

SOME RECENT APPOINTMENTS

Ian Stitt has been appointed Management Executive (EFA), to be responsible for co-ordinating GAv's activity on the European Fighter Aircraft programme.

Chris Humphris succeeds him as Divisional Manager, Powerplant Systems Division, and **Rod Tester** become Chief Engineer, PSD.

And in ATED, **Mick Mills** has been appointed Chief Engineer.

SCADC IS FLYING HIGH



INSTRUMENT SYSTEMS DIVISION

April '88 Sees 2000th SCADC delivered and a Queen's Award for Technological Achievement

"It seems wholly appropriate that I should be writing more words on SCADC whilst en-route to Dayton, Ohio at 30,000 feet", says ISD's Divisional Manager, Fred Mackley.

"ISD Production Department has recently delivered the 2000th SCADC, just seven months after reaching that significant 1000th unit. 35 SCADC units roll off the production line every week in what appears to be a 'routine' operation. Like the swan, this apparently routine process hides the frantic and busy activity 'under the surface'. The Queen's Award comes as a fitting climax to the Engineering phase of the programme and recognises the work of all departments of ISD since 1981 - from marketing the ideas, solving the technical problems, working with Production and Quality Assurance to produce designs that have met all the customers' requirements. The success of the SCADC designs that the ISD team have secured export orders for several years and given us a baseline for future business. As well as congratulating all the ISD participants in this remarkable programme I should like to thank all the other SCADC supporting Divisions (PCSD, CMS, FARL, ATED and GAv Inc., Atlanta) in the Company who have contributed over the years, including Corporate Management who had the faith at the right time, ex-ISD staff who now work elsewhere, and our support from 'Service Divisions'.

This award reflects well on GEC Avionics, all of ISD but particularly on the SCADC design team from all the disciplines across all departments.

The Queen's Award is the highest accolade which can be granted to a British company. GEC Avionics Divisions have now won six Queen's Awards for Technological Innovation and seven for Export.



Bill McCutcheon, Manager Design Services, and Dave Silsby, Technical Manager, with one of the SCADC units and a workstation of the Computer Aided Design system which has played such an important part in the success of the project.

TRIPLE CELEBRATION FOR ADD

On 22nd March, Airborne Display Division celebrated 25 years of continuous operation as part of GEC Avionics, (previously Elliott Automation, Marconi Elliott Avionic Systems and Marconi Avionics). During that period ADD has developed Head Up Display technology from the Buccaneer strike sight which was the world's first production high brightness head up display to the sophisticated, wide angle, holographic, dual mode HUDs that form the vital part of modern airborne day and night weapon systems. In supplying some 7,000 HUD systems to aircraft users world wide, ADD has established a pre-eminent position on these systems and currently supplies about 70% of the free world market.

Programme, Europe) received the 1000th F-16 C/D HUD System, and on behalf of British Aerospace, Mr. M. Richards received the 1000th Waveform Generator for Tornado.

Also there as a principal guest was Ken Warren MP, who was ADD's first Divisional Manager.

The evening was arranged as a tribute to ADD employees past and present, and to others throughout the company who have contributed to all these programmes over the 25 years. In addition to HUD systems, ADD has developed and produced many types of Head Down Displays, associated Display Processors, Night Vision Goggles and Helmet Mounted Displays. The Division has also been responsible for many major avionics system updates on aircraft mid-life update programmes. Their achievements have been marked, as a Division and in conjunction with other organisations, with a total of three Queen's Awards for Technology and Export Achievement.

At a reception in the Main Canteen and Lounge Bar, ADD employees and a number of important guests saw Ron Howard make two significant presentations to customers. On behalf of General Dynamics, Mr. W. Spreen (Director of F-16

HURRICANE HANDOVER

The new hangar on the airfield was the scene of a ceremony on 22 April. It marked the culmination of three years' work by the Aircraft Preservation Group of the Royal Aeronautical Society, Medway Branch, when a now fully restored and rare example of a World War 2 Hurricane fighter was returned to the RAF. It is to be displayed at RAF Manston, alongside the Spitfire which was also restored by the group nine years ago.

The aircraft, one of only seven remaining in the country out of 4000 built, was handed over by Peter Hearne, President of the RAES Medway Branch. It

was accepted by Air Chief Marshal Sir Patrick Hine KCB, FRAeS, CBIM, RAF, Air Member for Supply and Organisation, newly appointed as Commander in Chief, Strike Command.

GAv's Chairman, Marshal of the Royal Air Force Sir Michael Beetham, GCB, CBE, welcomed the many guests and later introduced Captain W. Cornelis, Belgian Defence Attaché, who was making a presentation to the Preservation Group. This was the original 'serial plate' of Hurricane BN230, the actual aircraft in whose livery the restored example has been painted; BN230 was flown by Squadron Leader Danny le Roy du Vivier, the

first Belgian flier to become CO of an RAF Squadron. For the last 30 years the Hurricane had been Gate Guardian at RAF Bentley Priory and was deteriorating rapidly.

A large number of local dignitaries and RAF personnel were present, with local and national press - and there was a good representation from the Preservation Group which had spent some 12,000 man hours and £15,000 on the project, led by Lewis Deal, Leader of the Group.

Many more people saw and heard another Hurricane as it flew over the airfield in salute after the handover.



In the cockpit of the Hurricane is Lewis Deal, Preservation Group Leader. In front (l-r), Clir Reeves, Deputy Mayor of Rochester-upon-Medway; Air Chief Marshal Hine; Sir Michael Beetham; Peter Hearne; Clir Twyman, Chairman of Thanet District Council; Capt. Cornelis; Ron Howard, Managing Director.

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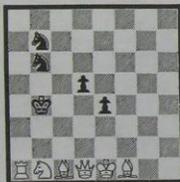
EDITOR'S NOTICE BOARD FOR SALE

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 Z400D Custom
 Low Mileage.
 VGC. 'W' reg.
 £350
 Contact: Jack Stone
 GSD Ex 3009

POOL TABLE
 6' League standard
 coin-op, heavy slate,
 pub type,
 including ball set,
 light, cues and
 stand, keys etc. VGC.
 £325
 Contact: Jack Stone
 GSD Ex 3009

CHESS PROBLEM

White to play and mate
 in two moves
**Solution on
 Page 5**



IS IT TIME YOU THOUGHT ABOUT A HOME EXTENSION?



IF SO, IT'S TIME TO TALK TO BARCLAYS ABOUT A
BARCLAY LOAN

Have you ever thought you need
 more space in your home?
 As a Barclay Loan (they
 start from as little as £300), draw at
 your own pace from March 1988, and we will
 pay the interest for two at the
 start of each month.
**+++ YOU'RE
 BETTER OFF
 TALKING TO
 BARCLAYS**

Nelson Gold Medallist

Dr Kenneth Firth, Group Leader of the Data Presentation Group at Avionics Research Laboratory, Great Baddow, has received one of GEC's Nelson Gold Medals. Up to five are awarded annually, for work of outstanding technical merit and personal performance.
 Ken's early work was in nuclear energy and lasers, but more recently his original research on the physics and chemistry of holographic films has led to the reproducible

manufacture of holographic mirrors. Such optics now form the heart of the wide-angle holographic HUD, for which ADD received their \$70 million order for F-16C/D fighters – and of which the 1000th unit was delivered recently.

The Nelson Awards were set up in 1984 in honour of Lord Nelson who retired as Chairman of GEC in 1983. We also have a previous winner, Staff Ellis, Company Design Con-



Christmas Toy Appeal

As in previous years, AS&RD made a collection of toys. Here pictured with the goodies are **Janet Marshall** and **Maxine Ruggles**, who would like to thank everybody involved in the collection and distribution of the toys to the Radio Kent Appeal, but most especially to all the people who kindly donated the toys.



Association's New Chairman

Aviation Service and Repair Division are pleased to announce that **Mike Andrews** (Field Service Manager) has been appointed to the prestigious post of Chairman of the Association of Aero Service Managers for a three-year term. Since the Association was formed in 1947 to control all aspects relating to field service and product support, the Chairman has been a representative of either Rolls Royce or British Aerospace. Mike Andrews' appointment shows a continuing acceptance of the influence of GAv in the Avionics industry.



There are at present sixty-eight companies who participate in the association and Mike, who has been the company's representative for the last ten years, was understandably delighted with his appointment.

Colour insert - 'Careers at Rochester'

The colour pages were prepared largely for recruitment purposes, particularly for graduates, and in a stand-alone form resembling GAv News but on stronger paper, were published last month. Additionally the interest of people already working here at Rochester was borne in mind

and the pages are now included as an account of the careers of some of our recently promoted managers. Engineers – and others in all categories – may be reminded of the training and counselling facilities open to all who are interested in furthering their careers.



ADD People meet the Queen

On 10th March Dave ('Curly') Childs Production Manager, Tony Mundy Chief Design Engineer, and Sheila Finch Assembler, all of Airborne Display Division, attended an evening reception at Buckingham Palace for winners of the Queen's Award for Export and Technology in 1987.

Prior to being presented to the Queen and the Duke of Edinburgh they were approached by the Queen's Equerry and advised that her Majesty had expressed her wish to talk to them later in the evening.

During the reception they had a discussion with the Duke of Edinburgh on the role of Airborne Display Division. Later they were advised by Her Majesty's Equerry that Her Majesty would shortly be joining them. They then had the opportunity to have a very pleasant and informal ten minute conversation with the Queen on their respective roles within ADD and the products that are manufactured there.



Just leaving for Buckingham Palace, Curly Childs, Sheila Finch and Tony Mundy.

FCD produces the 500th A310 Computer

FCD, which has had a long and happy association with the Airbus family of aircraft, has just produced its 500th fly-by-wire computer for the aircraft's secondary flying controls. The A310, which first flew on the 3rd April 1982, has advanced

technology wings carrying leading edge slats, a Kruger flap and in-board Fowler flaps. It is these surfaces which are controlled by the FCD unit, which achieves the very high level of safety required by the use of dissimilar processors

programmed in dissimilar software languages. This unit is also extremely reliable with returns from airlines showing an MTBF in-service of better than 13,000 hours.

FCD is now in production of similar units for the new A320.



In the picture are Derek Elmore, Peter Stanley, Paul Burnell, Trevor Harris, Peter Firmston, Malcolm Irvine, Derek Linton, Frank Whyman, Martin Holsten, Colin Dennis, Barry Fever, Geoff Smith, Bryan Draper, Tom Stonehouse, Mick Luck, Paul Petty, Margie Gadd, Pauline Howe, 'Bonnie' Smith, and Doug Webster in whose Production Department all these people are involved with A310.

"Voyager" Pilot Visits GEC Avionics

Jeana Yeager, who flew round the world non stop with Dick Rutan completing an unrefuelled distance of 26,357 miles in the Voyager aircraft, visited GAV in March. Miss Yeager has a wide ranging interest in aviation and visited us to see for herself the latest innovations in technology, which are contributing to increased mission effectiveness and reducing pilot workload by day and by night. Miss Yeager is pictured here during a demonstration of the "Night Cockpit" by Old Sowler, Marketing Executive of ADD.



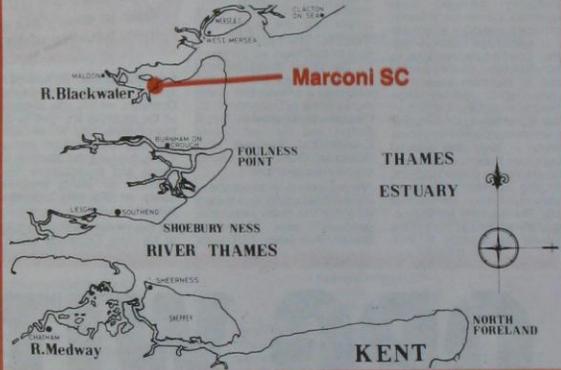
GEC Avionics/Marconi Chelmsford Annual Sailing Match

The weekend of the 18th/19th July is the annual club cruise to the Marconi Sailing Club on the River Blackwater. A flotilla of yachts from the GAV-BP Yacht Club will be sailing up in company, leaving Saturday morning, returning Sunday.

Dinghy racing (all classes, on a handicap system) will take place during Saturday for the Colwyn Stone Challenge Trophy, which is presented to the individual winner, and the Medway Cup, which is presented to the winning team.

If anyone wishes to either join the flotilla, or to dinghy race please contact:

Cruisers	- Eric Fosbeary	CSD 4473
	- Paul Barrett	MASD 3646
Dinghies	- Gordon Belcher	GAV 3620



WOULD YOU LIKE TO HELP OUR CATHEDRAL?

The Dean and Chapter of Rochester Cathedral wish to present a welcoming 'face' to all visitors. They have for several years had a group of friendly volunteers called 'WELCOMERS' to greet visitors as they come through the West Door of the Cathedral.

The number of visitors who come to Rochester is increasing year by year, and they would like to provide this service of welcome for as long a period as possible. Hence the present team of Welcomers needs further support,

and has sent an Appeal for any interested employee to contact the Tours Officer.

At the present time the daily Rota (April to October) is split into three sections: 10-12 noon; 12-2pm; 2-4pm. It is probably a good idea for two people to be on each section, especially in the height of the tourist season.

It is important that Welcomers should have an outgoing personality, enjoy meeting people, and above all have an interest in Rochester Cathedral. It is felt

that welcoming tourists provides an opportunity for local people to feel that they can contribute something towards their Cathedral.

Weekdays are obviously not possible for most employees, but if anyone is interested in finding more information, for themselves about weekend rotas or any relation or friends at other times, they are invited to contact Anne Carter, Tours Officer, at the Cathedral Office, Garth House, in the Cathedral Precinct. Phone Medway 43366.

Smoke Detectors in the Home

The need for early detection of fires is clearly demonstrated when official Fire Authority reports reveal that nearly 60,000 fires occur each year in this country alone, killing about 700 people and injuring 7,000 others. A lot of these deaths and injuries might have been prevented if only the people involved had been able to escape before it was too late. Smoke Detectors can help. Although they won't stop fires from starting, if properly installed they can give early warning of fire and increase the chances of escape.

