

CLRC Notices

The Enterprise Forum

12 May 10.30am
Motivational leadership - How to produce results beyond expectations.
David Hall
RAL Pickavance Lecture Theatre video-linked to DL

15 June 10.30am
Delighting our customers - How to treat them so they keep coming back, David Hall
DL

HP forum
2pm on 19 May
Pickavance Lecture Theatre, RAL, with a videolink to DL. See HP article on page 5 for more details.

DL Notices

DL public lecture
21 May The eclipse is coming
John Parkinson, Sheffield University

DCI seminars
All seminars are held in Conference Room 1 at 2pm unless otherwise stated:

11 May
UNIX Security
Dr A Sansum, RAL

13 May
High resolution modelling of airflow over the Isletof Arran
Dr Alan Gadian Department of Physics, UMIST

18 May
Molecular theories of fluid phase equilibria in complex mixtures of industrial importance
Dr George Jackson, Imperial College, London

25 May
Scientific knowledge discovery
Dr Yike Guo Imperial College/ Fujitsu Parallel Computing Research Centre



8 June
Title to be announced
Dr Richard Needs, University of Cambridge

RAL Notices

RAL lectures
All lectures are held in the Pickavance Lecture Theatre at 3pm.

27 May
Physics of motor racing
Brian O'Rourke, Williams Grand Prix Engineering

Rutherford Appleton Laboratory Christian Fellowship
"He who has the Son, has life."

13
Guest speaker: Mark McConnell, General Secretary of "Christians at Work", CR2, KI

20
Bible theme: The life of Jesus; what does it mean for me today

27
Bible theme: The life of Jesus, His return
All meetings are held at 12.30 in CR11, K3 unless otherwise stated.

You are warmly invited to attend any of the meetings. In particular, the new series on the life of Jesus may be of interest if you do not normally attend. For further information, please contact Jonathan Wheeler, R27, ext. 5189.

Gliding evening and barbeque

Oxford Gliding Club have organised an evening at Weston-on-the-Green on 27 August. Gliding costs £15 per person and spaces are limited; the barbeque is £5 per head, so bring your family along to watch! To book contact Joe Hoskins on ext. 6724 <j.hoskins@ral.ac.uk>

Articles, ideas and letters are very welcome!
Articles to the Editor or Correspondent by 15th of the month.

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LAB NEWS

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Particle physics masterclass

Over 100 sixth-formers studying physics, with their teachers, spent a day experiencing the excitement of particle physics at a special Masterclass held at RAL in March.

"I have always found particle physics intriguing and fun, and I hope we were able to get across to these students the excitement my colleagues and I feel for this subject", commented Norman McCubbin from the Particle Physics Department who helped to organise the event. "We study the tiniest particles you can imagine, using

large, international experiments. Our discoveries can change our fundamental knowledge of physics".

The programme of activities gave the sixth-formers the opportunity both to meet some of the people involved in this research as well as hands-on graphical display programs that scientists use at the European

Laboratory for particle physics at CERN, and which allowed students to make their own measurements from some of these experiments. Activities focused in particular on experiments

that study high-energy collisions between electrons and their antiparticles, positrons. These experiments provide a snapshot of conditions physicists believe existed in the early Universe, fractions of a second after the Big Bang.

Continued overleaf



Students try and solve the particle physics problems set for them (99RC1951)



The students enjoyed a tour of ISIS (99RC1941)



CLRC

COUNCIL FOR THE CENTRAL LABORATORY OF THE RESEARCH COUNCILS

Particle physics continued

Students learnt about the brand new Babar experiment at the Stanford Linear Accelerator Laboratory in California. This summer Babar will start investigating the difference between matter and antimatter in an attempt to understand why the Universe seems to contain only matter, although the Big Bang should have created equal quantities of matter and antimatter.

The Masterclass at RAL was one of a series of 18 similar events held at universities throughout the country during March and April 1999. Organised by the High Energy Particle Physics Group of the Institute of



Work at work in the particle physics laboratory (99RC1957)

Physics, other university venues included Glasgow, Bristol, Cambridge and Manchester.

