

LANDINGMATTERS

Messier-Dowty employee newsletter



Business News....

2004 commences with the world's leading aircraft constructors, Airbus & Boeing exchanging leadership positions in commercial aircraft orders and deliveries for the first time. During 2003 Airbus delivered 305 aircraft against Boeing's 281 with Airbus receiving orders for 284 new aircraft against Boeing's 250 orders.

Likewise Messier-Dowty begins the year awaiting landing gear selection announcements from both constructors - Airbus for the A400M and Boeing for the 7E7.

On the military front, one program of particular interest here at Gloucester is the Eurofighter Typhoon. Much has been reported in recent weeks regarding the overspend in the Defence Budget and in particular on the Typhoon.

Whichever side of the debate you support the aircraft is an ongoing production program for the Gloucester team. The aircraft has also generated many jobs within the UK Aerospace Industry and allowed the industry to retain its strong position in the European and global aerospace market.

Endemic in this type of multi-nation project is a compromise between the different air force requirements, different political agendas and priorities, combined with the complexities of aircraft workshare between the countries involved. This, together with the changing political climate, will always present challenges to the aircraft's ongoing progress.

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Welcome... to the very first issue of
Landing Matters!



Landing Matters is an employee magazine that will focus on the Gloucester site. It's an opportunity for us to learn more about the projects and programs running at Gloucester. **But more importantly** - it's an opportunity for employees to share with us information about themselves and what's happening in their lives.

The magazine will be issued 3-4 times a year, via a link to the intranet. The magazine will also be distributed manually for employees who currently don't have access to the net.

Employee input will be paramount to the success of the magazine, and the editorial committee ask for your help in pulling together ideas for future issues.

Who are the committee members?

The editorial committee consists of the following people:

Rebecca Wassell - Head of Publication

Heidi Beal - Chief Editor

Christine Clarke

Peter Hall

Alison Hill

Pete Willis

Steve Adams

Mike Lichters

Paul Harrison

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INSIDE THIS ISSUE

1. Apprentices scoop awards at EEF awards.
2. A day in the life of a Facilities Engineer
3. Focus on... Geometric Dimensioning & Tolerancing



Messier-Dowty
snecma group

A Message from Simon Luxmoore...



Another year and a new challenge. In a dynamic business environment the opportunity to reflect on a job well done is all too short before we must embrace the challenges facing us brought about by a very competitive environment and an 'uncertain' travelling public.

This new Gloucester site communication is a welcome addition to Messier-Dowty's overall portfolio and an enthusiastic team is working hard on our behalf to produce what will be a very worthwhile magazine.

In reflecting on the Gloucester Site's good performance throughout 2003, we should not forget the very difficult circumstances that faced us all regarding the pension scheme. With excellent support from our Shareholder and tremendously hard work from our HR team and the Consultative group, we have now moved forward in a very positive manner.

Last year also recognised the delivery of the 2000th ship set of single aisle gears to Airbus and the submission of the Boeing 7E7 landing gear proposal, the outcome of which is eagerly awaited. A400M proposal activity has continued unabated. There was the handover of the Eurofighter to the Air Forces, and sadly the delivery of the last BAe Systems Regional Jet. Significant activity surrounded the global ISO audit and the Gloucester team played its full part, although there is still much work to be done in support of our continuing certification.

Financially the 2003 sales results were favourable, particularly given the overall market conditions. The earnings targets were fully achieved and the cash target exceeded. The 2004 order book remains strong. The 2004 profit share target is being driven by our 2003 performance and we have accepted significantly higher cash targets than we achieved in 2003. Our targets, if we are to retain our position as a market leader, are of necessity extremely challenging for 2004.

There is one image on which I reflect with huge pleasure and that was our wonderful 'Open Day'. The support this event received and its unqualified success indicates to me what a tremendous team we have here in Gloucester.

As always we have said 'goodbye' to some old friends during the last twelve months and welcomed some new members to our team.

In launching this new magazine I wish you all a very successful 2004 in what is a very challenging marketplace.

