

# LANDING MATTERS

Messier-Dowty employee newsletter

Edition 7, November 2006



## A320 3000th Ship set

### The world's best selling single aisle aircraft reaches another milestone

**W**ho would have believed back in 1987 when the first Airbus A320 entered service with Air France that it would become the world beater it is today 19 years on. The product has touched many people in our business from design to manufacture and from test to customer support. Even those who have not worked on it directly cannot fail to have been affected by it in some way. At the start we marvelled at delivery rate predictions of 8 sets per month! But steadily the orders came.

Airbus launched the A321 in 1993 adding to the family's flexibility followed in 1996 by the A319. By 1999 we had delivered 1000 sets of landing gear. The best was still to come. What took us 12 years only took 6 for the next 1000 sets. Assembly had moved to its current home and we had doubled our capacity in Large Landing Gear machine shop to keep pace. So here we are after only a further 3 years, another 1000 sets delivered. The Single Aisle family has racked up almost 50 million flight hours to date. More than 4,400 aircraft ordered and 2,800 have been delivered to some 180 operators. Earning the aircraft and the landing gear a very good reputation for reliability and affordability. The team at Gloucester can be very proud of their contribution to this achievement. Thank you!

**Colin Thornton**  
Programme Director – Airbus Single Aisle Family

**Airbus Assembly Team - From left to right: Andy Wilks, Luke Roberts, Matt Claridge, David Bicknell, Mark Wasley, Mike Green, Valentino Caldarone, Clive Locke**



**Any comment on this edition or any ideas for the next Landing Matters, please contact our editorial committee:** Thomas Bouchez, Peter Hall, Steve Adams, Sarah Powell, Mike Lichters, Heidi Beal, Christine Clarke, Pete Willis, Pank Patel

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Your articles.

Your pictures.

Your magazine.

## A message from two recently started directors...



### Richard Ashford - Business Improvement Director

I am taking this opportunity to introduce myself. I am 55 years old, married to Joanne for 28 years and have 2 children, Christopher 24, and Alexandra 23. I live in Knowle, Birmingham and it takes 50 minutes door to door to get to work in the morning!

Since joining the company on August 1<sup>st</sup> my short time here has been both exciting and demanding, fortunately, for all the right reasons. We are facing unprecedented changes within the business as the Boeing 787 and Airbus A400m programmes become a reality and parts begin to arrive within the factory. My background in capital equipment manufacture, assembly and test sits easily alongside the goals M-DL has set itself for the short and medium term. Having spent the last 8 years developing and deploying approaches similar to the Lean and Action V programmes we have launched here, I look forward to being part of the business change management team. Our Key Performance Indicators are showing us just how much there is to do and the opportunities we have ahead of us. With a full order book and continuing investment in the site, I am confident that I have joined a vibrant and forward-looking business.

I look forward to working closely with you in the years to come and providing the cakes and biscuits when we begin our improvement workshops!



### Neville Kite - Finance Director

It's certainly been an exciting and busy first six months, but it has also confirmed for me that Messier-Dowty is a great business to have joined.

Most of my earlier career was a far cry from landing gears, having joined the Finance department of Unilever, the consumer goods company, from university. I had always been keen on an international career, and I had the opportunity to live and work abroad in South Africa, the Netherlands and Spain. Most recently I was Group Finance Director for the Olaer Group, who makes components for hydraulic systems. The company was sold last year, and most of my last year was taken up in preparing and completing the sale. I think I spent enough time with lawyers and bankers then to last a lifetime! I am married with two teenage daughters (hence the grey hairs), and my home since 2000 has been in Chester.

My first impression of the company overall has been a good one. I have been struck by the high level of commitment of individuals, and by the strong sense of pride across the business in the products we design and sell. This year we have faced big challenges to deliver an increased number of gears on the main programs, and I have seen the determination to get the delivery performance back to where it needs to be. We are also a company with a huge amount of data, whether it is on the development costs for new programs or on cost performance on existing programs. I think one of our key challenges, and one where the Finance team has a particular role, will be in identifying the most important data and trends more quickly and ensuring that this is accessible to the teams in all business units and functions to help make better and faster decisions.

As we know the profitability of the total business has been under pressure for several years, and of course these pressures do not go away. We are seeing cost down pressures from our main customers, aggressive pricing from competitors for new business, strong increases in recent years in raw material costs, and of course the impact of a weak dollar on our revenues. Nevertheless, I think both Safran and Messier-Dowty International have shown their support by the level of investment they continue to make in the business, and we have to ensure that we can deliver the expected returns to our shareholders while still keeping our customers happy!

