Welcome

I hope you are all keeping safe and well and are adjusting to the impact that the COVID-19 pandemic is having on our day to day lives.

With the use of technology our Scheme administrators have been able to adapt their processes so that a largely normal service is being provided to our members – you can read more about this in the accompanying Annual Review newsletter from your Scheme Trustee. We will also continue to publish any relevant updates and announcements on the pensions website at: baesystems.com/pensions, so please do check the site regularly to get the latest updates. As always your Scheme administrator will be happy to respond to any queries that you may have regarding your pension and their contact details can be found on page 24 of this newsletter.

We continue to receive worrying reports of scammers increasingly targeting pensioners and their savings. We have been made aware of a couple of instances where BAE Systems pensioners have been cold called only for the caller to hang up when questioned further. In addition one of our members was cold called with the offering of an investment deal which offered a return of 7.5% interest. Thankfully our pensioner was vigilant and did not provide any information to the caller.

To help protect yourself in relation to phone scams remember:

> Do not reveal personal details. Never give out personal or financial information over the phone, even if the caller claims to be from your bank or pension provider.

> Hang up. If you feel harassed or intimidated, or if the caller talks over you without giving you a chance to speak, end the call.

> Ring the organisation. If you are unsure whether the caller is genuine, you can always ring the company they claim to be from. Make sure you find the number yourself and do not use the one provided by the caller.

> Do not be rushed. Scammers will try to rush you into providing your personal details. They may say they have a time-limited offer or claim your bank account is at risk if you do not give them the information they need right away.

Moving on to some positive news. For members of the BAE Systems section of the BAE System Pension Scheme it is good to be able to report that the £1bn of accelerated deficit contributions was received from the Company on 17 April 2020. This payment was agreed as part of the actuarial valuation as at 31 October 2019 and was referenced in the Company’s half year financial results announcement. More information on the Company’s half year results can be found on page 4. For all other schemes the actuarial valuations as at 31 March 2020 are progressing well and further information will be provided to you once this work has been completed.

Check the pensions website regularly for updates and announcements: baesystems.com/pensions
The Joint Pensioners Committee, whose aim is to represent the views of pensioners on matters of general pensions interest or concern has continued to meet, albeit virtually rather than in person, so if you have any matters that you wish to raise please do get in touch. Contact details for the Pensioner Representative local to you can be found in the Pensioner area of the pensions website at: baesystems.com/pensions

With my best wishes to you all.

Help for visually impaired members
This newsletter is available on audio CD or in large type for people with a visual impairment. If you would like a copy, please phone 0800 917 9568 and tell us whether you would prefer to receive the audio or large type version.
BAE Systems’ 2020 half-year results

On 30 July, BAE Systems announced its half-year financial results for 2020. Charles Woodburn, Chief Executive, said:

“We have delivered a robust performance in the first half of the year, thanks to the efforts of all of our employees. We started the year from a strong position and we have taken actions to enhance our resilience, ensuring we continued to deliver against our customer priorities, whilst keeping our employees safe. Demand for our capabilities remains high and we recognise our role not only in supporting national security, but also in contributing to the economies of the countries in which we operate.”

Here is a summary of BAE Systems’ financial performance for the first six months of 2020:

> Order backlog increased in the first half of the year from £45.4bn to £46.1bn.
> Sales increased by 4% on a constant currency basis (this presents financials year on year for comparative purposes without the effects of currency movements) and excluding the impact of acquisitions, to £9.9bn.
> Underlying EBITA (Earnings before Interest Tax and Amortisation) of £895m decreased by 11% on a constant currency basis and excluding the impact of acquisitions.
> Underlying earnings per share decreased by 15% to 18.7p, excluding the impact in 2019 of the one-off tax benefit. The Group’s underlying effective tax rate for the first half of the year was 19%.
> Operating business cash outflow of £880m, including the impact of the £1bn injection into the UK pension scheme.
> Net debt at £2,038m (£743m at 31 December 2019) following the £1bn bond issuance to fund the UK pension deficit, and the acquisition of the Airborne Tactical Radios business for cash of £217m.
Techmodal becomes a wholly-owned subsidiary of BAE Systems

BAE Systems strengthened its technology and data portfolio following the acquisition of Techmodal on 19 August 2020.

Techmodal is a data consultancy and digital services company based in Bristol with approximately 120 employees and 30 associates. It has a number of long term contracts with the UK Ministry of Defence (MOD) in support of the UK's armed forces, particularly the Army, Strategic Command and Royal Navy. Their expertise complements BAE Systems' existing digital, data and technical services capabilities.

Last year, the MOD launched the Defence Digital initiative which set out how it plans to increase digital capabilities across defence and the acquisition of Techmodal will help BAE Systems to support the armed forces in this transformation.

Techmodal's capabilities strongly complement the digital and data services BAE Systems currently provides to the Royal Navy which has ambitions to become a fully 'digital navy' by 2025. These existing services include the Data Integration Platform, a collaborative system that provides the ability to view, manage and exploit data provided by multiple systems on the Queen Elizabeth Class aircraft carriers, allowing the efficient management of these highly complex modern warships.

