

No. 23 February 1980

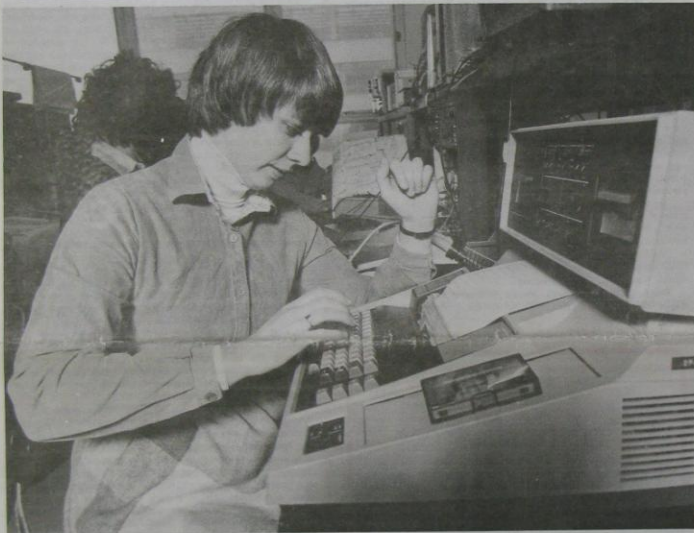
MARCONI AVIONICS NEWS

House Journal of Marconi Avionics Limited

Motto for the Month

"The sting of a reproach is the truth of it".

THE CHALLENGING LIFE OF TOP TECHNOLOGIST SUE



Sue Marsh at work.

In the exciting world of avionics, the airborne electronic systems on which aircraft today depend for safe and efficient operations, there is plenty of scope for young people to achieve top positions, in fields where technology is fast growing.

Sue Marsh, 26, is no exception. Having worked with Marconi Avionics for 5½ years, she is now Chief Programmer in the Company's Automatic Test Equipment Division at Rochester, Kent. She leads a team of more than 20 computer programmers whose work enables the very sophisticated avionics, such as automatic pilots, electronic cockpit displays and automatic navigation systems, to be tested automatically during manufacture and during their use in service.

The influence of this work is world-wide. British Airways uses the Company's COMPACT automatic test equipment (ATE) for supporting the avionics on its Tristar and BAC1-11 airliners. The Royal Air Force, Italian Air Force, German Air Force and German Navy are to use the new Automatic Test System, for which Marconi Avionics is prime contractor, for supporting the new European Tornado aircraft - the biggest requirement for automatic testing which Europe has ever created.

Variety is the spice of Sue's life. Sue is not the only young top technologist in the Company which is creating over 1,000 new skilled jobs this year. Nor is she the only woman, for there are seven on her own team alone, and she would welcome more - both men and women.

Her career has been little short of meteoric to date and her present job is both challenging and demanding. She joined Marconi Avionics as a programmer, having worked in vacations at the Rochester factory as a computer operator, during her computer studies course at nearby Maidstone College of Higher and Further Education. Having obtained her HND she returned to Automatic Test Equipment

Division, one of 20 autonomous and self-motivating Divisions in the Company from which she could choose.

She has quickly risen through the posts of Senior Programmer, Project Engineer and Project Leader and her responsibilities have grown with her experience. Now she is responsible for the real-time software needed for the programming of every kind of electronic unit tested by her Division's equipment. When one considers that, on the Tornado aircraft alone, well over 100 different types of unit are installed, the scale and variety of her work can be appreciated.

Despite the globetrotting and responsibilities, Sue manages to lead a remarkably normal life with her husband Duncan, 27, in Maidstone. Like so many young married couples who both work, each takes a share of the domestic chores. Duncan a journalist, had his share of travel when they were first married, whilst Sue worked more regular hours. Now Duncan works the more regularly, having taken a job locally with Reed International.

Despite the pace of their lives together, Sue and Duncan organize time for recreation. Both are keen on squash and badminton and play in local clubs at West Malling and Sittingbourne. Duncan serves on two sports club committees whilst Sue, for relaxation, works on her stamp collection. Unused to doing things by halves, she has specialized in British stamps and has an excellent collection of first day covers.

The technicalities of Sue's job are in themselves very interesting. An electronic unit on the Tristar, for example, could take one man a whole week to test, to prove its readiness for flight. With a computerized automatic test equipment (ATE), it can be done in a day - a level of productivity which is vital in the fast-growing aviation business.

DECISION TIME No 5 CANTEEN



"IS THIS FLY EATING OR DRINKING - AND WHAT?"

TRAINING SCHEME APPRENTICESHIPS

APPLICATIONS - A comment and an invitation

The Company operates one of the better types of training schemes within the Electronics Industry and the South East.

Administered by a large and successful team, with our well appointed training school/workshop (which is at present being enlarged and remodelled), it is quite able to keep itself in the forefront of progressive training schemes for teaching traditional skills, encouraging greater use of latent initiative and selection and direction into more profitable academic channels for those who show potential. Added to which there are scholarships and sponsorships available to those who wish to make progress.

Places in the training schemes have increased considerably over the past few years, indeed, 1979 intake showed an increase of 50% over that of 1978.

Many types of schools, colleges and universities supply the candidates for training, with a selection system that occupies many months of applications, interviews, discussions and decisions. The eventual supply of personnel to the various divisions, in all capacities, enables the Company to grow and develop to the ultimate benefit of everyone.

However, in this growth, it is the desire to develop as a 'family unit', (there are some family groups already within the Company). For this reason it is often questioned as to why more of the existing personnel's families do not enter the business. One reason is that too often applications are made too late.

If you wish for your sons or daughters to enter the Company by way of the training schemes, applications should be sent to the Training Officer, and as the selection system gets under way in February/March each year, no time should be lost in making application for school leavers in 1980. Whilst no guarantee can be given that every child of an existing employee will be accepted, it is not generally appreciated that such applicants are given greater priority than outsiders.

The success of the training given can be gauged by the large number of divisional executives, who are ex-apprentices, now serving within the Company.

Suggestion Scheme

Have you submitted your ideas yet?

Among the recent award winners we note:

J. Guy, an Inspector in ISD who received £20.38	} Joint award for suggestions covering AFDS testing
G.M. Coleman, a Tester in ADD who received £21.75	
G. Pattenden, Test Dept. FCD	
and K. Atkins, Test Dept. FCD	

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MAV. GRADUATE SOCIETY

A little less than a year ago, the Marconi Avionics Graduate Association took the Medway towns by storm. Formed as an offshoot of the Social Club, it soon became the 'high society' of the area, bringing decadence and debauchery where before there had been only tea and bingo.

