

# The Connector



## Aerospace Division

**Nigel Pitman**, Managing Director, FGP Systems, FGP Lufton & RSC

Just over three years ago (October 2015) the creation of an “Aerospace Division” began, with new investors bringing new life and opportunities back to our business.

The impressive capability that the “Aerospace Division” can now offer to our customers is second to none and well supported by a dedicated team of over 200 employees.

In life sometimes, in order to go forward you have to look back to better understand, the journey travelled and the support offered, both internal and external to the business. It is at this point we have to acknowledge the strong levels of support that both our Non-Executive Directors and our Investors have given to the trading companies and the management teams so far. This support has enabled the management teams and employees to concentrate on the businesses building up a capability, both positive and structured, that will best support our current and future customers’ needs.

Part of this support now and going forward is to continually invest in the latest innovation and technology, whilst improving our processes year on year, increasing our productivity across the board. It is no surprise that in the Aerospace sector we operate under contractual cost down year on year productivity targets, whilst at the same time we are experiencing cost increases on materials, wages and the uncertainty around the whole Brexit process which leads to currency fluctuations and potential cost implications. With this in mind a strong investment plan is required that allows the businesses to invest in new plant and machine tools each costing between £150k to £550k each. This type of investment enables increased lights out manufacturing, whilst at the same time reducing the processing time to produce the parts due to the technological advancements on the new machines, for

example if we take delivery of a new machine tool today and replace a 10 year old specification machine, we would expect to see a three to six fold increase in productivity whilst at the same time benefit from a reduced labour cost to support this investment. This is the strategy whereby we use the latest innovation and technology to better support increased Productivity within our business, this strategy benefits both our business and our employees by reducing the amount of repetitive manual operations that have to be carried out, which can now be completed with

an automated solution where possible. I would like to take this opportunity to thank both the Board of Directors and our Investors for their continued assistance and support in building up this unique Aerospace Division and continue to look forward to working with them in the future.

See below the latest two new investments.

Top: Hermle HS-Flex fully automated 16 pallet 5 axis machine tool (24-7 capability) Location FGP Systems (Weymouth)

Bottom: Acura 5 axis machine tool location FGP Lufton (Yeovil)





# FGP Lufton Heat Treatments Upgrade

**Simon Holt** - Production Manager, FGP Lufton

Since the conception of FGPL Ltd, 27th Nov 2017 to be precise, FGPL has already processed 1200+ Orders from Honeywell, FGPS and various other suppliers through its Heat Treatment facility. During this period, we have battled against aged furnaces which have a number of inherited reliability issues plus parts / service availability due to their age (2 Furnaces are 45+ years old !!) With a downtime of at least 40%, our targeted turnaround time of 10 days has been a real challenge and has also prevented FGPL from growing this part of the business, which is still a major Strategy after the investment across 2018 in getting both NADCAP & SCA approvals at FGPL.

FGPL has courted 3 potential Furnace Suppliers over the last 6 months. Our remit being to select a proven Furnace Supplier who could Repair & Service / Upgrade / Supply New Furnaces. With the associated leadtimes to both refurbish and supply a new furnace, selection of a Supplier who could fully support us both from a short / mid / longterm perspective has been critical.

Likewise, from a HSE perspective they have also advised as to how we replace the aged Cooling Tower system along with the associated Legionella precautions plus the manual handling considerations when loading the Furnace. With a front loading furnace plus trolley eliminating top loading furnaces with an overhead gantry crane.

Going forward we have partnered with VAS Ltd (Vacuum Atmospheric Services) to repair & service, upgrade both the Wentgate 1820 and CVE hot zones and control systems, supply and install a new TPHF600 front loading vacuum furnace. Based in the West Midlands, they demonstrated a very strong legacy, flexibility and responsiveness to the overall solution that FGPL Ltd was seeking here. We look forward to further developing that business relationship and further reporting that yield in Q4 this year.

The total investment here is likely to be circ £700k, but the opportu-

nities are huge: i.e. ability to process 2000 orders per annum v 1200 today / 3000 orders in a 3 shift arrangement. The current plan is to have the original furnaces upgraded and the new furnace in place by mid Q3 this year. Besides the obvious reliability, running costs and HSE enhancements here, this will greatly improve the turnaround times and throughput and enable FGPL to finally realise the business growth potential on these special processes.