Techmodal's experience and expertise in data analytics, data science and digital transformation will strengthen BAE Systems' ability to support not just the Royal Navy but all of the UK's armed forces and other customers around the world.
Welcome from the Joint Pensioners Committee Chairman

Welcome to the Autumn 2020 edition of Update. I hope everyone has managed to adjust their lives to the strange circumstances of this year brought about by the COVID-19 pandemic.

I could never have imagined, when I agreed to Chair the Joint Pensioners Committee (JPC) for the next two years that I would not meet my fellow committee members for many months. Indeed we have newly-elected members, Nigel Diplock, Martin Johnson, Bernard Macklin, Ray Newman and David Pratt, elected last year, whom I have yet to meet in person! Welcome to them, and I hope we can meet face to face soon.

There have been two JPC meetings this year, both held by conference call. It is not an easy medium through which to run a meeting with about 20 people involved, but we have managed to conduct useful business and keep in touch with Company and pension issues.

How the fallout from the pandemic is affecting “those of a certain age” is something of concern to me. Individual circumstances differ enormously, posing different questions and demanding different answers. Many of us are living with medical issues, often well-managed, but really have no information on which to judge the extent to which we may be at increased risk should COVID-19 come our way. So, if anyone is struggling, for whatever reason, please do talk to someone. In these difficult times, we must all try and be there for each other and though your JPC representatives are there to help specifically on pensions matters, if you have a problem and don’t know where to turn, please do speak to your local representative and our network may be able to put you in touch with the right people to help.

Not being able to travel freely has highlighted the importance of communication. Many of us, perhaps not too tech-savvy, have very quickly found that we can get to grips with Zoom, Teams and WhatsApp and stay in touch regularly with family, friends and groups. Video calls have brought my own widely-spread family together every week since April. It’s not the same as sitting on the sofa with the grandchildren, but we have been able to play Trivial Pursuit over the airwaves and see friends on the other side of the world. We could not have done that 15 years ago.

On behalf of everyone, I would like to thank retiring JPC members, Brian Hargrave, Brian Young, Tony Shore, Tony Parsons and Chris Overton for their enormous contribution over many years.

Finally, in case you wondered, my photo was taken in 2004, after Concorde retired. It is not on the aircraft flight deck, but in the crew training simulator. The silly grin is because I had just managed to land it without crashing or breaking the undercarriage. My heart rate was not recorded.

Bob Hart
JPC Chairman
Your local area news

It is recognised that many of the usual activities of pensioner associations and social groups have not been taking place as a result of the coronavirus pandemic. Do remember though that our pensioner associations are a source of friendship and support, with some carrying on with virtual meetings. Please do get in touch with your local association so that you have the latest information on any planned meetings and activities.

**ABrea-Filton**

Airbus and BAE Systems Retired Employees Association, Filton (ABrea-Filton) - formerly the Retired Members of Staff Association (RMSA) - is based in the Bristol area and provides a programme of events and social contact for pensioners, their spouses and partners from Airbus and BAE Systems, as well as former British Aerospace, Dynamics, Astrium, GEC Marconi etc.

Members receive three newsletters per year and have access to a comprehensive website ([baermsa.org.uk](http://baermsa.org.uk)). Events are usually held throughout the year with the AGM in April and a Christmas lunch in early December, providing opportunities for all members to get together. Annual membership is £5.

ABrea-Filton welcomes new members. Online and printable application forms can be found on our website: [baermsa.org.uk](http://baermsa.org.uk)

Our usual Committee meetings and the AGM have had to be cancelled due to the effects of the coronavirus pandemic. The Committee has been using Zoom for their meetings and social chats follow with members dialling in to stay connected. The next planned virtual meeting date is 16 November 2020 which will also include the delayed AGM. The Christmas lunch which was planned for 4 December 2020 has been cancelled. There are also no visits planned for the rest of 2020.

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**Fred Napthine (Social Secretary)**

01275 859097 / 07789 256328

**Rodney Farmer (Membership Secretary)**

01179 560221

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**Cowes Radar Ex-Employees Association**

I am sorry to say that the Cowes Radar Ex-Employees Association has gone into cold storage with zero activity since the start of the coronavirus pandemic. We hope that normal service will shortly resume and we will keep you informed.

**Barry Bates (Chairman)**

01983 296303 / batesbarry@onwight.net
Bracknell Pensioners Association
Due to the coronavirus pandemic social events and pension presentations have been postponed and we are not certain when we will be able to resume our social events.

Most functions are usually held at Pinewood Leisure Centre, Unit 8, Old Wokingham Road, Wokingham RG40 3AQ. They have a nice café which remains open, offering a wide selection of food.

We are still available, if you telephone to discuss pension matters.