The schools involved were:

Burford School, Oxfordshire
 Radley College, Abingdon
 Donon House, Titcham, Berkshire
 Farnborough 6th Form College, Farnborough

Catolpin School, Salisbury
 Hurst Lodge, Ascot, Slough
 Porsmouth College, Porsmouth
 Salesian College, Farnborough, Hampshire
 Tanton's College, Southampton

For news tips and all about particle physics in the UK see the PPUC website <http://hspxweb.d.ac.uk/>



Some of the STS staff who helped out on the day. (99RC1936)

Molecular simulations

aresbury Laboratory, Molecular Simulations Inc (MSI), and a consortium of UK universities will be working together to develop ground-breaking molecular simulation software that could lead to better catalysts, semiconductors and ceramics under a new agreement announced by the Lab last month. DL will be a key development and coordination centre for the use of these world class computational methods which allow accurate prediction of atomic processes in solid

state materials. These processes are key to the design and manufacture of materials, chemicals and electronic components.

The Laboratory will distribute MSI's CASTEP quantum mechanics program free to UK universities, develop it further by working with other key UK researchers, and work closely with Molecular Simulations Inc. to transfer these developments into new products.

Nic Harrison of DL said, "This collaboration recognises the unique position that we occupy in computer

simulation work in the UK. We will be able to help Molecular Simulations develop great products by building on the strengths of the work of the country's academic community, and to make sure that the universities in turn benefit from the collaboration. The Laboratory's staff will also be making important contributions to this work. The work has enormous potential to contribute to the success of an important market sector".

Further information is available at <http://www.wesc.diac.ac.uk/Activity/UKCP>

Science showcase

even CLRC scientists participated in the first National Showcase of Science, Engineering and Technology held at the House of Commons last month. Over 300 young researchers from University, Industry and Government Laboratories competed for the 'Westminster Awards and Prizes' at the showcase, held during SET99. Demand for places at the event was overwhelming and necessitated two receptions, rather than the original one to enable as many people as possible to present their research.

The showcase, entitled 'SET for Britain', aimed to highlight young researchers' massive contributions to British science, engineering and technology. The showcase is thought to be the first of its kind at the House of Commons, and was organised by Eric Wharton.

The 'Westminster Awards and Prizes' included the 'Westminster Medal', for a younger researcher for excellence in science, engineering or technology; the 'House of Commons SET Award', a prestigious award for research and development in science, engineering or technology; of high potential, by a younger researcher; plus poster prizes for the most promising work in the categories of bio-sciences, chemistry, physics and engineering/technology.

Ruth Bamford from RAL won a special PPARC prize for her work on radio experiments during the UK 1999 Total Solar Eclipse. She will be asking the public and radio amateurs to listen to the effect that the eclipse, on 11 August this year, will have on radio reception. The judges liked her project because it successfully combined a very timely event - the eclipse - with some original, real research on radio propagation. "Everyone in the country can help - all they need is an ordinary



The researchers relax over a drink at lunchtime

AM radio", explained Ruth. "I need data from as many different areas in the UK as possible for the experiment to be really successful, so I hope that thousands will participate". Ruth's poster was chosen because the judges were impressed by her ability to explain the project clearly to the MPs and other guests. "This project uses the solar eclipse event to carry out research that would be unexpected to most people, but in which everyone can participate wherever they are in the country, and whatever the weather is at the time", explained Dr Geoffrey Friday of PPARC - one of the judges. "I hope the experiment is a great success" he added.

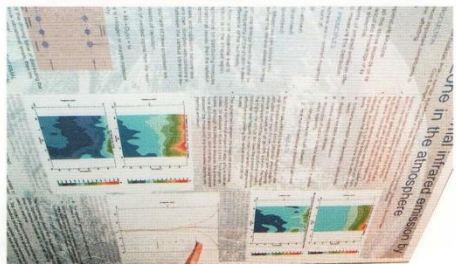
The other CLRC participants were Karenna Koutoulaki, John Lovoyak, Fred Mosselmanns, Bridget Murphy, Nigel Smith, and Nick Terrill.



Ruth Bamford and Geoffrey Friday



Nigel Smith searches for dark matter



Katrina Koutoulaki explains her poster

A day in the life of...

Alex Howie is the employee support and recruitment manager at Daresbury Laboratory. But what does that mean and what does he do? Jane Welborn spent a day with him to find out...

