

# LANDINGMATTERS

Messier-Dowty employee newsletter



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## Introducing Mike Platt

*Congratulations to Mike in his new role as Managing Director of Messier-Dowty Limited*



"I feel very proud and privileged to be given the opportunity to lead the Gloucester team. I am sure everyone is aware that we face some challenging times, not only in our specific area of business - aerospace, but also generally, with the current global economic climate.

I know that we have a highly competent and skilled workforce here in Gloucester and shall further develop our skills under the lean-sigma initiative. Our challenge is to be flexible and responsive to the market changes that will surely come. Such change is not new for us, in the time that I have worked here the site has changed significantly and will continue to do so. In working together I am sure that we can direct this change to deliver what is necessary to secure both the site and the group's long-term interests.

A combined challenge for us all for the coming year!

In the meantime I would like to wish everyone and their families a very Happy Christmas and hopefully a prosperous New Year!"

Best wishes

**Mike**

Your articles

Your pictures

Your magazine



# Lean-Sigma week launches!

## OPENING PRESENTATION

The launch of Lean-Sigma week started with an opening presentation by Bob Smith from Huf UK Ltd. Approximately 150 people attended the opening presentation.

This was received well and positive feedback was given about the event.



## PLANT TOUR

Following the opening presentation our guest Bob Smith toured the plant to talk to teams at the Gloucester site and share his experiences and answer questions.

*Pictured are the presentations in the following areas:  
Medium LG manufacture, Processing, Large LG manufacture, Airbus assembly, Medium LG assembly.*

The following day the tour resumed around the office areas.



## WEEK LONG ACTIVITIES AND QUIZ

### Lunch time activities!

Quizzes were given out during lunch break and questions answered by our Master Black Belt Alastair Culshaw and local Green Belts who supported the activity throughout the week.

During the lunchbreak employees were able to view a selection of DVDs on culture change, including: The four hour house, Paradigms and Fish.

### Mid-week activities

Wednesday and Thursday saw Breakfast sessions with our guest speaker Sree who shared his experiences of Lean-Sigma with the group. Thank you to Richard Ashford, Chris Wilson and Stuart Goode who supported these sessions.

### Friday Closing meeting!

Closing comments from Thierry Pistre were read out by Alastair

Culshaw. John Roberts summed up by emphasising the importance of Lean-Sigma for the future business of M-D Gloucester. To conclude, John and Alastair gave out the overall quiz prizes for the week for 1st, 2nd and five 3rd places.



Prize winners were: 1st Tony Pontin; 2nd Andy Harris; (pictured), 3rd places: Anthony House; Venita Ford; Dave Green; Will James; Martin Strange.

Alastair Culshaw



A BIG THANK YOU TO EVERYBODY FOR MAKING THE LEAN-SIGMA WEEK A SUCCESS!



# Long Service Awards

*During the year we celebrated both our 20 and 30 year service awards*

In April, the 30 year service achievers, together with their partners and managers gathered for a celebratory lunch and an afternoon at the Cheltenham Racecourse.

To coincide with the event the company sponsors one of the day's races – 'The Messier-Dowty Landing Gear Novices' Limited Handicap Steeple Chase', with a few of the group selecting the 'Best Turned Out' horse.



## Those completing 30 years were

Richard Amos

Paul Bayley

Richard Clarke

Adrian Close

Brian Dickson

Chris Durrant

Richard Elliott

Peter Fitzharris

Gerald Flynn

Darren Gibbons

Adrian Gibbs

Stephen Goodhall

Stephen Howells

Norman Hunt

Philip Hunt

Neil Kenyon

Clive Lane

David Mann

Michael Mitchell

Chris Morgan

Paul Smith

Peter Smith

David Symes

Elaine Taylor

Steven Wells

David Whitmore

Andrew Wilks

In August, those completing 20 year's service, again with their partners and managers spent a day at the Cheltenham Cricket Festival held at Cheltenham College.