Simon Luxmoore



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The consortium set up to manage the development and production of the Typhoon is owned by 3 partner companies with agreed development workshares of: Alenia Aeronautica 21%, BAE Systems 33%, EADS (CASA & DASA) 46%. Production workshares correspond to the number of aircraft ordered by each European Partner Country: 232 for the UK 37%, 180 for Germany 30%, 121 for Italy 19%, 87 for Spain 14%

The 4 partner nations are at present committed to a total of 620 aircraft, together with a number of other export opportunities from Austria, Greece & Singapore. Messier-Dowty has order cover for the first 'tranche' of 160 aircraft sets of which approximately 100 have been delivered, the remainder being scheduled through to 2005.

Once again referring to the recent adverse press coverage regarding the aircraft, it had been reported that the Eurofighter had been grounded due to "landing gear/undercarriage" problems. In actual fact this referred to a technical problem with another part of the system, which is not part of Messier-Dowty's landing gear responsibility. Unfortunately, as is very often mistakenly reported, any issue somewhere in the vicinity of the aircraft's overall "landing system" is reported as a "landing gear" problem.

We understand that a modification has now been made and the aircraft has resumed flying status. We look ahead now with anticipation to seeing further aircraft delivered and, hopefully, further orders confirmed.

Peter Hall

A Day in the Life of A Facilities Project Engineer

Paul Smith has been with the company for approximately 23 years, so to many people the photo below is a familiar face. But for those of you who aren't familiar, here's a little insight into Paul and his role.

Found in the Facilities department and part of a 20-person team reporting to Alan Locke, Paul provides an invaluable service both to his team and company.



'No two days are the same'

His day at Messier-Dowty starts at 8am and it's fair to say can vary somewhat. Paul's main roles are to manage and oversee site projects, to adapt site facilities or plan new buildings to accommodate business requirements and to ensure all site services required (heating, gas, etc.) are provided.

Paul's other duty is juggling! The logistics of organising several sub-contractors for a project requires skill, and on a bad day can overtake his main duties. These are roles that Paul finds fulfilling and gives him opportunity to see a job through to the end. A prime example of this is the firewall in the Pin Group.

'What's a firewall?'

A very good question and one I needed to ask Paul myself. A firewall is a wall construction that will withstand fire for a certain amount of time, allowing personnel to exit an area in safety.

The firewall in the Pin Group was necessary as Heat Treatment next door is considered a high-risk fire area. Legislation from Tewkesbury Borough Council and Glos Fire and Rescue set a requirement for the construction of a 1-hour firebreak wall. It was Paul's responsibility to ensure all the work was carried out accurately and within the time set. The project required Paul to oversee the construction of foundations for machines, the installation of overhead cranes and the final move of plant / equipment into the new department...plus many more tasks! The job was completed on time and to required standards, thus ensuring the safety of employees in that area.

New technology

The biggest change in Paul's working life was the introduction of auto-cad. "Working with the latest releases, I'm able to produce drawings easily, efficiently and keep records on disk. We're moving towards a paper-less society." ★

Messier-Dowty apprentices scoop awards at EEF Ceremony

This is the 4th year of the annual **EEF Apprentice of the Year** competition for the South West of England. This competition, sponsored by the EEF, SEMTA, Learning & Skills Council and the South West of England RDA, aims to give engineering based apprentices the opportunity to demonstrate the skills and knowledge they have acquired during their apprenticeship as well as recognising their achievements for the academic year 2002 - 2003. Messier-Dowty performed especially well this year by taking all of the prizes in the Gloucestershire region for the 2nd - 4th years Apprentices against tough competition from other local engineering companies.

All 9 winners from Messier-Dowty were invited to attend an Award Ceremony in The Winter Gardens at Weston-super-Mare where they were presented with a cheque and certificate by Arctic Explorer, David Hempleman - Adams. After the awards ceremony, award winners and their relatives enjoyed a Christmas lunch in the Winter Gardens.

Continued on page 4....