Employee Support has been operating for three years; it replaced the old Personnel Office. The more friendly and helpful title is also reflected in the service. Employee Support has recently taken on the role of Recruitment but this isn't where Alex's responsibility ends. In addition to his Employee Support role, Alex works closely with Occupational Health, Training, the RAL Personnel and Policy Groups, and the trade unions. As is the same for many of our jobs, no one day could ever be classed as typical.

So, what does the 'Man in Black' (as he's known at DL) actually do? Well, sometimes he wears other colours; today he is sporting a startling canary yellow shirt. This won't bother him but it might provoke some of his visitors to reach for their sunglasses - I'll keep an eye on that as the day progressed. Well, firstly there were emails to be answered and, then, a cup of black coffee to be drunk whilst Alex sits down to review some interview papers as he is interviewing all next week. I decided to ask him about interviews and what it's like to interview on a scientific/technical panel from an Administrative point of view. He says that he has learnt more about the work of the Laboratory through interview panels than he had in all his previous work at DL. Alex also enjoys asking unusual questions and has learned a lot from questions such as "what does a flange do?", who says Personnel staff haven't got a sense of humour? A knock at the door and Jaime Cleveland, the Employee Support and Recruitment Supervisor, enters with a pile of papers. An barrage of questions and answers follow covering a wide range of subjects - probation, flexi (if you're reading this in your lunch break, have you remembered to key out?) training, pay, secondments, a variety of personal cases and maternity leave. The phone rings - a quick call - and 10 minutes

later after an animated discussion over allowances, Alex returns to what he started.

Another friendly face appears at the door, Hilary Manning, Payroll Manager, who has a quick payroll question. Then the phone rings again and it's time for a complete 'change of hat' as Alex has to discuss a personal case; as well as following procedures, people also have to be considered. Alex played a key part in establishing Jacque Edmunds, the Lab's counsellor. He then shows what a warm-hearted chap he is as he signs a birthday card for one of the payroll team. He has a good word to say about everyone in his team when I ask him.

Lunch is a quick turn around before a short afternoon as Alex is off to RAL. He's quite often at RAL, visiting two or three times every month. Straight after lunch Alex reviews the on-going programme of first aid

facilities on site, with Occupational Health. Reviewing the first aid facilities has involved many discussions with Occupational Health, safety reps, first aiders and the trade unions.

Another quick change as someone calls for an appointment to discuss their personal situation. Often common sense is the greatest asset, with a mindful approach to all individuals. Alex needs to consider the individual regardless of what he is working on at the time. Being there is an essential tool if people are to return. This side of Employee Support is often not seen, that they are there to help not just implement all the rules and procedures.

As he drives off in to the night he considers what shirt will tomorrow bring? There is an image to protect after all...
Jane Welborn



(DL)99/33/111

Recreating the early Universe

Experiments that will collide beams of gold nuclei together to try to create the kind of nuclear matter that made up the Universe in its first ten-millionths of a second of existence are to start this month.

The Big Bang created what physicists call the quark-gluon plasma (QGP) - an intensely hot, soup-like mixture of the quarks and gluons believed to be the ultimate building blocks of matter. As it cooled to a temperature of around a million million degrees, this plasma 'crystallised' into protons and neutrons, in much the same way as steam condenses into water when it cools.

The Nuclear Physics Group at Birmingham University will be trying to find out the temperature at which this took place and exactly what happened. They hope to heat up matter to a very high temperature and pressure to recreate the heart of a supernova or neutron star. To achieve these conditions, the researchers need to manufacture collisions using the heaviest nuclei easily available - lead and gold.

Experiments trying to create the quark-gluon plasma have already been carried out at CERN, where a beam of lead nuclei has been smashed into stationary lead nuclei. Temperatures of a million million degrees have been

achieved and there is some evidence that the plasma is being formed but results are not yet conclusive.

Exciting new international experiments producing collisions with an energy ten times greater than those at CERN will start soon at the US Brookhaven National Laboratory. Here, the hearts of gold atoms will be heated until they vaporise into their constituent quarks and gluons. Opposing beams of gold will collide in the underground tunnel of the Brookhaven's new Relativistic Heavy Ion Collider, to create what physicists are already calling 'the little Big Bang'.

