

ISSUE 1

Radars Transmits, People Reflect, Messages Received

What are we talking about you ask yourselves. Radar Systems Division (RSD) has recognised the need for two way communication. Radars transmit and receive reflected messages. In the same way, the new RSD newsletter will transmit and receive your reflected messages.

It will mainly consist of people news about you, your departments, what you have been up to over the past few months and work social events, as opposed to business information. However, it will include high profile business stories when major bids are won or when business situations will affect RSD.

This does mean that we need your input. If you have any stories that would slot into one of the above or if you have any comments for the letters to the editor, please E-mail them to the editors. Your input does not stop there!

Name me competition!!

The RSD newsletter is feeling lost without a name, can you help?

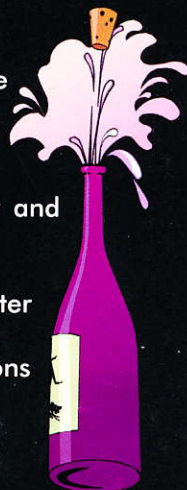
Have you a creative streak in you?

Do you want to win a bottle of champagne and have your idea printed on 1,200 newsletters?!

If you do we need your ideas now.

Your idea must not be longer than ten letters. It can be made up of more than one word, but it must be snappy and exciting.

If you would like to enter please E-mail your suggestions to the editors.



People News
Page 2



Business News
Page 3

Pages 4 and 5
Events



Future Events
Page 6

Letters
Page 8



New Team Players



Tony Wilebore

Installation Engineer: RSD, Customer Services

Tony rejoined the company in July 1997. Presently he is based at Bushy Hill, South Woodham Ferrers, working on a 967M reference model and training an apprentice. Before rejoining the company he worked for R.S Capp as a contractor where he was in close contact with the company. His future aim is to become a Site Engineer for GEC-Marconi.

Mike Robertson

Installation Engineer: RSD, Customer Services

Mike rejoined RSD in August 1997, after leaving R.S.Capp with whom he had worked for two years. He is currently serving in Brazil as one of a team, responsible for incorporating a modification package into the first Type 22 frigate sold to Brazil.



Bob Lewis

Designer: RSD, Customer Services

Bob has been associated with the RSD since 1970, when he was recruited as a Draughtsman for Baddow. After leaving Marconi in 1989 he rejoined the company in 1994 as a Mechanical Engineer at the Research Centre, again at Baddow. It was not until July this year that he officially rejoined RSD to pursue his career as a designer.

Sandra Jenkinson

Certificate of Design Engineer: RSD, Customer Services

Sandra joined RSD in July 1997 after her move from Matra BAe (UK) Ltd. In her new role she is responsible for producing the Design Certificate for the 1802 product, which involves generating a set of requirements and gathering proof of compliance to the system design.



Paul Robinson

Marketing Officer, Radar Systems Division

Paul joined RSD in September 1997. He was previously with Hillend Operations where he started out as a Graduate and spent two years as part of their Business Development Team. In his new role, his key task will be to develop marketing information for RSD.

Alan Tough

Acting Finance Director: Radar Systems Division

Alan joined GMRDS in October 1996 as Financial Controller at Broad Oak, Portsmouth, having spent over 7 years as a Project Accountant and Financial Controller with Alcatel Submarine Networks. He has been seconded to RSD until the end of the year following Keith Hainsworth's promotion to GMRDS HQ



Further Education Awards

On Wednesday 13 August presentations were held for those who had gained Further Education Awards. Awards included the Certificate in Management, the Diploma in Management Studies, Masters in Business Administration, HNC and Tickit Auditor. The presentations were made by Les Murray (Personnel Director) along with the hard working recipients managers in attendance.

Those present from left to right: Rob Parmenter, David Thorpe, Chris Grint, Glen Mephram, David Heath, Roger Ingle, Roger Baker, Rob Tyler, Duncan Munroe, Sue Moore, Mandy Savage and Rob Davis. Others who gained awards but could not attend were Jane Norton, Mark Steadman, Peter Hickmott, Mike Plumridge and Mark Springett.