Smoke Detectors are now available to employees through the Safety Department. "PROBE" Battery Powered Ionization Smoke Alarms with a 5-year limited warranty can be ordered from Harry Staff at £8.00 per unit. (Money with orders please.)

A Fire Authority Booklet - Smoke Detectors in the Home - is also available free of charge from the Safety Department.

Developing the Quality of GEC Avionics Training

On 25 February, the first meeting of the GAV Programme Review Team took place to review the 16+ years group Technical and Clerical Training Scheme. This is a unique assembly of all parties concerned with the MSC schemes, providing an arena for raising issues for improvement and development.

In the first meeting, representatives of the training department, GAV divisions, Trades Unions, Mid-Kent College and trainees presented their impressions of the current technical and clerical scheme. Major changes have been made to the Technical scheme with the development of the apprenticeship and YTS training system in recent years

and several aspects were raised for future discussion. Significant developments have been the movement to training to standards with a minimum 3 year scheme and the introduction of on-job training in the first year.

Trainee representatives presented information gathered from prior meetings of a sample of trainees, which showed areas of success and where there is room for further development. These too were tabled for future discussion.

It was decided to hold the P.R.T. 3 times per year. Some current GEC Avionics team members are listed below, so that whether

your involvement with the scheme is as a manager, supervisor, employee or trainee, you

can express your views about it to the relevant person for inclusion at our next meeting in June.

GAV Training Department	- Richard Hale, Senior Training Officer Ex3835
Production Departments	- Mel West, Chief of Test, ATED Ex3963
Engineering Departments	- Keith Barton, Principal Engineer, CADC Ex4380
Technical Trainees	- Peter Corbett, ATED Ex3964
Clerical Trainees	- Davina Clark, ISD Ex3105
AEU	- Tony Mason Ex3418

MEDWAY TOWNS

CHILD SAFETY

Those of us with children at school in the Medway area, particularly 10 and 11 year olds, are likely to see and hear more about this campaign over the coming weeks.

The heading of "Child Safety 88" covers the activities of a committee of representatives from the local community, emergency services, local authorities, commerce, industry, and local businesses, whose aim is to encourage teachers and other qualified professionals to instruct children, over a period of time, in important aspects of safety. Topics covered range from the - hopefully - well-known "Say NO to Strangers" principle, to accident prevention and home safety. A large and detailed Resources Pack has been prepared for junior school teachers, bringing together all kinds of safety information for the first time. The teachers are encouraged to introduce as much of the material as possible to their

pupils, to start the ball rolling a teachers' briefing is being held in the GAV Conference Centre. The campaign will culminate in Child Safety Day, to be held in Chatham Historic Dockyard on 7 June. This will be an instructional event, with demonstrations explaining safety at school, in the home and in the community at large, and with active participation by the 3,000 young people who are expected to attend.

Four to five hours will be spent by the young pupils inspecting many safety exhibits and watching displays. The Community Services Department "B" Division, at Rochester Police Station, and the Kent County Council and Rochester and Gillingham Councils are among the principal sponsors.

"We are looking for an advancement in child safety, as a means for enhancing safety awareness generally," says Committee member Ken Davis, KCC Area

DID YOU KNOW?

On average, 4 children are killed by accidents **every day**.

Accidents are the **commonest cause of death** among toddlers and older children.

For children between the ages of 10 and 15, **nearly half** of all deaths are due to accidents.

Each year, **one child in every six** goes to a hospital accident and emergency department.

One in every three of all patients going to a hospital accident and emergency department is a child.

One in every six children in hospital is there because of an accident.

Education Officer. "By holding a special Safety Day in the Historic Dockyard, we are able to apply all the expertise we need to do this professionally. We all hope this may become an annual event, focusing the attention of adults and organisations responsible for young people's safety on this very important subject."

But the annual event is only part of the story. Continued aware-

ness of safety, involving children of all ages, is so vital for them and their parents.

If any parent at GAV would like to see the Resources Pack so that they can themselves be aware of the teaching material being used with their children, the Editor has a copy to show.

From Personnel Department, two long-serving people have departed. **John Neate** has taken up a post at Chelmsford as University Liaison Officer for GEC-Marconi, and Personnel Manager, Central Services Unit, at Marconi College. John was in (old) FCD before joining Personnel.

Chris Wick recently kn... welfare offi... came to see left for her r...



John Neate with John Bradley

Chris Wick

OPG WITH BRITTOIL

Following a long and very competitive tendering process, with the technical and commercial proposals submitted last September, **Instruments Systems Division's Offshore Projects Group**, based at Nailsea, have been awarded a contract from Britoil to design and manufacture the complete control system equipment for their 'Don' field.

The contract itself is significant in the development of OPG since it is the first subsea project undertaken as the lead system contractor - the contract is being performed with its prime sub-contractor Brisco Engineering, based in Great Yarmouth.

Britoil, taken over recently by BP, is to develop its 'Don' Oilfield using a subsea production facility. The field, which is some 200 miles north of the Shetland Islands in the northernmost part of the North Sea, lies in 500 feet of water, north of the 61° parallel some 500 miles from Aberdeen.

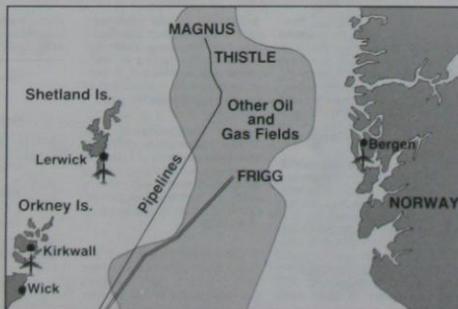
It is not a comfortable environment!

The oil from its reservoir is to flow via a seabed flow line over a distance of 17.5km, for processing on an oil production facility also operated by Britoil - the Thistle platform.

The layout of the subsea hardware is shown schematically in the diagram, with an eventual total of 13 subsea oil wells to be installed in 2 phases - Phase 1 being 3 wells. Oil produced by the subsea reservoir is controlled, at the subsea wellhead sites, by massive hydraulically operated 'Christmas Tree' Valves.

Hence one of the key pieces of system hardware for such a subsea development is a remote control and monitoring system, to select the appropriate tree valves and monitor pressure and temperature of the crude oil as it flows through the well-head. Britoil's Don Project Team, based in Glasgow, have selected GEC Avionics' "electro-hydraulic multiplexed control and monitoring system" to provide remote control from the Thistle platform.

The project started on February 12th, with the full signing of the contract taking place recently (April 8th), and is due for completion in February 1989, with a full integration test of the control system and Christmas Tree taking place at Nailsea, followed by installation and commissioning Offshore in the spring of '89 by OPG staff.



Phil Jordan
Britoil Programme Manager

The project team, led by **Phil Jordan** the Project Manager, is drawn from a steadily increasing pool of OPG people experienced in this type of equipment design, supported by Divisional resources at Rochester, to provide commercial, quality, buying and management expertise.



The 'Thistle' Platform

Footnote

For those with recollection of our early days, designing equipment for the BP Magnus field, the following is an extract from a paper presented recently at a 2-day subsea controls conference in London by Jim Barson and Malcolm Phillips of BP, which describes BP operating experience after almost five years service (by August this year) of the Magnus Control System.

"The subsea and platform electronic equipment supplied by GEC Avionics has proved to be extremely reliable. Similarly their back-up service has been excellent."

"Come back Eric (Barrett) all is forgiven!"

"Eric is presently Engineering Manager with AS&R Division Rochester."

Ray Phillips,
Chief Engineer, OPG Nailsea

PASTURES NEW

ham has spent over 20 years in the department, most known to people as Receptionist and Secretary in the office. An enormous number of friends and colleagues wish John Anley well with a presentation, as she moves to a new job as dentist's receptionist.



ham with John Anley



Malcolm Moulton, Company Information Executive, and Peter Simmons, Company Press Officer, have both moved within GAv. Malcolm (right in picture) gave the department's best wishes to Peter who is now at GAv Inc. Dayton Office, before himself moving down to FARL where he is now Assistant Divisional Manager.

ANDY LADELY, a Maintenance Fitter in PSD Production, left the Company on 19th February. He has taken the first step towards becoming a London Metropolitan Policeman, in that he has been selected for training at the Hendon Police Training School. The training comprises twenty weeks of studying law, first aid, and the art and skill of police work. Upon completion

of this training he will be assigned to a South London Police Station.

Production Manager Mick Meakin presented him with farewell gifts of a Parker pen and an engraved tankard.

The Division and especially his close colleagues in the Fuel Flow Rig wished him good luck in his new career.



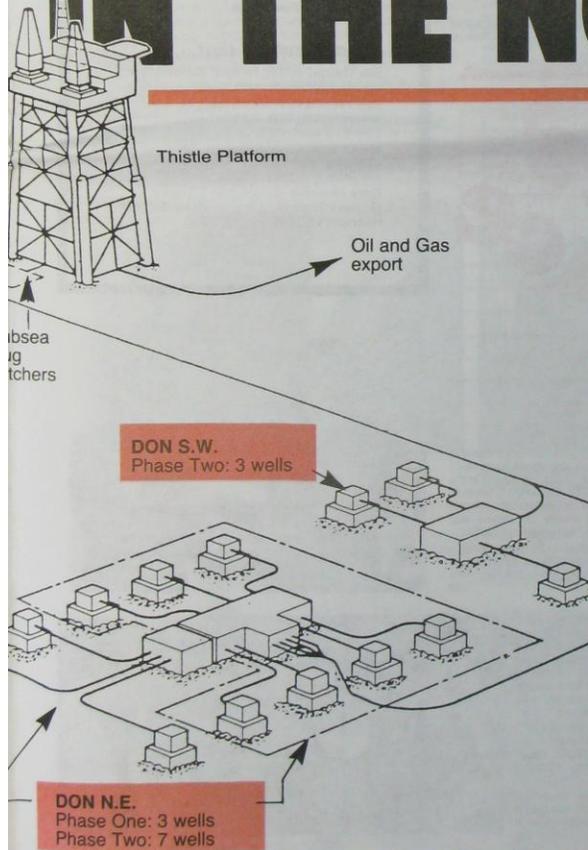
CHESS PROBLEM SOLUTION

LATE DEVELOPMENT PAYS!

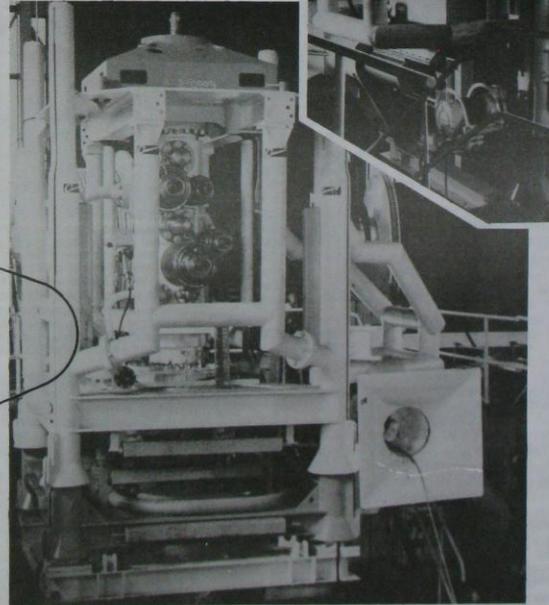
Key 1 Ra5! (threats 2 Rb5 and 2 Bb2 mate)
 1 ... Kxa5 2 Bb2 mate
 1 ... Sxa5 2 Ba3 mate
 1 ... Sc4 2 Qa4 mate

Chess players can hardly fail to notice that the bottom rank is occupied by six White pieces on their original squares. To say the least, White's development is retarded! Even so, 1 Ra5! is mate in two. It is an inspired bit of nonsense, but there is the underlying seriousness that each White man is absolutely essential, and that there is a unique key-move.

IN THE NORTH SEA



Control Pod installation on tree



ISD WINKLE CLUB CHARITY SWIM

Just too late for the last issue we heard of the efforts of eight intrepid volunteers from ISD, to raise money for the Special Care Baby Unit at All Saints Hospital. Dave Merrill says –

"Numerous people within ISD collected weekly sums of money, such that we could have a party over the Christmas period.

We agreed to hold an event on December 12, and we felt that it would be a good idea to try and raise funds for a charity at the same time.

After some thought it was decided to hold a sponsored swim with the proceeds going to All Saints Hospital, Special Care Baby Unit.

This swim took place on the afternoon of our Party. The party Host – who wishes to remain anonymous – is the proud owner of a swimming pool in his garden. This pool is outside, and, on the day of the event the water temperature was a very cold 39°F.

Martin Wilson, Dave Cassingham, Paul Darby, Dave Larkin, Dave Merrill, John Wilkie and John Butler, all from the Drawing Office, ISD, and **Brian Martin** from Production Department, managed to swim between them, a grand total of 27 freezing lengths.

The outcome of this was to amass £250 for the charity. This



Later, a hand-over ceremony took place at All Saints. Seen (left to right) are Dinah Taylor (Personnel Dept. for the GAV Central Charity Fund), Brian Martin, John Wilkie, Dave Merrill, Martin Wilson, Dave Cassingham, and Dave Larkin, with Nursery Nurse Maureen Mallard and Sister-in-Charge Mary-Ann Harvey of the Special Care Baby Unit.

money was boosted to £450 with a most generous donation from the GEC Avionics Charity Fund, and I would like to state how much we appreciate this gesture.

The grand total would have been £461, had not some disgusting thief stolen the donations received by one of our swimmers. This money was taken from the

person's desk sometime after Christmas.

In conclusion, we all felt proud to have raised such a large sum of money.

Anglo-American team to develop New Sub Hunting Equipment

Two of the world's leading suppliers of anti-submarine equipment, Maritime Aircraft Systems Division and Sanders Associates, a Lockheed company based in Nashua, USA, have signed a Memorandum of Understanding to develop a new dipping sonar system for ASW helicopters.