Pictured above, a group of Snecma University employees on a tour of the Test facility during their recent visit to the Gloucester site.

Mike Lichters

What's in a name?

When thinking about the title for the Messier-Dowty Site Magazine my first thought was to consult my better half Sue for ideas and we came up with the usual suspects; Top Gear (too reminiscent of Jeremy Clarkson?), Happy Landings (...sounds like something out of an adventure holiday brochure?) etc.

Anyway one Saturday morning while chomping on my cornflakes my wife brought in the morning's post which included the latest issue of the quarterly magazine of Bristol Zoo, of which we are members. And the name of this magazine just happens to be *Zoo Matters*.

So whilst absorbed in an article about the latest antics of the lesser spotted bandicoot the words *Landing Matters* sprung to mind and, for fear of forgetting this Eureka moment I grabbed the nearest writing implement, (a crayon from my indignant 6 six year old son who was doing a rather nice impressionistic picture of a bandicoot at the time) and scrawled down the title on the nearest bit of "spare" paper, which unfortunately was his picture.



So there it is; thanks to all who voted for it and I hope the magazine is a success. The Sainsbury's voucher was gratefully received and we're still enjoying the plonk we bought with it (and a new drawing pad for my son). That reminds me; I must make a small donation to the Zoo fund when we're there next weekend. ✨

Peter Craig

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And the winners are:

2nd years: 1st, Andy Bennett (MLG machinist), 2nd, Luke Howard (MLG Mech Maintenance), 3rd, Martin Broady (Technician).

3rd years: 1st, Brett Mitchell (MLG machinist), 2nd, Neil Schuck (MLG machinist), 3rd, Steve Skinner (Mil & Com Fitter)

4th years: 1st, Ryan Hannis (now works in Facilities as an Electrical Installation Engineer), 2nd, Tony Mayers (now works in MLG as machinist), 3rd, Andy Beard (now works as a Maintenance Engineer in LLG).

The standard of portfolios on display at the ceremony was exceptional and was demonstrative of the level of support that the Apprentices receive from parents, colleagues, mentors, college tutors and training providers throughout the year. Congratulations to all the winners!!! ✨



Clockwise from top left: Simon Luxmoore, Ryan Hannis, Anthony Mayers, David Hempleman-Adams, Luke Howard, Steve Skinner, Andy Bennett, Brett Mitchell, Neil Schuck, Martin Broady & Andy Beard.

Anne-Marie Sankey

2003 Profit Share Scheme

We've Hit the Target !!















UPDATE

Lean ENTERPRISE
Travailler de mieux en mieux
Working smarter and smarter



5S Development at Gloucester

<p>SORT</p>	 <p>Piaggio Build - Before. No dedicated area, no standardisation - customer can't see that we care about their product.</p>	 <p>Test Engineering Electrical Lab before - I've been looking for 10 minutes and still can't find it!</p>
<p>SIMPLIFY</p>	 <p>Medium Landing Gear Tool Board - low cost, effective solution that saves time and reduces frustration.</p>	 <p>Desk draw - remove the unnecessary items and configure the necessary.</p>
<p>SHINE</p>	 <p>Piaggio Build - After. Quality, efficiency & customer satisfaction increased significantly.</p>	 <p>Test Engineering Electrical Lab after - everything is labelled and catalogued.</p>
<p>STANDARDISE</p>	 <p>A330/340 Sidestay Assembly Tooling - 'A place for everything, everything in it's place, clean and ready to use'</p>	 <p>Well organised filing in the Test Engineering Library saves time locating documents.</p>
<p>SUSTAIN</p>	 <p>Test Piece Machining - scoreboard to report progress and encourage improvement.</p>	 <p>Zone board in Engineering (A330/340 Team)</p>

Next Step: departments are identifying 5S champions whose role will be to:

- Develop and schedule 5S activity in their department
- Train others how to do 5S
- Publicise 5S activity and success
- Network with the other 5S champions to share experience and success
- Work with the teams to break the department into zones and to identify zone owners
- Audit 5S activity - a revised audit sheet is currently being introduced.