25 Years Service. Pictured above, front row left to right: Dave Pearce, Neil Bennet, Shirley Harden, Andy Emberton and Rodney Reeder. Back row left to right: Alex Hannam, Rodney Choppin, Cherry Scott and Malcolm Mack.

40 Years Service. Pictured right, back row left to right: Dick Funnel, John Gammon, Nobby Foord, Roy Frost and John Palmer. Front row left to right: Dave Spicely, John Whittiker, Alex Hannam and John Masters.

In November there is to be a 21 year long service celebratory dinner for employees at Frimley. More details in the next issue.

Long Service Awards

Long service awards: 25 and 40 years of service and still going strong! Earlier on in the year celebratory dinners were held at Pontlands Park Hotel for those employees who had reached both 25 and 40 years service. Congratulations to all those involved!



ISO-lympics

Radar Systems Division won an individual gold medal in the ISO-lympics of November 1994 by achieving registration to ISO 9001 at our first attempt, thanks to the skill and hard work of everyone in the Division. But ISO registrations have to be revalidated every three years, so from November 7 to 24 we shall be back in the glare of the arena.

In essence ISO 9001 requires us - all of us in RSD- to have, use and maintain a documented quality system which gives both our management and our customers confidence that the intended quality of the products and services we deliver will be, is being, and has been, achieved, and which ensures that these products and services meet the customers' requirements. ISO 9001 simply expects us to be very professional in our dealings with each other and with our customers; it does not expect us to do anything unrealistic.

The LRQA ISO Assessors will judge our compliance with each of the detailed requirements of ISO 9001. Since we established our basic system long before 1994 and LRQA visit us every six months to check we are still doing all the right things there should, of course, be no problem. We are in training and delivering peak performance all the time!

However, for the next few weeks we all need just that extra burst of adrenaline to achieve perfection, to make sure that there will be no slips on the ISO. We need to be sure we know where all the documents we are working against are (including all those procedures!), that we have the evidence that we have checked and reviewed our work, and that we can show we are in control of all we do. Remember, what you do today may be of great interest to an Assessor tomorrow.

Three years ago, as part of the run-up to the Assessment, we produced The AdvISOr news sheet as a training aid. This year it appears on the Intranet. Please keep an eye on it as new pointers and hints are added over the next few weeks. If you have queries, talk to your manager or someone from Quality Assurance.

A successful ISO-lympics is vital to us and the future of our business. The only way we can win is as a team performing at our very best. We are all in this together. Good luck!

OBITUARY

It is with regret that we announce the sudden death of Peter Nevin on 8th September 1997. Peter began working with AEI as a mechanical technician in 1960 working on Type 40

radars. In 1961 AEI became part of the GEC group, making him a GEC employee. Peter worked in Saudi Arabia on the T40 Radar for some years, then spent eight years moving around in various mechanical positions

overseas. Peter has spent the last seven years based in Oman. Peter will be missed by all his colleagues and our thoughts are with his family and friends.



£23 million order for RSD!

Malcolm Daniells of RSD brought home the bacon in September with an order from the Royal Thai Air Force for further Martello long range 3D radars to join those already in service. The order worth approximately £23 million, was won against intense competition from the US. Recent economic problems in Thailand caused some last minute delays to the award but Malcolms perseverance and that of the team in Bangkok came up trumps at the end of the day!

The MoD visit Eastwood House.

On Wednesday 10th September the Assistant Chief of Defence Staff (Operational Requirements (Sea)) Rear Admiral Richard Phillips visited Eastwood House.

The Admiral runs the department which is responsible for determining the Navy's future system needs, looking forward for

the next 20 years and beyond. RA Phillips is therefore a highly influential Officer and is a key contributor to our business.

RA Phillips has recently taken up his post at the Ministry of Defence and therefore the aim of the visit was to introduce GMRDS, in particular RSD and Dynamics. Jeff McCray (Sales Director) represented RSD, Chris Chant (Managing Director) represented Dynamics and Richard Kozak (Group Marketing Director, GMRDS) was the host for the event.