The equipment, to be called "Osprey", will detect submarines at greater range and depth, and with greater efficiency than is currently possible. Intended for a wide range of potential ASW helicopters, it will combine a Sanders revolutionary high powered, lightweight dipping sonar design, with the proven and outstanding performance of GEC Avionics Processors.

The "Osprey" dipping sonar will operate at greater depths and lower signal frequencies than any current sonar. Its simple construction, with few moving parts, also offers substantial improvements in equipment ruggedness, reliability, cost and ease of operations. Extensive

computer modelling has shown this dipping sonar to consistently out-perform all competing systems.

System control and data processing and display requirements for Osprey will be provided by AQS-900 series processors, designed by MASD and manufactured at Rochester and Atlanta. These systems are capable of processing data from both sonar and a wide range of passive and active sonobuoys. "Osprey" makes extensive use of VLSI technology and custom chips, and incorporates advanced system architecture and processing techniques, to offer an effective low-cost airborne dipping sonar system for the 1990s.

As part of the US Navy's Airborne Low Frequency Sonar (ALFS) program, the Osprey Dipping Sonar will undergo deep water flight demonstrations in the USA later this year. It is expected to be a strong contender for the Canadian NSA and UK and Italian EH101 programmes.



Charles Riseborough, Inspector Leading Hand in GSD, came to the company after 12 years in the RAF as aircraft electrical fitter, and his first job here was as Inspector in TACD. He stayed in the division through the merger forming FCD, and when Concord work ran down he moved to IND, in Inwards Goods – and met his wife. By 1972 Charles was working mostly on Jaguar test inspection, but from around 1978 he has been mostly on NCS1. Charles also has a tremendous interest – 35 years long – in rifle and pistol shooting, including the use of flint and percussion loaders, and bullet casting. Not all his friends in the GAV Rifle Section and the Medway Pistol Club can do that. (B)

Ken Parker, Model Shop Wireman in ADD for nearly 20 years, started with the company in TACD Stores. However he very soon decided to gain a skill and moved on to the wiring section, later going to FID as an electromechanical inspector. A year later he moved to ATED, in due course transferring to Engineering wiring – it was here that he met his wife Susan who was working as Secretary in the same department. It was around this time that the DAD section of ATED became the new ADD, and in 1969 Ken became one of the first members of the Division's Model Shop. Over the years he has contributed to many important projects. Ken received his presentation from Divisional Manager Keith Snelling, and afterwards this group photo was taken with his friends and colleagues in Model Shop. (A)

OBITUARY

Brian Eastbrook

Brian sadly died on February 2nd after a long illness which he fought with determination and courage.

Brian joined the Company twenty six years ago, where he first worked in the Technical Publications Department of AS & R Division. Following his transfer to the QA Department, he eventually became a Senior QA Standards Engineer.

He was a well known and popular figure through-out the Rochester Establishment and is greatly missed. Our sympathy is extended to his widow, Pat, and relations.

(From AS&RD)



Brian with Pat on the occasion of his 25 year service presentation early last year.

Pat Eastbrook has asked us to pass on this message:

"My grateful thanks to everyone concerned at GAV for the sympathy and kindness shown on the recent sad loss of my husband.

Special thanks to the Nurses and Personnel Dept. for their support when it was most needed.

All donations have been sent to the Heart and Lung Foundation. Sincerely, Pat Eastbrook."

We also record that...

Jim Thorpe died on 1st April. He was a Tester in GSD, and had joined the Company in 1974.

Roy French died on 5th April. He was a Wireperson in FCD and had been with the Company since 1977.

David Wilkinson died on 7th April. He was a Development Engineer within MASD and had been with the Company since 1977.

Dave McGrath died on 24th February. He was a Tester (Leading Hand) in ADD and had been with GEC Avionics since 1979.



Sid Golding started work in the old TAC Division as an Electrical Inspector, and spent months working in the field with Flight Trials Teams at Weybridge and Hum on modifications.

He was promoted to Leading Inspector, Foreman, Inspection Technician Supervisor and Senior Inspector during the 10 years he spent on the Shopfloor. He continued in this position when TACD and MACD joined to form old FCD. In August 1973 he was asked to take on the job as Inspection Planner and was later the instigator of the Inspection Planning Schedule (IPS).

In 1980 when the introduction of computerised Scheduling was brought in to CAC Division, he took on the task of changing over all hand-written schedules to a Computer System, as Head of Scheduling. In 1983 he moved from the Scheduling Dept to his present job of Production Admin Officer.

Sid has for nearly 30 years worked with Cadets of Chatham Marines, Air Training Corps, and GVC, and has had the privilege of helping many young people to obtain the Duke of Edinburgh Awards, training and assessing in Bronze, Silver and Gold Awards.

His hobbies are Music (Playing keyboards, organ etc.) DIY and Photography.

Divisional Manager Simon Frost presented Sid with photographic equipment.



This picture shows Sid and just some of the seemingly limitless number of relations who work here, if one includes in-laws, cousins, nephews and all their families. We believe there are some 13 'principals'; here are (left to right) Sid himself, Gerry Stokes (daughter) Senior Nurse, Joan (wife) retired from ISD Libray, Joe Smith (son-in-law) of ADD Production, Ann Smith (daughter) of ATED QA, Bev Golding (daughter-in-law) of CACD Engineering and Dave (son) of MASD DO.

For these people alone, their total length of service is reckoned to total 101 years!

John Day, Service Technician in AS&RD, was at first a Prototype Wireman in Radio Control Division but has been in AS&RD since 1964. He worked at Weybridge on VC10 development, and over many years as Service Technician has been involved with a number of projects on-site at home and abroad, notably at BAE Watton, Selenia in Rome, MBB at Ottobrunn and Manching, where he is currently based in support of the Tornado.

John was presented with a carriage clock by Field Service Manager Mike Andrews, here he is seen with his wife Ann. (B)



Bill Haggerty (right) with Ted Elvin, on his retirement from ADD Production Dept where he was a Semi-skilled operator on the wave solder machine, prior to his recent illness. (A)



Retirements

"Jock" Butterworth's retirement on Friday 11th March was attended by many old friends and colleagues from his days at West Malling and Rochester aerodromes.

"Jock" started his working life in the Royal Naval Dockyard at Rosyth in the Kingdom of Fife prior to joining the Royal Navy in 1942. His Navy service was followed in 1946 by two years in the R.N. Air Repair Yard at Donibristle, also in Fife.

In 1948 "Jock" joined British South American Airways which was later amalgamated with BOAC, but in 1952 he came to Rochester and joined Short Bros.

For ten years he was involved in various Short projects of the time and he looks back with particular memories of his work on the Sealand amphibian in which he did a considerable amount of flying, much of it in foreign parts.

A brief period followed with Universal Flying Services before he rejoined Shorts at West Malling.

From 1964 to 1978 he was Chief Engineer responsible for the servicing, overhaul etc. of a variety of aircraft including RAF Chipmunks, Bulldogs and Varsityes.

When Short Bros. closed down their West Malling facility at the end of 1978 GEC Avionics were fortunate in recruiting "Jock" in order to set up a CAA approved maintenance organisation at Rochester. He in turn recruited a number of his "old hands" from West Malling and created the maintenance unit which is here to this day.

On Monday 14th March a party of ten friends, colleagues and customers accompanied "Jock" and his wife Dorothy to Birmingham International Airport where in the evening "Jock" received from the Aircraft Owners and Pilots Association (A.O.P.A.) the award of "Engineer of the Year", a fitting reward at the end of a career of dedication to the business of aviation.

The citation dated August 1987 read as follows:-
he has managed the unit efficiently for seven days a week working long hours into the night and at week-ends. Without his unstinting effort we could not have started or continued to supply a service to our many customers.

Mr. Butterworth was appointed to his present position in January, 1979, after previous service with Short Bros. and prior to that in the Royal Navy.

When he arrived at Rochester there was no approved aircraft engineering unit in existence. Mr. Butterworth, almost entirely by his own effort and initiative, created an approved organisation and has run it successfully for the past 8½ years. In spite of difficulties with loss of personnel due to retirements, illness etc and the problems of recruiting,

L.W.F. Stark
Airport Manager
Rochester.



'Pinky' Stark thanks Jock for his service.



Jock also received the best wishes of many friends and colleagues from this and previous companies.

Geoff Barlow (left) has retired after 11 years in Central Ratefixing. Here he receives a presentation from Chief Ratefixer Colin Whitehead. (B)



Fred Walters (left), Electrical Inspector in ADD has become widely known during his 17 years service. Earlier he was in IND; Fred has been EEUPTU Shop Steward for many years, also serving on the Works Committee. (B)



Sports and Social Club round up

BUYING A NEW CAR?.....

.....WAIT!

AND READ THIS FIRST!

Arrangements have been made for Club Members to obtain Discounts on the following models:

VOLKSWAGEN	15%	ROVER	15%
FORD	14.5%	VAUXHALL	15%

Enquires to
Jim Collins
Ext 3217
(Social Club Office)

GA/VP Kent Club Swimming Section

Children's Lessons/ Mother & Baby Classes

Children's Lessons are very popular with a long waiting list. In order to try and reduce the waiting list the lesson times are being changed to:

TUESDAY AND THURSDAY
6.00pm - 6.30pm Beginners 1 & 2
6.30pm - 7.00pm Beginners 1 & 2
7.00pm - 7.45pm Intermediate (Lengths)

THURSDAY
5.15pm - 6.00pm Mother & Baby Classes

FEES
Annual Subscriptions - £5 per year per family
Lesson Fee - £3 per year per child
CONTACT
Cyril Moffett Works Ext. 4241
Home Medway 48707

GEC Avionics (Rochester) Long Service Association Fifth Annual General Meeting

7.00pm Friday,
24th June, 1988

in the Lounge Bar,
Main Canteen

CURRENT COMMITTEE MEMBERS

J.W. Goodhand, Chairman, J.M. Collins, Secretary,
R.H. Brooks, J.E. Dodd, J.E. Fairbrace, D.A. Freeman,
K.W. Hyde, D. Marvell.

In accordance with the Constitution the two retiring members are Mr. D.A. Freeman and Mr. J.M. Collins. Both have signified their willingness to stand for re-election.

Members wishing to serve on the Committee must complete a Nomination Form which can be obtained from J.M. Collins' office to be completed and returned before Friday, 17th June. The traditional Strawberry Tea will be served at 7.00 pm. It is essential that those members wishing to attend, complete the form below and return to J.M. Collins before Friday, 17th June. Please note that this year there will be no letters to individual members.

I will be attending the 5th Annual General Meeting on
Friday, 24th June 1988

Name (Block Capitals)

Division

Signed

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

Adult Lessons

Lessons are held at the Club Pool on Monday evenings from 8.15pm to 9.15pm. Lessons are for absolute beginners and improvers.

FEES
Annual Subscriptions - £5 per year per family
Lesson fees
Beginners - £5 per 10 week course
Improvers - £3 per 10 week course

Next Course Starts on
Monday 23rd May 1988

CONTACT
Cyril Moffett, Works Ext. 4241
Home Medway 48707

REAPER CLUB

The March meeting of the Club was affected by the stormy weather, which kept many away. The meeting opened in its usual form with Minutes, Birthday Greetings and Wedding Anniversary Announcements, before supper was taken. After supper, the entertainment was provided by the Mary Underwood Stage School.

The programme was varied, and included Music, Drama,

Comedy, solo acts as well as ensembles. The whole was professionally portrayed to the delight and pleasure of the audience. Not only was it good and delightful, but there was plenty of it, causing the club to close well after 10 pm. During the evening, names were taken for the first two outings. The first to Kew Gardens, the second being a Countryside tour, finishing at Worthing.

OBITUARY

We regret to announce the death of Walter Fox, which occurred on 19th March. Our President, Mr. J. Griffiths represented the Club at the cremation, on March 24.



MAY

FRIDAY 20 MAY
CMS "All Stars"
Competition
Events, 6 pm
Pool closes 7 pm

SATURDAY 21 MAY
CMS Dinner Dance
"PEBBLE MILL"
7.45-11.45 pm

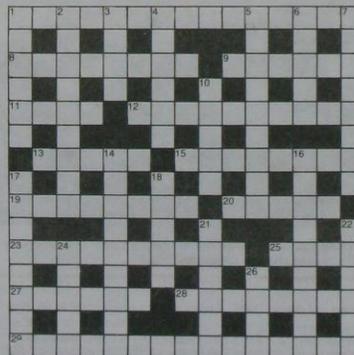
JUNE

SATURDAY 4 JUNE
Soccer Section
Dinner and Disco
"SATURN
SOUND"
Dinner 7 pm
Disco 8-11.45 pm

SATURDAY 11 JUNE
Parlour Derby
8 pm

SATURDAY 18 JUNE
Accounts Dept
Disco
"ODD ROAD
SHOW"
7.30-11 pm

Please note that the
Squash Courts will
be closed as follows:-
No. 1 Court:
Monday 6 June -
Sunday 12 June,
inclusive
No. 2 Court:
Monday 13 June -
Sunday 19 June,
inclusive



Crossword No. 90

For amusement only

ACROSS

- The orator using clichés, to make a point. (7-2-6)
- Mark with characters. (8)
- A season and a device. (6)
- Kinds of plant with bitter juice. (4)
- Churlish or miserly fellow. (10)
- Able to accomplish any task. (5)
- To or from or on side. (8)

- Ancient fee given by farmers. (4-4)
- Well dressed or quick on the uptake. (5)
- The tome used for payment. (6-4)
- that fly. (4)
- Four score. (6)
- Subterranean cemetery. (8)
- An ill-fated Queen. (5-10)

DOWN

- The bad luck day or manservant. (6)
- Energy storage place. (9)
- Uncommon or how you like your steak. (4)
- To conquer or subjugate. (6)
- A smoker's vision. (4-5)
- Sent away from homeland. (5)
- The elevated state of Royals. (8)
- Confining the scope. (5)
- A ballet dancer's speciality. (9)

- A nutritious product of W. Indian plant. (9)
- The filling for a cornet. (3-5)
- A nickname for shoemakers (slang). (5)
- Caribbean island. (6)
- Horse's shelter. (6)
- An eminent English composer. (5)
- Repair of hole in sock. (4)

Solution to Crossword No. 89

ACROSS
1. Private bill; 9. Rural; 10. Swans-down; 11. Iona; 12. Felt; 13. Niece; 15. Impetus; 16. Crops up; 17. Offence; 20. Pattern; 22. Scrum; 23. I run; 24. Duet; 26. Eavesdrop; 27. Avion; 28. Rank and file.
DOWN
1. Parsnip; 2. Isle; 3. Answers; 4. Elastic; 5. Ins and outs; 6. Lioness; 7. Prairie oyster; 8. Once upon a time; 14. Stone-mason; 18. Forever; 19. Eritrea; 20. Plumpud; 21. Erudite; 25. Sari.