## Those completing 20 years were

David Baldwin

Stephen Meredith

Andy Crowther

Roy Millington

Brian Gardiner

Anthony Nelson

Anthony Gough

Julian Rivers

Brynley Hawley

Stephen Sparkes

Malcolm Lewis-Watkins

Brian Webb

John Mayall

Robert Wiltshire

***Congratulations to all for their much valued service!***



# 2008 Innovation Contest

Gloucester's entries in the Innovation Contest this year surpassed last year's record (of 53) with 58 entries and 80 individuals involved (65 last year).

Again this year at the MDI judging level, unfortunately Gloucester just missed out on the honours of a winning entry, although we did achieve three 2nd places and one 3rd place, all of which will be put forward to the SAFRAN level of the contest.

The aim of the Safran wide Innovation Contest is to reward innovative projects which have been implemented or for which implementation is ongoing in the categories listed and within MDI, any good ideas or suggestions under MDI's Eureka category:

- **Product or Services Innovation**  
Projects which create competitive advantage and differentiates us from our competitors.
  - **Internal Process and processes**  
Projects which improve our internal processes: engineering or manufacturing processes or tools, products and services.
  - **Sustainable Development**  
Ideas which contribute to company growth, while respecting environmental and social performance.
  - **Patents**  
An innovation which is or could be patented.
- and
- **Eureka**  
This category, exclusive to Messier-Dowty, rewards all suggestions of new ideas and the suggestion selected by the jury will be implemented within the company.

All entries were assessed initially with 16 selected for presentation to the judging panel by the entrants or teams. One winning entry was then selected for each category together with one overall winner.

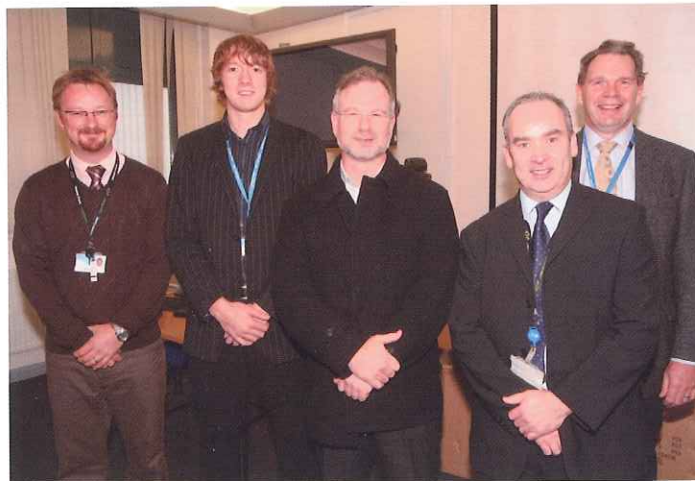
*The results listed below include the overall Gloucester site winner and 5 category winners, together with 3 additional highly recommended entries, all of which were submitted to the MDI phase of the contest.*

*Also indicated is the position they subsequently achieved after the MDI judging.*

## **GLOUCESTER SITE WINNING ENTRY AND PRODUCT OR SERVICE INNOVATION CATEGORY WINNING ENTRY AND 2ND PLACE AT THE MDI LEVEL IN ITS CATEGORY**

### ***Frangible Harness Restraints***

Martyn Inns, Darren Bennett, Richard Lewis, Dave Smart and *not in photo* Nigel Woodcock



## **INTERNAL PROCESSES CATEGORY WINNING ENTRY AND 2ND PLACE AT THE MDI LEVEL IN ITS CATEGORY**

### ***New Bush Cutting Technology in Airbus Assembly***

David Heath, Alex Ball, Billy Gill and *not in photo* Roy Manns, Ken Bircher, Paul McDonagh





**SUSTAINABLE DEVELOPMENT CATEGORY WINNING ENTRY AND 3RD PLACE AT THE MDI LEVEL IN ITS CATEGORY**

**Cost Reduction of the A330/A340 Bogie Beam Forging**  
Germain Forgeoux, Vincent Mbou, Andy Cook, Oliver Dyer, Peter Martin, Mike Mitchell