Throughout the day various projects in which RA Phillips has an interest were discussed. Presentations on current and future requirements were given by Senior Managers from both Divisions. Amongst the current projects discussed were Seawolf Mid-Life Update (SWMLU), Principle Anti Air Missile Systems (PAAMS) and Type 23 Frigates.

This was an ideal opportunity for GMRDS to influence a Senior Officer from the MOD and one which will hopefully lead to future prospects!

Family Day Helps Childrens Hospice Appeal

Customer Services arranged a family day for GEC-Marconi RSD to raise money for the Little Haven Children's Appeal and to allow family members to see their relation's place of work. Muscular Dystrophy and Guide Dogs for the Blind were also invited to raise money for themselves.



The family fund raising day took place on 13 September between 10.00am and 4.00pm at Elettra House, home of Customer Services. Approximately 600 people attended and gave generously to the appeal, which succeeded in raising a

staggering £4000. The day consisted of several highlights including a fire engine, a bouncy castle for the kids, a disco and an auction. Many local companies were extremely generous in giving gifts for the

auction. The Prizes ranged from weekends away in Paris, meals at restaurants, tickets to shows, expensive presents and donations of up to £200 per company.

The local press were

also invited. A story and pictures of the day will be published in the Essex Chronicle later in the month.

After the event everyone commented that they had thoroughly enjoyed the day and suggested

that it should be a regular occurrence. Many thanks to everyone who helped to organise the event. A special thanks to Jean Williams who project managed it.

Bowling talent of RSD strike megabowl

A mixture of league and non league players, shot put throwers and Shane Warne flippers battled to win the bowling championship.

At the end of August Mike Hampton, an Undergraduate in the Finance department and Steve Perks, a Systems Accountant, arranged a bowling tournament for colleagues and friends. Their keen interest in bowling and determination to beat others led to two events being organised at the Megabowl.

A total of 24 employees from RSD were involved in the championship, which took place over two days. Standards varied from league to beginner, but that did not matter. It was the keenness to participate (and having a sense of humour) that really



counted, as one particular member of the group found out when she continuously threw the bowl as though it were a shot put and nearly ruined the infrastructure of the lane.

After three exciting and very entertaining games, scores were accumulated and averages determined for each player. The winners were, for the men, Steve Ibbotson, Assistant Financial Manager and Mike Hampton, Undergraduate and for the women Tracey Gillivan, Accounts Assistant and Miranda Hampton. Due to an excellent turnout it is anticipated that more bowling events will take place in the near future between departments. Are you up to the challenge?

Sales and Marketing drive one another **CRAZY!**

Customer Services' Sales and Marketing Team challenged one another to a Go-Karting competition to identify who, within the department, really had the drive and technique to win.

morning the Sales and Marketing team travelled to Newlands Hall, where they were to brave Chelmsford's Rally Karting course and each other.

team, who shall remain nameless, a corner came too fast. The next thing he knew he was flying through the air and then hanging upside down like a helpless John Buckley, Oops.



There were 12 participants; all sizes, all ages and both sexes, four karts and a track. After a brief run down on how to operate the karts, the participants donned boiler suits, were fitted with safety helmets and told of their race positions.

At the end of the race everyone was exhausted, filthy and intrigued to find out the final score. It was a close call between Chris Drewer (Naval Sales Manager) and Ailsa Nicolson (Sales and Marketing Assistant), but after some neat winding down the outside stretch Chris just could not pass the lady with the power and Ailsa took the gold!!

Tensions were high. You could cut the atmosphere with a knife. Then they were off, over the muddy track and through the slippery puddles.

It was a great day out and enjoyed by everyone. If anyone would like to know more details about Newland Hall and the events they hold there please contact Janine Theobald on extension 6303.

Back in June on a bright Saturday Unfortunately for one member of the

RSD Graduates challenge GEC-Marconi Avionics (and lose!)