## News - AS9100

**Derek Smith**, Operations Director, RSC

2019 AS Audit result! For the second year running RSC achieved zero findings in there AS9100 audit. A team effort ensured that the surveillance audit carried out by BVQI passed without incident.

With all processes and a review of key management processes carried out it is a testament to the hard work and professionalism of the RSC team that no NCR's were raised over the 3 days.

“RSC have shown themselves to be a forward-thinking company with vision of continual improvement and investment. I have been hugely impressed with the buy in of all staff to the ethos of the company and the willingness to strive to be the best in the business. My congratulations go to the team for the achievement of zero NCR's raised during their recent AS 9100 surveillance audit.” - D.Bevington BVQI Aerospace Auditor.

# News - Leonardo

**Derek Smith**, Operations Director, RSC

Latest news! RSC have added to their ever-expanding portfolio of customers with the addition of the prestigious Leonardo approval.

The approval for painting, sulphuric & chromic anodizing, chromate conversion and dry film application will ensure that RSC can offer a one stop shop for Leonardo's surface coatings requirements.

With RSC's geographical advantageous location to Leonardo a swift turnaround and delivery can be assured with support on-site available within the hour.

The approval gained late in 2018 demonstrates RSC's push to be not only be the best in sector but to supply the best in the Aerospace market.

## Paint - RSC

RSC are pleased to be announcing investment into our paint facility with the modernisation of two spray booths Supplied by DTC (Direct Tool Company),

Currently we have two water back booths which have served us well for over 9 years. And are looking forward to the new install in February 2019,

In 2016 we upgraded a dry back unit to a Dalby gas powered booth which has increased capacity.

The two new DTC booths with integrated mixing room will finalise our 2018/2019 site modernisation and re structure.

### Air Supply and Extract Plant

- New Design air supply generator/exhaust unit equipped with direct driven high-performance centrifugal fans
- High efficiency quiet-running motor and fans
- UNIQUE TWIN FILTER SYSTEM Large pocket pre-filtering protecting the plant - in addition to the booth filters
- Recirculation ventilation system in the drying phase to reduce power consumption

### Booth Controls

- I-Pad type touch screen pad
- Control panel with 9.2 inch colour touch screen
- PLC Inverter unit to adjust capacity and allow automatic pressure control
- Drying and flash-off cycles with customizable programs
- **Unique eco-mode functions - saving £1000's on gas and electricity**
- Automatic standby function for energy savings
- Filter saturation monitoring
- Remote assistance contracts
- Date remoting on external unit as option

## New REACH Compliant Sulphuric Anodise

**Derek Smith**, Operations Director, RSC

The process is REACH compliant offering the following benefits.

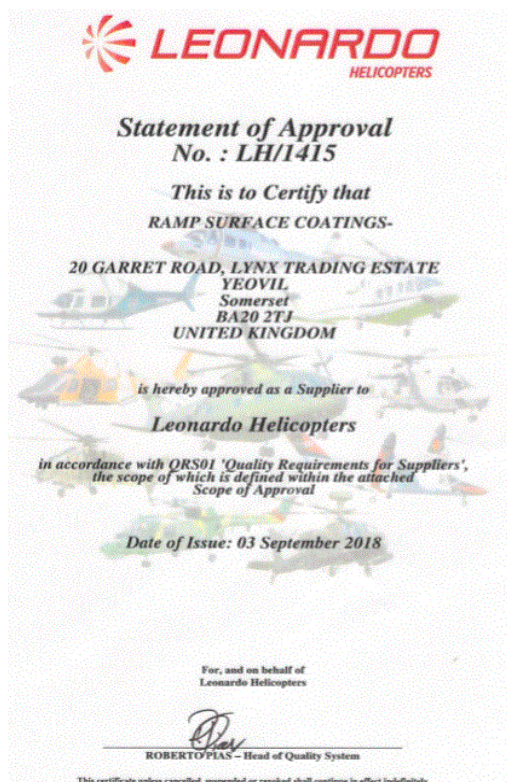
- Improves corrosion protection of the anodic coating.
- Works against leaching of organic dyes.
- Combined with hot water sealing improves the resistivity of anodic coatings.

