

D O W T Y G R O U P L I M I T E D

29th ANNUAL APPRENTICES' AND TRAINEES' PRIZE-GIVING

THE TOWN HALL, CHELTENHAM

at 8.00 p.m. on MONDAY 6th NOVEMBER 1978.

1. Introduction by Mr. R. F. Hunt, C.B.E., D.L., C.Eng., F.R.Ae.S., F.C.A.S.I., Chairman, Dowty Group.
2. Address by Sir Montague Finniston, F.R.S., Chairman of Bentley Engineering Limited, and Director of Sears Holdings Limited.
3. Presentation of the prizes by Sir Montague Finniston.
4. Presentation of completed indentures by Mr. R. F. Hunt.
5. Vote of thanks to Sir Montague Finniston by Anne Mills.
6. Refreshments at the buffet in the Drawing Room, Refreshment Room and Pillar 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.

PLATFORM PARTY

1                    2                    3                    4                    5



1. Mr. K. W. Browning, Personnel Director, Dowty Group
2. Sir Montague Finniston, 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

Anne Mills comes from Stockport in Cheshire and was educated at Cheadle Hulme School. She commenced her apprenticeship with the Group in September, 1974 and was awarded a first-class honours degree in Business Studies at Lanchester Polytechnic. She is currently working in Dowty Group Accounts Department.

## NOTES FOR PARENTS AND GUESTS

The applications received by the Dowty Group during 1978, at the various sites, for the 200 or so apprenticeships offered, exceeded 1,600. This is partially a reflection of the current unemployment situation, but also because of the Group's training reputation. This has enabled a high standard to be set for the 1978 entry, although naturally there have been more disappointed applicants.

Recruits joined our companies in mid Wales, Worcestershire, Wiltshire, London, Wolverhampton, Milford Haven, Nottinghamshire and Coventry, as well as the Gloucestershire companies. Regular attenders at the prize giving will notice the inclusion for the first time of apprentices and award winners from the Ultra division of the Group. To them we extend a welcome, as well as to the Directors, Managers, Supervisors, Craftsmen, Shop Stewards and employees of all Group companies who do so much to assist the training activity.

This year we have made considerable strides in the setting up of a system of Industrial Tutors in the Group in line with the recommendations of the professional engineering institutions. Chartered engineers in the Group companies are selected on a "constituency" basis to act as mentor and counsellor to student engineers in training, and keep in touch with the Training Department on matters they feel should be brought to our attention. The system is in its infancy, but reflects the engineering institutions' view that training should be a company-wide activity and not simply a province of a Training Department.

Our annual, but very genuine thanks go to our guests from universities, colleges, schools and government departments who give invaluable help to our training activity, as well as to the parents of the apprentices whose interest and support at home contributes much to a successful apprenticeship.

Our Group's shortage of skilled personnel reflects the national shortage of engineering craftsmen and engineering technicians which is a major problem for the industry. This year our apprentice intake has been enlarged and the apprentice training facilities increased, but it is disappointing to see so many trained men leaving the industry; a problem with which society must soon come to terms.

The Dowty Group has never been averse to training women as craftsmen in craft, technician, or professional capacities. With an imminent decline in the potential working population, girls represent a relatively untapped source of ability for the industry and nationally efforts are now being made to interest girls

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in engineering careers. The small increase in our applications for engineering apprenticeships from girls is welcome, and it is interesting to note that the proportion of girls accepted is very much higher than the proportion of boys.

The Group has again trained young people from countries abroad with Japan appearing in the list for the first time this year. Our contribution to the national youth unemployment problem has been to take twelve or so young people in addition to our budgeted intake for a truncated training and subsequent permanent employment in offices.

The examination performance of apprentices can be judged from the list attached to these notes. The overall pass rate of 89% is a most satisfactory figure representing as it does some "stretching" of the candidates. 100% pass rate may well indicate targets which are too unchallenging. We particularly congratulate the four winners of special academic prizes who have attained first-class honours during their apprenticeships. Anne Mills, the proposer of the vote of thanks, is the only Dowty girl apprentice to have achieved such an honour, and her award was the first in this class made by Lanchester Polytechnic to a girl.