From humble beginnings, a party where the attendance was fifteen, the Graduate Association has flourished and now has a membership of 200. The first brewery visit (to Shepherd Neame in Faversham) was hailed as such a triumphant success by the dedicated few who took the afternoon off work to go, that they later stormed the Fremlin's brewery where before there had been a guided tour, a getaway plane and 18 pints of bitter. None of these aims were achieved but we were getting ourselves noticed, if only by the police.

It was this thirst for adventure (and alcohol) that led to the arranging of a three-legged fancy dress pub crawl which left ten 'pairs' claiming they had finished first, and another five 'pairs' oblivious to it all. Yes, it's true that this pub crawl finished in a pie fight at a local baker's shop but it also unearthed a national hero - the Phantom Fian Flinger of TISWAS. The Graduate Association can open gateways for your success too.

The proceeds from sponsorship for the pub crawl were used to buy a guide dog for a blind employee and possibly for the first time since its inauguration the Graduate Association was looked upon with a modicum of respect by the local people but this respect was not to last long as the summer of 1979 came on. At the height of the graduate recruitment season the 'let's stop the party at 11 o'clock' function at the Social Club was hailed as such a success that it was seen as the Mother of the Iranian 10 o'clock curfew.

On a more serious note, the long term implications are that the Graduate Association is looking for local halls in which to hold further events.

Further tragedy struck only weeks later when our fit and virile young lads and lasses attended the Kent 'It's a Knockout Trophy' finals in Maidstone. Hampered by the fact that, unlike the Police and Fire Brigade teams, they didn't have beards and 36 inch biceps (and that was just the women!), they were pipped at the post in the race for the honours. This was despite the full backing of a partisan crowd of over 15,000. Still, the defeat was taken well and in the bar later we were the first team to incoherently congratulate the winners and try to steal the trophy. Yet again the Graduate Association had raised hundreds of pounds for charity. £300 is being used to buy equipment for the children's Peanut Ward at East Grinstead Hospital, while another £300 is still to be distributed.

Also in the summer of '79 was an event which put the Association on the map nationwide - the trip to Knebworth where Genesis headed the bill. It was shortly after this that Giles 'Stonehouse' Laughton absconded to America with the £5 profits. All this travel was bringing an international flavour to the Association and this was enhanced by the Britain v Australia International Australian Rules Soccer. This game of four quarters was really a game of two halves - the British cheating in the first half and the Australians in the second. The British led by that ever youthful

graduate, Colston, fresh from his first-hand experience of Australia, and Coleman, the British lion were just pipped in the final minutes of an enthralling game that left the newspaper reporters at a loss for superlatives, especially the MAV News which did not print a report.



The Graduate Association Committee (left to right, back row) Nigel Wright, John Ainley, John Carden, Martin Pearson, (left to right, front row) Nigel Pickett, Michael Oppedisano and Ian Minardi, against the background of 'the towers'.

This match is the precursor of a series of cricket matches to be played for the Ashes next summer. The British lads keen for revenge, readily jumped into practice in November, attempting to drink the Rose and Crown of Chatham High Street dry - for charity of course. It was noted that none of our Australian brethren turned up, possibly due to the lack of Swan & Fosters lagers. However, despite their absence we still failed but were too inebriated (with the atmosphere) to be bothered and again, raised over £20 for the local Spastics Society.

The start of the 1980's sees a make or break year for the Graduate Association. All the events organized have been enjoyable and often remarkable but for this to continue we need more involvement and ideas from our grass roots - the graduates. Contact your divisional rep. if you have any ideas to improve the Graduate Association, or if you haven't a divisional rep., why not volunteer yourself?

As for future events, 1980 is the year when the Graduate Association should finally get the exposure to the public that it deserves, with a trip to Paris in April and our names on the list to join our ex-member the Fian Flinger on TISWAS - in the cage.

Divisional Reps. AT&ED - Peter Laybourne and Angus MacLean, C&CD and FCD - Nigel Kinge, ISD - Martyn Coleman, PSD - Dino Appia, Aust. Rep. John Dabkowski.

We need divisional reps. in the following divisions - AS&RD, ADD, CDD, FARL, GYRO, IND and MASD. Contact Pete Laybourne - ext. 42 Gads Hill

GRADUATE INDUCTION COURSE

When I joined MAV at the beginning of last September as a fresh-faced new graduate recruit it was the first time, excluding various and temporary vacation jobs, that I'd had to deal with a large company as an employee, therefore, I had no idea of what to expect, or perhaps more to the point, what I ought to expect.

After I'd been here for two weeks and was just starting to decipher the initials, abbreviations and buzz-words that flow past my ears all day long, I was told I'd be going on the 'Graduate Induction Course', no, nothing to do with electric chairs, just a chance to get to know more about MAV itself and also what's involved in the inception, development and completion (on time!) of a project, - at least that's what it said on the notes that introduced us to the course, us being myself and fifteen other 'young hopefuls'.

The course was held at the Training Centre (by the Flying School) and was to last for a week. When we arrived on Monday morning it became apparent that our first objective was to actually find the lecture room which was cunningly hidden behind the main buildings. Eventually everyone was assembled and the day began, we learned that we would play all the parts involved in a project, designers, managers, engineers, etc., however, the best moment came when we were given the specifications for the project, it appeared we had to design and build a windmill, yes, a windmill - one that stood at least 2ft tall had four bladed sails and furthermore the sails should revolve for as long as possible using as motive power a standard weight (which turned out to be a rather large resistor).

The week progressed and contrary, I think, to most people's expectations we got quite involved with the way our particular project was going, probably because being divided into teams there was an element of competition as to whose contraption would 'windmill' the longest. At one time it looked as if the telling point would be whether these engineering miracles could actually stand up. I should clarify this by saying that the building materials consisted of string, cardboard, dowelling and sellotape - all sold to us by the Training Officer at grossly inflated prices (have you ever paid £50 for a roll of sellotape?). He also played the bank manager who was lending us money at exorbitant interest rates to enable us to buy his goods - very suspicious!

Friday morning dawned and the 'trials' to determine whose windmill had won commenced. Our group was, as they say, cautiously optimistic as we had developed a revolutionary (sic) new windmill drive consisting of sellotape wrapped around the sails' axle, which was designed to unwind very slowly upon being attached to the resistor, thus rotating the sails. Unfortunately it turned out that our sellotape's stickiness coefficient was slightly too high and, as a result, the windmill remained stubbornly static - obviously we did not have the technology!