When I look forward we obviously have a huge opportunity, but also still a big challenge with the Boeing 787 contract. This should quickly become the largest program in Messier-Dowty. From a Finance point of view it poses some very interesting challenges as well, such as the best way to finance and control the significant development costs that are going on across the group, and also making sure we achieve the savings targets built into the business model.

So finally I would like to thank everyone for the welcome I've had in Gloucester this year, and I look forward to the exciting times and challenges we have ahead of us.

# Farnborough Airshow

In July Messier-Dowty together with SAFRAN and other group subsidiaries took part in the biennial Farnborough International Airshow (FIA).

The show was considered one of the busiest and with more buzz about it than for some years with 1480 exhibitors from 35 countries taking part, the biggest in recent memory.

Trade day attendance figures during the week were up from 133,000 in 2004 to 140,000 this year, while public day visitors rose by 20,000 to reach 130,000.

Order announcements made by companies at the airshow totalled nearly \$42 billion of business, one of the highest on record.

A380 take off



## A common Stand with Safran...

For the first time at Farnborough the SAFRAN companies exhibited together on one large stand in the main hall, traditionally Messier-Dowty's location!

Messier-Dowty exhibited a number of examples of its new programs including:

Boeing 787 main gear, Airbus A350 main gear, Airbus A380 nose gear, Bombardier Global 5000 main gear, Dassault Falcon 7X nose gear, Eurofighter main gear and Boeing V-22 main gear.

Aircraft in the flying display of particular interest to Messier-Dowty included the new A380 and A340-600 both performing impressive and very quiet displays for such large aircraft. The Boeing V-22 made its first Farnborough appearance as did the new BAE Nimrod MRA4 with a flypast on the final weekend. A strong military presence of Messier-Dowty equipped aircraft also performed impressive manoeuvres including the Boeing F18, BAE Harrier, Panavia Tornado and the particularly agile Eurofighter Typhoon, but unlike the commercial aircraft, these were not known for their 'quiet' flying!



## VIP visitors in Farnborough

A number of VIP visitors visited the stand and chalet including from Emirates HH Sheikh Ahmed bin Saeed Al-Maktoum, Prince Michael of Kent and Sir Brian Bender, Permanent Secretary Dept of Trade and Industry.



From left to right: Sheikh Ahmed bin Saeed Al-Maktoum, Christian Knapp, Jean-Paul Bechat, Gilles Bouctot

Prime Minister Tony Blair visited the airshow on Thursday and after watching a flypast of the A380 in formation with the Red Arrows said: "The flypast was absolutely stunning, the most spectacular thing I have ever seen. The Farnborough show is a magnificent showcase for the British aerospace industry".

Although he did not visit our stand, the Prime Minister's official route did take him past our stand and he was seen to make a comment about the display of landing gears, presumably something on the lines of ..... "that tops the display of the A380 & Red Arrows"!!



Peter Hall, Public Relations

## Update on the Boeing 787 Program

The Boeing 787 landing gear program is forging ahead across the M-D sites. Our first deliveries, which include all of the major structural components, are required for Boeing's Systems Rig, these include:

- From Gloucester - Truck Beam Assembly (incl. axles & pivot pin)
- From Montreal - Main Fitting (Outer Cylinder) Sub Assembly
- From Bidos - Sliding Tube (inner Cylinder) Sub Assembly

This first set of equipment will be assembled at Boeing's Test facility in Seattle.

The truck beams are manufactured in a new titanium alloy (Ti 5-5-5-3) developed for the 787 program by VSMPO (our Russian Forging Supplier) and Boeing.

The new alloy has presented manufacturing challenges in terms of both machining and processing, nonetheless the manufacturing team are quickly moving down the learning curve. Machining times are greater than that of steel, but the weight saving gain this material yields is significant.

Heat Treatment is proving equally challenging, with new methods and practices for processing this material. New Etch and NDT inspection techniques are also required.

The Truck Beam for the Systems Rig is nearing completion and is due for delivery to Boeing in November. More batches are in manufacture and will be finish profiled on our new FIDIA high speed-machining centre, the drive here is to avoid the very time consuming hand polishing process.



B787 Truck Beam



Handover of the new FIDIA High Speed Machine - 28/09/2006

The fact that Boeing is demanding the use of this new titanium alloy for the 787 Program presents us the opportunity to broaden our capability and skill base in dealing with new materials.

Another new material to Gloucester is Custom 465, this is a high strength Stainless Steel used by Boeing on some of their other Programs. We are using this material on the Truck Beam Pivot Pin and other 'fuse' pins. Although not as complex as the new Titanium alloy, it still presents new challenges to the manufacturing team. The Pivot Pin for the systems rig is currently in manufacture in our Pin Group, this part also requires the new HVOF treatment, a replacement for chrome plating. We have selected a specialist supplier Deloro Stellite a Swindon based company for this process.