The views and opinions expressed by contributors are not necessarily those of the Editor or Company. Any such opinions or comments are those of the contributor alone and are printed solely as a matter of interest.

Produced by Phoenix Publicity and Print Limited, Bradford for GEC Avionics Limited, Kent and printed by John Hirst & Company Limited, Cleckheaton, Yorkshire

GUIDE TO THE GAV/BP KENT CLUB SECTIONS

**SPECIAL 'PULL-OUT'
SUPPLEMENT**



Downstairs Lounge Bar



The Ballroom



'Alexanders' Restaurant



The Clubhouse

The "Social Club" has developed over many years, and from its early days as the "Elliott Sports and Social Club" with premises in Featherby Road, Gillingham, has now become "The GEC Avionics/BP Kent Club". The double name stems from 1982, when amalgamation of the two social clubs of GAV and the BP refinery on the Isle of Grain, led, because of the refinery's closure, to GAV's decision to enhance the Club's facilities by acquiring BP's Clubhouse at Hoo. This provided much more comprehensive and enlarged premises, in which members and their families can enjoy many activities, and in which many of the Sections described in these pages have regular meeting times.

This "Guide" is intended to give employees at Rochester a summary of all the Club's activities, as a reminder to keep and perhaps to encourage members and non-members alike to join in shared interests in the various Sections. Maybe there are some that are unknown to you!

The Clubhouse

The facilities of the Clubhouse at Four Wents, Hoo St. Werburgh, have been considered for some years as among the most luxurious in the Medway Towns.

Set in fifteen acres of grounds, there are facilities for members and their guests such as: Badminton, Bingo, Billiards and Pool, Bowls (outdoor green), Cricket (2 squares), Netball (1 court), Soccer (1 pitch), Squash (2 courts), Swimming (indoor heated pool), Tennis (4 championship style courts).

For social activities there are the upper and lower areas of the Lounge Bar, with a kitchen for fast food service. Plans are in hand to add to the bar facilities. The 60 x 30 foot Ballroom and carpeted sitting out area are used for most of the Club's programme of dances and social events — information about forthcoming events is posted around the factory and listed in GAV News.

The Ballroom has a fully-equipped stage and sound system, and cinema facilities.

Upstairs, "Alexanders" Restaurant has been open for over a year, and a newly-appointed Chef is planning to enlarge the range of a-la-carte meals available at extremely favourable prices. 60 people can be accommodated, individually or as party bookings, and many divisional or private groups have enjoyed the facilities including the lounge bar in this restaurant. (Bookings through the Club Office (9-5), Medway 251492).

One of the most popular facilities is, of course, the 25-yard Swimming Pool, heated to 83°F (28°C). The depth ranges from 3ft to 9ft 10ins. There is a springboard and three tiered diving stages. The Pool has its own dressing-rooms and a public address system used for galas and championships. For opening times see Swimming Section.

The Squash Courts are available (except on Section night — Thursday evening) from 10.15 am — 11 pm weekdays/ 10.15 am — 10.30 pm on

Subscription

15 pence per week, deducted from pay at source when membership is confirmed.

Management Committee

(Following the Election at the Annual General Meeting, February 1988)

Chairman	John Bradley	Director of Personnel, GAV.
Vice-Chairman	Peter Bird	MASD
Members:	Rod Cole	Production Dept
	Jim Collins	MASD Tech Pubs
		Social Secretary, office in Snack Bar Tel. Ex 3217 c/o WES
	Keith Jones	Training Dept. (Hopewell Drive)
	Hugh McArthur	PSD
	Cyril Moffett	Production Dept.
	Ray Newman	AS&RD
	Terence Oxenham	BP
	Jim Troy	CACD
	Roy Wade	Fisher

Appointed Members:

Treasurer	Mark Perry	GAV Accounts
Assistant Treasurer	Valerie Squires	GAV Accounts
Secretary	Maurice Finch	Clubhouse, Tel. Medway 251492 Short code: 6009

The Management Committee meets each month and directs the overall affairs of the Clubhouse and the Club in general. Day-to-day management of each section is conducted by a committee elected by its members, responsible to the Management Committee.

Sundays, and must be booked by the member wishing to play. Bookings are not accepted by telephone.

There are two ladies' and two gentlemen's dressing-rooms for those play-

ing Squash/Cricket/Soccer/Tennis/Netball.

Also, some of the Sections have their own private facilities in the Clubhouse — see their individual notes.



The Swimming Pool

www.rochesteravionicsarchives.co.uk

Amateur Radio

The Amateur Radio section is intended for any member of the GAVBP Kent Club with an interest in any form of radio communication. Whilst the current membership is predominantly of people with amateur radio transmitting licences, the section will welcome anyone with an interest in radio, including short wave listeners and other radio enthusiasts, whether or not they have a transmitting licence.

You do not have to have a transmitting licence to enjoy amateur radio. Many people like to just listen to short wave radio and, in fact, most licensed amateurs spend a considerable amount of time just listening or 'earwigging' and learning.

The main objectives of the section are to enhance members' enjoyment of amateur radio and to assist non licence holders in obtaining the qualifications required to gain a transmitting licence. It is also to provide a centre for people, of a like mind, to participate in amateur radio activities and to provide radio facilities which they may not have at home.

The section has a radio room, colloquially called a 'shack' at the Hoo clubhouse, with receiving and transmitting facilities for the popular amateur radio frequency bands. These facilities are available to any section member at all times when the Hoo clubhouse is open.

Meeting dates are varied but there is always a meeting in the 'shack' at Hoo on the first working Monday of each month, starting at about 7.30/8.00pm.

Activities include group or individual operation of the section's radio equipment, teach-ins of specialist radio techniques or operating modes, contests, outdoor operating, equipment testing and modification/construction, and visits to places of a radio interest.

Membership fees are currently five pounds per person per annum. There is no restriction on membership numbers and we will be glad to welcome anyone interested in radio into the section, so if you are interested please contact either of the following persons:

John Burton on Ex 3792
Alan Ralph on Ex 3712

Angling

The angling section has a fresh water lake at Grain that is shared with BP. The lake has been continually stocked with fish each year, except this year. Angling matches are continually organised within the company for section members. External matches against other clubs are also organised.

Other than fresh water angling, beach and sea angling matches are frequently held throughout the year.

Contact Persons:
G. Blythe, MASD Ex 3085
R. Church, ADD Ex 3074

Meeting Place:
The meeting place assigned for

matches is usually at the venue of the match. Committee meetings are held every month at the Club House, Hoo.

Section Fees:
Section fees are Adult £2.50, Junior £1.50.
These fees are only applicable to Social Club members.

Vacancies:
There are always vacancies available within the section and we welcome more members.

All section members should note that angling match notices are sent to all divisional administration officers for displaying on the divisional notice boards.

Archery

The Archery Club exists primarily for members of the GFC Avionics/BP Kent Club as defined in that Club's Rule No. 1, plus a limited number of Short Term Members of that Club.

The lower age limit for archery is 8, there is no upper limit.

In archery, all those 18 years of age and over are classed as Seniors; under 18 as Juniors.

The Club's primary archery meetings are held on Sundays throughout the year at the GAVBP Club Sports Ground. In addition to the main Target Day of Sunday, shooting is allowed during the evenings of Tuesdays and Thursdays from April to October.

A course of instruction is mandatory for all prospective members who have had no previous instruction or have not achieved a handicap rating. No previous knowledge is required. Equipment is provided by the Club during the Course, and is made available to members afterwards.

An Instructional Course run by the Club covers a period of approximately ten hours, of up to two hours per session, for teaching and developing technique. The last session is held in company with the rest of the Club members, on the Sunday immediately following the last instructional session.

A fee of £2.50 is charged for a Course. This fee gives insurance

cover and includes the cost of the following:-

* Instructional booklet
* Fingertab
* G.N.A.S. Rules of Shooting
Shooting fee

* The asterisked items become your personal property. The fee must be paid before actual shooting takes place, for insurance purposes.

Membership fees, payable on or before 31st July each year, comprise the affiliation fees required by the governing County, Regional and National Archery Societies for each member, plus a shooting fee to cover wear and tear of targets and equipment.

All shooting on Club fields with or without the use of Club equipment, is free of further charge. Applicants accepted for a Course of Instruction will be notified when the Course is to start.

Applicants for a Course who are not members of the GAVBP Club may not be accepted for tuition.

There are vacancies at all levels, seniors - ladies and girls, and juniors - boys and girls. Family groups are particularly encouraged to join.

Contacts:
Jack Miner, Hon. Secretary, ATE Ex 4067 (Home-Med 367525)
Mike Smart, Chairman, GSD Ex 3813

Ballroom Dancing

The ballroom dancing section meets every Thursday evening, in the clubhouse ballroom, at 8.00pm until 10.00pm. The term starts in September, with a short break at Christmas, and continues till July. Entrance fee is seventy five pence per week.

There is a friendly, relaxed atmosphere, with dancers ranging from beginners to intermediates and advanced dancers. Tuition is supplied by Mrs Sheila Goodchild, with some assistance, when needed, by the advanced dancers. The dancing covers ballroom, latin, and old time. There are also 'fun' dances which all members, even complete beginners, can enjoy.

The dancing section also arranges other social events during the term. Last year, a

meal in the club restaurant subsidised by the dancing club was arranged, which proved very successful, so much so that another is planned for this season. There are also plans for a Saturday evening dance, in September at the clubhouse.

Unfortunately, the size of membership is dictated by the size of the dance floor, and at present membership stands at about sixty people, which is the limit to allow people room for practise and tuition, but if anyone is interested, names can be taken; if membership reduces, they may be able to attend classes when the new term begins in September.

For information
Secretary, Jean O'Leary Ex 3766,
Alice Murtagh Ex 3232 or
Geoff Dray Ex 3244.

Bowls

The Section provides recreational bowls at every standard for the enjoyment of all members.

Meeting Place: Outdoor green, adjacent to Clubhouse.

Day and time of meetings: The outdoor season opens 1st May each year and closes 30th September each year. An indoor league is arranged and played at Deangate Indoor Bowls Green

throughout the winter at 5.30 pm on Tuesday evenings.

Section Fees: £2.50 per season plus 50p for each competition entered. When members are selected for club matches, a fee of £1.20 is paid which includes tea.

Information from the Club Secretary, E. Langley, Telephone Medway 718993.

Climbing

The GAVBP Climbing Section is an active club with many members who participate in rock climbing and mountaineering.

The club meets on a regular basis, with midweek trips to an indoor climbing wall during the winter months, and local rock outcrops during the summer. Weekend trips, at least once a month in the summer, take place to the more mountainous areas of this country, and abroad.

The club has members of mixed ages, abilities and sexes, and can provide instructions and equipment for beginners, climbing

partners for the more experienced, and access to a large collection of climbing guides.

The section is affiliated to the BMC, which gives members some insurance privileges as well as discounts in local equipment shops.

Current subscriptions are £2.50 per year.

For more information contact either:
Robert James
New Road Ex 43
Gareth Williams
Main Factory Ex 3656

COMUS

COMUS is the computer users section of the club, run by and for home micro enthusiasts. It exists to help its members get the most from their micros. We hold regular meetings, normally on the second Monday of each month. These events are advertised on the noticeboards in advance, and members are kept informed of meetings by internal mail. There are also informal meetings from time to time. Membership is £2 per club year (1st of September to 31st of October). All members of COMUS must be members of the GAVBP Kent social club.

The Officers of COMUS are:
Steve Murgan, CACD - Chairman (Ex 3994)
Harry Iles, ATED - Treasurer (Ex 3913)
John Phyllis, ATED - Secretary (Ex 3856)

We have a clubroom at Hoo, which is the venue for most of our meetings. The clubroom is

equipped with a BBC micro with assorted peripherals, and a Sinclair Spectrum.

At present, virtually all of our members have BBC micros, and COMUS is in danger of turning into a BBC micro user group, something which we do not wish to happen. During the next year, it is planned to have meetings in which people with micros (other than BBC) are invited to bring in their machines and give us a short informal talk about them. Tentatively lined up are a demo of the Sinclair QL (with a D17 digital sound sampler attached) and (perhaps) an Archimedes 440.

Enquiries have been received from people with a wide variety of micros, such as ATARI, ST, AMSTRAD, SINCLAIR, etc. If enough people are interested, it may be possible to set up groups for these micros within COMUS. Contact the Chairman for more details.

Cricket

The section is made up of A & B Teams formerly Elliotts and BP. They play about a hundred matches over the season. Players can play for either team, but the standard is pretty high,

when you look at the average of the B Team.

We also run a Colts side, for ages 10-16. Many ex-colts are now playing for the mens teams.
Section Fees are £5 a season,

plus a match Fee which includes tea.

There are also interdepartment matches most evenings, these are outside the cricket section.

Information on these is circulated in Divisions. Home matches and

practice are at the Clubhouse field.

Contacts are: Ashley Price,
Medway 55367
George Wilkins, Medway 44266
or Eric Rose (Hon. Secretary)
Medway 718030

Football

The Football Section was formed so that a group of players could formalise a team to play regular club fixtures. The section started in 1986 and entered one team to play in the Rochester and District Football League, Division Six, under the name of GAV Football Club.

Due to the success of this team in the 1986/87 season (3rd in Division 6, runners-up in the Quarter Century Cup Group C, semi-finalists in the Sittingbourne and Milton Charity Cup Group C and quarter-finalists in the Kent Junior Cup) the club now has two teams in the Rochester and District League. One team in Division Two and one team in Division Six.