Up, Up And Away...

After a year of training and over 40 hours of flying Philip Gregory, a Process Engineer in Materials Processing, gained his National Private Pilots License from the CAA. He is now able to fly himself and up to 3 passengers anywhere in the UK subject to good weather and plenty of petrol money!

Photo by Mike Lichters (Phil's first passenger)

A PASSION FOR SPEED

Ian Hook can be found at weekends following his passion for drag racing. His team secured 4th place at the final round of the championship, which was held at Santa Pod on the 27th/28th September 2003. To guarantee their position they had to progress through at least one round of elimination's, which they managed to do despite a damaged torque converter that prevented them from running as quickly as they could have. I asked Ian what his team are looking forward to in 2004:

"A new engine, changes to the rear suspension and a new torque converter (the damage at the last meeting was terminal!) will allow us to lower our Elapsed Time for the 1/4 mile to around 8.2 seconds and we'll be looking at terminal speeds in the region of 170mph. A top 5 championship place in 2004 is a tough target but that's what we are aiming for."

We wish him luck! ✈

Heidi Beal



Classified

- Interested in joining a dance class? If so, contact Heather Pictor on ext. 1135 for details of Adult and Children's lessons in a variety of locations.
- Do you know of any teenagers interested in a French exchange? An employee in Bidos has a daughter who would like to visit and stay with a family between 10.04.04 and 25.04.04. The favour would be returned. For details contact Heidi Beal on ext. 1784.
- Holiday house for rent in Brittany, France between 1st June to 1st September 2004. Sleeps 4- 8 people. Please contact Germain Forgeoux at the following address for details: germainforgeoux@yahoo.fr
- Ever fancied learning a martial art? Try Tae Kwon Do! For class details or private lessons contact Alison Hill on ext. 1790.



← Farewell...

At the end of November the Planning Team at Gloucester said their goodbyes to a valued member of the team. After 18 years with the company, Ted Cohen retired from his position as Production Planner

Welcome... →

Kim Toomer joined Messier-Dowty on the 15th December as the new Health, Safety and Environment Manager. We wish him well in his new role.



Focus on ...Geometric Dimensioning and Tolerancing



Geometric Dimensioning and Tolerancing (GD&T) Standards have for many years been available to the Designer. These International GD&T standards describe the methodology to clearly define both the geometry and tolerancing of components to satisfy design intent.

GD&T provides a means of specifying drawing requirements with respect to the actual "function" and "relationship" of component features, it is a technique which, properly applied, ensures the most economical and effective production of component features.

Following a survey at Gloucester last year, which confirmed the need for a Technical training program, Luigi Matia, Gloucester's Operations Director, and John Roberts, VP Program Engineering, initiated and supported the development of the training program, which was launched last April.

Since April, Messier-Dowty Gloucester has been providing formal training in Geometric Dimensioning and Tolerancing which references ASME Y14.5M: 1994, BS ISO 1101:1983 and the many other associated standards within ISO.

The ongoing training program involves almost 300 people from many different disciplines; everyone who applies, interprets or verifies geometric dimensioning has become involved in the training program.

The training program has recently reached a significant milestone in the completion of the first 5 units. A special Unit 5A was developed to gauge the success of the training program, this unit involved completing an exercise paper that challenged understanding with over 100 questions on topics covered within the first 5 units. The results from the exercise have been rewarded with certificates of attendance, achievement or distinction for those who correctly answered over 80% of the questions. The results so far have been outstanding and credit goes to everyone involved. A significant amount of work has gone into the preparation, development and presentation of the Units and it has been rewarding for the committee to witness the level of commitment and effort that has culminated in the results presented below, this is an excellent start to what amounts to a major training program and one which we believe will deliver exceptional long term benefits to the business. ★

	Attendance	Achievement	Distinction
Design	0	29%	71%
Man. Eng.	21%	21%	58%
Production and Quality results will be reported in the next issue.			