The 787 axles, which are made from 300M bar, will also require the new HVOF surface treatment. Several batches of axles are in manufacture, with the initial requirement for System Rig axles due this month.

After System Rig, "Test Gears" are required in early

2007. The Nose Landing Gear Test program will be performed in M-D Toronto and the Main Landing Gear program in Gloucester supported by the CEAT facility in France for Drop Testing.

There are no separate Gear Strength Tests; these will be covered as part of the airframe structural testing carried out at Boeing.

In order to accommodate much of the new work, there have been investments in many other supporting activities including Etch/NDT facilities, new CMM machines in MLG & LLG. The company is also advancing into new areas of CATIA models and Model Based Definition including placing low end viewers in the Operations and Process areas to assist Catia model reading. Involvement with Boeing and the 787 is certainly extending our skills and driving forward our technological boundaries.

The coming weeks and months will be an important time with the delivery of the first components.

**Peter Hall, Public Relations**

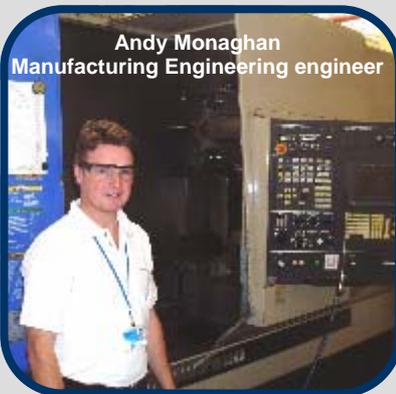
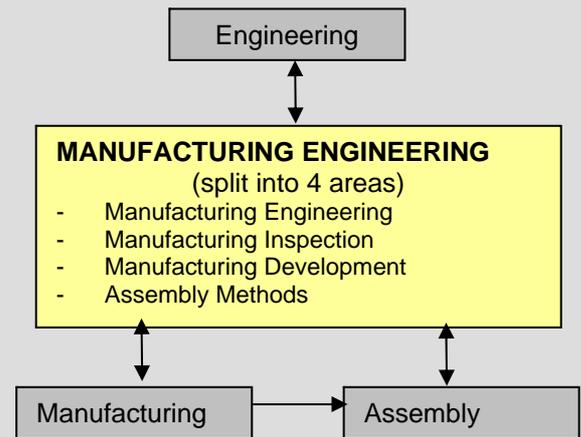
# Focus on the Manufacturing Engineering Department

Man Eng (as the department is most commonly known), performs a crucial role in-between the processes of Engineering, Manufacturing and Assembly. But, I hear you ask, what exactly do Man Eng do ?...

Man Eng's core purpose is to turn a part design into manufacturing and assembly plans and instructions. Its goal is to make the manufacturing and assembly of the part(s) as efficient as possible, given the constraints of the manufacturing tools that Messier-Dowty has available, and the satisfaction of customer requirements. To achieve this, Man Eng's involvement in a program begins early in the Engineering design process.

To understand what Man Eng does in practice, we interviewed engineers from 3 of the 4 Man Eng areas.

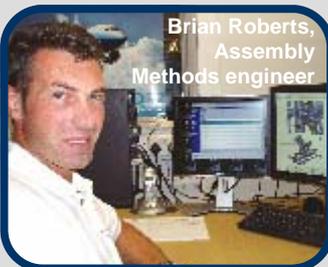
(Note: Manufacturing Inspection has been well covered in Landing Matters, so we did not interview from this area).



Andy Monaghan  
Manufacturing Engineering engineer

## Manufacturing Engineering

- Work with Engineering (within IPT) during design to ensure the part that is designed can be efficiently manufactured using existing MD tools and machinery.
- Involves balancing constraints of Manufacturing capability and tooling and the requirements for the part (eg. low weight).
- Use CATIA models as a basis for: producing stage models of the manufacturing procedures, specifying the machining procedures and specialist tools required to manufacture each component.
- Produce computer programs for the CNC machines
- Support shop floor in new procedures and issues
- Maximise salvaging of errored parts to avoid scrap
- Identify opportunities for improvement of machine processes and procedures.



Brian Roberts,  
Assembly  
Methods engineer

## Assembly Methods (AM)

- Provide documentation and tooling to support the assembly of detailed parts into sub-assembly units.
- Develop Build Operational Manuals providing step-by-step detailed illustrations and written work instructions to assemble and test Landing Gear units. This has enabled the Assembly Shops to develop a standardised way of working, improving product performance, Quality and reducing costs to the business.
- AM Tool Design develops all support tooling for sub-assembly installation and major fixtures, for the completion of landing gear assembly and test.
- AM Tool Design also provides all ground support in-service tooling, for aircraft installation and for strip at repair and overhaul.
- Now using Catia V5 for all new programmes, this has developed concurrent Engineering techniques allowing us to review the design, methodise and develop tooling before the new programmes are complete.