Investors in People

Questionnaire

Thank you to everyone who returned the questionnaire and took part in the interviews. A total of 667 questionnaires were returned, and the average response rating was similar to last year's result. The interviews will be completed during April and a full summary of the

survey findings will be published in the next edition of LabNews.

Forum

A forum on the benefits of Investors in People will be held at 2pm on 19 May in the Pickavance Lecture Theatre, RAL, with a videolink to DL. Speakers

from organisations who have achieved the standard will talk about the benefits that have been gained from working within the Investors in People framework. There will be plenty of chances for questions to a panel of IIP experts, so do come along. The event will be introduced by Dr Westwood.

Hello everyone,

I finished - all that training paid off and I am now one of the many that can say that they've run the LONDON MARATHON! I did it in 4 hours 22 minutes, oh yes is that man good or what? And, I've raised £1000 for 'Action against Breast Cancer' which is a great charity.

The atmosphere there was quite amazing. It can't be explained or even slightly experienced by watching it on television; you have to see it with your own eyes to begin to comprehend the sheer scale of the operation. The organisation was excellent, and with plenty of encouragement from the crowd and the volunteers working for Flora, you couldn't not finish it really. But you still have to do the training otherwise you end up like a man I saw in the early stages of the

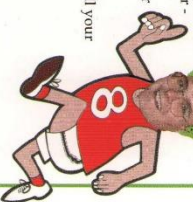
marathon, on the floor practically dying after 2 two miles. Quite sad and quite annoying too for those people who have done the training and not got in. (A small tip for you if you ever run a marathon and that is to put your name on your 'T-shirt' - it feels like there are so many supporters that know you and cheer you on; I'm sure it makes you run faster and with more confidence.)

Unfortunately I wasn't filmed by the BBC. I've watched the video over and over again to see if I was in the background. Stopping and starting, pausing and playing - that's all I did the day after!

I even dyed my hair green for the marathon and it's still green - very green in fact, almost fluorescent. I've found out it doesn't wash out for 40 washes so as you can imagine I'm

not impressed, and when it does wash out my hair is going to be a bleached yellow colour - what some people do for charity!

Thanks for all your support.
Adam Davis

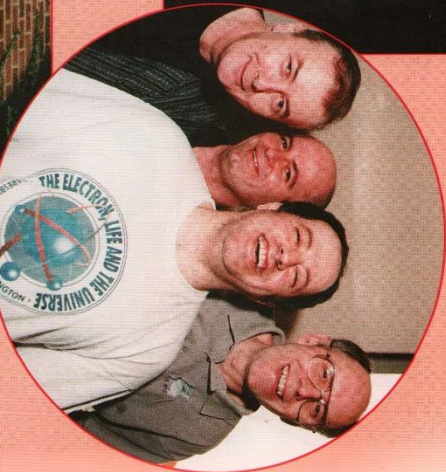


Comic Relief activities raise over £3000 for great causes

A big thank you to everyone who played a part in the red nose events on 12 March 1999. A grand total of £2240.67 was raised at DL alone. A range of events and sponsorships were arranged including quizzes, cake stalls, baby picture competitions, raffles, story time, car washing, fancy dress and football matches - the list goes on and on. At RAL, a raffle in the Rec Soc and a 'red' collection by the Procurement group raised £1045.52.



The Lookshires (Wayne Burgess, Peter Weatherhead, Bill Johnson, Terry Higgins, Phil Kotherham, Vin Jackson) staged the day's most unusual event. No one believed they would, but they did. Scratching their stuff to the renowned Paul Murray must they have almost all! Driving through the DL security gate will never be the same again! (DL29/25/31)



Very friendly or foolishly Neil Thomson, Tim Kenyon, Piers Rickhale and Colin Meeks collect sponsors to remove their beards. The Beards R Us team were on hand to complete the task. How long will the men look best? (DL29/25/65)



R21 staff were 'fired' for every non-red article of clothing worn that day, and to show how it should be done the contracts team dug deep into their warehouses and donated red - all over. Pictured are Sally Gill, Diane Risheloff, Penny Baker and Claire Coxson (99RC1870)