Peter Muggridge (Social Secretary)
01189 692861

Patrick (Pot) Cauldwell (Pension Representative)
01202 768050 / cauldwell@tinyworld.co.uk

British Aerospace (Filton) Retired Employees Association (BAFREA)
Due to the coronavirus pandemic everything is on hold waiting for BAWA, where we usually meet, to reopen for us. We have cancelled all our trips for this year, but we are hoping that our Christmas Party may still be held.

Joyce Matthews (Secretary)
01179 696354 / joycelmatthews@tiscali.co.uk

Christchurch and Hurn Pensioners Association
Due to the coronavirus pandemic, social events and pension presentations have been postponed, but we are still available if you want to telephone to discuss pension matters. All BAE Systems pensioners are welcome to join this club.

Hurn Association – Meetings are usually held at the Hurn Bridge Sports Club, formerly the British Aerospace Hurn Social Club, Avon Causeway, Hurn, Christchurch, BH23 6DY. Tel: 01202 473792. It has an active social life and good club facilities.

Christchurch Association - Meetings are usually held at the East Christchurch Social Club, Grange Road, Christchurch, BH23 4JD. Tel: 01425 275769. It has an active social life and good club facilities and they are open. The Company donated a fine display of prints of aircraft paintings; they are worth seeing.

Patrick (Pot) Cauldwell
01202 768050 / cauldwell@tinyworld.co.uk

Do remember that our pensioner associations are a source of friendship and support, with some carrying on with virtual meetings.
De Havilland Aeronautical Technical School Association

The de Havilland Aeronautical Technical School was formed at Stag Lane, Edgware in 1928 by the then Captain (later Sir) Geoffrey de Havilland and Frank Hearle. The school moved to Hatfield in 1934, soon after the establishment of the new airfield. During 1940 the school had to move from Hatfield when its premises were destroyed by fire after a German bombing raid. After a spell in Welwyn Garden City, it moved in 1941 to Salisbury Hall, where the prototype Mosquitoes were designed and built - now the home of The de Havilland Aircraft Museum. In 1947-48 the school was progressively transferred to Astwick Manor, on the north-eastern border of Hatfield airfield. Schools were also run at Chester, Christchurch, Leavesden, Lostock, Portsmouth and Stag Lane. Hawker Siddeley bought de Havilland in 1960 and in 1965 the school was renamed the Hawker Siddeley Aviation (Hatfield) Apprentice Training School.

There is a thriving Association of former DHAeTS students from all the schools, with some 450 members world-wide. Anyone (trade, engineering or graduate apprentice) who entered the school up to and including the 1965 intake is eligible and cordially invited to join. We also welcome apprentices from the HSA/HSD and British Aerospace eras who are keen to maintain the heritage. The main purpose of the Association is to keep members in touch with each other, and to provide news relevant to members.

We have a website at dhaetsa.org.uk where there are many articles. There are also albums with as many formal group photographs as we have been able to acquire and many informal pictures ranging from student days to recent reunions.

There may be many former apprentices eligible for membership who went on to work for DH/HSA or HSD/BAE and are now BAE Systems pensioners, but unaware that the Association exists. We would be delighted to hear from you! The subscription is modest.

Newsletters are issued three times a year, distributed by email to those so enabled and on paper to those who are not. We also compile an occasional issue of our newsletter ‘Pylon’, to which members contribute articles about their experiences ranging from student years to later careers or about particularly interesting projects with which they were involved (some relating to previously unreported events!). The most recent issue was September 2020 to commemorate the 100th anniversary of the founding of the de Havilland Aircraft Co Ltd.

Roger de Mercado (Hon. Secretary)
01614 392635 / r.demercado@ntlworld.com
Grove Retirement Association (GRA)
These past few months have been a difficult period and I hope you have all managed to come through it fit and well. For myself, I was ordered into house arrest, with the prison governor (my daughter) giving me orders from afar (she lives in the Netherlands) but I managed to escape for occasional walks around the local neighbourhood when the weather permitted (just don’t tell the prison governor!).

The AGM scheduled in April was, of course, cancelled due to COVID-19 restrictions but the GRA committee elections were held via electronic ballot and I am delighted to tell you that the existing committee was duly re-elected. I am sure we all look forward to serving the GRA membership for another year.

Regular GRA meetings have not been happening but the Sailing Club and Tuesday Walking Group have been operating and we have our Christmas lunch provisionally planned for early December. You can keep up to date with all GRA matters on our website: grove-retirement-association.weebly.com

The Grove Sailing Club
The Grove Sailing Club, made up of retired employees (although current employees are also welcome) has successfully moved to Rickmansworth Sailing Club. Our new home, where we keep our two dinghies, an Enterprise and a Laser, is a lovely setting on 45 acres of water. For information on the Sailing Club please contact:

Peter Scott
07941 847124 / peterscott99@hotmail.co.uk
Tuesday Walking Group

Membership is free and restricted to GRA members, their families and friends. During the early part of the year our walks were cancelled due to the prevention of social gatherings under the statutory COVID-19 guidelines. As restrictions were gradually lifted this permitted walks with a maximum of six people. Our walks resumed from 16 June 2020, including some added Friday walks to enable all members to walk at least one day each week. On all walks our members observe social distancing guidelines. In addition to the regular walks around the local countryside the walking group has also ventured further afield in recent years including Iceland and New Mexico. For information on the Walking Group please contact: Malcolm Thomas (thomasra60@gmail.com)

The Hawker Association

The Hawker Association was formed 18 years ago for people who worked for British Aerospace at Kingston or Dunsfold and the predecessor companies including Sopwith Aviation, Hawker Aircraft and Hawker Siddeley Aviation.