Germain Forgeoux,  
Manufacturing  
Development engineer

## Manufacturing Development (New role for Man Eng.):

- Liaise with machine tool supplier to plan and implement new capital equipment (i.e: the new FIDIA High Speed Machine)
- Develop and improve manufacturing methods with new technology and innovation (i.e.: Global Titanium 5-5-5-3 Improvement Programme; To accelerate the development of cutting tools, cutting strategies and research for new technology to optimise the production)
- Link up with Universities and Research Centres to improve MD knowledge of new technology development.

## Manufacturing Inspection

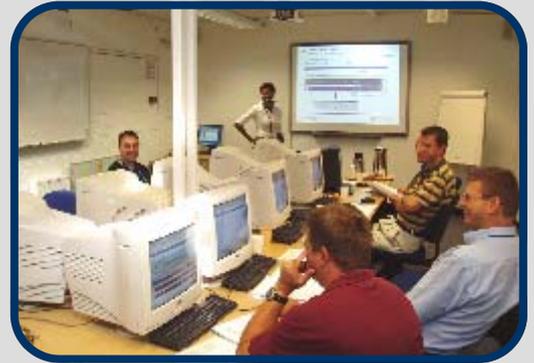
- Design methods of testing the manufactured products to meet the design specification
- Produce computer programs for the testing/measuring machines
- Carry out testing and measuring of manufactured products

## Advances in technology: EPMS

EPMS (Enterprise Project Management System) is a Microsoft software product designed to support Project Management. For Messier-Dowty, we swap the word 'Project' with 'Program' and use it to support the management of Landing Gear Programs.

EPMS has been selected by Messier-Dowty to improve its Program Management performance and overall customer satisfaction. It will be used by all IPT functions involved through the program lifecycle to plan and track workload, resource loading, time booking and costs.

EPMS offers the advantage of integrating hours and cost collection with project planning. Time booking is captured using Microsoft Project Web Access (PWA). Project Plans are developed and maintained through Microsoft Project Professional (MSP).



Integrated planning and cost collection enables Earned Value Management (EVM) calculations to be performed. EVM provides an objective metric of overall program cost and schedule health.

With almost "Real-Time" reporting it is possible to use PWA to run reports on Business Unit, Program, Function or Work Package performance. Typical reports include:

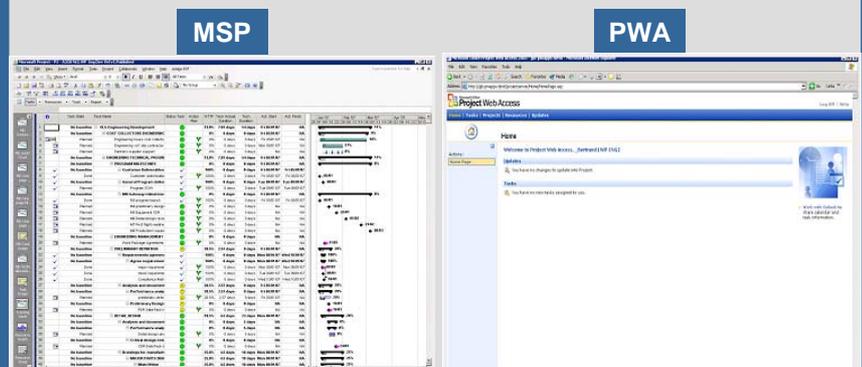
- Deliverable S-Curve
- Cost S-Curve
- Resource Profiling (load Vs. Capacity)

Our Goal at Gloucester is to achieve 100% time booking from Engineering, Test Engineering and Manufacturing Engineering functions by the end of November 2006.

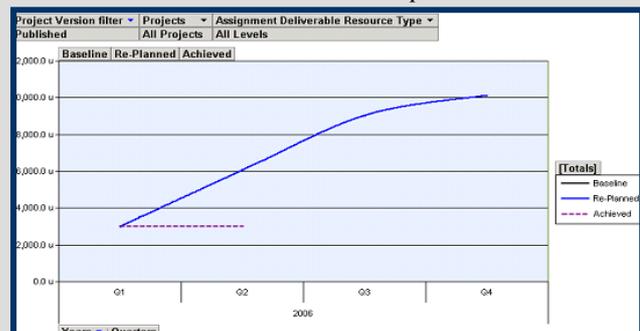
Technical Planning activities are due to be complete by December 2006 to enable complete reporting from January 2007.

**Andrew Leonards (B&M BU)**  
**Steve Adams, IS**

### EPMS is based upon Microsoft Project Professional (MSP) and Project Web Access (PWA)



*EPMS Deliverables Report*



### Creativity Contest

This year we received entries from 10 Teams at the Gloucester site for the Safran Group Innovation Competition.

