

DOWTY GROUP LIMITED

27th ANNUAL APPRENTICES' AND TRAINEES' PRIZE-GIVING

THE TOWN HALL, CHELTENHAM

at 8.00 p.m. on MONDAY, 8th NOVEMBER, 1976

1. Introduction by Mr. R. F. Hunt, C.B.E.,
C.Eng., F.R.Ae.S., F.C.A.S.I., Chairman,
Dowty Group.
2. Address by Mr. Tom Coyne, B.B.C. "Midlands Today".
3. Presentation of the prizes by Mr. Tom Coyne.
4. Presentation of completed Indentures
by Mr. R. F. Hunt.
5. Vote of thanks to Mr. Coyne by
Ashwani Sharma.
6. Refreshments at the buffet in the Drawing
Room, Refreshment Room and Pillar Room.
7. A small exhibition demonstrating the
progression of Craft skills can be seen
in the Refreshment Room.

Members of the Training Department will be
wearing lapel badges during the evening.
Parents and guests are invited to make
themselves known to department staff.

MEMBERS LIST

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1. Mr. K. W. Browning, Personnel Director, Dowty Group
2. Mr. Tom Coyne, Guest Speaker
3. Mr. R. F. Hunt, Chairman, Dowty Group
4. Mr. D. J. Kingsbury, Deputy Chief Executive, Dowty Group
5. Mr. E. N. Thurston, Training Manager

Ashwani Sharma, the student proposing the vote of thanks, was born in India and educated at Leeds Grammar School. He commenced his apprenticeship with the Dowty Group in 1972 and was awarded the Higher National Diploma in Mechanical Engineering at the North Gloucestershire College of Technology in 1976. He is currently working in Dowty Mining Equipment Limited.

NOTES FOR PARENTS AND GUARDIANS

The year has been one of consolidation and development for the training activities in the Dowty Group rather than one of startling new changes. We make no apologies for this. Change merely for the sake of change is a costly practice and there is much that is good in the concept of apprenticeship.

Once again nearly 200 young people joined various Group companies for training during the Autumn of 1976 and have commenced on a wide variety of course patterns which will produce in due course secretaries, accountants, craftsmen, technicians and professional engineers and other specialists that we require.

Among the many apprentice successes during the year, is included Clive Dawson who this evening receives a prize for achieving a First Class Honours degree in Mechanical Engineering at Brunel University. P. R. Thompson was the winner of the National Safety Competition organised by the British Safety Council, being selected from 1,000 entrants from all parts of the United Kingdom. R. Bentley came second in the Engineering Industry Training Board Craftex Grinding section and A. P. Martin reached the final in the Milling section of the same competition.

The T.D.H. Andrews Travelling Scholarship this year is awarded to A. Sanders of Dowty Mecco. The Trust Fund allows a young engineer to undertake travelling and work experience in other countries, and is a tribute to the memory of the late T.D.H. Andrews, the Group Technical Director, who was interested and active in the training of young people.

The record of academic achievements is once again very satisfactory and we are pleased to report an overall pass in the order of 88%. Credit for this must go to universities and colleges of further education who play an increasingly important part in industrial training, as well as to our apprentices, whose work and application in general is extremely satisfactory.

Technical education does not necessarily cease at the completion of an apprenticeship. The Dowty Group, like many major companies is strengthening its links with universities and colleges of technology. Seven of our young graduates are engaged in advanced technology research leading to higher degrees in aeronautical engineering, hydraulics, production engineering and material science. We feel that this policy will bring real benefit to the individuals and to the Group.

The day to day activities of the Training Department have of course continued, ensuring that the 600 or so young people passing through the Group's training schemes are prepared for a career in the industry. Much of the training takes place in operating companies, and whatever credit may be due to the Group's training activities is largely due to the solid support that these activities receive from directors, managers, supervisors craftsmen, shop stewards and indeed all employees.

... and the careers teachers in schools. There is some evidence of improvement in careers education, but much more needs to be done and we welcome help and advice of headmasters and staff of schools.

Some lack of co-ordination is evident between the Schools Council and Further Education. This is particularly evident with the newly formed Technician Education Council. One body talks of technicians being drawn from the '4' '0' level academic background and the other envisages technicians being largely drawn from grade 3/4 C.S.E. level. This difference can cause confusion nationally and must in due course be resolved.

In addition to training young people from the United Kingdom, we have during the year given training and education to young men from Venezuela, France, Germany, India, China, Rumania, America and Israel. Young men from our Group have visited Malta, Germany, America and France.