Monthly meetings are usually held on Wednesday afternoons at the YMCA Hawker Centre in Kingston, the old Hawker Sports & Social Club building, usually with a ‘Hawker’ or aviation themed talk. In a typical year there is a Christmas lunch, a summer barbecue and outings, all for a subscription of £7 a year. Currently there are some 330 members, world-wide. For full details visit our website: hawkerassociation.org.uk

These past few months have been a difficult period and we hope you have all managed to come through it fit and well.
RO Glascoed Retirement Fellowship

With the coronavirus pandemic a lot of spontaneity has gone as you need to book in advance any social activities. Here in Wales quite a number of attractions are on limited access. So it’s back to the garden and kitchen for me!

With so many regulations regarding cleaning and sanitising for the village hall where we normally meet, our group is still not meeting. However there is a tentative booking for a Christmas lunch in December to look forward to if circumstances allow for it. It will be at Pontypool Golf Club. No dates as yet so it is a case of wait and see.

The recent VJ memorial services must have bought back memories for many people. My father served with the 14th army in Burma. He returned unscathed but never once did he mention what had happened while he was out there. A few years ago I was fortunate to get in touch with a local historian who dedicated a lot of his time, going through documents at the London Military Service Records office. He was able to trace my father’s route through Burma and found out he was attached to the transport division. I was very grateful that I discovered some of the background to my father’s time served out there. I have the two Burma Star Medals he received.

While working at Glascoed, I volunteered to go with a group from our site to the National Memorial Arboretum at Staffordshire. Armed with shears, cutters and saws we were assigned a large area to clear around saplings that had been planted. This would make walking in between them easier for members of the public so that they could read the plaques, which were at the base of each tree, dedicated to a relative who had died in service. The experience of walking round the Arboretum was very humbling. For me, the tracks from the Burma railway and the building dedicated to that area of the war, was especially poignant.

I would recommend anyone who has not visited the National Memorial Arboretum to do so. It is a very special memorial. If your mobility is not so good there is a miniature train that takes you around the site. It runs to many acres so you need to spend several hours there.

Lynda Patchin
01291 672953 / lyndamoy21@yahoo.co.uk

Royal Ordnance Pensioners Bridgewater (ROPB)

Due to the COVID-19 pandemic only two meetings took place at the 37 Club before lockdown, with two coach trips being cancelled.

In late March our former secretary sadly passed away from a heart attack and because of the restrictions in place, only family could attend.

What will the future look like for pension association groups like ours? Will our Winchester Christmas market outing take place and what about our Christmas lunch at the 37 Club? Watch this space.

Keith Giles
01278 451595 / keithgiles68@hotmail.co.uk
Warton Unit Biennial Reunion

Please note that the Warton Unit Biennial Reunion which was scheduled for 20 October 2020 has been postponed until 2021 due to the ongoing COVID-19 pandemic. We are currently intending to keep the re-scheduled event on a Friday, probably in May 2021 but this will still need to be reviewed in the New Year and will have to take into account any national guidelines that are in place at that time. We will keep all potential attendees informed.

Weybridge Pensioners Group

Because of the problems caused by the COVID-19 pandemic, we have decided to have no further meetings at the Brooklands Museum in 2020. It is hoped that we will be able to hold our postponed AGM on the last Wednesday in April 2021, subject of course to an improvement in the COVID-19 situation at that time.

The proposed final apprentice get-together is also being reviewed by John Pringle, and for further information please contact him direct.

Phil Reynolds
philip-w.reynolds@talk21.com

Tony Sharpe
01253 724505

David Sparham (Chairman)
01483 564160

John Pringle (Apprentice Re-Union)
01905 863680 / jmpringle@talktalk.net

Michael Booth (Secretary)
01483 476205 / michael.t.booth@btinternet.com

Please do get in touch with your local association so that you have the latest information on any planned meetings and activities.
Keeping water running in Africa - project update, September 2020

Since the publication of the letter ‘Keeping water running in Africa’ in the Spring edition of BAE Systems Update there has been a great deal of activity in all areas of the project, with the African Water Challenge project for the Eleanor Foundation charity having moved from strength to strength. By way of background the letter in the Spring edition of Update outlined the challenges involved in providing improved water sources such as shallow wells in Africa and the difficulty of monitoring the continued functionality of each shallow well. There was a call for help to support the project with further development and production of well monitoring equipment.