**EUREKA CATEGORY WINNING ENTRY**  
**Stereolithography Production of Surface Treatment Masks**

Brian Watkins



**PATENTABLE INVENTION CATEGORY WINNING ENTRY AND 2ND PLACE AT THE MDI LEVEL IN ITS CATEGORY**

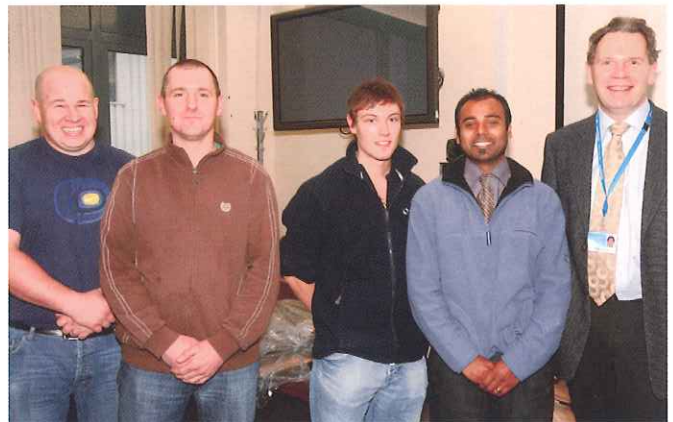
**Overload Detection**  
Ian Bennett (*not pictured*)

**HIGHLY RECOMMENDED**

**Hybrid Control System for Complex Loading Spectrum Generation (Product or Service)**  
Adam Brown, Neil Price



**EFA Sliding Tube (Internal Processes)**  
Adam Hampson, Paul Baldwin, Scott Niedzwiecki, Lloyd Harrington



**Machine Held Polishing Stick (Sustainable Development)**  
Colin Gittings, Donald Beasley and *not in photo* Stephen Richards



Congratulations to all participants who took part. To acknowledge the tremendous effort everyone put into this record entry level, the Directors held a presentation and lunch for all the participants with prizes presented by Richard Ashford, pictured with the winners..

Feedback on all entries will be passed on to the entrants and teams and good luck to the four entries achieving 2nd & 3rd MDI places, which have now been submitted to the SAFRAN level of the contest. The results will be communicated early in 2009.

Next year's contest will begin again in the new year, with the aim of submitting an even higher number of 'business beneficial' entries!

**Peter Hall**



# Improvements in the Med

Stuart Goode, Senior Production Manager has been...  
 During this time Stuart feels he and his team h...  
 Here Landing Matters talks

**Since your arrival, the appearance of Medium Landing Gear OE has been noticeably different. Can you explain the changes you've made?**

The changes that have taken place re-instil the work started by the Industrial Forum some years ago. They are based upon the 5S principle widely used within the organisation. Previously we have followed the 'sort, sweep, shine' principles, but have failed to standardise and sustain the improvements. The WFL section (mill-turn-lathe) has been our pilot area, and we plan to 5S 2 more cells by Christmas.

**What other changes have you already rolled out?**

In MLG there were 7 KPI (Key Performance Indicator Boards) all of which were out-of-date, not understood and not offering any tangible benefit to the business.

I decided to remove 6 and left 1 board in the cascade area, which we used as a pilot board for Bernard Guyot and Pascal Sénéchal's visit. After the Pin Group, it's the second best board in the machining/ process area. Greg Nash (MLG – OE) Manager uses the board to conduct weekly and monthly cascades. Eventually, the Team Leaders will be able to take over this activity.

The boards are designed to tell a flowing story. They focus on safety, delivery, quality, financial control and improvement projects. So far, the information has been well received and feedback has been positive. I plan to roll them out across all manufacturing areas in a standardised format and layout.

**What implications have these changes had upon Production?**

The visual accountability has allowed Program Managers to see the effort, focus, improved structure, and delivery achievements.



As for the team, it helps to focus their minds on delivery targets and really understand what the customer demands from us. They now understand how their levels of performance impact upon the customer relationship.

**What do you consider to be prerequisites for success? How can we develop these?**

In the areas I am responsible for there are large numbers of employees. I feel it is imperative that I am visible on the shop floor, take a hand-on approach and walk the talk. It is important that people see me as honest and approachable.

I believe that listening to employee's ideas and engaging /empowering them to make changes is the key to creating a focused, determined and successful team.