Four projects were chosen to compete at the next stage - Snecma Group level.

**Site Winners** were Billy Gill, Mark Hodgson, Brian Dobbins, Bob Wilks, Richard Lewis and Tom Mills (Airbus Assembly Team) for their entry  
**"Airbus A330/340 Brake Pipe Testing"**



# My.PDP : your own intranet workspace to perform your PDP1

Developing our people to improve our performance is a key strategic objective for Messier-Dowty as a world class engineering company competing internationally to support customers such as Airbus, Boeing, Embraer, Bombardier, etc. Such an objective is particularly challenging in a complex matrix organisation such as ours with teams spread over different continents, time zones, with different cultures and using different languages.

Our One-Team Personal Development Plan (PDP) is our key process driving this strategic objective. Until now, this process was paper-based, cumbersome and time consuming requiring managers, matrix managers and team members to exchange different versions of

the same document by email with the inherent risks of bottlenecks, errors of version, increased paperwork, etc.

As of January 2007, all this will change with the introduction of **My.PDP**, the Messier-Dowty intranet-based application which will allow managers, matrix managers and team members to build together in one shared location each team member's PDP, thereby streamlining the process and allowing all to achieve a consensus on objectives, training needs, career development expectations. The **My.PDP** project applies to employees who are involved with PDP1 only. The PDP2 process for production staff is not part of the scope at this time.

One team  
My.PDP  
personal  
workspace



Action	Appraisers	Form status	Due date	
Task-Mid-year review	Page, Malcolm	Draft	01-Oct-2006	Appraisal form
End-year review	Page, Malcolm	Draft	31-Oct-2006	Appraisal form

Action	Appraisee	Appraisers	
PDP preparation	Bromberg, Andrew	Page, Malcolm	Authorise

The new application will be structured around 3 simple stages: PDP objective-setting, mid-year review and end of year review. Team members will be able to draft or review their objectives, managers will be able to make amendments and matrix managers will be able to contribute as the PDP process progresses through the different stages. Each employee will have his/her own workspace where he/she can complete the PDP1, share the working document with other partners in the One-Team organisation and store all

comments and emails in the same place. Of course, the annual discussion between manager and team member to review past objectives, set new objectives, define training and development needs and discuss career expectations remains central and My.pdp supports this discussion. The My.PDP application will allow all business partners to prepare for this meeting more effectively and keep simple records over time shared by all.

No change  
to current  
PDP form



Objectives	% Weighting	Key Objective	Help	MI	Help	E	Help	Comments by objective
1 Objective 1	90	3						
2 Objective 2	10	2						
3	Select	Select						

The expected outcomes are: simple and easy to use collaborative application, one place to store all information on the PDP year-in, year-out, easy access to training requests year on year by managers and team members. My.PDP is the first global HR tool to be implemented in Messier-Dowty and will also help to reinforce a common business culture. Information sessions will be rolled out on all sites to allow all to familiarise themselves with the new tool. Don't hesitate to contact your My.PDP project site

manager for more information (Lena Marsh in HR and Mike Pictor in IS).

Don't forget: people performance and development is the key to Messier-Dowty success and while My.PDP is a modern and effective tool to support our people development process, it does not replace, but complements the dialogue between managers and team members which is at the heart of our present and future results.

# AGE DISCRIMINATION

## Employment equality (age) regulations 2006

Did you know that with effect from the **1<sup>st</sup> October 2006**, it will be unlawful to discriminate against someone on the grounds of age?

The Government has introduced legislation to protect people against discrimination on grounds of age. Tackling discrimination helps to attract, motivate and retain staff. Elimination of discrimination helps everyone to have an equal opportunity to work and to develop their skills.

### Why do I need to know ?

These regulations apply to all employers and cover all aspects of employment. As an employee, you need to be aware of your obligations under the new law. All employees and workers will be protected against discrimination because of age.

Messier-Dowty operates a 'zero tolerance' approach to ageist comments and behaviour

## IT WILL BE UNLAWFUL FOR THE COMPANY OR AN INDIVIDUAL, TO :

### discriminate directly against a person

that is, to treat them less favourably than others because of their age

I did not get the job because I did my Modern Apprenticeship 30 years ago



### subject a person to harassment

that is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them having regard to all the circumstances including their perception of the issue

You silly little boy. Were you born yesterday ?