It is great to be able to report that advancements have been made on the hardware, software (current and improved versions) as well as improvements in the mechanical design. In summary:

- Almost two dozen people made initial contact and expressed an interest in contributing to the project.
- Constructive comments and suggestions on the hardware, software, mechanical design, sustainability and training aspects have been received and are being progressed.
- Updated versions are being developed and units are now being produced for installation in Tanzania.
- All aspects of the project are being reviewed.
The level of knowledge, skill and ingenuity that has been brought to bear on the African Water Challenge project has been phenomenal. It must be one of the largest, most highly skilled and experienced MOD-related engineering teams ever! Significant progress on the current unit’s design and improved versions have been made. Responding to the level of enthusiasm and answering questions has been a reminder of just what a skilled and experienced team focusing on a specific objective can achieve. The team brings over 1,750 man-years of experience to bear! The culmination of the work will be the production of some well-honed units for deployment in Tanzania and, for the more recently developed versions, units for extensive trials in the UK prior to shipment.

The coronavirus pandemic lockdown has been a contributory factor in this too. Whilst at home, people have found time to address and contribute to the African Water Challenge. Work continues and several units are planned to be transferred (COVID-19 permitting) to the Eleanor Foundation ready to be hand-carried across to Tanzania prior to the end of the year.

I would like to take this opportunity to thank all concerned for their significant contributions to date and, I am sure I speak for all the team, when I say we all look forward to facilitating the sustainable maintenance of water provision in remote rural areas of Tanzania very soon.

Andrew WS Ainger
andrewainger@hotmail.com

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De Havilland Aircraft

I spent all of my working life with the De Havilland Aircraft Co. at Hatfield and in Australia, and retired from Hatfield in the 1990s. Going through the bookshelves I recently discovered some interesting literature which eventually would have been thrown out. Even before Update went into print my article was shared with the Heritage Manager at BAE Systems plc and I am pleased to confirm that the following items will now have a very good home in the Heritage collection:

> An anniversary copy of Enterprise covering sixty years of De Havilland in 1960.

> The De Havilland Aircraft Company by Maurice Allward and John Taylor.

> Hatfield Aerodrome A History by Philip J. Birtles.

> The final copy of Focus dated September 1993.

I also shared with the Heritage Manager the details of a particularly good Quality Improvement competition that was run at Hatfield in 1991. At the end there was to be a prize giving to the group who had made the most savings. The night before the prize giving day all the plastic cups in tea/coffee machines were replaced with ones highlighting the event. Unfortunately, there was a mistake with the word ‘Improvement’ having been spelt incorrectly. At about 6.00am the management were phoned and they gave the order for them all to be removed. China mugs had also been produced, one to be given to each employee. Fortunately, there were no spelling errors on the china mugs. I am pleased to confirm that one of the plastic cups as well as a china mug will now also be added to the Heritage collection. The Heritage collection focuses on telling the story of BAE Systems and its predecessor companies. The online facility: baesystems.com/en-uk/our-company/heritage allows you to explore the exciting and innovative history of BAE Systems in aviation, land and marine, as well as the world of electronics, engineering services, cyber security and applied intelligence.

Harry Punter h.punter@phonecoop.coop
My VE Day celebrations

I was born in Kingsbridge South Devon, the eldest of three boys and a sister Elizabeth, who died of tetanus at the age of three years. I was recently sent a cutting from the Kingsbridge Gazette of the VE Day celebrations, and General Montgomery's (Monty) and General Eisenhower's (Ike) visit to the Kingsbridge Regal Cinema.

I remember the VE Day celebrations street party. It was outside our family shops in the Arcade in Fore Street, the only flat part of a very steep street. The next day, after the VE Day celebrations street party, we had another party for the evacuees, mostly from Plymouth, where there was extensive bombing. The fires from the bombing, could be seen from Kingsbridge, 20 miles away.

The newspaper cutting tells of Monty's and Ike's visit to the Kingsbridge Regal Cinema to see the news about the war. I think they also came to see the film, as well as the Pathe newsreel. The film was Sanders of the River with the African-American singer and actor Paul Robeson. The whole town seemed to have turned out, with four to six people deep on the pavement opposite. We three boys and Mum were pushed to the front so that we could see.

The double doors of the cinema opened and two US Sergeants came out first and then eventually Monty and Ike came out. Everyone clapped and they came over and shook hands with many of the people standing on the pavement, including our Mum and us three boys. Mum told Monty that Dad was in Monty's 8th Army and had been at Dunkirk. I think Mum must have talked a lot, as I remember people asking what did Monty say to you and what did you tell Monty; but she did not tell him that Dad had sent two lemons and two limes from Italy during the war. They were raffled in the town hall for the war effort and made a lot of money.

We now know that nearby Slapton Sands was used as a training ground for the D Day landings. I remember when our junior school had about 30 pupils in each class. Suddenly all the families from Slapton and surrounding villages were ‘put up’ with families in Kingsbridge, while the US Army took over their homes. Our class sizes got a lot bigger, but we had plenty of US Army chewing gum!