**How do your plans fit with the new Lean Sigma initiatives?**

The new KPI boards provide the link between current performance and future improvements. They have become the drumbeat of Production. Adrian Henley-Davies (Quality Engineer- Production) who joined in July is responsible for co-ordinating the Quality issues in the area,

providing root cause analysis for MLG-OE and is paramount to the Lean Sigma activity.

**Landing Matters asked Adrian Henley-Davies to describe his role:**

The basis of my role is to ensure that we produce the product 'right first time'. It is imperative we make certain that we have the parts at the right time; they are of the right quality and at the right cost. This then allows us to successfully deliver the parts to the Military and Commuter department.

Using a range of scientific information and applying a standardised methodology, I am able to steer my way to the root of the problem. On a weekly basis I review the common issues and using a 3-strike approach identify the main recurring problems.

I deal with 3 non-conformance reports (NCR's):

- GLO's – concessions raised requiring authorised clearance from the supporting departments; Design, Stress, Engineering, Laboratory, etc.
- MDR's – measured deviation reports
- FDR's – final deviation reports



# um Landing Gear OE area

with the Company since the beginning of August. I have started to make an impact upon the area. I spoke to him about the changes:

By identifying the trends from these NCR's we can follow a simple model, which includes planning how to deal with the problems, containing the defective parts, allocating the appropriate resources, and actioning the changes required.

The main indicators used on the KPI boards are as follows:

- Right First Time, which explores the ratio between delivered and scraped parts (monthly and six monthly trends)
- The cost of quality, which explore rectification/scrap (mapped over a year and against a sigma indicator)
- Summary of the FDR
- An action plan highlighting the movement and improvements made

## ***What impact do you feel it has had upon the department output?***

The KPI provides a storybook. It details the team's input, which impacts on the department output, which ultimately impacts on the company output.

There are several employees who can explain exactly where the football team they support is in the league for instance, but who did not know where the product they work upon is in terms of the company's product performance tables. The storybook helps them to associate with the product.

Credit needs to be attributed to the hard work of Rachel Chamberlain and Des Malone in providing the data I use to compile the KPI boards. It illustrates the cross-functional teamwork within Messier-Dowty and is an invaluable contribution to the business.

## ***Do you believe the team is really feeling the benefit?***

The indicators allow us to step back and take a holistic view, rather than simply fire fighting. I have received a very positive feeling from the team who during the cascades have asked a number of questions. These questions are encouraging because they show people are paying attention, are genuinely interested in understanding the information and forces me to explain my work and how it relates to them.

## ***What are the next steps to move this activity forward?***

The activity is already gaining momentum. I envisage the sessions becoming hands-on, with the team providing the solutions to the problems we encounter. Eventually they will recognise and anticipate the problems before they arise. There are a range of Quality tools we can use to facilitate and empower employees such as brainstorming, cause/effect analysis, statistical analysis which are all a step towards lean six sigma.

***Thank you Adrian***

## ***Stuart, to conclude, what challenges do you believe we are facing next year?***

There will be a much tougher economic climate to operate in and we must be challenging our own performance to keep a competitive advantage during these difficult times

We will need to rollout what we started in pockets, and sustain the changes. Developing the Large Landing Gear department into the 'best manufacturer of large structures globally' is a key project we are working on at present.

The important features next year will include: continuing to improve on our delivery performance, reinforcing our safety policies, delivering our budgets, and driving Lean-Sigma to achieve improvements.

I would like to summarise by saying that 2008 has seen some great improvements for Messier-Dowty Gloucester in terms of meeting customer demands and re-building relationships, and this should not be forgotten.

I hope that every employee and their family has an enjoyable and safe Christmas and comes back in 2009 refreshed, and prepared for the challenges ahead.

***Thank you Stuart***

## **Hurricane from the Sea**

The importance of keeping records for a long period in the aerospace business has again been highlighted. In mid October I received a phone call from Wessex Archaeology in Salisbury. They had recovered a landing gear component from the sea and were after identification.

The photograph of the name plate shows it was made by Dowty Equipment Ltd of Montreal, Canada. Hilary Edge (Engineering Services) checked the records to identify it as a Hurricane tail wheel. The site of manufacture was a puzzle until Kyle Schmidt (SA Programme Chief Engineer) gave the history of Dowty in Canada. Dowty originally opened just before the war in Montreal and only moved to its present site in Toronto around 1946.