I feel humiliated



discriminate against a person after the working relationship has ended

I cannot recommend her to your Company because she was not accepted by other staff as she was 'too young and inexperienced'



victimise a person because they have made or intend to make a complaint or allegation or have given or intend to give evidence in relation to a complaint of discrimination on grounds of age

I agree. He has the right skills and experience

I think we should offer the promotional opportunity to Malcolm

I think we should offer the promotional opportunity to Simon because Malcolm is a 'troublemaker' - he recently made a complaint of discrimination on the grounds of age



**Discriminate indirectly against a person** that is, to apply a criterion, provision or practice which disadvantages that person's particular age

Free entry into this Leisure Centre for anyone who has been a home owner for 10 years



**For example : Age-related jokes or comments, exclusion from informal groups, or a birthday card that says 'over the hill' could potentially lead to a complaint. These are all typical and seemingly inoffensive behaviours that, when combined with other factors, might lead to a grievance.**

Employees may be held responsible for their actions. This includes situations in the workplace or at a time and place associated with the workplace, for example a work-related social gathering. If you harass someone you may be ordered to pay compensation by the Courts.



It is not only unlawful to discriminate, harass or victimise someone on the grounds of age, but it is also unacceptable.

Messier-Dowty Ltd has an 'Equal Opportunities Policy' and a 'Dignity at Work Policy', which can be accessed on the Company's intranet for further information.

### What can I do if I think I have suffered discrimination or harassment ?

If you think you are being harassed or discriminated against, you could make it clear to the person who is harassing you that their behaviour is unwelcome and that you want it to stop. Often, once an individual understands the problem, he/she will be willing to try and put things right. If the problem does not stop then you should talk to your manager, the HR department or your trade union representative.



Every individual has the right to be treated fairly and with dignity and respect

# Welcome to Messier Dowty Limited

For this edition of Landing Matters, the editorial committee wanted to welcome the new starters in our company. We wish them a long and successful career within the group and we are pleased to be working with you as part of the Safran Group Team

one team

At the back: Rob Menezes (System Eng), Tim Ellaway (Stress Eng), Jason Hilton (Stores Despatch), Darren Jarvis (Procurement), Mark Bennett (Planning), Richard Ashford (Quality-see page 2), Frank Sturzaker (Quality), Jay Webster (Finance), Anthony Cocoynacq (Commercial Purchasing), Gary Cheesemen (MLG), Mohammed Patel (Pin Group), Simon Smart (Pin Group).



At the front: Joy Tao (Stress Eng), Camilla Craven-Jones (HR), Terri Bates (HR), Denise Kear (Finance), Anna Newton (Test), Stephen Royce (Quality), Satish Pandya (System), John Whittal (Stores Despatch), Malcolm Walton (Finance)

## Our New Graduates

### Owen Thomas (on the left)

I have come from Loughborough University, where I studied a masters degree in mechanical engineering. Since graduating in July, I have recently started my first placement on the company's international graduate development scheme, working within the new Boeing 787 IPT. My current work includes aiding the management of the systems rig production, which is due for completion in the next few weeks. Upon completion of the development scheme, I will be based in engineering and working for Tom Siddall.



### Xabier Landeta (in the centre)

My name is Xabier Landeta (but call me Xabi) and I come from Bilbao (Spain). I firstly studied Mechanical Engineering at the School of Engineering of Bilbao and, last year, I came to England to study an MSc at Cranfield University. I joined Messier-Dowty Limited on 2nd October 2006 and I am involved in the International Graduate Scheme of the company. My first placement is Reliability and Safety in the Engineering Department and after the graduate scheme I will possibly end up in Stress Analysis. I just want to say that I am glad to be here and I thank all the people that I have met during these four weeks for their support and help. See you around.

### Bradley Vicker (on the right)

I have joined Messier-Dowty after graduating with an honours degree from the University of London (Queen Mary) in Aerospace Engineering. My first placement is with Manufacturing Engineering Development, and I will be working in this department after completion of the graduate scheme. My current projects include the 'As Machined' Surface Finish fatigue testing of 300M and Ti5553 test coupons, managing the introduction of a web based demande de travail (to replace MERF), and conducting B787 Ti5553 coolant trials to increase both tool life and cutting parameters. I am also conducting research into the thick chromium issue on the A330/A340 Retraction Link at the spherical intersection.

## Our New Apprentices

“Our ongoing Apprentice Scheme is a significant investment in the future of Messier-Dowty. It was a great pleasure to meet our new Apprentices. They have a real enthusiasm as they start their careers in the aerospace/engineering industry and in particular for Messier-Dowty, which maintains a strong reputation for its renowned Apprenticeship Scheme. I wish all of our new intake a successful and fulfilling career.”