Patrick (Pat) Cauldwell
GSA1. The First Digital Gunnery Fire Control System in the Royal Navy

Ian Smith’s reference to GSA7 and GSA8 naval gun fire control systems in the ‘Books’ section of the Spring edition of Update reminded me of my involvement with GSA1 (Gun System Automation Mark 1).

This was the first digital gunnery fire control system to be fitted in ships of the Royal Navy. Prior to 1973 the gun fire control systems were analogue and although good at the time they were unreliable and subject to inaccuracy mainly due to drift and not being set up correctly. A digital system solved these problems as it was more reliable, easy to set up and the results were consistently good.

The emergence of digital in the early 1950s was received enthusiastically by the Royal Navy but financial stringency and the physical size of computers led to the cancellation of the Royal Navy’s first digital gun system (MRS5). GSA1 was introduced to control the new 4.5inch Mark 8 gun fitted in the Type 82 destroyer, HMS Bristol and the Type 42 destroyers. The software for the system was part of ADAWS2 (Action Data Automatic Weapon System) in HMS Bristol and ADAWS 4 in the Type 42 ships.

I had completed a student apprenticeship with BAC (Guided Weapons Division) in 1965 and joined the Royal Navy to become a Weapons Engineering Officer in 1966. In 1973 I joined HMS Collingwood as a Course Designer in the Digital Weapons Systems Group. I was responsible for designing courses for GSA1. It was not a self-contained system but depended upon getting positional data provided by the Type 909 radars or Look out Aiming Sights. Other data was obtained from other radars and sensors providing target data, stabilisation, ship’s speed etc. to ADAWS. Control was provided from a console in the operations room which displayed relevant data and a firing pedal below the console.

The main purpose of the gun at this time was for:

- Surface fire (blind and visual).
- Naval Gunfire Support (NGS) (direct and indirect).
- Anti-aircraft fire.
- Starshell illumination of both surface and NGS targets.

I attended the first Anti-Aircraft firings in HMS Bristol and a 100% hit rate was achieved each time the gun was fired. In analogue systems an 80% success rate was considered very good. The future was digital.

In 1999 I was part of the Design and Procurement Team at Filton for the Type 45 destroyers and these ships are fitted with the Mark 8 Gun Mod 1. This gun has a reduced radar cross section and the loading mechanism is electric rather than hydraulic which improves its reliability and servicing.

John Stafferton C. Eng. MIEE (retired)
Discount tickets for the Royal International Air Tattoo (RIAT) 2021

RIAT 2021 is planned to take place from 16-18 July 2021 at RAF Fairford in Gloucestershire. Full details can be found on the RIAT website at airtattoo.com

As a BAE Systems pensioner you can take advantage of a special discount code for RIAT 2021 tickets, with prices being discounted by £15 off the full price.

To receive the discount code please email: pensions.services@baesystems.com

The 2020 Air Tattoo was cancelled due to restrictions put in place as a result of the COVID-19 pandemic and the organisers have confirmed tickets purchased for the 2020 can be carried over until 2021.

The organisers have contacted all 2020 ticket holders and anyone requesting to carry over their tickets should have received a confirmation from the organisers. E-tickets and programme vouchers will be emailed two weeks prior to the show.

The show’s organisers have confirmed they are closely monitoring Government advice around staging large, public outdoor events during the COVID-19 pandemic, and all measures will be adhered to such that they can ensure a safe and successful event. They will be communicating with ticket purchasers as the event gets nearer.

Each order will receive a voucher for a Souvenir Programme, valued at £12. The details of where to collect these will be sent with the e-tickets and voucher two weeks before the show.
I was born during the Second World War and used to work at Filton on
nights in Centre Four years ago. I left in about 1995. I live in Keighley
now, West Yorkshire.

I remember when a plane on its first run out, used to just run down the
runway. Then computers took over and the first run took the form of
about four hours!

My first experience of a jet plane was just after the Second World War,
sat on a low wall in Keighley and a Gloucester Javelin flew low over us.

I wonder if computers will save the time taken to approve a vaccine for
the coronavirus.

Kenneth Steele

As an Undergraduate Apprentice at Hatfield in the early 60s I spent a
couple of months in the Fitting Shop. My main task was to help build
the Trident cockpit’s central control console which contained trim wheels,
throttle, fuel, undercarriage, slat and flap levers plus multiple switches
and dials. It was very complicated but more interesting than cutting and
bending sheet metal.

A few years ago I joined the Jet Age Museum at Gloucester as a volunteer.
An aircraft breaker had given the museum the front end of a Trident 3B
(G-AWZU) which was in a pretty rough state internally as the aircraft had
been used for practice emergency and security exercises. Our engineering
team did a thorough job refurbishing the cabin and cockpit as a visitor
experience and lecture/presentation area. No prizes for who was
volunteered for working on the central console.