It is thought that the part was originally delivered to the Canadian Car & Foundry Ltd in Thunder Bay. This company was contracted by the RAF to make Hurricanes and between 1939 and 1943 they delivered 1400 aircraft (about 10% of all built).

Of note the company had a famous Chief Designer called Elsie MacGill. She was known as the "Queen of the Hurricanes" for her work in developing the aircraft, particularly in cold operations. The part recovered from the sea remains Crown Property and its future will be decided by the Receiver of Wreck.

So, another story confirming the need for good record keeping!

**John Roberts**





**Introduction**

Military & Commuter OE Assembly (M&C OE Assy) opened its doors in 2007. There are five programs in the area, EFA, Piaggio, T45, A400M and 787. The new facility, new team and growth of the programs meant we needed to mature in 2008. Listed are a few brief points that we have covered on that journey throughout which many departments and teams made it possible.



**Production model maturity**

In January 2007 a production model assessment was carried out and M&C OE Assy scored 75%. We did not start our production model audits until July 2008 and although many of the principles were put in place and worked on regularly, we stopped short at reporting our good work. As part of the production model, audits are carried out on 11 key activities – 5S, Safety, Quality, Production planning adherence, equipment efficiency etc. The latest results from October show we are at 86% adherence.

**QIS (Quality-Information-System) improvements**

QIS is designed to promote flow, enabling quick turnaround of non-conforming parts. M&C OE Assy had its biggest problem here. We allocated time and effort collecting data to show where we were failing. The results over 2008 show a dramatic improvement with added side affects - fewer NCR's, reduced inventory and more gears dispatched!

- 1st objective; to reduce the outstanding NCR's in the quarantine cage by 50%. Peaked total was 24 outstanding NCR's in week 9, the current total is 5 = objective met.
- 2nd objective; to reduce the M&C OE Assy QIS loop to 7 days. Peaked total was 159 days in week 20, however we didn't start recording this part of the data on a weekly basis until week 26 when it was recorded as 20 days. The objective target was met by week 30, this was achieved by introducing a "Green Card System" which helps track and visually monitor the assembly loop = objective met.
- 3rd objective is to reduce the M&C OE Assy loop to 3 days.

**Piaggio - Upper Link 8D**

M&C OE Assy was experiencing problems with the Hard Anodize Bush Face and damage on an Upper Link Sub-Assembly bush. Fitted prior to paint, key production members proved that the bush could get damaged at any stage. The damage resulted in 540 minutes of re-work per Upper Link. We needed an 8D investigation.

**Solution** To make a Polypropylene protective bung for all four bushes, which would stay with the part at all times. We have bushed 28 parts between July & October 08 and the protective bungs have facilitated a 100% pass rate since their introduction. This has had a direct improvement on delivery and cost saving of over £19K

**EFA - Slider 8D**

The EFA Slider was leaking oil through the Flash Chrome bore resulting in a test failure; at the beginning of 2008 there was a 59% pass rate. After investigation, it was found that there were two main concerns. First the external supplier of the 'Sermetal' surface treatment, made improvements to the test yield. Second, we removed the honing operation after the bore was flash chromed. Both successful changes were made in June/July 2008 and the overall pass rate is now at 92%.

**Induction and Training of new employees**

During 2008 our department staff levels increased from 18 to 29 with the most recent transfer at the end of September.

With a 60% rise in staff it was necessary to check the needs of both our experienced staff and the newcomers. Daily morning meetings took place (and still do) at the start of the shift where views were and are expressed.

A training pack and a yearly training plan was drawn up to ensure continued development. These both assisted when

gathering evidence for issuing our assembly trainees stamps. Without the dedication of our existing staff, we would not have achieved this level of training in such a short period of time. Well-done team.

**Programs – T45 / EFA / Piaggio / A400M/ 787**

The T45 program is coming to an end with the last gear due for dispatch in November 08, our thanks go to all departments and individuals who make this possible.

M&C OE Assy has seen its biggest growth in the EFA program. We doubled and achieved our capacity output to 8 sets per month (16 gears). In 2007 we delivered 18 gear sets and we now forecast 67 in 2008 – a 272% increase.