The teams' trainer is Tony Lyons (CACD) and any players wishing

to join should contact him on Ex 3154.

Training is held every Wednesday in the season and currently takes place in the playing fields adjacent to the Towers. Training commences at 6pm and usually lasts one hour.

Matches are played on Saturday afternoons but the exact time and place is dependent on the fixtures arranged by the league. Home matches are played at the club field at Hoo.

The annual subscription (including league signing on fee) is £6.00 and there is a match levy of £1.00 per match.

For any additional information contact Ricky Brown - FCD Sports Secretary on Ex 4267, or Chris Osborne - FCS Systems (Treasurer), on Ex 4249.

Golf

The Golf Society provides some nine competitive outings to clubs in Kent and Sussex throughout the year, together with an Inter-divisional match and Singles and Doubles knockout competitions run through spring, summer and autumn months.

A Christmas outing is arranged for the holiday period.

The society has an AGM and Annual Dinner Dance and Prize-giving.

A Parent Club subsidy is used to reduce the Green Fee element in the outings expenses incurred as the society has no facility or equipment to service at the Clubhouse.

Membership reached some 140 in 1987.

Contact Personnel

	Int Tel	
M. Broome (Hon Sec)	Ex 3083	(GSD Eng)
R. Nicholas (Captain '88)	Ex 3648	(ATED Eng)
J. Guillon (Vice Capt)	Ex 3525	(ATED Eng)
P. Warburton (Comp Sec)	Ex 3977	(ATED Eng)
J. France (Chairman)	Ex 3414	(ISD QA)
B. Handley (Treasurer)	Ex 3213	(Accounts Dept)

Note: Enquiries by post are requested in the first instance.

Meeting Place

No regular meetings are held indoors apart from the AGM and Dinner Dance.

1988 outings venues are:-

Ashford G.C.	Gillingham G.C.
Sene Valley G.C.	Crantbrook G.C.
Dale Hill G.C.	Proces G.C.
Galton Manor G.C.	Broome Park G.C. (Xmas)
North Foreland G.C.	

All day meetings at Clubs are from about 8am to 9pm.

Horticultural Society

The Section aims to facilitate the purchase of gardening requirements, either by bulk purchases or by negotiating arrangements with local nurseries for members to make individual discount purchases, also to purchase and loan to members specialized gardening equipment.

In general to further the enjoyment and knowledge of gardening. This is achieved by affiliation to the Royal Horticultural Society and Royal National Rose Society.

Membership of these organisations gives free passes to

admission to their respective gardens (Wisley and St Albans), various shows, loan of society publications, facilities, naming plants, diseases etc.

Contact person

Eileen Papworth, Social Club Office in Snack Bar, Ex 4058, if unavailable: Ann Morgan-Brown, ATE, Ex 3864.

Section Fees

25p per annum
Unlimited membership to GAVBP Social Club Members only.

Indoor Games League

The aim of the GEC Avionics Indoor Games League is to enable teams from the GAV/BP Kent Club to compete against each other in various indoor sporting events consisting of both singles, team, league and knockout events.

The section organises inter-divisional league competitions from October through to April, depending on the severity of the weather, the season then concludes with a series of knockout competitions. All of these events take place at the Clubhouse.

At present, the following indoor sports are played:

- Cards, i.e. Cribbage and Euchre
- Darts
- Snooker
- Pool
- Bar Billiards

Snooker, pool and bar billiards are played on Monday evenings from 7.30 p.m., whilst darts and cards take place on Wednesday nights at 8 o'clock.

The section itself is run by an organising Committee comprising a Chairman, Secretary and Treasurer, plus Divisional representatives. Certain Committee members are responsible for the

running of individual indoor sports. A full list of Committee members is given below.

The main functions of the Committee are as follows:

To send out registration forms for the new season

To collate the returned registration forms and to arrange the leagues for each event, drawing up fixtures and allocating dates.

To continually liaise with the Social Club on matters of use of facilities and dates and times of competitions.

To purchase trophies and arrange a presentation evening at the end of the season.

By regular committee meetings ensure the efficient running of all aspects of the section.

Although the Indoor Games League receives a yearly allowance from the Social Club Committee, it does raise extra money for new equipment etc., by charging a small registration fee which allows the team or individual to compete for the whole season. This fee is £1 per person per year. Players who compete in more than one event pay for every event entered.

Division	Rep	Deputy
BP	Mark Agnew (Ex 4095)	Bill Bristow (Clubhouse)
MASD	Andy Hughan (Ex 3483)	Brian Farahar (Ex 3884)
CACD (RST)	Jim Durrant (Ex 3922)	R. Burford (Ex 3922)
ADD	Phil Price (Ex 3898)	Doug Conquer (Ex 3206)
CACD	Martin Weller (Ex 3650)	Keith Haworth (Ex 3650)
FCD	Trevor Rudge (Ex 4267)	
ATED	Keith Washington (Ex 3976)	Dave Pritchard (Ex 3315)
GSD	Andy Cooper (Ex 4412)	C. Kemsley (Ex 3247)

Chairman: Brian Hall (Ex 4262)
Treasurer: Colin Cremona (Ex 4267)
Secretary: Stewart Manewell (Ex 3858)

Model Railway Club

The Model Railway Section has been in existence since May 1985. We meet on alternate Thursday evenings in our own clubroom in the clubhouse at Hoo.

We are able to offer members the use of our extensive range of tools for their own purposes, these tools cover both woodworking and modelling. Currently, we are engaged in building an exhibition layout in 'N' gauge. This layout, which measures 12' x 3', is currently at the stage where trains can be run.

Last year we attended the Chatham Model Railway Club exhibition with a display of members' work. We take it as a compliment that we have been invited to attend again this year.

We would welcome new members at any time, the current subscription rates are £12.00 per year. Please feel free to contact the following committee members for any other information you may require.

Mike Tomkins GSD Ex 3398,
Mark Snowden ATE Ex 3289,
Ed Goring ADD Ex 3493.

Netball

Netball is a seven-a-side team game played by women. Points are scored by sending the ball through a ring at your end of the court. Players may pass the ball by throwing it, but they must not run with it. Players are restricted to certain areas of the court.

The Section's claim is to enjoy the sport whether we win or lose. It is a way of meeting new friends and keeping fit at the same time.

Contacts are Eileen Lee - 72 Capstone Road, Chatham, (Medway 401610) or Jenny Hawker (Ex 3836).

We meet at the Casino, Maidstone Road, Chatham - once a fortnight where we also play a match against a Team in our

Division, which is between 7 p.m. - 9.30 p.m. on a Wednesday.

The Winter League costs £54, which the Team pays for by collecting £1 from each Team Member everytime we play a game. Also a summer league is held at the GAV/BP Club usually on a Monday at 7.30 p.m.

There are no vacancies at the moment but you can enquire by ringing the Telephone Numbers provided.

The GAV/BP Netball Team like to have a Charity Match now and again to raise money for a good cause, which is fun to do.

Secretary: Suzanne Marshall, Canteen, Ex 3270.

Photographic Society

The GAV/BP Photographic Society is a club aimed to cater for all stages of enthusiasts from complete beginner to the most experienced. Our programme includes professional lectures on all aspects of photography, demonstrations, practical evenings, competitions within the club and with other clubs in the Medway area, etc.

We meet at the main factory every Wednesday from September to June at 8.00 pm. We also have our own fully equipped dark-room facilities for members use at any time.

Fees for Membership are £10.00 p.a., with reduced rates for senior citizens, husband and wife, and students. Membership is usually around 40 persons, although there are always vacancies for new members.

For further details please contact:
Gary Owen (Chairman) Ex 3528
Keith Andrews (Secretary) Ex 4338
Ken Billing (Treasurer) Ex 3473

Rifle and Pistol Shooting

The Rifle and Pistol Club's aim (no pun intended) is primarily to promote competition target shooting within a congenial yet professional atmosphere on both the indoor and outdoor ranges. Whilst being professional, we cater also for the aspiring beginner with both club rifles and pistols available (after a realistic probationary period).

There are many different forms of target shooting (known as disciplines) which are explained below. If anyone is interested, they should contact one of the following numbers:-

John Keeling AS&RD Ex 3975
Peter Waley ATED Ex 3600
John Hillyer FCD Ex 4162

Disciplines:-

Rifle
Prone - Self-explanatory, shot over 25 yds indoor and 50m outdoors
Standing
Kneeling

Air Weapons

Shot over 10m indoors

Pistol

Precision - Pure accuracy
Police Pistol - Turning targets, targets only face you for a set period of time
Service Pistol
Pistol Duelling
Rapid-Fire - Pre-set period in which to place all shots

Standard Pistol

Black Powder - Self-explanatory
- Also known as gunpowder
- Some people like to target shoot using the old style of weapons i.e. percussion revolvers and flintlocks. This requires definitely an 'acquired' knack!

Club entrance fees, at the time of writing, are:-
Entrance fee £10.00 and NSRA affiliation fee of £3.00 - a total of £13.00 per annum.

Anyone who is interested in any of the previous listed disciplines should contact one of the three afore-mentioned people, since days and times of meetings (along with vacancies) are posted to the discipline concerned.

Rugby Football

The Rugby Section, formed in 1983, is seeking to increase its membership after a season of reduced numbers. This followed the loss of our pitch, resulting in a programme of away fixtures only. These are played on Sundays, against other clubs of similar ability who like us play purely for the enjoyment of the game. We would like to hear from anybody who is interested in playing for the club, whether on a regular or occasional basis.

Contacts:
Jason Stone (Chairman), GAV Rateliving Ex 3357 or Medway 683317

Graham Richards (Secretary), FCD Contracts Ex 3391 or Medway 48700
Simon Riddiford (Captain), ISD Engineering Ex 3351 or Medway 407603

Fees:
Annual Subscription £5.00
Match Fee £1.50, to cover transport, laundry, etc.

Squash

The Squash Section has exclusive use of the two squash courts situated at the Hoo Club House on Thursday evenings between 7.15 and 10.15 p.m., between 1 September and 30 April.

During this weekly period any club member is welcome to come along and play squash. The standard of the members ranges from beginners to the

more dedicated, who play in the section team, in Division 5 of the Kent League.

The yearly subscription fee to join the section is only £3 and new members are always welcome.

The section hopes to fulfil the squash aims of its members. For some the aim is just to turn up on a section night and play anyone else who is there without the

trouble of having to make an advance booking and find a partner. Others hope to learn how to play or even improve from their current standard. The better players relish the competition! The winter season ended at the beginning of April at which

time two of the officers of the committee relinquished their positions, leaving vacant the positions of chairman, secretary and treasurer.

Anybody interested in filling these vacancies should contact J. Holland Ex 3772.

Sub-aqua Club

The Club is a member of the Sub Aqua Association (S.A.A.) and all the training carried out within the section is above the minimum laid down by the S.A.A. The aim of the club is to produce safe, confident and competent divers at all times. Through the section a person can come a Snorkeller or a Dive Supervisor, this is the highest award gained at club level within the S.A.A. A person would be able to attend regionally and nationally run courses to become Dive Tester, Instructor, Coxswain and Lifesaver.

Holidays at home and abroad take place; some club members have dived in Gibraltar and Malta, and diving takes place most weekends during the season, weather permitting. The club also dives during the winter months but not as often. Hard boat diving, which means wreck diving, takes place either as club or with other diving clubs around the U.K.

We meet on Wednesday nights at the Swimming Pool from 8.15 onwards, sometimes earlier if lectures are taking place.

Fees are £30 per year for Divers, £10 per year for Snorkellers; £2.50 per year for insurance (this amount is paid to the S.A.A. for 3rd Party Insurance cover) and £5 per year training fee, payable until Club Diver qualification is obtained.

A medical examination is necessary before training using compressed air is allowed. This costs between £15-£25 depending on the Doctor involved.

Qualified divers from other organisations, such as BSAC or PADI, are welcome although verification of their Diving Qualifications will be carried out to the Diving Officer's satisfaction.

Novices are welcomed but there might be delays on entry as only a certain number can be trained at any one time. The minimum age to become a Diver is 14 years.

Enquiries to:-

Peter Woolmer, Secretary, Ex. 3410 or Medway 64533 (ADD Eng)

Ray Newman, Diving Officer, Medway 813104, (AS&RD Shop Floor)

Swimming Section

Affiliated to M.A.S.A.; S.C.A.S.A.; R.L.S.S.

The Section's main aims are:

To teach children from the age of 4 months to swim

To teach adults how to swim

To teach children and adults life saving and personal survival

To take part in competitive swimming against other local clubs (i.e. Black Lion and Rochester) and swim in Medway A.S.A. Galas

Teaching/Coaching to A.S.A., S.T.A. & R.L.S.S. rules.

Adult Lessons

Monday evenings from 8.15pm to 9.15pm. For adults from Teenager to Senior Citizen. For those that can swim we also have an Improver Class where they can learn additional skills and/or improve their physical fitness.

Mother and Baby Classes

Thursday evenings from 5.15pm to 6.00pm. For teaching purposes a baby is a child under 5 years of age. A parent must accompany the child in the water. Armbands, swim belts and baby sitters are provided, play pens are also available. We do not recommend babies to start swimming until they have had their injections - this means they can start at 4 months old. Our aim is to teach the parent who in turn teaches the baby.

Children's Lessons (revised times)

Beginners - 2 sessions on each of Tuesdays and Thursdays 6.00pm to 7.00pm. At present there is a waiting list for this class.

Intermediate Lessons
7.00pm to 7.45pm Tuesdays and Thursdays. Children are now swimming lengths of the pool but they are still being taught and are improving their stamina.

Competitive Swimming GAV/BP Cornets

Having gone through the teaching lessons the child is invited to join the squad. They are first started in the Improvers Lane where in addition to improving the four main strokes (Front Crawl, Back Crawl, Breast Stroke and Butterfly) they are taught starts, turns and shallow diving. They are now ready to start entering Galas depending on their ability. This could be in Club Galas, Inter-Club Galas or Medway A.S.A. Galas.