Pete Willis
GD&T Committee



Christmas Festivity

Many thanks to all the restaurant staff who helped provide a whopping 800 Christmas lunches to employees!

CONGRATULATIONS TO -

Proud Parents



Paul Hamblett and Becki Rogers on the birth of their daughter Charlie'mai Hamblett on 30th September 2003, weighing 6lbs 11oz.



Andy Phelps and Tanya Wilkins on the birth of their daughter Rhiannian Abigale Phelps on 17th November 2003, weighing 7lbs 9oz.

Newly Weds



Glen Chisholm who married Kelly Barrett at The White House Hotel on 29th November 2003.

John Wedley -Marathon Man

On Sunday 2nd November 2003, John Wedley set out on a journey - 4 hours and 40 minutes later, John crossed the line to complete the New York marathon.

John began running 4 years ago as a time efficient way to lose weight and keep fit. Having started running for self-achievement, a competitive edge has developed with the target of improving his personal best each time.



John described the experience as simply....Awesome. " The atmosphere and support spectators created was magical and most appreciated, especially when the pain really kicked in after 20 miles."

"After losing my father, I received plenty of encouragement from friends and colleagues and it's this positive feedback that's been most satisfying. Their continuous support has been a big help over the past few years, for which I'm deeply grateful. I'd also like to take this opportunity to thank everyone who sponsored me." ✶

John expects to raise £2,200 for Cancer Research, with £800 being raised by colleagues at Messier-Dowty.

Anyone interested in joining John for the Dublin marathon in October, can contact him on ext. 1943.

Paul Harrison

Other Achievements:



Mary Jackson - Diploma in Safety Management



Mike Platt-completed an MBA last Autumn



Brian Rossiter- successfully completed his N.D.T. level 3 exams in Magnetic Particle Inspection, Penetrant Inspection and Acid Etch Inspection.



Angela Grey - BA in Humanities with Literature at the end of 2003

INTRANET UPDATE

"So what's the point of the Intranet?"

The Intranet is a strategic Action V Project for a global MessierDowty, and has the stated objective of **"Improving Communication and Supporting Harmonisation"**.

"That's a bit vague...anymore details please?"

Communication is improved by providing a central repository for sharing local and global news and documents across all sites. In particular, see the *dynamic News, Online Documentation, Organisation* and *Photo Library* sections.

Harmonisation is supported by the implementation of key value-added applications, which bringing together previously isolated site-specific processes. Examples include: *Customer Concessions, HR Forms, Financial Reports, HR Competency Framework, Global Supplier Directory*, and *Online Documentation*. (Some of these applications are targeted at particular audiences, so may not be visible to all Intranet users.) **"Sell it to me a little more!"**

Communication and Harmonisation are fundamentally linked, and provide measurable benefits, such as efficiency, and immeasurable benefits, such as knowledge sharing, to the organisation and to you, the users.

"So what's next?"

Soon to be released are: *Program Management, Action V, Research and Technology* and *BU* sections. *Online Documentation* will continue its rollout across all departments. Additionally, there will be ongoing improvement to the look and feel of the Intranet.

"And then?"

Beyond that, discussions are currently in place to decide the next wave of developments...

So...if you have any ideas, big or small, please email them to intranet@messier-dowty.org

Intranet Tips "I didn't know it could do that!"

Phonebook Enter Surname

If you know the surname (or even just the first 2 letters), enter it and press OK. If you don't, just press OK and use the advanced search form.

Tools:
Tools:
Online Documentation System
Global Supplier Directory
'WebPublisher'

Shortcuts to:
Online Documentation System: Access to Company Procedures
Global Supplier Directory: Messier-Dowty Supplier Details
WebPublisher: Content Management System - for Intranet content authors and reviewers

Gloucester Intranet (Old)

Shortcut to the Old Gloucester Intranet: use this for access to information not yet migrated to the new system.