On Thursday 4th September, a select RSD team travelled to Borehamwood to take on Avionics finest in the first of two football encounters.

again 10 minutes from the end. RSD were looking at letting the score run away!

Avionics started brightly, but thanks to some fine defending by John McClaren only 2 goals were conceded early in the first half. RSD looking in the eye of a large defeat managed to score twice (Abdul Balogun, Simon Chartres) in the first half bringing the scores level at half time.

Tremendous encouragement, a storming run and a strike from RSD's captain, John McClaren, made it 5:3. Justin Lancaster managed to score again for RSD making the final score a little more respectable at 5:4!

Some fine moves were made from both sides in the second half but fatigue was now beginning to set in. Avionics went on to score twice midway through the second half and

As Alan Hansen might say, questions should be asked about the defence of both sides, but a great match was enjoyed by all. The return match, to be held in Chelmsford will follow shortly, with RSD confident of a good result.



Stop Press ! RSD rose to the challenge and managed to beat Avionics 6:2 in the rematch

MODEL RAILWAY EXHIBITION

Ken Wilkinson, Senior Designer in Customer Services, also the Exhibition Manager for the Chelmsford and District MRC is responsible for organising a Model Railway Exhibition. It will take place on Saturday 18 October at King Edward VI Grammar School, Broomfield Road, Chelmsford, between 10.00 am and 5.00 pm. For more information please contact him on extension 6584.

Masc Event Schedule

Friday 10th October

60's music night. Live Band (Back Track)!
8.00pm - 11.30pm
£3 member £4 guest

Saturday 11th October

Members Bar free entertainment!
Live band (Clover)!
8.00pm - 11.30pm
Draught Beer £1 a pint Wine £1 a glass

Saturday November 15th

Members Bar free entertainment!
Oompah Band!
8.00 - 11.30pm

Friday December 12th

Stag Night!
Gentlemen only
8.00 - 12.00am

Friday December 19th

Hen Night!
Ladies night
8.00 - 12.00am

Saturday 20th December

Christmas Buffet Dance!

Wednesday 31st December

New Years Eve Dance!

For further information and tickets contact
Veronica at MASC on 01245 269422.



Put your best foot forward...

...and join in on Sunday 2nd November for the annual sponsored ramble around Danbury and Little Baddow. It is for a good cause - Muscular Dystrophy Research. As it is only eight miles it might even be fun (you never know until you have tried it)!!! INTERESTED? Of course you are! For further information please contact Tony Oates in the IT Department on x2682.

IT'S A WIND UP! - STRANGE GOINGS-ON IN MARCONI HUT!

As part of the Chelmsford Industrial Museum's Key Stage 2 Science Week for schools, which ran from the 22-26 September, James Ecclestone and Amanda Virassamy-Poullé demonstrated their skills and tenacity by controlling up to 4 children in a group, 24 times a day! Dr Geoff Bowles, Keeper of Science and Industry at the Sandford Mill Museum lead the team of volunteers each day. The ten minute sessions in Electric Circuits gave the youngsters an insight into making a crystal radio, voice recording, building electromagnets and a giant electric circuit - the stationary

bicycle dynamo using a lot of young energy!

Other challenges in the form of sounds and signals and bridge building awaited the groups from junior schools in and around the Chelmsford area.

The photograph shows James Ecclestone demonstrating the winding of a magnet to children from Mildmay County Junior School, Chelmsford.



Marconi (Chelmsford) employees' charities trust

The above committee recently launched a new appeal in an endeavour to increase the amount of money the Charities Trust is able to distribute to the good causes it supports. The Charities Trust were disappointed that their efforts made little impact. They now have the opportunity through these pages to once again ask for your help. If they do

not receive an increase they may have to reduce the number of charities they support. If only £1 a month is received from each employee it is matched by the Company and collectively it can make a big difference to the funds!

GEC Plan

All permanent employees are eligible to join the GEC Plan Pension Scheme. If you would like further information please contact Sheena Hopper, Personnel x2390. If you are already a member but would like information on quotes etc. Sheena is also available to help.