The Engineering Industry Training Board Information Paper No. 49 proposes radical alterations in apprenticeships. Whilst the Group concurs with the view that objective targets are a better measure of training than elapsed time, certain of the proposals which relate to the role of schools are, in our view, not altogether practicable. Schools do not have the area, staff, equipment, finance or, most important, the commitment to undertake the role proposed. It will be interesting to see national development following the wide-spread discussions on this paper.

Gloucestershire is an area where the interface between industry and schools has for many years been better than the picture which usually emerges in many other areas. It is our view that localities should concentrate on bridge building at local level to enable a nationally satisfactory situation to develop. School/industry liaison will never successfully be created from above.

The Apprentice Association under a new committee has become a much more active and purposeful organisation, than has been seen for some years. During the year they have held various activities which include a rifle shooting competition, a medieval banquet at Tewkesbury, a beer and skittles evening, together with trips to the Bristol Ice Skating Rink and the Bristol Bier Kellar.

PRIZE LIST

SIR GEORGE DOWTY PRIZE

COMPANY

For initiative, ingenuity  
and inventiveness

A. J. Stevens

D.R.

T.D.H. ANDREWS TRAVELLING SCHOLARSHIP

The winner selected by an  
independent panel of judges

A. E. Bromberg

D.R.

RICHARDSON PRIZE

Consistently high standard  
achieved during Student  
Apprenticeship

M. J. Fleming

D.F.S.

SIR ROY FEDDEN PRIZE

For the best kept Apprentice  
Training Record Book

N. J. Williamson

D.M.E.

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

P. M. Corcutt

D.G.S.

SPECIAL CRAFT PRIZE

For outstanding practical  
ability and productivity

J. Beswick  
E. J. P. Morris

D. Meco  
D. R.

PRODUCTION PRIZE

For the most promising  
Production Engineer

J. A. Herring

D.F.S.

STUDENT COMMERCIAL PRIZE

For the most outstanding  
Student Commercial Apprentice

L. C. Newport  
K. Tipson

D.R.  
D.M.E.

SPECIAL ACADEMIC PRIZE

First Class Honours Degree

I. A. Lindsay	D.H.U. Servos
A. E. Mills	D.G.
A. J. Stevens	D.R.
J. A. Herring	D.F.S.

FINAL YEAR PRIZES

CRAFT

R. J. Atherton	U.E.C.
A. J. Bull	D. Meco
L. H. Davis	D.F.S.
P. L. Evans	D. Powys
D. G. Pocock	D.R.
A. Sartain	D.F.S. Atworth
N. C. Stanton	D.B.P.
G. C. Sutherland	D.M.E.

TECHNICAL

K. A. Dodd	D.B.P.
C. S. Reading	D. Meco
M. Williamson	D.M.E. Hucknall

STUDENT

A. E. Bromberg	D.R.
D. S. Geach	D.F.S.
K. M. Langdon	D.M.E.
L. E. Morgan	U.E.C.
G. A. North	D.B.P.

INTERMEDIATE PRIZES

CRAFT

G. Ball	D. Meco
N. Clague	Iloman
C. J. Gay	D.F.S.
L. Hayhurst	D.M.E.
I. Hayward	D.B.P.
T. Morgan	D.R.
A. Mortimer	D.F.S. Atworth
M. J. Rutter	D.B.P.