Our concept of training is not confined to workshop experience and academic studies. We are very much concerned with character and attitudes and value the help given by Endeavour Training and the Gloucestershire Association of Boys Clubs. The confidence and maturity imparted by the various forms of extra-mural activity are well worth while.

Last year the Group offered employment to twenty young school leavers unable to find other work. Most of these have now been able to obtain work in other fields. It was noticeable however that the bulk of those engaged had already decided they did not want to work in industry but in other parts of the economy. At Easter, we intend to take on an extra number of young people for a variety of training in our companies as our social contribution to the youth unemployment problem.

The year has seen only a few staff changes in the Training Department. Mrs. S. Fiddimore has joined us as the Assistant Secretarial Training Executive and Mr. L. Randell has replaced Mr. G. Brinsford who has been promoted in the Production organisation at Staverton.

The Department acknowledges with genuine gratitude the assistance we receive from a wide variety of organisations and bodies, universities and colleges, schools, trade unions, training boards and the Local Authorities.

Finally we appreciate very much the continued interest and support shown to us by the vast majority of the parents of our apprentices and trainees, which is so necessary for the successful completion of an industrial training.

PRIZES

SIR GEORGE DOWDY PRIZE

For initiative, ingenuity
and inventiveness

J.A. Herring

COMPEX
D.M.E.

RICHARDSON PRIZE

Consistently high standard
achieved during Student
Apprenticeship

J. M. Glanville
K. A. Peeling

D.R.
D.R.

SIR ROY FEDDEN PRIZE

For the best kept Apprentice
Training Record Book

N.J. Williamson

D.G.S.

T.D.H. ANDREWS TRAVELLING SCHOLARSHIP

A competition offered Nationally
- the winner selected by an
independent panel of judges

A. Sanders

D.Meco

A.U.E.W. (T.A.S.S.) PRIZE

Presented by the A.U.E.W.
(Technical and Supervisory
Section) Cheltenham No. 1 Branch,
for the best prospective
draughtsman.

A.B. Day

D.R.

SPECIAL CRAFT PRIZE

For outstanding practical
ability and productivity

E. Bevan
J.E. Castleton
M.J. White

Iloman
D.R.
D.R.

E.I.T.B. CRAFTEX '76 PRIZE

Finalists

R. Bentley
A.P. Martin

D.R.
D.R.

PRODUCTION PRIZE

For the most promising
Production Engineer

N.L. Humphries

D.R.

ENLOS COMMERCIAL PRIZE

For the most outstanding
Student Commercial Apprentice

M. Dee
R.D. Jenkinson

D.G.S.
D.R.

COMMERCIAL PRIZE

For the most outstanding
Commercial Apprentice

I. Mence

D.H.U.

SPECIAL ACADEMIC PRIZE

First Class Honours Degree

C.G. Dawson

D.R.

FINAL YEAR PRIZES

CRAFT

S.G. Barnes
D. Baumanis
P.I. Burton
A.C. Churchill
R.C. Cooper
C.J. Davis
J.T. Escott
A.G. Teague

D.R.
D.S.
D.Meco
D.B.P.
D.R.
D.F.S.
D.F.S. Atworth
D.M.E.

TECHNICAL

J. Baldwin
K. Brown

D.Meco
D.H.U.

STUDENT

G.V. Holden
F.J. Richardson
A.K. Sharma

D.E.
D.M.E.
D.M.E.

INTERMEDIATE PRIZES

CRAFT

C. Davis
J.G. Hawker
M.R. Meddings
B.P. Murphy
D.G. Pocock
R.M. Snook
N.C. Stanton
C. Stephens
M.C. Westwood
B.J. Wroe

D.Meco
D.R.
D.B.P.
D.R.
D.R.
D.F.S. Atworth
D.B.P.
D.R.
D.B.P.
D.H.U.

TECHNICAL

S.W.B. Barclay
J.W. Leeming
R.A. Roberts
J. Warren

D.Meco
D.B.P.
D.B.P.
D.M.E.

STUDENT

M.J. Fleming
A.M. Herming
N.J. Honey
I.A. Lindsay

D.S.
D.S.
D.B.P.
D.M.E.

FIRST YEAR PRIZES

CRAFT

L.H. Davis	D.H.U.
S. Maile	D.Meco
A.J. Mortimer	D.F.S. Atworth
A.R. Vockins	D.M.E.
C.J. Washbrook	D.B.P.
S.J. Webley	D.R.