Piaggio is set for growth and we are actively seeking to increase rates from the current 4 per month. In 2007 we delivered 20 gear sets and we now forecast 39 for 2008 – a 95% increase.

The initial development and test gears for A400M nose landing gear is nearing its end. Our next gear will be MSN3, the first production unit. This year has been one of learning for all levels of our business; we have welcomed and enjoyed the support M&C OE Assy received through the IPT.

787 main landing gears have been transferred to MD Toronto and we will now focus our assembly on Truck Beams, Braces and Spindles.

**Looking ahead to the future**

M&C OE Assy has strengthened its infrastructure, coordinated with its internal & external customers and is prioritizing its shortfalls. 2009 will be a challenging year with many new goals. I know, with my current team, we will achieve and I look forward to another exciting year.

**Neil Richardson**





## INVESTORS IN PEOPLE

Messier-Dowty Ltd successfully gained the full 3-year accreditation for IIP on 7 November 2008. The auditor interviewed 60 random selected employees over a four day period.

The IIP Standard provides a framework that helps organisations to improve performance and achieve objectives through the effective management and development of their people. The Standard supports our business achieving its targets.

IIP is also an important quality indicator in the minds of many new employees when they choose a Company to work for, as it demonstrates that the Company is interested in them and their development as individuals.

Thank you for your support and co-operation, especially if you participated in the audit.

**Camilla Craven-Jones**

## GREAT NEWS FOR PARENTS

Messier-Dowty Ltd has recently launched a KiddiVouchers childcare voucher scheme at the Gloucester site. By signing up to the scheme, you could save up to £1,200 a year on your childcare costs. To date 15 employees have signed up with more joining each month.

Check out the Company notice boards and [www.KiddiVouchers.com](http://www.KiddiVouchers.com) website for more details on how to sign up and save money on your childcare costs.

## YOUNG ENGINEERS LINE UP FOR SOUTH WEST AWARDS



The brightest young engineers in the South West took centre stage in Weston-Super-Mare on December 11 in a competition to find the EEF Apprentice of the Year.

Messier-Dowty apprentices Lucy Callaway and Tom Halford were judged to be among the top three in their geographic area and their age group by winning the following awards:

- Lucy Callaway, Planning Technician Apprentice, 1st place Initial Stage (Central Region)
- Tom Halford, Design Engineering Technician Apprentice, 3rd place Initial Stage (Central Region)

Congratulations to them both!

## GLOUCESTERSHIRE COLLEGE AWARD CEREMONY

At the above ceremony, held on 4th November, Tom Halford received an award for achieving the "best all round performance on an engineering NVQ".

Well done Tom!

**Sarah Powell**

## MANAGEMENT DEVELOPMENT



As part of the Company management development programme, the following supervisors have successfully completed the ILM Award in Team Leading: (l-r) Alan Daughtrey, Chris Hawkes, Phil Perry, Richard Newbery, Simon Harris, Richard Drewitt and Laura Wiacek. Those missing from the photograph are:- Dave Brown, Matt Taylor and Lyndon Saunders.

This programme provides support in understanding the roles and responsibilities of the team leader and encourages implementation of change in the workplace. Team Leaders are also trained on how to deal with conflict within their team and how to plan, deliver and report back in team briefs. The training is assessed by various methods such as presentations, reflective journals and coursework.

Congratulations to all the delegates who completed this programme successfully!