Squad training is held on Tuesday and Thursday Evenings from 7.30pm to 8.45pm and Sundays from 1.30pm to 3.00pm.

Life Saving/Personal Survival Friday Children

8.15pm - 9.15pm
Adults
8.30pm - 9.30pm

Although a small group that has only been reformed for two years, many awards have been won including:

R.L.S.S. Bronze Medalion 10 passes
R.L.S.S. Aquagold Awards 5 passes

We prefer Children and Adults to be able to swim 400 metres prior to entering the Life Saving/Personal Survival Group. The Club has a Resuscitation Doll which means Basic and Advanced Resuscitation is taught.

Additional Facilities

Anyone who assists in Teaching or Coaching is encouraged to gain relevant qualifications - usually sponsored by the Swimming Section.

Distance Awards (from 5 metres to 10,000 metres) are usually held on Saturdays, from 1.15pm to 3.45pm.

Continued over

Junior Galas

Junior Galas are held for Children in the Teaching Groups who swim races according to their ability, Thursday evening from 6.00 pm to 7.30 pm. Distance Awards and Junior Galas are usually held at three-monthly intervals.

Annual Gala

This is held in January each year and is open to all Club Members'

FEES

Annual Subscriptions £5.00 per year per family
 Mother and Baby Lessons £3.00 per year per child
 Children's Lessons £3.00 per year per child

Adult Lessons

Beginners £5.00 for a course of 10 lessons
 Improvers £3.00 for a course of 10 lessons

Squad Training

50p per week per child (children are encouraged to attend all three sessions)

Life Saving/Personal Survival Adults and Children 20p per week

Contacts

All Teaching Groups: Cyril Moffett (Chairman) Ex. 4241 or Medway 48707
 Improvers & Squad Training: Dave Jubb (Secretary) Ex. 3907 or Medway 814473

Children, not just Swimming Section, on Saturday afternoon and evening.

The Swimming Section organises the Annual Gala and is sponsored by the Management Committee; as well as Gala, Junior Gala and Life Saving Events, there is a Tea Party, Prize-giving, Father Christmas and Disco.

General Swimming

All Club Members are encouraged to use the pool during general swimming sessions – the times being:

Morning

Wednesday, Friday, Saturday and Sunday 11 am to 1 pm

Afternoon/Evening

Monday, Wednesday, Friday, Saturday and Sunday from 4 pm to 8 pm

Tennis

The Tennis Section currently has a membership of approximately 20 members paying £3 per season. We run two men's teams in the Medway Tennis League and last season we won both the 4th Division and 5th Division championships, hence gaining promotion to a higher status. We have players of varying talents from complete beginner upwards so anyone is welcome on a Wednesday evening from 6 pm or on Sunday afternoons. Friend-

ly matches are arranged for our lady members due to the fact that we do not have enough ladies to enter a team in the league. Tennis coaching is also available most Wednesday evenings. If you are interested in becoming a social or a team player please contact either of the following:
 Graeme Burford (Secretary) Medway 401614
 Martin Eyles (Chairman) Shorne 2842

Yacht Club

The GAU-BP Yacht Club is situated on the tidal part of the River Medway in Chatham Reach, which is just down river from Rochester bridge. This provides close access to the Thames Estuary (2 hours sailing), The Swale, and the English Channel (for the more adventurous!).

The club consists of some 23 deep water moorings, and has a clubhouse on Anchor Wharf, within the Chatham Historic Dockyard itself. Winter storage for boats is ashore on the Wharf, with a steam crane being used for the lifting of boats into and out of the water.

Access to the moorings is presently by a slipway, although negotiations are taking place for 27 new moorings and pier launching.

At present there are not many sailing dinghies, the club being mostly sailing cruisers ranging from 16ft to 30ft, but dinghies are most welcome within the club.

Current fees are:

Individual Membership – £5.00
 Joint Membership – £7.00
 Mooring Fees (1988) – £150.00
 Winter storage (1987) – £15.00
 Oranage (1987) – £15.00

Contact for further information:

Eric Fosberry, Commodore (CSD) Ex 4473
 Paul Barrett, Secretary (MASD) Ex 3646

Other activities not administered by the Club

Athletics

The Athletics section takes part in all forms of team and individual competitions promoted under the rules of the various National and Regional governing bodies of the sport. This includes Track and Field Athletics during the summer, Cross Country during the winter and Road Running throughout the year.

The section is permitted to take part in the various aspects of the sport mentioned above due to its affiliation to the Kent, Southern and National Amateur Athletics Associations for men and women. In addition the section is affiliated to the London Business Houses Association which allows entry to inter-company events. Under the constitutions of these organisations the athletics section is encouraged to promote the sport in all areas

of society, and as such is an open club that allows youth and non company members to join and take part in competitions and training.

The main aims of the section are:

- to provide physical and social activities for all its members via organised training and competition,
- to progress through and hopefully win, League and Cup competitions and hence improve the reputation of the section,
- to provide individual members the best opportunity of achieving success in all levels of competition.

Contact Names

Various people at the main site hold positions in the section and some of these are listed below.

Secretary	Boys Team Manager	Winter Fixtures
Len Murphy ADD Progress Ex 3893	Chris Bowman ADD/CAD Centre Ex 3146	Mo Jury ISD Engineering Ex 3351
Summer Fixtures	Press Officer	
Mark Butler FCD Software Ex 267	Jon Roots GSD Contracts Ex 3740	

Meeting Venues and Times

Listed are the times and venues that the section has arranged for the summer season, from the end of April. Also individual coaches attached to the club arrange extra coaching and training sessions.

MONDAY

The Oldborough Manor School, Boughton Lane, Loose, Maidstone, 6 to 9 pm.

Indoor and Outdoor Sprints and High Jump.

The Deangate Stadium, Hoo, Rochester, 6 to 9 pm (light permitting).
 All track and field events on a Synthetic track.

TUESDAY AND THURSDAY

Vinters Boys School Fields, New Cut Road, Maidstone, 6.30 to 8.30 pm.
 Outdoor Training on grass track.

WEDNESDAY

Group Sessions arranged by individual coaches.

SATURDAY

Senior age group Track and Field competitions, as fixture list.

SUNDAY

Young athletes age groups track and field competitions.

Section Fees

The following section fees apply for the year January-December 1988.

Over 18 £5 pa
 Under 18 Full time Student £2.50 pa
 Associate Member £1 pa

Vacancies

The club is always looking for any

additional members to help with training or the social arrangements of the club. There is an urgent requirement in athletics as a whole for officials and the GEC Avionics section is no

exception. The section would be willing to provide training and arrange an exam if required for anyone interested in this enjoyable administrative side of the sport.

GEC Avionics Brass Band

The aims of the association are to establish interest and share the enjoyment of Brass Banding and to advance musicianship in order to participate in Contest Playing.

Contacts:

Eddy Steer – ADD Progress Ex. 3093
 Martin Polley – ADD Progress Ex. 3885
 Steve Vellor – ADD Engineering Ex. 3474

Meeting Place:

GEC Avionics Main Canteen Mondays 19.45 to 22.00 hours.

Section Fee:

50p per week

Vacancies:

For most sections, on the proviso that they meet the acceptable level of musicianship (Approx.

Grade 5-6) and that we have a spare instrument when required. Under the Rules of the British Banding Association, to enter contests it is mandatory that the players be formally registered with the band, and are not permitted to play for contest purposes with any other band. A probationary period of a month is accepted prior to the person being required to register as a player and where necessary transfer or terminate Registration with any other band.

It must be stated quite clearly that we are not a 'practice band' for the use of musicians to 'sit in for a blow' but are serious in our endeavours. To this end we pay for the services of a Musical Director.

Model Engineering

The Model Engineering Society is a society formed to promote excellence in model engineering and to help in the interchange of ideas and techniques. The present membership is low but expanding. For the record, two members exhibited models at the Model Engineer's Exhibition, with one member getting among the awards.

We use the large car park on Sundays, 12 noon to 2 pm, for radio controlled cars, electrically and IC powered, but at present there is not so much scope for control line flying for insurance reasons.

For further information contact – Tony Radley (Hon. Secretary) ATED Tech. Pubs. Ex 3913

Popmobility

Sessions are popular with all ages (male and female). A general fitness programme is covered with varied exercises – it helps when trying to diet!

Contacts:

Di Bower (Personnel Ex 3417)
 Sue Westrup (GAU Admin Ex 4149)

Meeting Place:

Conference Room 1 on Tuesday evenings
 2 Sessions 1900 – 2000
 and 2000 – 2100.

Fees are 70p per session (used to pay instructor – buy records and occasionally new record player)

Vacancies – 2nd session only (2000 – 2100) at present. A qualified instructor takes the weekly sessions.

Judo

Judo is a body contact sport suitable for male and female competitors.

Our aim is to try and instil a sense of confidence, improve stamina, suppleness, balance, and strength. Also to train competitors into champions.

Our Meeting Place is in the Main Canteen.

Monday Nights: 5.30 to 6.30 Juniors (4 to 8 years)
 Mrs J. White 4th Dan
 6.30 to 7.30 Juniors (8 to 16 years)
 Jim Hinchliffe 2nd Dan

Thursday Nights:

6.30 to 7.30 Juniors (8 to 16 years)
 7.30 to 8.30 Kata Work
 8.30 to 10.00 Seniors (16 years upwards)
 Instructors: Mr R. White 6th Dan
 K. Taylor 2nd Dan

Contact: Jim Hinchliffe (Secretary) Medway 736323, or 32838 (Home).

We are the only Sports Section to retain the old Elliott name. This is due to the fact that the name is known throughout the Judo World as a club who train to a very high standard. And have a record of one of the highest number of players reaching Black Belt.

Yoga

Yoga is suitable for everyone, including beginners. Learn physical postures, breathing techniques, relaxation and meditation. It engenders a feeling of well being.

Contact:

Valerie Fennell (Personnel Department) Ex 3222.

The meeting place is Conference Rooms, Tower 1 Ground Floor, on Tuesday at 7.30 pm.

Section Fees:

£11.00 – Social Club Members/
 £12.00 – Non-Social Club Members, per 10 week course.

Vacancies:

Anyone wishing to try Yoga is welcome to come along for one session. If they feel they would like to join they can then pay the balance, if any, for the course.

Should they decide Yoga is not for them they need only to pay for the one session.

The section has 2 Elementary Instructors and 14 Assistant Instructors. It also has recourse to regional and national instructors as and when required.

The section owns a 4m Rigid Hull Inflatable with 25hp Mercury engine, paid for through fund raising from dances, bar-b-q's etc. run by the section.

Although the majority of the section members are single, a family atmosphere is generated and desired. Not only does the section fund-raise to improve facilities and maintain equipment but they regularly raise monies for the RNLI and other charities.

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GEC AVIONICS Rochester

NEWS

GEC Avionics Limited, Airport Works, Rochester, Kent ME1 2XX Telephone: (0634) 44400

CAREERS AT ROCHESTER
with the high fliers

GEC AVIONICS OPENING UP A STREAM OF OPPORTUNITIES

GEC Avionics, by far the UK's most successful exporter of electronic systems for aviation, is in a position to offer tremendous possibilities for career advancement. The Company is committed to filling senior vacancies by internal promotion. Continuous changes in markets, products and technologies, cause corresponding shifts in organisation and individual responsibilities. Such development opens up a stream of opportunities for suitably qualified people to grow into new areas.

Career development is one of the most important motivating factors in our working lives. Most of us naturally wish to develop our capabilities to the full, and since the Company is equally interested in people doing their best, this desire can be seen as mutually beneficial. Career development must of course take place within the reality of working life, taking account of individual ability and realistic career expectations. In GEC Avionics, these issues are addressed openly, either by an employee's supervisor or through career counselling.

Although a large company, GEC Avionics is organised as a set of autonomous Divisions, each with its own products, customers and opportunities. Careers, therefore, do not have to follow any single pre-defined route within just one division. Moving between departments or functions can be a marvellous learning opportunity and renewed stimulus to enthusiasm, and can lead towards senior responsibilities. Many of the people featured overleaf have changed divisions, or functions, or both.

For young people coming into employment now the old concept of a "career for life" under which one was educated and trained in a particular discipline or skill and spent one's career exercising that skill, is no longer



As industrial sponsors of the UK Experimental Aircraft Programme, we are proving the fly by wire system, head up display, air data computer and maintenance and ground support equipment for the European Fighter

LOOKING AHEAD



Night vision goggles such as export-winning 'Cats Eyes' help pilots to see in the dark

valid. Futurologists say that the pace of change will require at least one change in career before retirement. We therefore need to keep an open mind about new skills or career paths when opportunities are presented.

How This Can Benefit You
It need never be assumed that your immediate environ-

ment is static. A readiness to consider all career options and be flexible in your thinking will enable you to take advantage of the many opportunities our business provides. If you feel you want guidance on career issues as they affect you, you should first consult your Supervisor, who can discuss

the opportunities in your immediate work area. If you then wish to consider other possibilities there is a career counselling service. Advice can be had from the Personnel Officer who looks after that particular function or from the Company's Employee Development Advisor.

TRAINING FOR DEVELOPMENT

GEC Avionics places great emphasis on training as part of its commitment to career development, to help individuals to achieve the skills required for their current jobs, as well as for future appointments. The nature of the training depends on the job and the

needs of the individual with expert attention devoted to both. Special support is given in preparing people for promotion to supervisory and management positions. The company's specialist training department responds to the changing need.

Development from Day One

For many employees training support commences during their first few weeks with the Company. For instance, all graduates are given an introduction both to the Company products and to the total operation with which they will be working, by means of a

Graduate Induction Course. Other Company training develops personal skills in areas such as writing and presentation techniques, and technical ability can be updated to meet the changing demands of the industry with specialist courses such as "Using the Ada Language" and "Modern Electronic Packaging". These are just a few of a wide-ranging suite of technical and management courses developed specifically to meet the needs of employees of GAV Rochester.