TECHNICAL

P.J. Ludgate	D.B.P.
C.S. Reading	D.Meco

STUDENT

G.C. Hanson	D.M.E.
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SECRETARIAL TRAINEES' PRIZES

SECRETARIAL

S. Golding (Miss)	D.R.
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SHORTHAND

H. King (Mrs.)	D.R.
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TYPEWRITING

E. Hurcombe (Miss)	D.G.
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INDEBTURE RECEIPTS

Arnold, F.J.	D.M.E.	Evans, P.J.	D.Meco
Bailey, G.S.	D.R.	Everitt, R.M.	D.G.S.
Baker, K.R.	D.F.S.	Gamblen, J.N.	D.G.S.
Baldwin, D.J.	D.R.	Gittings, R.R.	D.M.E.
Ball, A.	D.Meco	Goble, P.H.	D.B.P.
Barnes, S.G.	D.R.	Godwin, A.K.	D.B.P.
Baumanis, D.	D.M.E.	Godwin, M.J.	D.Meco
Beard, P.A.	D.R.	Gooding, K.J.	D.R.
Bennett, N.P.	D.R.	Griffin, F.M.	D.R.
Bertasius, P.	D.B.P.	Gwilt, J.R.	D.E.
Biggs, F.S.	D.M.E.	Haines, P.	D.S.
Bircher, M.	D.R.	Hale, S.	D.R.
Bourton, P.J.	D.S.	Handley, H.T.	D.H.U.
Bowyer, M.	D.M.E.	Hart, M.J.	D.F.S. Atworth
Boxwell, S.J.	D.R.	Hawkins, S.	D.H.U.
Brindley, G.P.	D.B.P.	Hayhurst, G.B.	D.H.U.
Brockhurst, G.L.	D.R.	Hazell, P.J.	D.R.
Brown, K.	D.H.U.	Hinds, D.M.	D.G.S.
Burton, S.R.	D.R.	Holden, G.V.	D.E.
Butler, M.	D.G.S.	Holland, R.J.	D.B.P.
Castleton, J.F.	D.R.	Howard, P.S.	D.B.P.
Chorley, P.E.	D.R.	Hughes, I.J.	D.F.S.
Churchill, A.C.	D.B.P.	Hulin, R.H.	D.F.S. Atworth
Clark, P.S.	D.F.S. Atworth	Hussain, B.	D.Meco
Clarke, M.J.	D.M.E.	Innes, K.	D.M.E.
Clarke, R.C.	D.R.	James, J.	D.M.E. Hucknall
Clifford, B.A.	I.M.	Jinks, C.F.	D.R.
Cooper, R.C.	D.R.	Johnson, N.H.	D.R.
Cottell, N.P.	D.H.U.	Jones, B.D.	I.M.
Cross, A.	D.F.S.	Jones, N.D.	D.R.
Cross, M.L.	D.R.	Kaighin, W.D.	Iloman
Croudace, A.M.	D.R.	Keating, J.	D.S.
Daubeney, C.W.	D.R.	Kerry, A.F.R.	D.B.P.
Davis, C.J.	D.R.	King, T.J.	D.Meco
Dawson, N.	Iloman	Knapp, A.J.	D.H.U.
Dawson, P.E.	D.F.S. Atworth	Knight, R.C.	D.R.
Day, A.B.	D.R.	Lane, P.J.A.	D.Meco
Donovan, T.E.	D.F.S. Atworth	Lee, K.G.	D.E.
Drake, J.A.	D.M.E.	Lees, G.M.	D.B.P.
Durrant, P.	D.R.	Lewis, P.J.	D.F.S.
Elliott, N.	D.B.P.	Love, J.V.	D.Meco
Escott, J.T.	D.F.S. Atworth	Magill, M.R.	D.Meco
Etheridge, P.N.	D.H.U.	Mansfield, P.	D.R.
Evans, J.W.	D.R.	McCormack, S.J.	D.B.P.