**Camilla Craven-Jones**



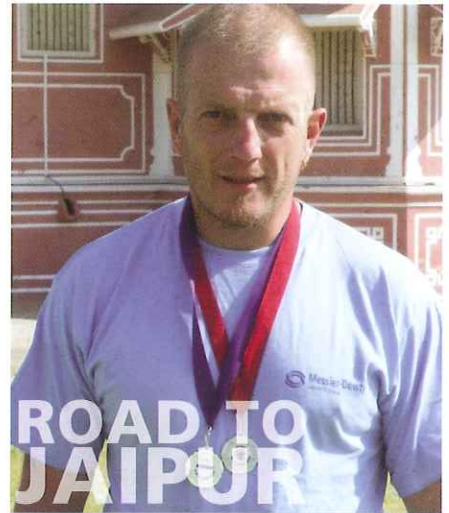
## Kristy's Great Run North

*A big thank you...*

...to all of those who helped me to raise almost £750 for Leukaemia Research by sponsoring me on for Great North Run. There were over 50,000 runners that took part in the world's biggest half marathon on Sunday 5th October in Newcastle. I think a combination of jelly babies, an overdose of Lucozade, brilliant support from friends, family and of course, the crowd helped to get me around the 13.2 mile course in 1 hour, 56 minutes. It was a fantastic experience, the atmosphere was incredible and it was very moving to see so many people coming together to raise money for charity. After my first half marathon I've now got the bug and I'm looking forward to the next one, hopefully the Paris Half in March. I've just got to start training again... maybe after Christmas!

Thanks again for your kind support.

Kristy Worgan



## ROAD TO JAIPUR

**Karl Morgan recounts his sponsored cycle ride to Jaipur in aid of "Let's Trek for Children".**

We landed in Delhi, followed by a 5 hour coach ride to Agra, where we were fitted to our bikes. We visited the Taj Mahal, which was the start of our 400km (250 miles) bike ride. Averaging 50 miles a day in 30 degree heat we rode for the five miles through Rajasthan to Jaipur, being chased along the way by wild dogs! At night our campsite was surrounded by jackals!

We rode through raw sewerage, rivers, deserts, dirt tracks, many, many pot holes, past elephants, camels and an ox in the middle of the road.

I suffered heat exhaustion on the second day, but luckily it was not that bad, as by the morning I could carry on.

I would like to say a big thanks to all my sponsors especially to Messier-Dowty. Without them I would not have reached my target of £3000 which will be split equally between the following four children's charities: *Mediquip 4 kids, Kith & Kids, Barnado's and Dreams come true.*

In the picture I am at the finish with the Lal Mahal, near Jaipur, behind me.

Karl Morgan

## ABBEYMEAD ROVERS



Abbeymead Rovers would like to thank Messier-Dowty for its continuing support. This sponsorship is critical to our club, without it the lads would not be so well equipped.

My team play in the Gloucester Youth League in the under 14's section. We are currently in 4th position. We have played seven games, won five games and lost two games.

Our boys teams start playing at under 6's right through to the under 16's competing in both the Cheltenham and Gloucester youth leagues. We also have two girls teams playing all over Gloucestershire and two senior teams who play in the Stroud league.

Thank you once again on the behalf of Abbeymead Rovers.

Phil Phelps

## St Edward's School Technology Day

In October Messier-Dowty sponsored St Edward's School's Technology day, which involved a number of other local Primary schools taking part in a "Wind Power" themed design competition.

The task was to design and build a wind powered 'Land Yacht' and test them to see how far they

could 'sail' down the school hall!

Over 110 children took part in a very successful day with Andy Baxter on hand to help hand out the prizes.

Two of our graduates Owen Mills and Kevin Foreman also attended to help the teams with some engineering expertise!

Our support was very much appreciated by the school and all involved.

Peter Hall







This year Messier-Dowty Gloucester once again participated at the Safran Sailing Challenge, in Sables d'Olonne, competing against 86 crews from across the Safran group.

Ben Hodgkinson, Ian Lovely, Jean-Noel Gratien, Nick Fowke, Jon Morrison, Richard Lewis, Robbie Reynolds, Peter Sandalls, Sebastien Mathevet and Yann Simonneaux formed two crews skippered by Chris Morgan and Andraz Vatovec. In a very stiff competition throughout the three-day challenge the crews fostered the One Team spirit, finishing the challenge in the 46th and 47th positions. **Andraz Vatovec**

## Dowty Golf Society

The Dowty Golf Society (DGS) was founded more than 50 years ago and was one of the many 'societies' enjoyed by the Dowty Group staff for meeting outside of work and having a few beers. Although the Dowty Group has long since been absorbed by other companies the DGS has survived, not least through the enduring support of Messier-Dowty Ltd and, to a lesser extent, Anglo Abrasives (a supplier of grinding tools to MDL).

