engineer. Soon, the elders spake to the thinkers about the mature E-3, and an elder scribe named Ellis did write upon a stone with his Staff 'Stick in another gimbal'. The tribe IND began NAVWAS and a new era of prosperity.

"And behold, the ageing Harris came to the pinnacle of his achievement as Technical Manager in the tribe of IND. His sober demeanour and lack of hair did create an aura of wisdom which he did exploit exceeding."

And at this point the aged scribe Harris did decree that he had run out of ideas, and in due time his tribe and the elders came to bless him on his retirement.

(With apologies to Doug's retirement speech).



# Scanner Appeal Update

Although the Appeal events recently have been fewer in number, the money is still coming in at a good rate. FCD raised £180 at a 'Wine and Wisdom' evening, and a series of Christmas Sales brought in £650.

January's Inter-divisional 'Wine and Wisdom' with 17 teams including some from outside the company, was organised again by Nick Walklett of GDD and his team. £403 was added to the fund.

The company total, originally targeted at £25,000, has now (February) reached the magnificent figure of £97,000.

The overall Medway Scanner Appeal has raised £530,000. The building is complete and installation of the equipment is well under way, with a date in April planned for the unit to come into full operation for patients.

That could also be the time for a formal presentation of our collections to the fund. With the six-figure £100,000 mark well in sight, a few small pushes could bring it to reality. That would be a spectacular achievement in these times - can we do it ?



Helping to cheer us up over the Christmas period and at the same time collecting in aid of the Scanner Appeal, ISD's Santas have raised almost £450. Seen here at the Reaper Club Dinner Dance with some club members, they are (l-r) Tracy Bertwick, Nicola Davis, Karen Still, Emma Hargreaves, and Paula Bower. They also collected at the Christmas Dinner, and did a 'pub round'.



## Service with a Smile

Seen here at the Reaper Club D-D, but also giving us the Christmas dinners and our normal meals throughout the year, are Canteen staff Yvonne Smith, Betty Cober, Suzanne Marshall, Elsie Weller, Doreen Raines, June Parker, Patrick Barry, Eileen Phillips, and Susie Sweetman. In front are Barbara Shackleton, Meryl Rigden, Jemy Taylor, Eileen Parker, Val Cass, Sue Parr, and Elaine Horton.

Our thanks to them and to all Chefs, Cooks, and behind-the-scenes people in the Canteen.

## In Memory of Bob Eves

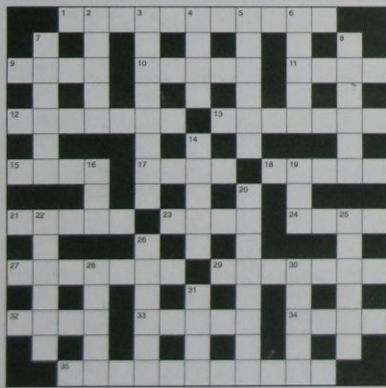
At the request of Carol Eves, Bob's widow, a fund was opened at the Heart of Kent Hospice, Maidstone, for donations to be made in his memory.

Over £800 was received from employees throughout our company, as well as from Pilkington Optronics and from General Dynamics, Fort Worth, Texas. Carol is pictured (r) handing over some of the cheques to Molly Poulter, Appeal Organiser at the Hospice.

Carol is well known to employees who have taken PDT courses at the Training Department's Open Learning Centre.



### Crossword No. 112 (For amusement only)



#### ACROSS

1. Egyptian Pharaoh (11)
9. Surname of author of 'Corridors of Power' (4)
10. One of the golden fruits of Hesperides (5)
11. Magistrate (slang) (4)
12. Small sailing vessel (7)
13. Scottish borough on shores of Loch Leven (7)
15. World famous Brazilian (4)
17. Part of the eye (4)
18. Deciduous conifer (5)
21. Doorstep pew (5)
23. Sore eye (4)
24. The highest point (4)
27. Capital of New Hampshire (US) (7)

29. Netherland province (7)
  32. Small mountain lake, thanks to Royal Navy (4)
  33. Zodiac sign (5)
  34. Young herring (4)
  35. French balloonist (11).
- DOWN
2. United Nations victory for Letchworth Architect (5)
  3. Against the rule of law (8)
  4. Flat topped military cap (4)
  5. Species of penguin (6)
  6. Brown coloured pigment (5)
  7. Salad plant (6)
  8. Stellar measurement (6)
  14. Piebald horse (5)
  16. Measurement of length (3)
  19. Turkish Commander (3)

20. A Lycanthropist (8)
22. A god and river in chest (6)
25. Stout brown wrapping paper (6)
26. Neck adornment (6)
28. Division of long poem (5)
30. Hard twisted cotton yarn (5)
31. Musical term - with spirit (4).

#### SOLUTION TO CROSSWORD NO. 111

##### ACROSS

1 Twenty-four hours, 8 Eyewoth, 9 Clause, 11 Rape, 12 County ball, 13 Jeeps, 15 Jacobean, 19 Ignatius, 20 Okapi, 23 Cuckoo spit, 25 Move, 27 Aboard, 28 Lake-warm, 29 Take it or leave it.

##### DOWN

1 Theory, 2 Ever-green, 3 Toy, 4 Fulham, 5 Hollyhock, 6 Urvila, 7 Spelling, 10 Italy, 14 Fox point, 16 Espionage, 17 Aircraft, 18 Nurse, 21 Visual, 22 Permit, 24 Cloak, 26 Lens, Vera.

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