Maddings, W.D.	D.B.P.	Smart, W.D.	D.R.
Maddings, R.D.	D.B.P.	Smart, W.D.	D.R.
Marriott, W.D.	D.F.S. - Atworth	Stearns, J.D.	D.R.
Millward, S.J.	D.M.E.	Swatteridge, J.J.	D.R.
Moreton, S.D.	D.B.P.	Taylor, R.	D.Meco
Morgan, A.P.	D.R.	Teague, A.G.	D.M.E.
Nicholson, R.C.	D.H.U.	Thomas, M.A.	D.R.
Parker, N.H.J.	D.Meco	Thomson, A.G.	D.H.U.
Pearce, M.D.	D.B.P.	Thwaites, R.J.W.	D.F.S.
Phelpstead, P.J.	D.R.	Troia, C.	D.B.P.
Pocock, S.J.	D.R.	Trudgian, T.J.	D.F.S. Atworth
Price, D.M.P.	D.F.S. Atworth	Walkeden, J.M.A.	D.Meco
Richardson, F.J.	D.M.E.	Wallace, R.J.	D.M.E.
Rossington, H.S.	D.B.P.	Ward, P.R.	D.R.
Russell, P.K.	D.R.	White, M.J.	D.R.
Russell, R.A.	D.M.E.	White, P.A.	D.Powys
Scarratt, R.L.	D.B.P.	Wilcox, P.W.R.	D.R.
Sharma, A.K.	D.M.E.	Willis, P.S.	D.R.
Smart, P.V.	D.Meco	Winter, N.P.	D.M.E.
Smith, A.T.	D.R.		

ABBREVIATIONS

D.B.P.	Dowty Boulton Paul
D.E.	Dowty Electrics
D.F.S.	Dowty Fuel Systems
D.G.S.	Dowty Group Services
D.H.U.	Dowty Hydraulic Units
D.Meco	Dowty Meco
D.M.E.	Dowty Mining Equipment
D.Powys	Dowty Powys
D.R.	Dowty Rotol
D.S.	Dowty Seals
I.M.	Innsworth Metals
Iloman	Iloman Engineering

ACADEMIC SUCCESSES THROUGHOUT THE YEAR

DEGREES - MASTER OF SCIENCE

Butler, M. D.	Handley, H. T.	Swann-Price, G. H.
Griffin, F. M.	Hutchison, J. S.	Tovey, P.

DEGREES - MECHANICAL AND PRODUCTION ENGINEERING

Bush, A. J.	King, T. J.	Spanner, J. R.
Curd, D. A.	Marjoram, D. J.	Thompson, A. G.
Dawson, C. G.	Peeling, K. A.	Wallace, R. J.
Humphries, N. L.	Richardson, F. J.	

DEGREES - BUSINESS STUDIES

Goble, P. H.	Jones, O. D.	Smith, N. W. R.
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HIGHER NATIONAL DIPLOMA (H.N.D. IV)

Allen, L. M.	Handley, M. J.	Maynard, R.
Churchward, J.	Hayhurst, G. B.	Nyland, A. J.
Cottell, N. P.	Keating, J.	Sharma, A. K.
	Kelly, P.	

HIGHER NATIONAL DIPLOMA - BUSINESS STUDIES

Johnson, N. H.

HIGHER NATIONAL DIPLOMA - MATHEMATICS AND COMPUTER STUDIES

Osselton, A. M.

DIPLOMA IN MANAGEMENT STUDIES

PARTS I AND II

Askwith, M.	Freytag, R.	Johnson, M.
Baker, K. R.	Holden, G. V.	

HIGHER NATIONAL CERTIFICATE - MECHANICAL ENGINEERING

Day, A. B.
Smart, P. V.

CITY AND GUILDS MECHANICAL ENGINEERING CRAFT STUDIES

PARTS II AND III

Allen, R. J.	Edwards, C. R.	Merchant, N. K.
Aston, T. J.	Errington, P. G.	Moore, K. J.
Avery, W. C.	Escott, J. T.	Morgan, N. J.
Ball, A.	Evans, P. G.	Morrison, K. D.
Beachus, V. K.	Gamblen, J. L.	Parker, N. H. J.
Bennett, N. P.	Gardiner, S. J.	Parton, A. A. W.
Brockhurst, G. L.	Gibbins, C.	Pockett, T. A.
Burden, P. A.	Gittings, R. R.	Prewer, A. J.
Burton, P. I.	Godwin, M. J.	Price, D. M. P.
Burton, S. R.	Goodall, A. K.	Reeves, J. C. G.
Caster, D. F.	Gwilt, J. R.	Rogers, M.
Chamberlain, D.	Hall, R. M.	Rossington, H. S.
Cheal, R. J.	Hardman, A.	Smith, A. T.
Chorley, P. E.	Hart, M. J.	Smith, M. P.
Churchill, A. C.	Hawker, J. G.	Smith, M. R.
Clark, P. S.	Howard, P. S.	Stephenson, A.
Coles, J. P. F.	Hulin, R. H.	Strange, M. A.
Collins, S. A.	Hussain, B.	Taylor, R.
Cooke, A. D.	James, J.	Teague, A. G.
Cooper, I.	Jones, N. D.	Thomas, M. A.
Croudace, A. M.	Jones, P.	Tolley, S. N.
Dawson, N. C.	Jones, R. C. O.	Trudgian, T. J.
Dawson, P. E.	Kerry, A. F. R.	Trueman, P.
Denley, M. J.	Lees, G. M.	Westbury, P. A.
Donovan, T. E.	McCormack, S. J.	White, P. A.
DuBerley, D. I.	Meddings, M. R.	Wilcox, P. W. R.
Durrant, P.	Meddings, R. J.	