Besides this, during the week while our project was in an 'ongoing situation' we had lectures on the way the Company develops, sells and supports a product and this, coupled with our 'practical experience' did manage to give us an insight into what is involved in producing a saleable commodity. Certainly I personally had never really thought about things like finance, timescales and all the other considerations forced upon a manufacturer in a very competitive field (no, not windmill construction - avionics) and I found the course instructive and also pretty good fun. The fact that we also went for a rather good course dinner has in no way influenced the above observations!

Howard Preece, B.Sc Hons, Lancaster University, 1979.



Miss Francine Backhouse

21 year old Francine Backhouse is our castaway this month. Now a Commercial Assistant in Gyro Contracts, Francine spent her two years training in Divisions such as ADD, FCD, ISD and Accounts. As well as playing squash and badminton she is a keen member of the Medway Dancers, a tap and ballet dancing group, whose successes include appearances at the Drury Lane Theatre, the NATO base at Belgium and a spot on Opportunity Knocks!

- Music**
1. One of my interests being ballet, Tchaikovsky's 'Nutcracker Suite' will always be a firm favourite with me.
 2. 'Melody', featuring the Bee Gees - the music from the film SWALK, which will remind me of my earlier years at school.
 3. 'Nashua City Limits' by Ike and Tina Turner to remember the happy times spent taking part in School Christmas Concerts.
 4. Gladys Knight and the Pips, '30 Greatest Hits' - yet more nostalgia, this time of a memorable Christmas with friends before going our separate ways.
 5. A recording of the musical 'Bubbling Brown Sugar'. Having thoroughly enjoyed seeing this musical, I now love listening to the music.
 6. The LP, 'I am' by Earth, Wind and Fire just because it's a current favourite.

- Books**
1. 'The Thorn Birds' by Colleen McCullough would provide excellent fiction I wouldn't tire of.
 2. Anya Seton's 'Katherine' - a historical novel based on fact.
 3. Thomas Hardy 'Far From The Madding Crowd' for its beautiful descriptions.

MARCONI AVIONICS

Halifax Savings Plan

As at 1 January, 1980, we now have a total of 385 employees who are saving with the Halifax under this special scheme.

Information from John Neate, Personnel Officer (Int 203)

Engagements

Marina Loveday (Contracts - IND) to Andy Cope on 9 February 1980

Allison Richardson (Engineering - IND) to Graeme Cooper (Contracts - IND) Christmas 1979

Kay Dabson (Engineering - IND) to Peter Skinner on 24 November 1979

Congratulations and best wishes from all their friends and colleagues.

OBITUARY

We deeply regret to record the untimely death of Gordon Parris, on 17 January 1980.

A married man, with two children of school age, he had been with the Company since October 1974, his whole period of service was in the Maintenance Dept, first as a Maintenance Electrician, and from October 1978 as a Leading Hand.

Our sympathy goes out to the family and also to his workmates who have lost a first-class colleague.

Thank you

FROM MEDWAY SOCIETY FOR MENTALLY HANDICAPPED CHILDREN

The letter below has been received from the Medway Society for Mentally Handicapped Children and is addressed to the Social Club Committee.

The Management Committee of the Sports and Social Club give up much time and effort in promoting and providing entertainment for worthy groups and the expression of thanks in this letter shows how much it is appreciated.

"... May I, on behalf of the Medway Society for Mentally Handicapped Children, thank you and your colleagues once again for the marvellous entertainment you laid on for our Mentally Handicapped Children who attended our annual Xmas Party.

As parents of these children it gives us so much pleasure to see you all so involved in helping to make our party such a huge success. What we would do without you, I do not know.

Personally speaking, it is so nice to meet all the friends that I have made since coming to your yearly event for our children and I would like to thank you all very much indeed.

Yours sincerely,

Joan Mitchell
Hon. Secretary

WE NEVER STOP LEARNING

How often do we hear it said that even when we leave school or university we never stop learning? This statement can surely never be more true than in a company such as ours where the technological demands of our customers and the opportunities presented by advances in scientific knowledge and component technology require us to update our skills and knowledge at an ever increasing rate.

The process of this change is complemented by a series of training activities which originate in the Company's Training Services Department and whose design, is worked out in consultation with line managers. The extent of the Company's commitment to training is measured by the fact that 10% of our work-force are full time trainees undergoing planned training programmes. What is not so readily realized is that in any week one or two groups of 15 adults are likely to be attending an in-company training course and an equal number is to be found at various venues around the country attending specialized training courses run by external training or educational organizations.

The programme for the last week in January is fairly typical. A group of engineers were at our Staff Training Centre learning about in-company work planning and control techniques so essential to the achievement of development programmes. Another group of younger engineers deliberated on the processes of design at the Bosley Hotel, outside Maidstone. At the Maid Kent College two groups of technicians were continuing their short courses on digital techniques and microprocessors and yet other groups were learning the principles of safe lifting.

During the third week in February, 14 engineers attended external courses on such topics as sonar parameters and measuring, software quality assurance, vibration measurement and recording, micro-processor utilization.

Also in February, 20 of our 1979 intake of graduate engineers attended the Avionics Technology Course, the first week of which took place in our Staff Training Centre. This three week course consists of three elements—computing, avionics design constraints and control, covers a wide range of avionics practices and provides the basis for further personal development. Later in the month this same group will travel to a lonely airbase in Bedfordshire to follow the remainder of the course and where they will have access to the extensive avionics laboratories of Cranfield Institute of Technology. Some of the members of the course are pictured. This course, and the Graduate Induction Course described elsewhere in this issue, are followed by others at suitable points in

David Perry, Manager Training Services



Members of Cranfield Technology course programming an INTEL 8080 Microprocessor (left to right)

Howard Preece, B.Sc. Hons, Lancaster University, July 1979. Alan Stonehouse, B.Sc. Hons, Thames Polytechnic, June 1978. Jeremy Diamond, B.Sc. Hons, Physics, Corpus Christi, Oxford, 1979. David Hyndman, Course Tutor.

the engineer's career as shown in the table. As the engineer is promoted he attends courses which introduce him to concepts of how to supervise people and how to manage resources as well as specialist technological courses which relate to the demands of his work. Those who gain promotion to Project Manager, normally attend the Integrated Project Management course held at the Dolphin and Anchor Hotel at Chichester. This course, variously described as 'gruelling', 'stimulating' and 'realistic' is located at this pleasant holiday town not so that students can enjoy the ancient architecture and the bracing sea air but to encourage total concentration on the principles which underpin their jobs by the exclusion of its day-to-day demands. Although the accommodation and food is first rate the work programme allows but a passing interest in such

matters—during the five days of the course, hours worked average 50 plus and trainees work through a project involving designing, negotiating, financing and scheduling, building and commissioning—all under the watchful eyes of two qualified tutors.