FORMS
> Instant Access to the Latest HR Forms...
Train and Develop **Training_Matrix**
Train and Develop
Recruit and Induct
Compensation and Benefits
Miscellaneous

Job forum

Messier-Dowty Goodies
Wallpaper:

Shortcuts to HR Forms, categorised into logical sections, plus a direct link to the most recently published form. ✱

Steve Adams

Long Service Awards

Chris	Morgan	Airbus B.U.
Nigel	Woodford	Airbus B.U.
Martin	Davies	Assembly-Paint Shop
Gerald	Flynn	Assembly-Paint Shop
Robin	Roles	Assembly-Paint Shop
Susan	Edwards	Boeing & Military BU
Philip	Hunt	Boeing & Military BU
Jacqueline	Bourke	Customer Service Spares
Richard	Amos	Customer Services
Christopher	Evans	Customer Services
Peter	Fitzharris	Customer Services
Malcolm	Hayne	Customer Services
Stephen	Howells	Customer Services
Maurice	Jones	Customer Services
Kenneth	Moore	Customer Services
Darren Lee	Waite	Customer Services
Cliff	Griffiths	Facilities
Paul	Smith	Facilities
Margaret	Adams	Logistics
Michael	Mitchell	Logistics
Andy	Monaghan	Man Eng
Jim	Daws	Man Eng
Peter	Smith	Man Eng
Dennis (Bryant)	Halford	Materials & NDT
Paul	Dembenski	Pin Group
Paul	Faulkner	Pin Group
Nicholas	Fowke	Pin Group
Jeffrey	Johnson	Pin Group
Graham	Long	Pin Group
Wayne	Woodward	Pin Group
Paul	Pentony	Purchasing
Darren	Gibbons	Stores/Despatch
Mark	Hill	Stores/Despatch
Mark	Stephenson	Stores/Despatch
Alan	Matthews	Surface Finishes
David	Spackman	Surface Finishes
Alan	Collins	Tools General Stores
John	Schuck	Tools General Stores
Bob	Whitmore	Tools General Stores

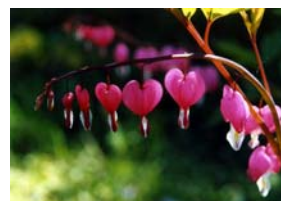


Congratulations to all employees who achieved 20+ years service with the company in 2003.

Each employee received a gift of their choice worth £400, and the opportunity for them and a guest to attend the celebratory luncheon.

Pictured above is a group of employees who attended the ceremony in December, the last of three held in 2003. Their names are listed on the left of this article.

Chris Evans who formed part of these celebrations, purchased an EOS1 camera as his gift, and has been putting it to great use. His work is being exhibited on a global web site visited by over 50,000 people a year! To view Chris' work you can visit the gallery on-line (from home!) -please contact Chris for details of the web site. ✨



An example of Chris' work

Continued from page 1

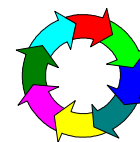
How do I contact the committee?

A mailbox has been set up to allow employees to e-mail their ideas / information and feedback to the committee. Simply e-mail landing.matters@messier-dowty.org or, alternatively, talk to a member of the editorial committee.

We look forward to hearing from you! ✨

Heidi Beal

Feedback - we need your thoughts....



We would be grateful if you would take 2 minutes to complete the feedback questionnaire on the first edition of our magazine.

- If this is in paper form, please remove, complete and send internally to Heidi Beal, HR Dept.
- If this is in electronic format, please print this page and return as above.

(Please tick box or write answers as appropriate to the question)	Strongly Agree	Agree	Disagree	Strongly Disagree
<i>"It's good news that we have a Gloucester site magazine"</i>				
<i>"There is a good variety of content"</i>				
<i>"The features are about the right length and depth"</i>				
<i>"The layout and design of the magazine is excellent"</i>				
<i>"I will definitely want to read the next issue"</i>				
<i>"The best feature in this issue was..."</i>				
<i>Any further comments....</i>				

Editorial committee: Rebecca Wassell, Heidi Beal, Peter Hall, Alison Hill, Paul Harrison, Steve Adams, Christine Clarke, Mike Lichters, Pete Willis