CITY AND GUILDS CARPENTRY AND JOINERY

Perry, M. E.

CITY AND GUILDS PATTERNMAKING

Clifford, B. A.

CITY AND GUILDS GRAPHIC DESIGN

Boxwell, S. J.

ORDINARY NATIONAL CERTIFICATE - MECHANICAL ENGINEERING

Anthony, S.	Holmes, R. B.	Newey, C. G.
Brown, S. J.	Humphries, D.	Price, S. L.
Burford, D. J.	Leeming, J. W.	Roberts, R. A.
Culver, M. P.	Millward, S. J.	Thompson, F. R.
Evans, P. J.	Mountford, R.	Warren, J. N.

ORDINARY NATIONAL CERTIFICATE - PHYSICAL SCIENCES

Gell, T. G.

ORDINARY NATIONAL CERTIFICATE - BUSINESS STUDIES

Hemming, M	Innes, K.	Jeffs, B. J.
Kull, P. H.		

CITY AND GUILDS MECHANICAL ENGINEERING TECHNICIANS' COURSE

PARTS I, II AND III

Andrews, R. J.	Gunyo, K. P.	O'Sullivan, D. J.
Arnold, P. J.	Hale, S.	Pettit, A. J.
Baldwin, D. J.	Haines, P.	Phelpstead, P. J.
Barclay, S. W. B.	Hannis, B. S.	Pittaway, R. A.
Barnes, S. G.	Hopkins, M. J.	Reading, C. S.
Baumanis, D.	Howse, A. K.	Rice, S. W.
Bayliss, K. G.	Hughes, I. J.	Russell, P. K.
Beard, P. A.	Ireland, D. W.	Smith, S.
Belcher, P. G.	Jervis, D. K.	Spartley, S. M.
Bircher, M.	Jones, B. D.	Spires, N. J.
Breedon, R.	Kaighin, W. D.	Stefanyszyn, M. J.
Brookes, M. L.	Knapp, A. J.	Stefanyszyn, S.
Castleton, J. E.	Knight, R. C.	Stephens, C. W.
Clarke, R. C.	Lawless, A.	Swatridge, J. J.
Coleman, A. L.	Leonard, S. J.	Thick, M. J.
Cooper, R. C.	Lewis, P. J.	Tunstall, P. D.
Daubeney, C. W.	Lock, T. J.	Turner, M. K.
Davis, C. J.	Mabbott, G. A.	Wachs, B. D.
Eaves, S. F. D.	Mansfield, P.	Ward, P. R.
Evans, P. L.	Marshall, C. W.	White, J. D. B.
Fuller, K. J.	Martin, A. P.	White, M. J.
Gay, P. G.	Mitchell, D. T.	Williamson, M.
Georgiou, G.	Morgan, A. P.	Willis, P. S.
Godfrey, M. J. H.	Morgan, T.	Wilsdon, B. A.
Gooding, K. J.	Noble, A. P.	

SECRETARIAL TRAINING

PITMAN EXAMINATION RESULTS

	<u>SHORTHAND</u>	<u>TYPEWRITING</u>
C. A. Addis	100	Adv. 1st Class
H. O. Archer	100	Adv. 1st Class
S. Gavin	100	Adv. 1st Class
H. S. Farmer	100	Adv. 1st Class
* S. Golding	120	Adv. 1st Class
F. M. Hart	110	Adv. 1st Class
B. A. Hewlett	110	Adv. 1st Class
E. M. A. Hurcombe	100	Adv. 1st Class
L. P. Joyes	100	Adv. 1st Class
* H. E. King	110	Adv. 1st Class
J. V. Morgan	80	Adv. Pass
S. C. Tuffley	110	Adv. 1st Class

The trainees achieved passes in similar examination of the Royal Society of Arts, including Secretarial Duties

* Awarded Distinction by the Royal Society of Arts in the Shorthand/Typist certificate - Miss Golding at Advanced Stage and Mrs. King at Intermediate Stage.