This demanding programme has its lighter moments—project specifications are drawn up by competing teams and tend to be devilishly cunning (obviously so . . . they are drawn up by MAV Project Managers!) and the commissioning of the deliverable end items cause hotel staff and the local population of retired admirals alike to express disbelief at what they see . . . two gallons of water being raised from the pavement in a structure of punched cards, canes, string and sellotape . . . devices for feeding toast to the user whilst bathing . . . a timing device consisting of escapement and pendulum! These antics are not to be interpreted as 'fun and games'; we believe that people learn more by doing and experimenting and analysing what happened than by listening to learned discourses on how things ought to happen in the perfect world; we believe that people never stop learning and that the process can be guided and accelerated through carefully planned training.

Courses for Engineering Supervisors and Managers

Grade	Course
Development Engineer	C1 Design Processes and Decision Making—3 days in-plant
	A1 Relating to Orders and Instruction—3 days in-plant
Project Engineer	B1 Work Planning and Control Procedures and Techniques—3 days in-plant
	A2/1 Selection—1½ days in-plant
	A2 Supervision—3 days in-plant
Project Leader	A3 Training and Consultation—3 days in-plant
	D2 Problem Solving and Decision Making—2 days in-plant
	A3/1 Presentations—2 days in-plant
	B3 Project Management Principles—5 days residential
Project Manager	A4/B4 Managing People and Integrated Project Management—5 days residential

SUCCESSSES

Members of Marconi Avionics Ltd, Rochester are again among award winners for the Higher National Certificate in Business Studies.

Four students were successful in the course covering:

- Applied Economics,
- Advanced Accounting,
- Industrial Law,
- Commercial Law,
- Office Organization,
- Business Organization

The students were:

- Arthur Champ, FCD Purchasing Dept;
- Kevin Smith, AS&R Purchasing Dept;
- Colin Matthews, PSD Purchasing Dept;
- Andrew France, ISD Contracts Dept.

We congratulate them on their success, and take pride that the encouragement of the Company, in granting day release facilities, has been amply justified.

The Purchasing staff members are now continuing courses of study to enable them to qualify for membership of the Institute of Purchasing Officers.

Around the Divisions

European team commissions the new automatic test equipment for Tornado aircraft

The work of commissioning a new automatic test equipment, for the European TORNADO aircraft, is now under way at the Rochester factory of Marconi Avionics Limited. The LF ATE (low-frequency and digital unit tester) is part of an automatic test system which is the first 'integrated avionics maintenance system' to be produced in Europe. The complete system is produced by a European group, under the programme management of Marconi Avionics ATE Division. The other companies are Siemens AG and Selenia SpA, as national prime contractors, and Rohde & Schwarz and British Aerospace. The Tornado ATS, for use by the RAF, Luftwaffe, Italian Air Force and German Navy, represents Europe's biggest-ever requirement for automatic testing. Initial pre-series equipment orders, already received, are valued at eight figures sterling.



The picture, one of the first of the LF ATE to be generally released, shows the LF ATE being checked out with a TORNADO unit under test. At the controls is Carol Finch, Confidential Secretary, learning that operation of this advanced equipment has much in common with other keyboard equipment found in the modern office. In the foreground is Esmond Good, Commissioning Engineer.

Carol, 25, first joined Marconi Avionics Limited in 1974 and has been with the ATE Division about one year. Single, she lives in Rochester with her family. Her hobbies include squash, reading and current affairs.



The picture shows part of the Commissioning team hard at work preparing the LF ATE for the user. Depicted are (front to rear) Esmond Good and John Franks (Commissioning Engineers) and John Morley (Senior Commissioning Engineer).

John Morley, 36, who holds a HNC in Electronics, has been with MAV for 10 years all of them with ATE Division. He lives in Rainham, Kent, with his wife Margaret and children (two boys and a girl). His hobbies are cricket, rugby and reading.

Esmond Good, 28, with City and Guilds in Electronics, has been with MAV for two years in the ATE Division. He lives in Maidstone with his wife Susanne and baby daughter. Hobbies include the Midway Branch of the Royal Aeronautical Society, computers, music and sport.

John Franks, 24, with City and Guilds in Electronics, has been with MAV for six years the past four have been spent with ATE Division. He lives in Maidstone with his wife Lesley and baby daughter. Hobbies are electronics, music and sport.

A sportsman aids industry



Martyn Coleman (A)

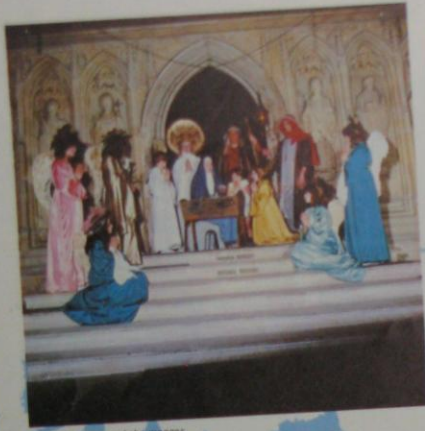
Martyn John Coleman, who has been with the Company for 1½ years, is already making his mark through sporting activities. As befits a Welshman, from Bridgend, he is an active rugby player, being the wing forward for Maidstone R.F.C. He learned how to play rugby and cricket while still at school. He has played cricket for Glamorgan County as an amateur, and now restrict his summer game prowess to helping the Sports and Social Club cricket team. He won the bowling and batting awards for 1979, details of which appeared in a previous issue of MAV News.

Having attended the Polytechnic of Wales, at Treforest, he gained a HND, in computing, and is now actively engaged as a Computer Programmer in the IS Division.

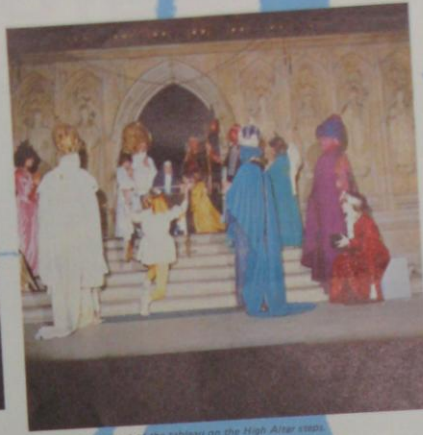
He brings time and brains together in all his activities, and is a man of great joviality which makes working or playing with him a real pleasure.