**Grant Skinner**



From left to right: Daniel Knight, Robert Denton, Ryan Renard, David Merrick, Grant Skinner, Darren Bennett, Adam Hughes, Matthew Roberts, Ben Price & Christopher Cheal

### EEF Apprentice of the Year Competition for South West England 2006

Several of our Apprentices were entered for the above competition and the results of the Gloucester LSC Area Awards are as follows for our Apprentices:-

1st Year	Luke Osmond	3rd place
3rd Year	Andy Matthews	1st place
3rd Year	James Barnes	2nd place

They will all attend the awards ceremony at Dowty Sports & Social, Arle Court on the 7th November 2006. Andy Matthews will go on to attend the Overall Winners' Award Ceremony at Weston-Super-Mare on 6th December 2006 with the possibility of him being presented with the 'Overall Winner 3rd Year Apprentice of the Year', and the 'Overall Winner Advanced Apprentice of the Year'. We wish Andy, Good Luck.

## Training

### Surface Finishes roll out IMF's course

The Surface Finishes Department is currently running the Institute of Metal Finishing's "Foundation Environmental" course for all of its Processing team.

All companies with surface finishing departments undergoing ISO 14001-assessment need the Course to confirm their employee training.

The environmental course has been moulded to Messier – Dowty's processing needs and the Institute of Metal Finishing will accredit the successful students.

The Process Operators are learning about Environmental and Health & Safety issues involved with Cleaning & Degreasing, Nickel plating, Chromium plating, Cadmium plating and Anodising. Alan Turner, one of IMF's long-standing approved trainers, is tutoring the course.

Part of the team with the IMF's Tutor, Alan Turner.



### Congratulations to Alan Smith



**Duty of Care Officer, Alan** has been honoured with a Diploma in Safety Management from the internationally renowned British Safety Council (BSC). In achieving the award, Alan will be in a better position to help create a safer working environment for co-workers at Messier-Dowty Ltd.

# A Summer full of activities!

## In the mud for love...

On Sunday 10th September twenty four teams from across the county entered the charity "It's a Knockout" tournament at the Hatherley Manor Hotel in aid of the Severn Sound Money Mountain.

Two teams from Messier-Dowty, MESSIER MAVERICKS and MESSIER GEARS R US, took part in the event with over 10 games to compete in on the day including a Pit Stop Challenge, Army Assault Course, Paintball Firing, Hay Bale Rolling and most embarrassingly Team Line Dancing.

At the end of an exhausting and muddy day the MESSIER GEARS R US team came a respectable 6th place whilst the MESSIER MAVERICKS team (made up of Karl Brazier, Phil Smith, Olly May, Simon Harris, John Bloomfield, Glen Chisholm, Dave Brown, Martyn Inns, Mark Tunstall and Dave Butters) were declared the overall Winners!

Most importantly over £7000 was raised on the day for the Severn Sound Money Mountain, which supports charities within Gloucestershire, with the teams from Messier-Dowty contributing over £600.

**Phil Smith, Airbus BU**



## Football Match: M-D Ltd versus Airbus UK

**Date:** 23rd June 2006      **Result:** 2-6 to AUK  
**M-D Goal scorers:** Dave Brown and Martyn Inns

It was a very energy sapping hot day and the score does not reflect the competitiveness of the game, unfortunately AUK scored 3 late goals. M-D played the most fluid entertaining game with many passes but were defeated by AUK's tactic of hitting long balls (route one) to their tall offensive players.

Another game of football against Airbus is planned for Friday 3/11/06, this time at Filton.

### Martyn Inns - Design Engineering

M-D team (From the back left to right): Richard Draper, Ben Clark, Jon Morrison, John Bloomfield, Karl Brazier, Rich Lewis, Pete Craig, (Front row) Martyn Inns, Paul Jenkins, Ludo Forrer, Dave Brown, David Butters, Francesco Dati  
Not in the Photo: Jon Smith, Steve Waite (as Referee) and Max Gough (as Assistant Referee)



## Charities

### Coast2Coast endurance race

On the weekend 30 Sep/1 Oct, in very challenging weather conditions, Steve Adams successfully completed a gruelling 120 mile multi-event race from the North Devon to South Devon coast. The highlights/worst bits(!) were a 60 mile mountain bike, a 9 mile kayak and a 17 mile run along the coastal path to finish! The final results are not yet out, but he finish about 35th of 120 starters, and raised over £450 for charity.

### Our old promotional gifts being put to good use!

#### In the Dominican Republic

Tee shirts and other items were donated to a school in the poverty stricken village of La Hoya south Dominican where Erica Webb daughter of employee Brian Webb worked teaching art and English during her gap year from Uni.



#### Sri Lanka

Some of our old promotional gifts were also given to a school devastated from the 2004 Tsunami and were much appreciated by the children despite the old logos.



### Gloucester Rowing Clubs Regatta

After five weeks of hard training and instruction, two teams, largely from engineering, 'Messier-Dowty 1', 'Messier-Dowty 2' and another team, the 'Dowty Drifters', lined up to race in pairs against 21 other crews to race on a 200 metre course on the canal, near Hempsted in Gloucester in beautiful weather.