Marconi Companies' benevolent funds

The above fund is set up to assist employees or ex employees who find themselves experiencing extreme financial difficulties. They will be required to complete a form detailing their outgoings and income and the information will be strictly confidential. For further information on this and the Marconi Employees' Charities Trust, please contact Margaret Patterson, Personnel, x2654.

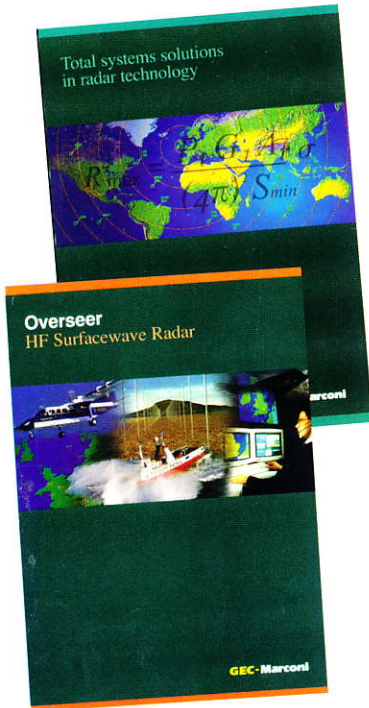
Divisional Literature

RSD now has a selection of brochures in the new GMRDS house style. Divisional Capability Brochure, Customer Services Capability Brochure, Martello and Overseer brochures have been produced so far and all are available from Sales. Also available are a matching literature wallet, visitor programme cover, generic document cover and pre-printed paper stock. All provide a simple, high quality method of packaging customer documentation. To complete the Division's image there is a Power Point Template in the house style. This is available from the graphics Department and is the only acceptable template for Power Point presentations.

Image is extremely important so it is worthwhile remembering that the memo and fax templates that are distributed on the web are the only ones acceptable for electronically generated documents. Letters must be printed only on the pre-printed letterhead stock unless you have access to a colour printer and your template includes all the legal requirements of the pre-printed letterhead.

MODEL DISPLAY

Many of you will have already seen the display of our product models that has been set up in the ground floor foyer of Eastwood House. Apart from filling an otherwise dead space this provides an excellent means of showing visitors our range of capabilities. From time to time models will be removed for display at various promotional events in which case there will be a notice giving their current location.



£1000 UP FOR GRABS!

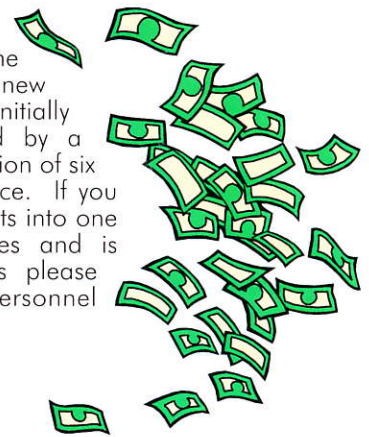
If you can help us we will give you £1000! Interested?! We are looking for 20 Graduates

with no less than 18 months experience in one of the following areas:

- Electronic Engineering
- Project Management
- Systems Engineering
- Signal Processing
- Software Engineering
- Mechanical Engineering

If you know someone with the relevant qualifications and

experience you could earn a valuable reward from the Bounty Scheme. If the new employee joins you will initially receive £500, followed by a further £500 on completion of six months satisfactory service. If you know of someone who fits into one of the above categories and is interested in joining us please contact the Personnel Department.



Greece signs up for another Martello!

RSD brought home a £12 million pound order from the Hellenic Air Force for yet another Martello 3D long range air surveillance radar. This latest order

confirms the Hellenic Air Force as one of RSD's most important customers.

Thanks go to all those involved in the winning of this order.



Ailsa Nicolson
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LETTERS TO THE EDITORS

This section is for you to express your views, opinions and suggestions associated with the newsletter and RSD in general. Please send your letters to the editors.

Name Me

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