TECHNICAL

G. N. Ford	D.M.E.
J. M. Leeming	D.B.P.
B. D. Oatley	U.E.C.

STUDENT

D. J. Crundwell	D.E.
R. A. Roberts	D.B.P.
S. J. Taylor	D.B.P.
N. J. Williamson	D.M.E.
A. M. Verrall	D.F.S.

FIRST YEAR PRIZES

CRAFT

D. J. Clifford	D.R.
D. Ford	D.M.E.
G. Griffiths	D.B.P.
B. J. Sims	D. Meco
R. Wellon	D.F.S. Atworth

TECHNICAL

D. A. Smart	D.H.U.
C. C. Stone	D. Meco

STUDENT

T. J. Middlehurst	D.B.P.
I. M. Whiting	D.G.S.

SECRETARIAL TRAINEES' PRIZES

SECRETARIAL

E. Slack	D.M.E.
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SHORTHAND

J. Gates	D.F.S.
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TYPEWRITING

C. Jones	D.G.S.
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INDENTURE RECIPIENTS

Allen, D.	D.R.	Fownes, D.R.	D.B.P.
Allen, L.M.	D.F.S.	Francis, G.J.	D.R.
Anderson, A.B.	D.H.U.	Freeman, L.	D.R.
Aspey, I.E.	D.S.	Garbett-Edwards, D.	D.F.S.
Atherton, R.J.	U.E.C.	Gay, P.G.	D.R.
Baker, L.G.	D.F.S.	Geach, D.S.	D.F.S.
Baker, P.	U.E.C.	Giles, M.W.	D.F.S.
Barclay, S.W.B.	D. Meco	Glanville, J.M.	D. Servos
Barker, P.D.	D.R.	Godfrey, M.J.H.	D.S.
Barratt, J.S.	D.M.E.	Gordon, E.J.	D. Meco
Bassett, S.M.	D.R.	Green, L.V.	D.M.E.
Bates, K.J.	D.F.S. Atworth	Green, R.J.	D.B.P.
Baxter, N.R.	D.M.E.	Green, R.V.	D.S.
Beirne, M.	D.R.	Gregory, W.A.	U.E.C.
Belcher, P.G.	D.R.	Grubb, J.R.	D.M.E.
Birt, A.D.	D.F.S.	Gunn, K.M.	D.E.
Bishop, S.F.	D.R.	Gwilt, D.F.	D.B.P.
Blower, D.M.	D.B.P.	Hall, P.T.	D. Servos
Boseley, M.G.	D.H.U.	Handley, M.J.	D.R.
Boulton, J.E.	D.E.	Hardie, I.J.	D.H.U.
Breeden, R.	D.M.E.	Hare, S.M.	D.H.U.
Brindley, G.	D.M.E. Hucknall	Harper, C.	D.H.U.
Broady, S.J.	D.R.	Hartridge, D.S.	D.M.E.
Bromberg, A.E.	D.R.	Hatcher, P.E.	U.E.C.
Brown, S.J.	D.M.E.	Hatvany, A.P.	U.E.C.
Bryan, W.	D.B.P.	Hemming, A.M.	D.M.E.
Burford, D.J.	D.R.	Hendzel, A.	D.R.
Butlin, R.W.	D.R.	Hodgetts, P.	U.E.C.
Caddick, M.A.	D.B.P.	Hogben, D.	U.E.C.
Cottrell, K.P.	D.M.E.	Holmes, R.B.	D.B.P.
Cox, C.G.	D.H.U.	Honey, N.J.	D.B.P.
Currey, A.E.	D.F.S. Atworth	Hopkins, M.J.	D.R.
Curtis, P.D.	D.M.E. Hucknall	Hughes, C.J.	D.F.S.
Dalton, M.D.	D.B.P.	Hulbert, G.D.	D.F.S. Atworth
Davies, C.J.	D. Meco	Hull, B.A.	D.R.
Denman, P.R.	D.R.	Hussain, B.	D. Meco
Dodd, K.A.	D.B.P.	Ireland, D.W.	D.R.
Eaves, S.F.D.	D. Meco	Ison, D.J.	D.R.
Edwards, H.P.	D.H.U.	Jacques, B.	Iloman
Engiam, L.	D.F.S. Atworth	Jeffs, B.J.	D.F.S.
Evans, P.L.	D. Powys	Jenkinson, R.D.	D.M.E.
Fardon, A.J.	D.R.	Jones, C.M.	D.R.
Feasey, A.P.	D.M.E.	Jones, M.J.	D.H.U.
Fleming, M.J.	D.F.S.	Jones, P.C.	D.E.
Forbes, M.	D.B.P.	Jones, S.	D.B.P.