Reprohensive Tim Rich and Ellen Whiter join in the red theme for the day. Don't drink the bubbly - it's a raffle prize! (99RC1856)

Staff volunteered (or was it that they were volunteered?) to be placed in the stocks and for a small charge of 50p for a sponge, staff could show them how they felt. For £1 there was the ultimate revenge - a bucket of cold water. Andy Gallagher and John Towers (pictured) were just two of the staff who got wet. The most popular targets placed in the stocks were the organisers Andy Goulton and Tim Kenyon. This was, purely coincidental we're told! (DL 99/25/54)



Employee Support and the Library (including the men) were sponsored to dress as schoolgirls for the day. Pictured are Jan Mursh and Linda Stanley (DL 99/25/17)



The Dougland Cleaners were on hand to give your car a well-earned spring clean. Rita Smallman goes through the wash. (DL 99/25/65)

Retirements

Jack Kent

Have you ever put it? We'll miss you, Jack!

A lunchtime on 23 March over 100 of Jack's friends and colleagues gathered to say goodbye to him at his retirement presentation.

Jack Kent was initially employed at RAL in 1980 for a month to help with the carpentry and odd jobs required for the Open Days. Nineteen years later Jack has worked his magic maintenance everywhere on site!

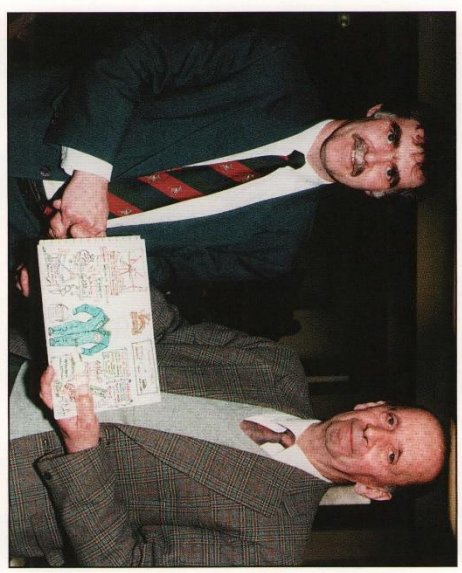
Rick Mason, head of the Building Project Group, gave the presentation. Jack had, apparently been considering retirement for the last 3 years but there was always too much work to do, especially last year when Jack helped everyone get ready for the 1998 Open Days. Jack's dedication to his work is etched by the trouble he would go to everyday just to get here, firstly cycling to his nearest bus stop, then catching a bus to the Rowstock roundabout and finally hiding a lift up to the Lab.

His gifts included a clock in the form of a wooden door made by Julian Smith from the R8 workshop, a Black and Decker multi-headed sander, £330, a bottle of wine, a Ray Roberts card and an arrangement of flowers for his wife.

At his presentation, Jack said that he would lie in bed with a glass of champagne on the first day of his retirement and toast everyone on their way to work. The thing Jack will miss most is all the friends he has made here, however he won't miss the endless urgent jobs that came his way. After nineteen years he never did manage to finish a cup of tea!

Dear Natalie,
Can I take this opportunity to thank all your readers for the lovely gifts and money I received on the occasion of my retirement, and to say sorry to all the people I did not manage to get round to see and say goodbye to. Thank you all once again.

Jack Kent



Jack (right) receives his Ray Roberts' card from Rick Mason (99RC1998)



John Burren retired from the Advanced Communications Unit at the end of February and many of his friends gathered to wish him well. John has been at RAL since the Laboratory was founded, and expects to be seen around as a consultant for some time yet. He donated his retirement collection to the Medical Foundation, a charity which provides medical help for victims of torture. Pictured with John (centre, front) are back left to right, Xiga Shi, Christian Rampreth, Chris Adams, Chris Cooper and Kashmir Durrani. Front left to right: Hilida Cook and Averil Smith (99RC1730)



Sylvia Fones (centre, front) with colleagues past and present (99RC2053)

Natalie
I should like to thank all those friends and colleagues who joined me to celebrate the occasion of my retirement. It was wonderful to see you all and so