The 'Dowty Drifters' (with Nick Hancock, Jason Hobbs, Lyndon Saunders, Matt Long and Lyn Prystajekyi) won in the final against 'Messier-Dowty 1' by little more than a canvas to take the victory and the trophies. Very well done to all teams for a brave and exciting challenge.

**David Jones, Engineering**



# Congratulations to

## A340 MLG installed At-Bristol

On the 29<sup>th</sup> June, Airbus UK and Messier-Dowty jointly held a ceremony to mark the official hand over of the A340 main landing gear installed within @Bristol.

The landing gear is displayed in the North Gallery, next to the exhibition celebrating the Brunel centenary, and we encourage you to visit Explore @Bristol. Our employees, and their families are offered a reduction in entrance fee price by @Bristol until the end of the year - there is a 2 for 1 offer (2 adults, 2 children mean that 2 children go in for free when 2 adults pay).

Pictured here from left to right are Joel Berkoukchi (GVP Airbus Business Unit, Messier-Dowty, Iain Gray (General Manager and Managing Director, Airbus UK Ltd) and Goery Delacote (Managing Director @Bristol).

**Sian Smith, Marketing**



## 20 years service award

This year's 20 year award recipients attended the Cheltenham Cricket Festival on Friday 28th July 2006, the game was Gloucestershire v Glamorgan.



### Back row (from left to right)

Ian Fawcett, Guy Preece, Bob Daniels, Martin Little, Ian Ross, Paul Greenwood, Gerry Young, Tony Gill, Tony Davies, Ian Steward, Andrew Houghton, Barry Aldridge, Nick Brown, Kevin Smith, Steve Prosser, Andy Harris, Mike McGarry, Chris Smith

### Front row (from left to right)

Derek Pittaway, Alan Cole, Andy Nurse, Rachel Chetwood, Dawn Wasley, Grant Skinner (MD), Beverley Badaloo, Tracy Siddall, Alan Wilkins, Bob Leach, Mike Harris

## An employee in the Newspapers...

During holidays with my family, I decided to go fishing on the evening of the 12<sup>th</sup> August in Helwell Bay. It was a high tide and the sea was a bit rough. While we were fishing we noticed a man who was lying down some distance away. We had seen him sit up from time to time and didn't know anything was wrong at that time. The tide was getting nearer so we decided to go and tell him just in case he didn't realise the danger that he could be in. When we reached him we could see that he was covered in blood with cuts to the head and also a broken ankle. He had also been drinking which didn't help when we tried to speak to him. It was decided to ring 999 for the emergency services. The coast guard rang back to ask us to leave him there until the medical team got there. But the water was now at our feet, we had a cliff behind and the Air Sea Rescue and the Life Boat wasn't expected before 20 minutes. A policeman helped us to carry the man through the water and We eventually got the man to a safer area. The Air Sea Rescue arrived and we eventually got the man onto a stretcher where he was winched to safety and air lifted to hospital. The next day we were interviewed about what happened and it was on the TV and in the papers. It was good to be involved and we were very impressed by the way the rescue teams worked. We didn't catch anything that night but we did get very wet during the rescue.

**Dave Thompson, Works Convenor**

## Sailing Challenge

80 boats with 540 participants met at La Rochelle's Port Des Minimes on the 29<sup>th</sup> September for 3 days of races, topical quizzes and riddles.

Our team from Messier-Dowty Gloucester consisted of the skipper Chris Morgan, co-skipper Roger Dewson and crew of John Hoey, Jon Morrison, Ben Hodgkinson and Pete Andrew. The first day consisted of rain and wind speed up to Force 4. The final day had us sailing in wind speeds of Force 6 with gusts of Force 7. The overall racing results put together meant we came 27<sup>th</sup> in the fleet. This result was combined with the quiz to give us 40<sup>th</sup> place out of a fleet of 80 boats.

**Pete Andrew, Test Engineering**



## Weddings and Births

### Weddings

Samantha Tanner and George Ind - 24/06/06  
Louise Fowler and Andy Rendell - 23/09/06

### Births

Huw Roblin - Birth of Theo and Owen on 26/07/06  
Heidi Beal - Birth of Maisey Beal on 04/08/06  
Alison Murphy - Birth of Liam Thomas on 04/08/06  
Julie Johnson - Birth of Flynn Ellis on 06/09/06

## Polar Challenge - To follow

Sam Long (IS) has joined an all girl team of 3, who are racing to the Magnetic North Pole in April 2007 as part of the Sony Polar Challenge 2007. Details to follow in the next edition of Landing Matters.