Appointments

It is announced that Mr. M.I. Whitehouse has been appointed Chief Engineer of AOD, reporting to Mr. G.H. Sleight, Divisional Technical Manager.



The tableau around the manger.



The adoration - part of the tableau on the High Altar stage.



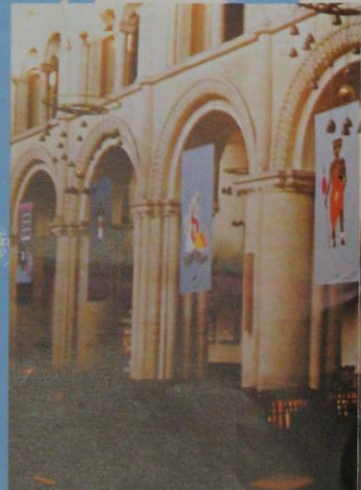
The organizing committee.



The Angel appears with good tidings.



More work being done on the 'children of the world' banners.



Banners on display in the Cathedral. (Photograph by ...)

The Child T

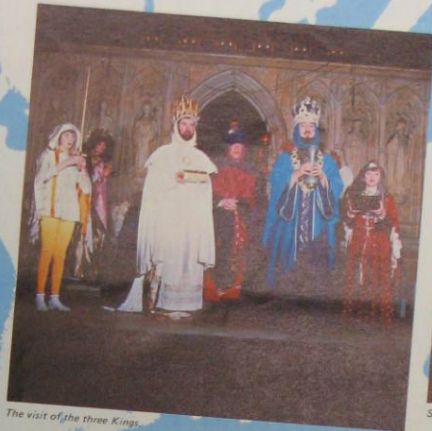
The carol service, held in Rochester Cathedral on 19 December is depicted in the pictures on this page.

This 'act of worship', attended by over 1200 persons, and so ably produced and performed, was the culmination of many hours of work by the organizing committee and those taking part.

Rehearsals and planning were completed in their own leisure time, so keen were they all to see this effort successfully completed. None was more dedicated than Miss Cox, a speech and drama teacher of Rainham Girls



Committee in session.



The visit of the three Kings.



Shepherds in the tableau.

he Festival

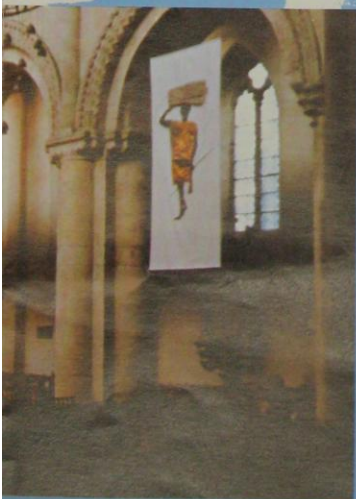
School, who devised and trained the participants in the tableaux and choral speaking.

As a result of this 'coming together' at Christmas 1979, cheques have been sent to - Save The Children Fund - £1097.55, and Rochester Cathedral - £290.31. A total of £2,029.91 was received in donations, collections and sale of gifts and cards, including £500 from the Company, with expenses of £642.05.

Again thank you to all who in any way gave time, effort and substance to achieve this result.



The folk group - in song.



courtesy of Mr. S.T. Eldridge, Works Maintenance.



The girls of Walterdele School, working on the banners.

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SUCCESSSES - THEY MADE IT

As reported in our last issue Tony Henley and Richard Knight have successfully completed a course of study, under the Marconi Avionics scholarship scheme and have been awarded their M.Sc. They have much in common, besides working for the Company in IND and taking the scholarship course, in their spare time they are both active Scout Leaders.



Richard Knight (left) and Tony Henley (A)

Tony Henley joined the Company in 1973, after graduating from Kent University. His work has covered Jaguar Test Equipment, Circuit Design and Computer Systems Design. Now he is with the team assessing computer trends and requirements, for which his studies for the M.Sc. have equipped him.

Living in the Kentish weald at Staplehurst, he is an active member of Cranbrook Church. He is married with a son and daughter. Apart from his scouting activities he is a dedicated family man, who made it, after attending Secondary Modern School and Technical College, before proceeding to Canterbury and Kent University.

Richard knight is a single man, who does his Scouting under the banner of All Saints Maidstone group.

He joined the Company in 1975, from Brighton Polytechnic having obtained an Honours degree in Applied Physics. His work has covered hardware development for the Central Tactical System for NIMROD, recently moving into the Systems Office.

A man of great energy, his other interests include hill walking and mountain climbing. He has climbed in the Alps and Pyrenees.

Now resident in Maidstone, where he has his own Flat, he also finds time to be a member of the Company Flying Training scheme. The day release for his post graduate studies, granted by the Company, provided the break from the day-to-day activity and besides helping achieve success it also provided the opportunity to widen his circle of friends.

Commencing service with the Company in 1968 as a Development Engineer, the last 11 years has seen Keith Snelling progress to a position of responsibilities as Engineering Manager, with responsibility for systems for 'JURUM' (Oroa), and Jaguar Fly-By-Wire Contracts.

His progress within the Company developed from work on BAC 1-11, then the M.R.C.A. CSAS System. In 1971 he became Project Engineer, subsequently as Project Leader and in 1975 as Project Manager, on the LYNX and YAVB 16. Adding later responsibilities relating to 'SEAHARRIER' and the commencement of the JURUM Contract.

A young engineer of intense humanity, his interest in electronics grew out of his schoolboy hobby of tinkering with the radio and allied gadgets. From Farnham Grammar School, he proceeded to Liverpool University, where he took his honours degree in Electronics. While at University he joined the RAF (VR) unit, and learned his flying.

With his academic studies, and his relaxation in the air, he combined the two spheres into his day-to-day work by taking up Avionics. Aged 32, he is married with three children aged 3 1/2 years and 2 years and the youngest of a few months. His wife was a teacher of maths and physics, before becoming a full-time housewife and



Keith Snelling, Engineering Manager, C.A.C.

mother. Both came from the same area and played tennis together, and making it a real love match. For relaxation now he delights in carpentry and D.I.Y., the creation of things useful as well as beautiful; yet still he finds time to play tennis as the season and weather permits.

From the environment of nature to modern science is the canvas against which Richard Watters, one of the Company's teams of young engineers, has performed.

Coming from farming stock, he attended Sevenoaks School, where he obtained ten GCE 'O' levels and three GCE 'A' levels. Joining the Company in 1966 as a Student Apprentice, he



Richard Watters

enrolled at Brighton College of Technology, on a 4 year sandwich course, sponsored by the Company.