Austin (Ozzie) Parfitt
ozparf@gmail.com

A wonderful introduction in the Spring Edition of Update by Bob Hart
(JPC Chairman) especially his thoughts regarding pension advice for
future generations.

My first holiday with work chums was to Lake Lucerne via Zurich on
British Caledonian BAC-111 aircraft, better than my honeymoon flight
on a BEA Vanguard to Basel/Mulhouse. I also remember a Boeing 737
flight to Greece when I was invited to the cockpit to chat with the pilots
who told me we were currently flying over VOR beacon Dinkelsbuhl near
Frankfurt. Happy days. Just to think we are all barred from the cockpit
these days.

I visited MOD Foxhill, Bath, Abbeywood, and Filton when working for
BAE/Sema and I remember a lovely hotel at the village of Box.

Also with reference to Garth Rogers story re De Havilland aircraft stamps,
my father was Chief Cashier at Singer's Clydebank and would bring my
brother and I home many stamps from around the world. My collection
is based mostly on flight thematics, particularly Condor/Zeppelin material.
The stamps above mark the first Zeppelin flight from South America to
Europe in 1930. Incredibly the original letter is still in the envelope.

John Cobb
Dennis Hurrell remembered

One positive aspect of our home confinement is the opportunity which has arisen to reflect, regroup, and knuckle down and get things done which ordinarily would be on the back burner.

I write on behalf of the Hurrell family in memory of an unforgettable and irreplaceable dear Dad Dennis Hurrell. I am one of his four daughters. Our lovely Mum Joyce is alive and well. Dad was/is/always will be the dearest and the best.

Dad was involved in the RAF for 5 years (ground radar) before joining AEL Stanmore in October 1953 on weekly staff, at the age of 23. By 1964, GEC was linked with Applied Electronics Laboratories (AEL) and Dad continued to work at Stanmore Middlesex. In 1965, Dad secured a transfer and joined AEL as part of the Sea Dart Test Equipment design team.

Dad was linked to Marconi Space & Defence Systems at Farlington, at Broad Oak Works and at Browns Lane. In 1973, Dad transferred to Farlington as a Project Leader on a salary of £2,898 per annum! In April 1974, he became deputy to the Engineering Services Manager at Farlington and in November 1974 having completed 21 years’ service there were lunchtime drinks at the Good Companions to celebrate!

From 1983, Dad assumed the responsibilities of Product Engineering Manager for the Sea Eagle Project at Broad Oak Works. From then onwards, Dad held Engineering Management appointments on a number of G W products before he finally became G W Engineering Controller.

Dad retired in February 1995 after completing over 41 years of continuous service with the GEC Group of Companies. This was made up of 12 years at Stanmore Middlesex (with AEL), 10 years at Browns Lane, and for the remainder of his service at Broad Oak Works.

Dad was promoted to glory on 5 February 2018, just two days before his 88th birthday. Dad had a happy, long and full retirement, and stoically endured a deterioration in his health with dignity, patience, bravery, peace, an everlasting sense of humour and without one word of complaint.

If anyone worked alongside my Dad during his 41 years with Applied Electronics Laboratories/Marconi Space & Defence Systems, please do get in touch with me. I would love to hear your thoughts and memories of dear Dad.

With best wishes to all readers of the BAE Systems Pensioners’ Newsletter.

Deborah Davies
daviesdeb@outlook.com

Memories continued...

I write in memory of an unforgettable and irreplaceable dear Dad, Dennis Hurrell.
Books

Read about some interesting books written by our very own pensioners.

If you have any books to share please do get in touch, contact details are on page 24 of this newsletter.

RMS Mauretania

I am a member of the BAE Systems Pension Scheme through retiring as the Technical Librarian from what was Vosper Thornycroft Shipbuilding, amalgamated after its partnership in building the Type 45 Destroyers.

I started my career as a Shipwright Apprentice in Portsmouth Dockyard and over the years worked my way through various marine-orientated drawing and design offices.

My interest in shipping extended from my childhood when, from my school in Cowes, I used to see great liners passing through The Solent and eventually started to write about them. I have had 12 books published so far and my latest, Mauretania (1907) - Queen of the Ocean, recalls perhaps the most famous of all liners - she held the fabled Blue Ribband for 22 years! On Amazon a reviewer wrote that this book “...is quite simply one of the best books about an ocean liner [that] I have ever read.” I do hope so!

David Hutchings
The Dawn of the Drone

BAE Systems has a very long history in drone technology and significant artefacts that controlled the successful de Havilland prototype drone aircraft in 1917 still exist in the Imperial War Museum.

This radio control system was developed by the Royal Flying Corps (RFC) secret development establishment at Feltham and its Commanding Officer Dr. A.M. Low. Following this success, in 1918 the Royal Navy used Archie Low and his RFC works to develop the control system for their Distance Control Boats (DCB) - versions of that other amazing new WWI innovative, the fast motor torpedo boat. These DCBs were radio controlled from mother aircraft and contemporary reports confirm that they could have been used in close formation flotilla of up to eight boats controlled from four aircraft. In 1920 the Royal Navy went on to convert the semi-dreadnought HMS Agamemnon to remote control and by the 1930s over 400 drone de Havilland Queen Bee aircraft entered service.