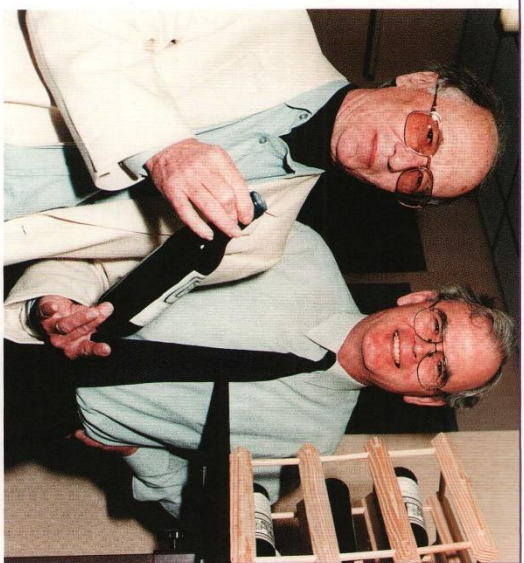
kind of many past colleagues to come. May I also say a big thank you for the many gifts I received which I assure you will be treasured.

Good luck and best wishes to everyone.
Sylvia Fones

Gordon Eaton

Gordon Eaton retired at the end of March after 17 years working at RAL. After gaining a PhD from Birmingham University, Gordon embarked on a career as a medium energy particle physicist which sent him to work at accelerators in the USA (Princeton), Switzerland (CERN and SIN) and Daresbury. However, he is known at Rutherford for his key part in the development of the ISIS target station and his crucial role in the design and construction of all six ISIS muon beamlines.

Gordon was given a case of red wine (purely for medicinal purposes, of course!), and his wife Julie received a bouquet of flowers at his presentation. Highlights of Gordon's career were described by Gavin Williams, who as an undergraduate at Birmingham during Gordon's PhD time, can remember him demonstrating on the practical course (at least, Gavin thought he remembered Gordon and not his twin brother Terry, who



is also a particle physicist). In reply, Gordon said that the important part of his career was that every day had been fun - indeed he had enjoyed when he visits as a consultant.

his time at RAL so much that his friendly face and jovial manner will continue to be experienced at ISIS when he visits as a consultant.

Training update

Coaching for performance improvement

A new, participative, two day workshop to help managers to improve their coaching skills is being piloted at RAL on 18 and 19 May. If you would like to participate in the pilot of this programme or require further information please contact Rosie Sherry, RAL ext: 5892 or Miriam Waters, RAL ext: 5361.

Learning resource rooms

The resource rooms at RAL and DL will be refurbished during the next few months, and we are reviewing our stock of manuals, books, videos, and CD rooms. We are keen to ensure that these facilities meet your needs and are well used. If you have any suggestions for improvements to the rooms or requests for new additions to our existing stock (our current catalogue can be viewed on the Training web pages), please contact Miriam Waters at RAL on ext: 5361 or Steve Pridding at DL on ext: 3720.

COACHING

FOR PERFORMANCE IMPROVEMENT
A two day workshop with half day follow up and e-mail/telephone support
18-19 May 1999 at RAL

Learn to develop your people by:

- using a coaching process for developing skills, performance, learning and career potential
- using a set of coaching skills that can be used to build motivation and confidence
- using tools and techniques that will help you to overcome the everyday hurdles that managers face when trying to develop or coach their people

This is a highly practical, participative, and fun workshop which will focus on real life case studies identified by delegates.

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The Sun and the stars shine at the DTI

CLRC exhibited at an events at the DTI as part of SET week. The event entitled 'The Eclipse, the Sun and the Stars' was organised by the DTI, CLRC and PPARC for DTI staff. Richard Harrison told a packed audience about the latest

discoveries from SOHO and Malcolm Longair described the Gemini Telescopes. DTI staff also had an opportunity to talk to scientists from the Space Science Department and to find out about the experiments which will be taking place during the eclipse in August.



Richard Harrison (right) explains SOHO to the Science Minister and PPARC's Geoffrey Findlay (99RC1915)



Steven Green and Louise Tunstall travelled up from Helston School, Cornwall, for the day. They were lucky enough to witness an eclipse in Cornwall last year and will be involved in several experiments that our own scientists will be performing from the school's playing field during the UK eclipse. They are pictured here with Neil Tunstall, head of science at the school and the Science Minister, Lord Sunningby (99RC1923)



Scottish Fellow

Professor Ken Peach, Director of Particle Physics at RAL, has been elected a Fellow of the Royal Society of Edinburgh. Professor Peach is an expert in the difference between the properties of matter and antimatter particles.