Support in a New Job

The hardest transition any employee will have to make is the first move from that of "specialist", in a field with which he or she is familiar and experienced, to that of

"Supervisor" where experience is limited. Promotion to this first supervisory role requires considerable support both from the employee's own manager and from the Training Department. It is for this reason that a series of Supervisory and Management Courses are made available for managers to develop their people.

Attendance occurs in short increments before each promotion so that employees can assess their developing supervisory role and generally acquire the new skills relevant to their growing seniority. Courses are constantly reviewed to ensure that they remain in line with the current demands of Supervisors at all levels. The areas covered relate not only to basic principles of supervising people, but also cover key areas such as prob-

lem solving, decision making and work planning.

The Continuing Story

In-house training provides support for the development of Managers, throughout their career. The most senior in-house course "Managing People and Integrated Project Management" is a prestigious week-long residential course aimed at people from all disciplines of Project Manager level or equivalent.

Ideas are constantly being developed for a more senior training provision, a recent example being the course "Winning Business Through Effective Presentations" aimed at Middle and Senior Managers.

Continued on back page

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ACHIEVING DISTINCTION

Part of the continuing story of career development

John Spinks, BSc (Hons) Mathematics, CEng, MRAeS
Assistant Managing Director, Displays and Guidance Systems Group



After graduating from London University John joined the Company as a Development Engineer engaged in Air Data Systems design and the development of the first digital design, for which he became the first Software Engineer in Instruments Systems Division. He was put in charge of the whole Engineering department of Instrument Systems Division as Chief Engineer at the age of 26, and was responsible for diversification of the business into high integrity electronic Stores Management Systems.

Later, after promotion to Deputy Divisional Manager he was assigned

special responsibilities for the development of subsea wellhead control systems for the oil industry. In 1978, he moved to Flight Controls Division, which was re-formed into two units in 1979, and John was invited to become Manager of the new Combat Aircraft Controls Division.

Throughout his career, John has been actively involved in a wide range of programmes for export to the US, and this experience contributed to his appointment in 1983 as Divisional Manager of the much larger Airborne Display Division at the time when two major contracts for head up displays for the US Air Force F-16 had been awarded.

Following the successful completion of these projects, John was appointed Assistant General Manager and later General Manager for a group of five Divisions and our associated company in Atlanta. With the recent re-organisation of the company he has been promoted to Assistant Managing Director, responsible for businesses employing over 2300 people and with a turnover of over £110 million.

John has a special interest in Design and Production Automation which is currently embracing the broader aspects of Information Technology. He also enjoys a keen but sporadic interest in golf.

Brian Tucker, BSc Physics,
Assistant General Manager,
Surveillance and Civil Systems Group



Brian's career has been entirely in the field of flight control systems, and he has been much involved in the evolution of the company's world-leading technology in this important class of avionic systems. His major interest now is the application of computing to high-integrity systems, notably fly-by-wire FCS, and the bringing together of the diverse technologies available throughout the company, to develop innovative systems meeting the customers' needs.

The promotions leading to his present appointment follow the pattern of changes and expansion of Flight Controls Division. In 1970 he started as Systems Engineer in the former Transport Aircraft Controls

Division working on automatic landing systems for the BAC 1-11, and by 1974 he had gained further experience as Project Engineer on the Concorde's fully automatic flight control system. In the period 1974-81 he was involved in the development and entry into service of the Boeing 747 autoflown system, and was also promoted to Project Manager. Next he was appointed Engineering Manager in charge of all US programmes, and after four months he took on extra responsibility, as Technical Manager to include contracts in the civil aircraft, helicopter and unmanned aircraft fields. A great deal of travel was involved.

Brian's expertise in the definition of new projects brought much successful business, resulting in further promotion, at the end of the same year, 1983, as Deputy Divisional Manager. Six months later, as Divisional Manager, he was in charge of a Division which had expanded to its present size of around 350, and at a time when the important Phoenix Battlefield surveillance system contract was won.

By his appointment in 1987 to Assistant General Manager Brian is involved with a group of six Divisions, including the one which he has seen changing so much over the years to its present strength.

Married with two children, Brian enjoys golf when time permits.



Experimental Aircraft Programme technology demonstrator - EAP



GEC Avionics head up displays equip all General Dynamics F-16 aircraft (photo copyright Major Chuck Kilberg, USAF).

Alan Gallagher,
MSc Computer Science, MA Management
Divisional Manager, Maritime Aircraft Systems Division



Alan's first post with the company, in 1973, was as Development Engineer in Maritime Aircraft Systems Division, working on the design and development of high speed signal processing equipment. This contributed to the success of the system which is now being supplied to home and export customers, for detecting and tracking submarines by patrol aircraft or helicopters. This experience provided him with the opportunity of joining the Division's marketing team, involving some time "globetrotting", while at the same time becoming by successive promotions Chief Systems Engineer responsible for a "future systems" team. He is

particularly proud of the recognition of his design team's technical achievement by the award of the company's prestigious Haskett Trophy, which also takes account of the sales potential of the systems, estimated to be in the order of £200m over ten years.

In the meantime, encouraged by the company, Alan gained an MA in Management on a 2-year part time course at the University of Kent. In 1985 came a major opportunity when he was offered and accepted promotion to Chief Engineer, responsible for a team of specialists and supporting staff of around 250. In addition he led the Programme Management of a contract from the Indian Navy, for installation of systems in Sea King helicopters, which involved the integration of the signal and tactical processing systems manufactured by the Division, with radar, navigation system, sonobuoys and other equipment. This was a major technical and project management challenge he very much enjoyed.

Early this year Alan's accumulated experience and ability enabled him to accept promotion to Divisional Manager.

He is married with 2 daughters at school, and claims ample scope for his hobbies of DIY and gardening in a large Victorian house. He also aims to obtain a golf handicap so that he can set about reducing it.

Richard Watters,
BSc (Hons) Electrical and Electronic Engineering
Technical Manager, Combat Aircraft Controls Division



In 1966 Richard joined the company as a Student Apprentice, and after graduating in 1970 was appointed to a team in Flight Controls Division developing the Command and Stability Augmentation System for Europe's Tornado aircraft from the very start of the project. In 1975 he became Project Leader for this contract, which was performed in conjunction with a German company. In 1978 he was again promoted, this time to Project Manager, in charge of both that work and another innovative system on the Tornado.

In 1983 he was promoted to Engineering Manager responsible for a new project, the UK's first digital, fully fly-by-wire flight control system for the Bae experimental Jaguar aircraft. Its success led to the Experimental Aircraft Programme (EAP). This multi-national technology demonstrator for the new European Fighter Aircraft involved considerable liaison with other European companies who are partners in the project.

Richard's continued broadening of experience led to his appointment as Chief Engineer in 1986 and Technical Manager in 1987. He is now directly responsible to the Divisional Manager for the entire Engineering Department of Combat Aircraft Controls Division, around 300 strong.

Reviewing his career to date, Richard commends the opportunities he has had of being involved in the design and development of highly advanced systems including several "firsts" and with successes in a very competitive world market.

Jayne Wood,
HNC Computer Studies
Chief Engineer, Maritime Aircraft Systems Division



Jayne has recently been appointed Chief Engineer of one of the Company's biggest Divisions.

Having joined as Trainee Computer Programmer in 1976, she qualified as a Software Engineer and was immediately offered a post in the company's most successful exporting team, to develop software for advanced head up displays and navigation systems for aircraft. After only one year, she took charge of a small team of qualified programmers. By 1980 it was clear that Jayne had a special talent for project leadership

and by 1982 her team had grown to 40. Her rapid progress continued, when in 1984 she was promoted to Software Manager in Airborne Display Division with increased responsibilities and a team of 80.

With her reputation now well established, she was offered the position of Engineering Manager in Maritime Aircraft Systems Division to take charge of software development for a major helicopter system for export. Her responsibilities included the management of all software projects within the Division and the management of a 150 strong team.

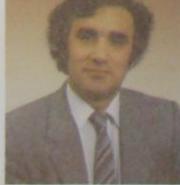
Her work which has brought her into contact with avionics program-

mers, for increased efficiency. The of avionics ing the his line teams and devel software. As a top technical Chief Engineer Jayne's has not been active soft employe time she competitive



This computer (right) can operate safely despite a failure in either hardware or software to control the wing flaps and slats of the European Airbus (below)

Nisar Mirza, BSc PhD
Engineering Manager,
Flight Controls Division



Nisar's first degree in Electronics and Electrical Engineering was followed by a doctorate in the field of power measurement techniques at very low power factors.

On completing his PhD in 1975, he found that engineering projects offered by GEC Avionics could exploit the knowledge he had gained at university and that he would soon be able to acquire a good knowledge of avionics.

He joined Flight Controls Division in 1976 as a Development Engineer on the Boeing 747 Autoflown

Computer project where he made key contributions as an analogue circuit designer. In 1978 he was given responsibility for the design of a microcomputer based Flight Computer. On successful completion of this work he joined the team involved with the development of the StatFlap digital computer for the European Airbus A310. From 1983 to 1984 he made a major contribution to study programmes which culminated in two of the Division's current production contracts.

In 1985, Nisar became a Project

Manager responsible for the development of a flight control system for the surveillance RPV, Appointed Programme Manager in 1986 for a company funded study project, he became involved with the development of a high integrity fault tolerant flight control system for a future fly-by-wire American civil aircraft. He was promoted to Engineering Manager in 1987, taking on responsibility for civil programmes.



IN ENGINEERING HIGH FLIERS

in GEC Avionics

John Colston, BSc (Hons) Electrical Engineering, MIEE, CEng, General Manager, Controls and Instrument Systems Group



After graduating in 1960, John joined Associated Electrical Industries initially as a graduate apprentice followed by six years in electronic telecommunications research and development. He joined the Company in 1968 as a Project Leader in the Flight Automation Research Laboratory where, over the next four years, his groups pioneered many of the digital symbol generation, display and data transmission techniques which are now part of the company's current products. During this time he spent extended periods with Airborne Display and Automatic Test Equipment Divisions which were exploiting these techniques. In 1972 the formation of Powerplant Systems Division gave the opportunity to join the new

Division as Project Manager on aircraft engine control systems. In 1977 he moved to Instrument Systems Division as Engineering Manager, becoming Chief Engineer and later Technical Manager. At this time the division was greatly expanding its digital technology and bringing the addition of Offshore Oil Production Control Systems to the established Stores Management and Air Data activities.

In 1983 John became Divisional Manager and over the next four years he led the expansion of an export business, dominated by the valuable and successful contract for retrofitting computers in US Navy and USAF aircraft, and the doubling of the Division's size to its present 600 staff.

His current promotion follows his appointment as an Assistant General Manager in 1987. He believes that success in the Company is based on the selection of strong and dedicated teams and he is currently watching enthusiastically the development of the Micro-System group within Instrument Systems Division which has recently transferred from another site.

John rates himself as a keen DIY man, frustrated builder, car mechanic, rugby watcher, private pilot, fell walker, once-a-year golfer, and much more, but admits that "work" has a habit of always getting the priority. He lives in Gravesend, is married to a teacher and has a daughter and a son.

Keith Snelling, B Eng (Hons) Electronics Divisional Manager, Airborne Display Division



Keith joined the company in 1968 as a Development Engineer working on Automatic Flight Control Systems, becoming Project Leader in 1973. By 1975 his specialised technical expertise and rapidly developing management ability enabled him to take up the appointment of Project Manager for a Helicopter Automatic Flight Control System, with a team of 30 including engineers at the customer's site. He also became responsible for VTOL Autostabiliser and Autopilot programmes, and the development of a general purpose three axis autostabiliser/autopilot. In 1980 Keith was appointed Engineering Manager of the newly formed Combat Aircraft Controls Division responsible for the world-leading fly-by-wire control system fitted to the Jaguar demonstrator

aircraft. He subsequently also took charge of the Division's Software Engineering Group and the engineering teams engaged on processor design, circuit miniaturisation techniques, and developments for the next generation of military flight controls.

Keith and his 40 strong team made the important innovation of designing highly advanced light control systems to production standards from the outset, instead of via costly prototypes, thus meeting very challenging requirements in technical management, customer liaison and project co-ordination.

In 1983 Keith took a break from flight controls and was promoted to Technical Manager of Instrument Systems Division with world-leading flight instrument systems business, taking responsibility for all its engineering activities.

At the end of the same year he was appointed Deputy Divisional Manager, then in mid 1984 he returned to manage Combat Aircraft Controls Division. Three years later he was appointed Divisional Manager of Airborne Display Division with around 950 people, including over 350 qualified engineers and specialists, and a production department which is producing around two thirds of the western world's head-up-displays. He is thus responsible today for a predominantly export business running at well over £70m per year.

Married with three children, Keith's sporting interests are jogging and skiing.

Ray Dennis, BSc (Hons) Electrical and Electronics Engineering, Divisional Manager, Flight Controls Division



Ray started his career as a company Student Apprentice, and after graduating in 1968 he joined the Flight Automation Research Laboratory as Systems Engineer, becoming Project Leader on development of the digital data transmission system now successfully in use on the European Tomado aircraft. This was in a team of 8 involving engineers from Germany and Italy. In 1972 Ray left the company to work on a micro-wave landing programme, then spent 6 years with the MoD to manage research on a range of avionics systems.

In 1979 he rejoined Flight Automation Research Laboratory. He became Project Manager then Engineering Manager, working on an advanced "future fighter" project. He also managed a pilotless aircraft project which has since evolved into a major contract for the British Army's Phoenix unmanned aircraft battlefield surveillance system. His team was around 40 strong including engineers employed in another division, and his interests extended to power supplies and an innovative chip design.

In 1981 Ray was offered a transfer to the marketing department of Flight Controls Division at a time when the Phoenix project was coming to fruition and a major computer system for the A320 European Airbus was being finalised. Both were to become important production programmes for the Division and his involvement led to further promotions, when in 1984 he became Technical Manager and in 1985 Deputy Divisional Manager. This was in a period when he was responsible for some of the Division's most innovative programmes. He is now Manager of the Division, a business of some £10m turnover and nearly 400 people. Ray still has time for many sporting interests which have included climbing, and the teaching of yoga, and he is very much involved with the divisional social club.