The artefacts preserved in storage in the Imperial War Museum are the ground and airborne parts of the WWI RFC control system. The first remote control motor torpedo boat from WWI was ‘CMB9 / DCB1’ and she has been saved and lovingly restored. She appears on the water in support of major commemorative and charitable events.

Steve Mills

BAE Systems has a long history in drone technology and significant artefacts can be seen in the Imperial War Museum.
Britain’s Glorious Aircraft Industry

Starting with Avro in 1963, after a 37-year career I retired in 2000 from BAE Systems as an aircraft Chief Designer. Afterwards, I lectured part time in aircraft design at the University of Manchester. Finally retiring completely in 2008, I prepared a lecture for the Manchester branch of the Royal Aeronautical Society, entitled ‘Britain’s Glorious Aircraft Industry’. This was about what happened in the British aircraft industry, in the century since the first aircraft company in the world was founded in Britain in 1908. The lecture was well-received and I was encouraged to create a book. It is now a 500 page hardback publication (Pen & Sword, £30 RRP).

Great Britain’s aircraft industry started in 1908, with the first formally registered organisation in the world to offer to design and build an aeroplane for commercial gain. Short brothers had decided that aeroplanes would overtake balloons as a business opportunity in the aeronautical world. The British industry expanded and grew rapidly, going on throughout the rest of the century to achieve many ‘firsts’ in the aeronautical world, with some remarkable technical successes and gaining a reputation to match. There were also setbacks along the way.

This book tells the complete story of the 112 years since the start, all the companies formed and the aircraft they produced, highlighting the advances in aeronautical ambition and technology. It is the story of the creation, survival and decline of all one hundred and twenty-nine of the aircraft design-and-construction companies formed between 1908 and 2020. The exhilaration of success and the magic of aviation technology are vividly illustrated by the technical and political birth stories of iconic projects, such as the Cirrus/Gypsy Moths, the Tiger Moth, the flying boats of Imperial Airways, Spitfire, Lancaster, Viscount, Vulcan, Harrier, Buccaneer and many, many more. The turmoil of industrial re-structuring and political shenanigans throughout are described.

The rotary wing industry is not forgotten. The birth of the jet turbine engine and the quest for supersonic speed are included. Stories of the disappointments of failure, such as the Brabazon, Comet, Princess, Rotodyne and TSR-2, and the growth of international collaboration in Concorde, Tornado, Airbus, Eurofighter Typhoon and others are described, in the context of the international scene and domestic politics. The conclusion highlights the prominent reminiscences and speculates on the future of the aircraft industry in Britain.

Paul Hodgson
Getting in touch

Please make sure that all correspondence (including any notifications of pensioner deaths) is sent to the correct address to avoid any delay in response.

**BAE Systems Pension Schemes (excluding SIPS Benefits members)**

> Pensions Service Centre, Freepost RSTA-GHHR-EEAK, PO Box 1197, Crawley, West Sussex, RH10 0GD

> Phone: **0800 917 9568**

> If calling from overseas: **+44 121 415 0891**

If you wish to email:

BAE Systems Pension Scheme (excluding L100+ Benefits, 2000 Plan Benefits and Alvis Benefits members) and BAE Systems Executive Pension Scheme members:

> [farnborough.pensions@equiniti.com](mailto:farnborough.pensions@equiniti.com)

BAE Systems Pension Scheme (L100+ Benefits, 2000 Plan Benefits and Alvis Benefits) and Royal Ordnance Pension Scheme members:

> [fulwood.pensions@equiniti.com](mailto:fulwood.pensions@equiniti.com)

**MyPension**

You can view payslips, pension increases and P60s by logging onto: [mybaespension.equiniti.com](http://mybaespension.equiniti.com)

**BAE Systems Pension Scheme - SIPS Benefits members**

> Capita, PO Box 555, Stead House, Darlington, DL1 9YT

> Phone: **0345 601 0607**

> If calling from overseas: **+44 141 222 5125**

> Email: [member.enquiries@sips-pensions.co.uk](mailto:member.enquiries@sips-pensions.co.uk)

**Hartlink**

You can view payslips, pension increases and P60s by logging onto: [hartlinkonline.co.uk/SIPS](http://hartlinkonline.co.uk/SIPS)

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We love to hear from you. Please send newsletter related correspondence to:

> Group Pensions, BAE Systems, PO Box 87, 1st Floor, Warwick House, Farnborough Aerospace Centre, Farnborough, Hampshire, GU14 6YU

> Email: [pensions.policy@baesystems.com](mailto:pensions.policy@baesystems.com)

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For more information visit the BAE Systems pensions website

w: baesystems.com/pensions

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