Jones, S.E.	D.R.	Roberts, J.G.	D.F.S.
Keefe, S.J.	U.E.C.	Roberts, P.	D.R.
Kent, R.A.	D.S.	Roberts, P.R.	D.R.
Langdon, K.M.	D.M.E.	Robinson, P.J.	D.F.S. Atworth
Lankshear, P.J.	D.R.	Sadd, M.	D.F.S. Atworth
Law, G.A.	D.B.P.	Sanders, S.G.	D.R.
Lawless, A.	D.R.	Sartain, A.D.	D.F.S. Atworth
Locke, T.J.	D.F.S.	Saunders, M.	D. Meco
Mabbott, G.A.	D.M.E.	Scudder, G.D.	D.M.E.
Margetts, N.A.	U.E.C.	Sermon, D.G.	D.H.U.
Marles, A.J.	D.F.S. Atworth	Skates, K.M.	D.F.S.
Martin, D.J.	D.S.	Smart, R.M.	I.M.
McDonald, R.B.	D.R.	Smith, R.J.	D.R.
Meek, S.	D.B.P.	Smith, S.	D.R.
Mills, A.E.	D.G.	Snelling, K.J.	D.R.
Morgan, L.E.	U.E.C.	Spanner, J.R.	D.S.
Morris, E.J.P.	D.R.	Spartley, S.M.	D. Meco
Morris, J.B.	D.F.S. Atworth	Spires, N.J.	D.R.
Morse, G.	D.R.	Stanton, N.C.	D.B.P.
Mountford, R.	D.H.U.	Stefanyszyn, M.J.	D.R.
Murphy, B.P.	D.S.	Stephens, C.W.	D.R.
Newey, C.G.	D.M.E.	Stephens, R.H.	D.R.
North, G.A.	D.B.P.	Stillman, C.M.	D.H.U.
Nyland, A.J.	D.R.	Sutherland, G.C.	D.M.E.
Oliver, B.D.	D.R.	Sutton, N.J.	D.R.
O'Sullivan, D.J.	D.R.	Taylor, C.L.	D.R.
Palmer, M.C.	D.R.	Thomas, D.E.	D.R.
Parker, S.A.	D.R.	Tunstall, P.D.	D.R.
Parry, D.T.	D.R.	Tyas, D.J.	D.R.
Payne, G.D.	D.R.	Washer, P.S.	U.E.C.
Pearce, I.M.	D.B.P.	Watkins, G.M.	D.M.E.
Peplow, M.J.	D. Meco	Webber, I.F.	D.F.S.
Phillips, N.W.	D.R.	West, T.F.	D. Meco
Pittaway, R.A.	D.R.	White, A.J.	D.E.
Pocock, D.G.	D.R.	White, J.D.B.	D.F.S.
Pontin, T.	D.E.	Williamson, M.	D.M.E. Hucknall
Power, P.J.	D.M.E.	Wragg, S.N.	D.F.S. Atworth
Price, I.L.	D.B.P.	Wroe, B.J.	D.H.U.
Price, S.L.	D. Meco	Wyatt, D.C.	D.R.
Radcliffe, J.	Iloman		

#### ABBREVIATIONS

D.B.P.	Dowty Boulton Paul	D.M.E.	Dowty Mining Equipment
D.E.	Dowty Electrics	D. Powys	Dowty Powys
D.F.S.	Dowty Fuel Systems	D.R.	Dowty Rotol
D.G.	Dowty Group	D.S.	Dowty Seals
D.G.S.	Dowty Group Services	I.M.	Innsworth Metals
D.H.U.	Dowty Hydraulics Units	U.E.C.	Ultra Electronic Controls
D. Meco	Dowty Meco		

ACADEMIC SUCCESSES THROUGHOUT THE YEAR

DEGREES - MASTER OF SCIENCE

Glanville, J.M.  
Graham, A.R.