"I am intrigued by the fact that there seems to be no antimatter left in the universe today, and whether this can be related to the small differences between matter and antimatter that we see in the properties of sub-atomic particles," he commented. It is for this work that Ken has been elected to the Royal Society of Edinburgh, which was founded in 1783 for the Advancement of Learning and Useful Knowledge. There are currently about 1200 fellows, drawn from science, the arts, technology, industry and commerce. "It is a great honour to have been elected to the Royal Society of Edinburgh, and I look forward to using this position to excite the interest, particularly of young people, in the fascinating world of modern science and technology," he said. Ken holds a Personal Chair in Particle Physics Experiments at the University of Edinburgh.

NERC Council
Mrs Pamela Castle FRSA has been appointed to the Council of the Natural Environment Research Council. Mrs Castle is a solicitor working in environmental law. She has a science background and has previously worked for both the pharmaceutical and petrochemical industries. She replaces Dr Yvonne Barton and will serve as a member from 1 August this year to 31 July 2001.

PPARC Council
Professor Roger Davies, University of Durham and Mr Ian Ritchie, President of the British Computer Society, have been appointed as new members of the PPARC Council from 1 April 1999 to 31 March 2002. Professor Davies has been Professor of Astronomy at Durham University since 1994, working in the fields of galaxy evolution, cosmology and astronomical instruments, especially telescopes. He worked at the US National Optical Astronomy Observatories in Tucson, Arizona during the 1980's. A decade ago he returned to lead the UK effort to construct a large optical/infrared telescope which led to the UK's commitment to the international Gemini project to construct two 8m telescopes, one in each hemisphere.

Mr Ritchie is the President of the British Computer Society, Europe's leading professional body representing information systems engineering. He is also Chairman of four other high technology companies as well as an honorary Professor at Heriot-Watt University and a visiting Professor at Leeds Metropolitan University. Mr Ritchie founded and managed Office Workstations Limited (OWL) and its US subsidiary which became the first and largest supplier of hypertext/hypertext authoring tools for personal computers. In addition, Professor Len Cullane, University College London, Professor James Hough, University of Hertfordshire and Professor David Saxon, University of Glasgow are all re-appointed.

BNSC website

The British National Space Centre changed its website address at the beginning of this year. It's now available at the much snappier address: <http://www.bnsc.gov.uk>

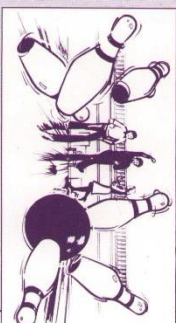
IoP awards

The Institute of Physics has launched a new scheme to recognise work which helps to increase awareness of the exciting nature of physics and its relevance and impact in everyday life. The Public Awareness of Physics awards are intended to reward the work of individuals or groups who have demonstrated excellence, inspiration and innovation in bringing physics to the public. The deadline for nominations is 28 May. If you think you might qualify and want more information contact Kate Perry at the IoP on 0171 470 4800.

Sports day winners

Congratulations to CLRC staff who did very well (again!) at the indoor sports day held in March. The winners were:

- | | | |
|----------------------------|---|--|
| 10 pin bowling, individual | - | Darren Bungay |
| Squash | - | John Sherman |
| Snooker team event | - | Steve Budge and Robin Binnington |
| Volleyball | - | Chris Robey, Adam Baird, Elaine Hopes, Andy Thompson, Kevin Marsh, Charlotte Bolton and Chris Seelig |



companies as well as an honorary Professor at Heriot-Watt University and a visiting Professor at Leeds Metropolitan University. Mr Ritchie founded and managed Office Workstations Limited (OWL) and its US subsidiary which became the first and largest supplier of hypertext/hypertext authoring tools for personal computers. In addition, Professor Len Cullane, University College London, Professor James Hough, University of Hertfordshire and Professor David Saxon, University of Glasgow are all re-appointed.