He graduated as B.Sc. (first-class Honours degree) in Electrical Engineering. Returning to the Company as a Development Engineer in MAC division on the feasibility studies of the proposed M.R.C.A. CSA Project.

Now aged 32, he became a Project Engineer in 1972 and Project Leader in 1975. Three years later he was further promoted to Project Manager; controlling the Tornado CSAS and SPILS projects.

A keen sportsman he is a member of the Flying Training scheme. A former Kent County hockey player, and former captain of Tunbridge Wells Hockey Club 1st XI, which won the Truman Kent/Sussex Regional league, some four years ago. Currently he is the Captain of Holmesdale Cricket Club, in Sevenoaks, who won the Kent Cricket League in 1979.

Still a member of the family living in Sevenoaks, with one brother carrying on as a Farmer another who is in Engineering and a sister.

Devoted and sincere in all his undertakings he looks forward to the future with justifiable optimism.

Personality Parade

It used to be said of the Army - "that every Private carried a Field Marshal's baton in his knapsack", indicating that it was possible for a private to rise up to the highest command. In industry many men have risen through the ranks of shop floor to top management level.

In our Company the top management has done just that; it is a source of pride that at all levels of management we have individuals who have "made the grade".



John Spinks, Divisional Manager, C.A.C.

The latest addition to Divisional Manager level is John Spinks, of the newly created CAC Division. He joined the Company in 1964 at the age of 21 years and 1 month, from Queen Mary College, London, where he obtained an Honours degree in Mathematics, as a Development Engineer working on equipment for Lightning Aircraft.

His progress was rapid; with the CSA contract he was appointed Chief Engineer in 1968, and in 1970 carried on as Chief Engineer in ISD, later being promoted to Technical Manager and Deputy Divisional Manager. At 26 years of age he was one of the youngest Chief Engineers. In 1978 he moved over in Divisions, and took up duties as Technical Manager and Deputy Divisional Manager of FCD and, in October 1979, he was promoted to Divisional Manager of the Combat Aircraft Controls Division.

His entry into the electronics business was a somewhat casual affair. Living locally he found that Elliotts offered the better prospects without leaving home. There was a background of engineering in his make up as he comes from a family who ran a pattern-making business in Dartford.

Now married with two daughters aged eight and six, he lives at Walderslade where his wife is a practising nurse.

He is interested in golf and in 1978 was Captain of the Elliott Golf Society. Whilst at Queen Mary College, he was the British University Champion in 'small bore shooting'.

Looking to the future, he points to the enormous possibilities for great opportunity, giving scope for doing and seeing things, for travel and for realization of ideas and ambitions.

RETIREMENT

Mrs. J. Clarke, who for 10 years was a member of the Accounts Dept, retired on Thursday, 31 January 1980.

She had for some time filled the office of Secretary to the Chief Accountant (Rochester). Of a retiring nature, which did nothing to impair her efficiency or hard working capacity, she was, however, well known to many people in the Company.

Her colleagues contributed to a retirement gift of a transistor radio, which she received prior to leaving the office.

AN APPRECIATION

PRE-RETIREMENT COURSES

During October/November 1979 in company with 17 male and one female persons I attended a course of pre-retirement lectures (by courtesy of Marconi Avionics Ltd.) which were held at The Bull Hotel, Rochester, on five consecutive Wednesdays.

I give full marks to Mr. Bob McCall, the organizer of the series, as the course proved to be most constructive, very interesting and, above all in my book, a 'big must' for all 'Elliottites' who may be moving toward the retirement bracket.

One may think, and I've heard it said, that it is purely individual common sense when preparing for the ultimate in retiring. To this, after the professional advice passed on to me by the specialists, I would say, "There's more in it than meets the eye", as there's plenty of 'food for thought' on the varying subjects that embrace this changeover.

During the critique at the termination of the lectures, it was suggested that it might be a good idea to include wives and husbands of the retiring persons. To my mind, this may well be a good thing, especially to enhance the husband/wife relationship in retirement. Whether or not this could be implemented, is another matter.

Through the Editor I would personally like to express my thanks to the Management for making this course of instruction possible - not forgetting the excellent fare they laid on at lunchtimes (free).

Also to Bob McCall and his band of experts for their valuable services.

Speaker	Subject
Len Mason	The Challenge of retirement Work in retirement Leisure activities
Mrs. J. James	Department of Health & Social Security
Mrs D. Wigley	Financial matters Adjustments in the home Accommodation and safety
Miss Hicks	Health in retirement including: diets, calories, etc.
Mrs. K. Hall	Making the most of your pension
Sgt. Eivry	Divisional Crime Prevention Officer, Rochester Police Station, Security in the home
Mr. J. McEriean	The philosophy of retirement

In conclusion, I would say to all Marconi Avionics employees who may be invited to attend these lectures in the future, take advantage of them and, to use an old RAF cliché - "Get clued up".

Graham White-Winchester, AS&RD

DOWN MEMORY LANE

*"Of as he jogs along the winding way,
Occasion comes, for every man to say
This road - or that;
And as he chooses then,
So shall his journey end
In night or day."*

John Oxenham

In the moments of reverie, and on looking back upon one's life, be it of short or long duration, it is surprising what small things have had an influence on our lives.

I love poetry, and it has stamped its mark upon my life, sometimes unconsciously, and at others by expressing thoughts that seemed to be both logical and philosophical. The one, printed above, has always been my inspiration in coming to decisions, not to shirk the responsibility, but also to be discerning; to distinguish the right from the wrong.

"The Slaves Dream", which tells the story, in verse, of the slave who died in carrying out his tasks and lay unnoticed, has perhaps helped me to shape my life, and to be prepared to help others to shake off, not only physical slavery, but mental and psychological slavery too.

"The Pied Piper of Hamelin", which we learned as a poem and also dramatised into a play, in which we performed, had a profound effect on us, to help us decide to honour our word; and to avoid following the crowd, also to think twice before being enticed by a stranger into doing something alien to our thoughts.

Rudyard Kipling's 'IF', as shown below is another chance of stating the facts of living in an influential manner.