Above: Queen's Award-winning acoustic processing and displays are at the heart of this integrated ASW system on the Fokker Maritime Enforcer

Several nations has greatly her engineering experience covered all aspects engineering and management qualified multi-disciplined who carry out the design of hardware and software. It of her management and kills, Jayne was promoted pinner. She now manages allied team of 250. Use to her senior position at the expense of an all life, both as a Company and privately. In her spare likes horse riding and show jumping.

Below: Our ORION ATE helps us to achieve record production of air data computers which re-equip thousands of US Air Force and Navy aircraft, from the A-4 to the giant Galaxy



Paul Baillie, HND Electrical Engineering, CEng, MIERE, MBCS, Chief Engineer, Combat Aircraft Controls Division

In Instrument Systems Division the introduction of digital techniques into avionic systems occurred around 1970, and gave Paul the opportunity of gaining programming expertise; this led to his first real responsibility, in software design for the first digital air data system, now flying in the US Army Cobra helicopter, and for a major system for the European Tornado. In 1972 he was appointed as the first Computer Programmer in his Division, and by 1975 became Chief Computer Programmer, implementing the new software engineering disciplines, and in charge of overall policy and administration of his team.

From starting as a company Student Apprentice in 1964 and his first post as Development Engineer in 1967, through to his appointment as Chief Engineer in 1988, Paul has particularly appreciated being involved with establishing Software Engineering as a vital discipline in its own right. He had the distinction of participating in the company's first microprocessor based production Air Data Computer.

In the years leading up to his appointment as Software Manager in 1984, Paul took on increasing responsibilities for all software development activities, policies, standards, training, and liaison with other departments, Divisions, and customers.

The task, which he thoroughly enjoyed leading, involved 40 people of a variety of disciplines and experience, in virtually all the Division's projects at every stage, and included

specification, acquisition, and running of £6million computer systems. His promotion to Manager, Software and Common Services in 1987, came during a period of tremendous job satisfaction during which he saw the software discipline established to great advantage in several other engineering department activities as well as more general management and information tasks. His new responsibilities included management of a multi-disciplinary team of 170, and his liking for involvement with other people and different areas of work led to participation in several company liaison activities and committees and chairmanship of a company working group on Software Tools, as well as in training and recruitment teams.

In his recent promotion to Chief Engineer in Combat Aircraft Controls Division, Paul sees a new emphasis in his role, less involved with software but with still wider responsibility and scope in an organisation oriented to very specific markets and business areas which take advantage of his experience.

Sharon Ainsworth BSc Mathematics Principal Systems Engineer, Maritime Aircraft Systems Division



Sharon's responsibilities are to manage and supervise a team of 18 software and systems specialists, whose job is to prove airborne anti-submarine surveillance systems in readiness for service. She is responsible for providing timely information for customers on system performance.

In joining GEC Avionics in 1978 as a Computer Programmer, straight from completing her Maths degree, Sharon was attracted by the possibility of becoming more involved in systems work. She felt this company would offer a variety of experience and the ability to move from one aspect of systems work to another, and feels this expectation has been

fulfilled. Since her first job, involving simulation and system modelling, she moved on through performance testing and by 1982, when she was appointed Systems Engineer, she was involved in all aspects of systems testing.

This work brought about rapid progress in her career. In 1983 she

was appointed Senior Systems Engineer leading a team of seven engineers and programmers. In 1984 she was promoted to Project Leader, with a greater degree of responsibility for her own technical decisions. As a result of her successes she was appointed to her present position in 1987.

Sharon likes the interaction of ideas with her team and the ability this gives her to generate successful techniques for her customers' products. She enjoys leadership and the opportunity for forward thinking. In this respect she is looking forward to working on a study to investigate updating an important anti-submarine surveillance system for the Royal Air Force, working directly for the Division's Technical Manager.

Sharon's work involves interesting travel, often with members of her team and liaison with scientists and experts in the Royal Aircraft Establishment at Farnborough, with whom she feels well able to hold her own. Outside her work, her interests include skiing and playing squash.

Rod Tester, BSc (Eng) Electrical and Electronics Engineering Project Manager, Powerplant Systems Division



Rod joined Powerplant Systems Division in 1976 immediately after graduating. Initially he worked on a

digital engine control for a helicopter engine and was involved in integration trials with the engine at Rolls Royce. There was a need in the Division for the introduction of micro-processors into its systems, and Rod was able to contribute to its successful implementation.

He was then involved in hardware design and development of the Supervisory Controller for the RB211 and in 1979 he started work on the Automatic Powerplant Test System for the RB199 Engine in Royal Air Force and Italian Air Force service, as Project Engineer.

In 1981 he was appointed as Project Leader on the Automatic Data Acquisition System for the Canadian Armed Forces F404 engines in the CF-18. He was responsible for both hardware and software development on this project. Promoted to Programme Manager in 1983, he was

responsible for the successful completion of two other installations for Flight Line and Intermediate Level support and a further installation at Depot Level.

In 1985 he took up his present position as Project Manager, Future Systems, in which he was originally responsible for major systems for ground support and test of the electronic equipment on the Bae Experimental Aircraft Programme, and for standby cockpit instruments.

Having worked mainly in small development teams Rod has gained a broad experience in his chosen specialisation, and as a result has been made responsible for development of several future products for the Division, concentrating on the follow-up to EAP, the technology demonstrator for the European Fighter Aircraft Programme.

ACHIEVING DISTINCTION IN ENGINEERING

HIGH FLIERS

Robin Sleight, BSc Aeronautical Engineering General Manager, Displays and Guidance Systems Group



His experience grew rapidly with the business, and the opportunity arose for him to accept a posting to the USA, where he was in charge of the company's office in Dallas overseeing the introduction of our HUDs into the USAF A-7 Corsair aircraft. Robin found this period a challenge, particularly interesting as he was the company's prime contact with the customer far from home base.

When he returned to England he was offered the position of Project Manager in Inertial Navigation Division on a navigation and compass reference system for the Royal Navy, and in 1975 he was promoted to Technical Manager of Airborne Display Division. In 1984 he was appointed Divisional Manager, and has been responsible for the great build up of Airborne Display Division's production programmes, which now reach record numbers for the industry and meet stringent time scale and cost targets.

His present appointment builds further on his engineering and management experience, reporting to an Assistant Managing Director in charge of four major Divisions.

Robin initially worked as an aerodynamicist, prior to joining this company as Systems Engineer in 1961, at another location, working on flight control system design. In 1962 he came to Rochester at the time when GEC Avionics was founding its world-leading business in head up displays. Robin joined a group of a dozen people until the acquisition of major US contracts triggered the major growth process which Airborne Display Division has now become.

Sue Marsh, HND Computer Studies Deputy Divisional Manager, Maritime Aircraft Systems Division



Sue Marsh is today second-in-command of a Division of about 700 people, with an annual turnover, including exports, of £40 million.

She joined the company in 1973, upon successful completion of the Computer Studies course, during which her interest in avionics was stimulated by vacation work with the company.

Sue's initial appointment was as Development Engineer in Automatic Test Equipment Division, working on the programming of ATE, and she also took the opportunity to involve herself in engineering disciplines other than programming. This led to a series of promotions, and by 1978 to appointment as Chief Programmer

Simon Frost, BEng (Hons) Electronic Engineering, DMS (Distinction), AMIEE, Divisional Manager, Combat Aircraft Controls Division



Graduating in 1972, Simon's first position was Development Engineer in Instrument Systems Division on airborne computers. By 1977 he had risen to Project Manager, in charge of a team of 20 and technically responsible for the design and qualification of the world's first production microprocessor air data system, for a US Army helicopter. Subsequently he was given the opportunity to take charge of the advanced system studies and initial design of an entirely new family of air data computers. This has now become the largest and highest-rate production contract ever awarded for such a system, by the US Navy and USAF. Simon regards this period as one of the best he could have wished for –

and it was also the time during which he achieved his Diploma of Management Studies, sponsored by the company.

His involvement in the early days of this major contract led to his appointment in 1982 as Marketing Manager in Instrument Systems Division, another move he felt to be very worthwhile.

In 1984 Simon moved to Combat Aircraft Controls Division, as Technical Manager in charge of approximately 300 engineers and ancillary staff. This was at a time when the engineering department was designing and developing a unique fly-by-wire control system which is now proven and is planned to be used in the new European Fighter Aircraft.

He became Deputy Divisional Manager in 1985, and was promoted to Divisional Manager in 1987.

Having been involved with many projects over the years in Europe, USA and around the world, he now enjoys seeing projects, which started when he was Technical Manager, develop into new business prospects for his Division, as well as other new products coming into development, such as 'terrain following' control systems and side-stick controllers.

In addition, Simon has been an active pilot under the company's Flying Training Scheme for over 10 years. Other interests include cricket, squash and model railways. He is married with 3 children.

Chris Humphris, BSc (Hons) Electronics Divisional Manager, Power Plant Systems Division



Chris joined Powerplant Systems Division in 1974 as Development Engineer, on the design of a full authority engine controller for the Rolls Royce RB199. As he gained experience he worked on helicopter engine controls, and the controller for the more powerful RB211. By mid-1978 he had already been given an opportunity as Project Leader, and in 1979 his work moved to complex ground-based Automated Powerplant Test (APT) systems for gas turbine engines. In this major task he was responsible for the design, development and on site commissioning of the APT for the RB199 uninstalled test facilities for the Royal

Air Force and Italian Air Force, spending much time at the customers' premises in the UK and overseas.

He was also able to gain wide experience in the technology of aero engines and their related control systems.

In 1980 Chris was promoted to Project Manager and became responsible for an Automated Data Acquisition and Presentation system for the engines used on Canadian CF-18 aircraft; this meant spending much more time on-site in Canada and the USA.

As well as the technical responsibility to his Divisional management, this involved the day-to-day admini-

stration of a team of over 30 and liaison with production and other departments. In 1984 he was appointed Chief Engineer of Powerplant Systems Division, responsible to the Divisional Manager for the entire 75-strong Engineering Department. Now he has been promoted to Divisional Manager in charge of 160 people and their work.

leading a team of 70, programming Automatic Test Equipment for two major European projects. This involved considerable liaison work with companies in Germany and Italy.

Her developing management skills were called on in 1980 when she introduced a successful career counselling and appraisal system within

her Division, to encourage a more flexible approach to career development among its multi-disciplined engineering teams. This proved to be good training for her next appointment as Engineering Manager in 1981, responsible for developing the company's ORION ATE. Now in production, it is earning valuable

home and export orders.

In 1985 she was appointed Chief Engineer of Automatic Test Equipment Division and was fully responsible for the production, launch and production of new equipment for testing and developing aircraft equipped with high speed data highways. This was successfully proven on the UK's

advanced Experimental Aircraft Project and won a company award for engineering achievement.

In her present position she brings a wealth of experience in engineering innovation, management and problem solving.

Sue's leisure interests include golf and squash.

TRAINING FOR DEVELOPMENT

Continuation from front page

The GEC Management College, Dunchurch, is also used regularly for its senior level development programmes, adding a further level to the provision made by the company in helping managers to acquire the tools required to do their jobs successfully and to continue to develop. The Training Department also offers a consultancy service to managers, giving advice on suitable training to meet specific developmental needs, as well as constantly revising and adding to the current training provision.

Any employee who is interested in further training to assist with career development should discuss their aspiration with their manager, who can, in turn obtain further details of training opportunities from Katie Wightwick Ext 4251 or Ernie Free Ext 3697.

Here are some of the team you will meet in the Personnel and Training Departments

Sarah Kenny, Personnel Officer, Graduate Recruitment



On completion of her BA degree in Economic and Social History at Exeter University, Sarah wanted to go into the field of Personnel. Her first appointment was with a paper packaging company. She started as a Trainee Personnel Officer in one of their factories in North London. After a year she moved to their Group Personnel Department in Bristol and then on to another factory in Liverpool where she provided a total Personnel service to approximately 400 employees.

At this stage Sarah wanted to broaden her experience in terms of employment sector, workforce and scope of Personnel work, and was therefore attracted to the Graduate Recruitment position with GEC Avionics Personnel Department. She is relishing the challenge of recruiting quality engineers in what is now a highly competitive market and feels that the Company has an obvious advantage in recruiting graduates, in view of its position as world leader in its technology and products and its ability to allow graduates to contribute directly to the business success within a relatively short period of time.

Katie Wightwick, Training Officer Management Training



After qualifying with BA Honours – French with German, at the University of Manchester, Katie undertook a year's training in Staff Management with a large retail store chain with subsequent appointments in Southend, Newcastle and Edinburgh.

In her most recent post as Staff Manager, Bexleyheath, she was responsible for the Personnel function in its entirety including Training, Employee Relations, Maintenance of Standards, Welfare, Discipline, Health and Safety.

She joined GEC Avionics, Rochester in 1986 as Training Officer providing Management and Supervisory in-plant courses through a range of external tutors.

In her career development work with our workforce, Katie analyses training needs for groups and individuals, designs training courses, selects and hires tutors and assesses the ultimate provision. She has tutored on induction and performance appraisal programmes, and is currently engaged in developing a new approach to buyer training and a major revision of our supervisory courses including open learning techniques.

David Young, Employee Development Advisor

David Young was brought up in the Madstone area and regards himself as a 'Man of Kent' by adoption even though much of his working life has been spent away from the area. He read Law at Kent University but rapidly realised that a legal career was not for him and moved into personnel work. He started by joining Metal Box and worked for them in South Wales, Leicester and Wisbech in Cambridgeshire. He then moved down to London to join RHM, a food

company whose best known products are Hovis bread and Mr Kipling cakes. While he was with them he was sponsored to do an MA in Manpower Studies. He then joined GEC Avionics in September 1985.



David's role involves mainly career counselling but he is also spending a lot of time running courses to introduce the Company's new performance appraisal scheme. He was a member of the GEC Working Party on Psychometric Testing and is introducing aptitude and personality assessment measures into specific recruitment and counselling areas. He has just started an Open University course in Psychology.