DEGREES - MECHANICAL AND PRODUCTION ENGINEERING

Allen, L.M.	Bennett, I.R.	Butlin, R.W.
Butterworth, R.H.G.	Flemming, M.J.	Geach, D.S.
Green, R.V.	Hare, S.M.	Harper, C.
Hemming, A.M.	Herring, J.A.	Honey, N.J.
Langdon, K.M.	Lindsay, I.A.	Lofthouse, G.K.
North, G.A.	Roberts, J.G.	Stevens, A.J.
Tarling, S.J.	Wilson, C.	

DEGREES - ELECTRICAL AND ELECTRONIC ENGINEERING

Morgan, L.E.

DEGREES - BUSINESS STUDIES

Anderson, A.B.	Hartridge, D.S.	Mills, A.E. (Miss)
	Raynes, J.F.	

HIGHER NATIONAL DIPLOMA - ENGINEERING

Barratt, J.S.	Burford, D.J.	Cottrell, K.P.
Howard, T.J.	Mountford, R.	Newey, C.G.
Roberts, P.	Skates, K.M.	Thompson, P.R.

HIGHER NATIONAL CERTIFICATE - MECHANICAL ENGINEERING

Brown, S.J.  
Holmes, R.B.

HIGHER NATIONAL CERTIFICATE - ELECTRONICS

Evans, P.J.	Hodgetts, P.	Washer, P.S.
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HIGHER NATIONAL CERTIFICATE - PHYSICAL SCIENCES

Gell, T.G.

ORDINARY NATIONAL CERTIFICATE - MECHANICAL ENGINEERING

Biggin, D.C.	Daubeney, C.R.	Davidson, J.A. (Miss)
Day, R.M.	Ford, G.N.	McNally, A.D.
Morgan, A.	Thomas, C.	Vout, I.

ORDINARY NATIONAL CERTIFICATE - ELECTRICAL ENGINEERING

Jocic, J.

ORDINARY NATIONAL CERTIFICATE - BUSINESS STUDIES

Barnett, N.J.	Castle, I.J.	Freeman, D.E.
Hardie, I.J.	Jeffs, B.J.	Valentine, N.

CITY AND GUILDS MECHANICAL ENGINEERING TECHNICIANS' COURSE

PARTS I, II AND III

Atkins, D.B.	Bailey, I.M.	Baker, A.B.
Beach, M.	Bee, M.J.	Beetlestone, T.A.
Belcher, P.G.	Breeden, R.	Brown, C.
Burford, M.	Codlin, P.	Cowie, A.
Dodd, K.A.	Dowd, G.L.G.	Downham, J.
Drew, P.R.	Eaves, S.F.D.	Eustace, A.
Falconer, M.J.	Gay, C.J.	Godfrey, A.L.
Godfrey, M.J.H.	Godwin, P.J.	Gregory, I.M.
Hammond, J.W.	Harper, A.	Harrison, P.
Hedges, A.K.	Houghton, T.R.	Ireland, D.W.
Jones, M.R.	Jorden, A.R.	Jones, S.E.
Lawless, A.	Lineton, K.J.	Lock, T.J.
Mabbott, D.A.	McIlroy, S.	McLachlan, W.R.
Lutner, G.M.	Marshall, C.W.	Morgan, T.
Mustoe, A.D.	O'Sullivan, D.J.	Peaper, W.J.
Pearce, I.M.	Pettit, A.J.	Pittaway, R.A.
Powell, A.B.	Power, P.	Punter, G.K.
Richards, A.K.	Richards, T.J.	Richards, K.
Risby, N.C.	Roberts, D.W.	Rogers, H.
Smith, S.	Spartley, S.M.	Stefanyszyn, N.J.
Stephens, C.W.	Stepney, A.J.	Tocknell, P.A.
Turner, M.K.	White, J.D.B.	Whitehead, A.M.
Whittington, A.F.	Williamson, M.	Windless, R.C.
	Wiseman, J.H.	