*If you can keep your head when all about you
Are losing theirs and blaming it on you;
If you can trust yourself when all men doubt you,
But make allowance for their doubting too;
If you can wait and not be tired by waiting,
Or being lied about, don't deal in lies,
Or being hated don't give way to hating,
And yet don't look too good, nor talk too wise.*

*If you can dream - and not make dreams your master;
If you can think - and not make thoughts your aim;
If you can meet with Triumph and Disaster
And treat those two imposters just the same;
If you can bear to hear the truth you've spoken
Twisted by knaves to make a trap for fools,
Or watch the things you gave your life to, broken,
And stoop and build 'em up with worn-out tools:*

*If you can make one heap of all your winnings
And risk it on one turn of pitch-and-toss,
And lose, and start again at your beginnings
And never breathe a word about your loss;
If you can force your heart and nerve and sinew
To serve your turn long after they are gone,
And so hold on when there is nothing in you
Except the Will which says to them: "Hold on!"*

*If you can talk with crowds and keep your virtue,
Or walk with Kings - nor lose the common touch,
If neither foes nor loving friends can hurt you,
If all men count with you, but none too much;*

*If you can fill the unforgiving minute
With sixty seconds' worth of distance run,
Yours is the Earth and everything that's in it,
And - which is more - you'll be a Man, my son.*

Rudyard Kipling

It not only ensures one would be a real MAN but also a leader, an example, a source of help and a giver of strength, successful and efficient.

Hymns too, being poems set to religious music, have left their impression on my mind, and I hope on my character.

*'... Give me the faith which can remove
And sink the mountains to a plain,
Give me the childlike praying love
Which longs to build thy house again...*

Is a particular favourite, for it expresses all that my faith and life should be. Yet, as a child, there was a sacred song, from the Sankay collection, which we used to sing with its expression of horror brought about by uncontrolled alcohol drinking no doubt influenced me in my life long abstinence from alcohol.

Popular songs of the first part of the century, were mostly poetical, and again the thoughts conveyed have a permanent influence.

There was, and still is 'When your hair has turned to silver', which my girl friend and I used to sing together, and which has been a basis for our 44 years of married happiness.

A little less know song, 'Tired Hands' contains the details how a tired mother, neglected her own feelings in order to 'serve' her family. The concluding lines,

*'... Tired lips, too tired for her rosary,
But not too tired to pray for me,
Need I tell you who
Rocked your cradle with those tired hands.'*

reminds us of the love of a mother, always giving, always helping, always cheery, (even with a heavy heart).

We take too much for granted and parents, especially mothers, are among the foremost of these things. If we stopped to think a little more about our relationships, life would improve and many of the trials which beset us in adult life, and even in our national life and community sphere, would benefit to the ultimate good of everyone.

The song of the twenties, which contains these lines:

*'... I wasn't ashamed of you mother,
When you wore your bonnet and shawl,
I've risen, like many another,
And God send I never may fall,
But never will I be ashamed of you mother,
Its you I've to thank for it all...'*

sums up what our attitude should be, and our approach to life.

Sentimental? Yes, it may be, but valuable nevertheless.

It may be some poem, some book, some song that has had a direct influence upon you. If so, please write to the Editor. We could have a profitable correspondence on this subject.

Editor.

DECISION TIME.....No 6

WELFARE



The Deputy Supervisor

John Summers To : Security Boys

*I've always made a lot of noise
I'd just like to thank the Security boys,
I've always tried, to serve you true!
We've walked some miles, the boys in blue.*

*We've seen them go, just one by one,
And now my duties have been done,
In seven years, three bosses I've seen
The last of all, was old Bob Green.*

*We solved some problems left and right,
From early morning till late at night
Nothing escaped, my beady eye!
I guess your all glad to see me fly!*

*Away from Elliotts and out of sight,
I'd like to thank the girls on nights
For cleaning my office, through the years
I just think of them as my two dears!*

*And over to dinner, just to gorge,
Is my old mate, dear old George,
I say to him! just don't miss me,
As you will have to make the tea
So "good luck" to all, and carry on
Best wishes and thanks from Sergeant John!*

A DATE WITH ROYALTY

March 24th will be a 'ROYAL TREAT' for ANN GOLDING - a Computer Programmer Trainee in ATE when she attends BUCKINGHAM PALACE to receive her Gold Award under the Duke of Edinburgh Award Scheme, from H.R.H. Prince Philip himself.



Kitchen Kapers

Our recipes this month have the outdoors in mind, as the season for picnics approaches.

QUICK SANDWICH FILLINGS:

1. Thin fillets of chicken breasts in aspic with small sprigs of watercress, best on brown bread.
2. Chopped ham or tongue, mixed with a little mayonnaise and tomato ketchup.
3. Mix left-over dried chicken with a little white sauce with cream and curry powder to taste (not suitable for children, who usually find curry too hot).
4. Chopped cold ham mixed with mint-flavoured mayonnaise.
5. Chopped cold beef mixed with creamed horse-radish sauce.
6. Scrambled eggs mixed with crisp-fried, crumbled bacon or chopped fried mushrooms.
7. Liver sausage or pate mixed with chopped mushrooms, topped with sliced pickled gherkins.
8. Tinned kipper fillets, mashed and seasoned with lemon juice, maize and parsley bound with cream cheese.
9. Chopped prawns or shrimps, seasoned with lemon juice, pepper, tabasco and tomato ketchup, and bound with mayonnaise.

To be continued.

Sports and social club round up

ATHLETICS REPORT

ELLIOTTS SAIL TO CUP VICTORY

On Saturday the younger members of the Elliott Athletic Club were at Mote Park for the 3 miles cross-country races, organised by Medway A.C. and provided both winners in the 14-16 and 16-18 year age groups, through Neil Maytum and Alan Guilder respectively.

In the 16-18 year age group the Elliott Team sailed to victory to claim the Chatham News Cup, after being runners up last year. Guilder led the way home after a hard battle with Gurr of Highgate up front. Graeme Saker was Elliotts second man home in 3rd place to take the bronze, whilst Kerry Hayes closed the scoring team, in 5th place. Non-scorer Mark Birkinshaw played a valuable part in the backing up of the team as he finished a creditable 7th position. Dave Moorcroft, international 1500m star, just recently joined the elite squad for the Olympics, presented the Chatham News Cup to the jubilant team.

In the 14-16 year age group the athletes had to run for their schools, as clubs were barred from entering. Neil Maytum won the race comfortably for Cornwallis School, from Elliott team-mate Kevin Minter, who led Maidstone Grammar School to victory. Christopher Sellars ran well to finish in 4th place, whilst Dave Coney was 9th.

All in all the Elliott athletes amassed a total of 9 golds, 1 silver and 1 bronze, with the entire Grammar School team being Elliott athletes.

Meanwhile the seniors were in action in the South of the Thames Junior. Peter Mullarvey was Elliotts first man home in 24th, with Arthur Champ 65th. Dave Brechin, who is still suffering from a cold finished 89th and closing the scoring team was Lloyd Langley in 118th position from a field of over 300 starters. The Elliott team was placed 13th with 296 points.