The society is open to all employees of MDL and has an average membership of around 40-50 that includes both employees and retirees, the latter using the opportunity to get 'inside' information on the prosperity of their pensions. A typical year comprises 5 days out, always a Friday, over the months of May through to September at a variety of local golf courses. Each day is planned around 20-30 golfers playing

27 / 36 holes complemented with coffee on arrival, lunch and an evening meal, the cost of which we try to keep to an 'affordable' level.

The days' competitions are played for a trophy, some with such eminent names as the 'Sir George Dowty Cup', the 'Bound Cup' (R H Bound was Sir George Dowty's chief engineer and right hand man back in 1935) and also the Presidents Putter and Perpetual Trophy both of which were played for as far back as 1955 – something for you to put in pride of place on your mantelpiece for a year!!

*If you are interested in joining in the fun look out for the posters in the spring inviting employees to join or if you would like more information now then contact Max Gough ext'n 1163 or Andy Baxter ext'n 1620.*

**Andy Baxter**



Martyn Bowen, vice Captain (Test Eng) presenting prizes to Rob Smith, Dave Holder and Max Gough



David Haile hoping an infusion of energy will help his game!

On October 10th 2008, the Production Office staff challenged the Shop floor staff to a game of 'friendly football'. The office staff took the lead early on through a Richard Hunt own goal, and the score was doubled when Karl Brazier found the back of the net, resulting in a 2-0 lead at half time. The shop floor fought back after the break with an Oliver Stephenson goal. 10 minutes from the end, the office staff sealed the victory with Alex Ball heading the winner into a gaping goal. The shop floor continued to fight to the end and grabbed themselves another late goal through Chris Richards to set up an exciting end to the game. Result 3-2 to the office!

**Ryan Taylor**

## FOOTBALL FRIENDLY



## Drag Race Success



2008 has seen Ian Hook and his FB Racing street legal drag racing team pick up another trophy. Racing again in Street Eliminator UK, Ian won the class award for the quickest Reaction Time with a season average of .037 of a second. He is looking forward to 2009 when eight street legal drag race cars from Britain and Germany will battle it out for the title of Europe's quickest legal street racers. With a new 10-litre engine under construction the Cheltenham team hope to do well having won the King of Europe title in 2005.

**Ian Hook**



## Retirees

- John Hatherall, Pin Group retires on 31.12.08 after 28 years of service
- Ronald Davies, LLG retires on 31.12.08 after 43 years of service
- Ken McLean, LLG retires on 31.12.08 after 23 years of service

***Congratulations to all for their many years of valuable service!***

## Matched

***Best wishes for the future to:***

- Simon Dyer who married Paula in St Lucia on 15.11.08



## Hatched

***Congratulations to:***

- Steve Walters and wife Lisa celebrated the birth of Corey on 11.11.08 weighing 7lbs 8½ ozs
- Alex Ball and wife Clare celebrated the birth of Katelyn Louise on 9.11.08 weighing 6lb 13 ozs



## Cutting the Cost of Commuting

The Messier-Dowty Gloucester cycle scheme launched this month. With ninety-seven employees participating there was a fantastic take up. Most of the cyclists have received their bikes and are already cycling to work, drawing some enviable glances from the seasoned cyclists when they see the shiny new machines parked in the bike sheds.

Cycle schemes are one of the government's salary sacrifice schemes set up to promote the health of the nation and improve the environment at the same time. Employees can get a bike and accessories with about 40-50% savings over the regular price. The saving is funded through tax and national insurance, so the higher your tax bracket the more you save. Employers also benefit from reduced national insurance contributions.

The other key incentive is the ability to pay in instalments out of your monthly salary spread over one year. The bikes and accessories remain assets in the ownership of the company. They can be bought back at a fair market price after the end of the scheme or after three years the bike is considered to have zero value and the ownership could be transferred over to the employee.

The scheme is limited to £1000 worth of cycle equipment but this can include any combination of a cycle and accessories, although it is recommended you spend at least £300 on the bike. Employees benefit through increased fitness and reduced transport costs. Employers benefit from a fitter workforce, an added recruitment incentive and reduced parking requirements, and of course the environment benefits too. Messier-Dowty are delighted the cycle scheme has been so popular and would recommend anyone inspired to cycle to make sure they apply for the next one.

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