CITY AND GUILDS MECHANICAL ENGINEERING CRAFT STUDIES

PARTS II AND III

Allen, D.	Allen, J.K.	Arnold, S.G.
Aspey, I.E.	Atherton, R.J.	Badcock, J.N.
Baker, L.G.	Baker, P.	Barnes, R.F.
Barr, I.J.	Bates, K.	Beaton, G.
Beswick, J.	Birt, A.D.	Bishop, S.
Blower, D.M.	Blunt, I.W.	Boseley, M.E.
Boulton, J.E.	Brindley, G.	Burton, P.R.
Chester, S.J.	Childs, B.	Curry, A.
Curtis, P.D.	Davies, C.J.	Derrett, K.J.
Doody, D.J.	Dunn, M.J.	Edwards, H.P.
Evans, C.P.	Evans, P.L.	Francis, G.J.
Freeman, L.	Godwin, M.J.	Gordon, E.J.
Green, R.J.	Gwilt, D.F.	Hedges, K.
Hendzell, A.	Hill, D.E.	Howell, T.A.
Hulbert, G.	Ingram, T.W.	Ireland, S.T.
Ison, D.J.	Johnson, J.F.	Jones, C.M.
Jones, P.C.	Krawczyk, S.	Lanceley, L.E.
Lanceley, L.E.	McAllister, A.	McDonald, R.B.
McQuillan, Q.J.	Margettes, N.A.	Marles, A.
Meek, S.	Michawko, S.	Morris, J.
Morse, G.	Mortimer, A.	Murphy, B.P.
Nicholls, S.	Nowacki, M.	Oliver, B.D.
Osborne, A.K.	O'Gorman, S.	O'Sullivan, A.D.
Palmer, M.C.	Parker, S.A.	Patel, A.K.
Patel, H.	Payne, D.G.	Payne, R.M.
Pocock, D.C.	Pontin, T.	Poulton, C.J.W.

CITY AND GUILDS MECHANICAL ENGINEERING CRAFT STUDIES

PARTS II AND III

(Cont'd)

Power, P.J.  
Robinson, P.  
Sadd, M.  
Smith, V.  
Stephens, R.H.  
Sutherland, G.C.  
Tyas, D.J.  
West, T.F.  
Williams, R.K.  
Windsor, C.A.

Pritchard, P.S.  
Rosewarne, B.  
Sartain, A.  
Snelling, K.J.  
Stephens, R.J.  
Timmins, D.  
Underhill, T.M.  
Westwood, M.C.  
Williams, P.R.  
Witney, J.H.  
Wroe, B.J.

Rackstraw, M.J.  
Rowley, P.  
Saunders, M.  
Stanton, N.C.  
Stillman, C.M.  
Townsend, N.T.  
Watson, A.F.  
Williams, R.E.  
Williams, S.D.  
Wragg, S.

CITY AND GUILDS SHEETMETAL WORKING

PART II

Barker, P.D.

CITY AND GUILDS ELECTRICAL ENGINEERING

PART II

Fownes, D.R.

Hatvany, A.P.  
Rutter, M.J.

Keefe, S.J.

CITY AND GUILDS ELECTRONICS CRAFT STUDIES

PART II

Hatcher, P.E.

SECRETARIAL TRAINING

Examination Results - Royal Society of Arts and Pitman

NAME	SHORTHAND	TYPEWRITING	SECRETARIAL DUTIES
S.M. Bradley	120	Advanced 1st Class	Pass
R.A. Caterer	100	Advanced 1st Class	Pass
S.J. Dominey	90	Advanced Pass	1st Class
J.E. Gates	130	Advanced 1st Class	Pass
C.M. Jones	130	Advanced 1st Class	1st Class
C.A. Lovell	90	Advanced 1st Class	Pass
A. Merchant	100	Advanced Pass	Pass
C.S. Mitchell	110	Advanced 1st Class	Pass
M.E. Morgan	110	Advanced 1st Class	Pass
A.J. Pullon	110	Advanced Pass	1st Class
E.M. Slack	120	Advanced 1st Class	1st Class
D.N. Shipley	100	Advanced 1st Class	Pass
S.M. Stone	80	Advanced 1st Class	Pass
A.M. Tomes	110	Advanced Pass	Pass
J.P. Watts	120	Advanced 1st Class	Pass