At Dartford the Colts were also competing. Here the news was of an excellent run from young Anthony Budd, who finished 2nd (13.43) just pipping his closest rival and club-mate Irwin Langley, who has not been beaten all season. Irwin was given the same time for his 3rd position. P. Gray was 8th (15.05) with G. Smith 9th (15.26). In the under 11 race Elliotts had one runner, B. Fincham who was 8th in 13.19.

HORTICULTURAL AND GARDENING CLUB.

Membership and details obtainable from:

Jim Goudie	Fisher (making out)
Fred Eldridge	Fisher (int 611)
Dave Fellows	Tower 1 (int 79)
Alan Morgan-Brown	ATE (int 676)
Jack Dunn	Gads Hill
Brian Young	New Road
	(44433 Ext 26)
Peter Hughes	Fisher (Maidstone Office)

FOR YOUR DIARY

MEDWAY OPERA COMPANY

PRESENTS

THE PEARL FISHERS

by GEORGES BIZET

at CHATHAM TOWN HALL

from APRIL 29th to MAY 3rd

at 7.30pm

Tickets 61-68

Reductions for Children and B.A.P.'s Available from Chatham Central Rail Box Office and Agents

or telephone Sittingbourne 24755

BAT AND TRAP

The 'Bat and Trap Champions 1979' turned out to be the team from AS&RD.

Our photograph shows the victorious team who are from left to right: Colin Sandum, George Oxford, John Baker, Don Brown, Ron Masters (Captain) Bert Snowwell (Chairman Social Club, who made the presentation) Brian Ellender, John Henley, Andy Bush and Chris Bodkin.



FIVE-A-SIDE FOOTBALL

The season started off in a somewhat shaky fashion in which two of the first four matches were lost. They have now settled down, and the improvement is shown by their record to date.

Out of the 16 matches they have played they have won 11, drawn 2 and lost 3, with a total of 51 goals for and 15 against.

Leading goal scorers are: Bob Human 23 goals, Dave Golding 22 goals.

They are now third in Division 2 of the Red Triangle League, and if the success trend continues, with good results against the other leading teams, it is possible for promotion to Division 1 next season.

Remaining fixtures are:

Tuesday	4 March v	Hobourn Eaton	8.05 pm
Thursday	13 March v	Red Star	7.10 pm
Thursday	20 March v	Wigmore	9.50 pm
Tuesday	1 April v	Pentagon	7.10 pm
Tuesday	8 April v	Swift Athletic	7.45 pm
Tuesday	15 April v	Stags	7.25 pm

Saturday 12 April 1980

L.S.A. Annual Dinner

details from your section representative or E. North (Fisher Valves)

SAILING CLUB

Rochester members' annual visit to MSC will be on 19 July 1980.

Besides the sailing matches, there will be an added attraction of a barbecue. Details from Colwyn Stone.

Long Service Association

ANNUAL DINNER

Saturday 12 April 1980

Contact your committee member for details

Elliott Social Club Management Committee

present

'ALLADIN'

The Annual Pantomime

for the Senior Citizens

20-29 March (incl.)

6-30 pm each evening

A public performance will be given on 3 April, 1980, in aid of "The Wisdom Hospice"

Admission £1. Tickets now available

LAWN TENNIS SECTION

The opening of the 1980 season on 1 May, is an opportunity for new players to join this lively and successful section.

The Club plays in the local leagues, and have previously fielded four teams, three Mens and one Ladies. In the county league, teams are mixed and mens.

If you already play tennis, or would like to join as a learner, the members would be glad to welcome you into their ranks; and an invitation is given to all interested persons to attend the Annual General meeting, to be held at the club-house, Featherby Road, on 27 March at 8.00pm.

There is also a club night, which was well supported throughout the 1979 season.

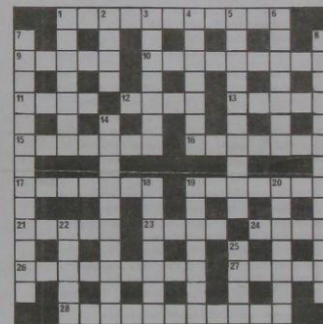
For any or additional information, please get in touch with Peter Baker (int 515).

Solution to the competition -- 'to improve speech', which appeared in the August issue.

"Yes! sir, these they go
Fifty lorries in a row.
Them ain't lorries, them is trucks
Full of chicks and geese and ducks."

The winner, whose correct solution was first opened, is Charles H. West of IN Division, to whom a £3 voucher will be given.

CROSSWORD No. 22



ACROSS

1. It gets you going (4, 7)
9. American state (5)
10. For the leash and faith (3, 6)
11. What the parson is concerned with (4)
12. By the mouth (4)
13. Ted, or scrub land (5)
15. Its beak is plentiful (7)
16. A procession of sorts (7)
17. A noise that sends you fuming (7)
19. Dim lights and a cosy chair (7)
21. Flour and water, do mix (5)
23. The final one (4)
24. A tear or an error, both troublesome (4)
26. Itinerant preacher, sometimes with Peter (5, 4)
27. As it grows, can be service (5)
28. It is just the ticket, fitting well (4, 3, 4)

DOWN

1. Over Sorrento (7)
2. Far eastern country, also (4)
3. Grief, to smooth away (3, 4)
4. Appertaining to heavenly bodies (7)
5. Motor cleanser, for brightness (5, 5)
6. Ends a period of captivity (7)
7. Your past indiscretions brought to light (4, 2, 3, 4)
8. He reveals history, by digging (13)
14. Was not planned, but happened (10)
18. Very noble, the action (7)
19. The minutes meant agreed (7)
20. Enthusiastic bird to the and (7)
22. Hard as rock (5)
25. Not the mind, fast opposite (4)

For amusement only

SOLUTION TO CROSSWORD No 21

ACROSS

1 Beauty spots, 9 Adder, 10 Box office, 11 Item, 12 Peri, 13 Clang, 15 Acres, 16 Smasher, 17 Turnout, 20 Allagoo, 22 Val, 23 Move, 24 Omen, 26 Track down, 27 Agate, 28 Derangement.

DOWN

1 Bad debt, 2 Ails, 3 Tabler, 4 Sixties, 5 Officially, 6 Spinach, 7 Radio activity, 8 Galleg counter, 14 Tear marker, 18 Mailed, 19 Lampton, 20 Advance, 21 Gymnast, 25 Sage.

Photographs taken by the Staff Photographers will be acknowledged in the following way: (A) Alan Keats, (B) Susan Rudolphson, (C) Linda Jones, (D) Tim Murray.

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