- Suitable as preparation of anodic coatings prior to painting.

Sulphuric Anodise with Surtec 650v hexavalent chromium free impregnation.

This replaces traditional Chromium based sealing.

The parts are also subjected to Iridite NCP coating and subsequently painted.

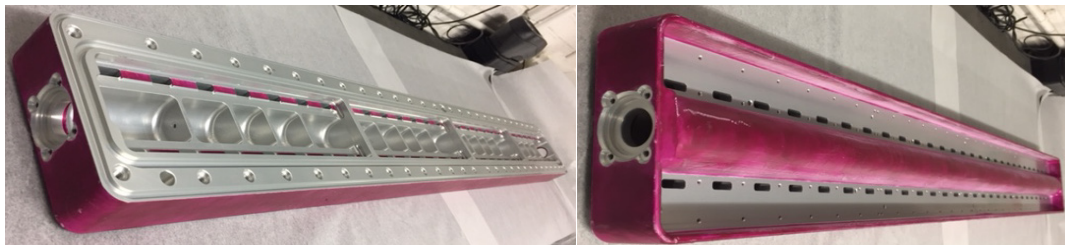


### Booth Advantages

- 1.2 Year Warranty
- Fullt insulated cabin - maximising economy
- High power 7.5 kw fans - increasing airflow
- High power airflow = increased productivity
- Reduced overspray - reducing re-work
- Faster bake times - maximising throughput
- Traceable data logging - aerospace compatible



# Liquid Masking of New REACH Compliant Sulphuric Anodise



The parts are immersed in Iridite NCP coating for faces which require electrical bonding. Then Liquid Masking is applied. The remaining unmasked faces are Sulphuric Anodised with Surtec 650v hexavalent chromium free impregnation.

## Training Centre News - African Venture Saves the Day

**Andrew Johnson**, Apprentice Supervisor, FGP Systems Ltd

With Brexit just around the corner it's good to see our first year Apprentices branching out into new African markets .... How so?

Having been let down by one of their suppliers, Antony Altoft, Managing Director and owner of FastPaQ Ltd turned to FGP'S Training Centre for support in taking up the slack and helping to complete orders for several fast Labelling machines due to be delivered to companies located in West Africa.

"No better way to learn on the job", quick turnaround, small batch production and high quality precision components.

Under the watchful eye of Andy and Lee the team set about their task, Milling, Turning and assembling.

**What does our customer say:-**

"Without the support of FGP'S apprentices it would have been impossible to meet our project deadline. Thanks to the FGP apprentices stepping up at the last minute as a backup supplier we were able to secure the deal on time and as a result FastPaQ have received large amounts of orders. The work produced by the apprentices was fast, professional and finished to a high standard".

Tyler Groves

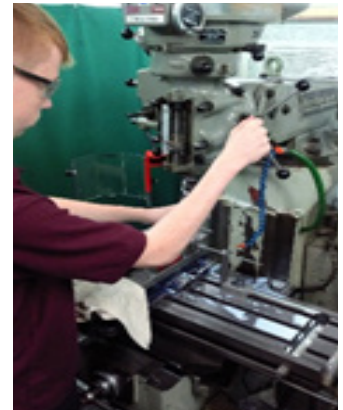
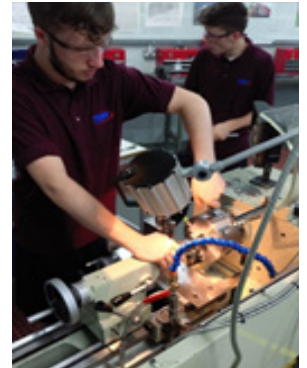
FastPaQ production manager

**Well done** Morgan, Matt, Jack and Cedrick, an impressive array of parts produced in batches ranging from 2off to 20off. Turning, drilling, knurling, milling flats and slots.

and that reminds

us ... *"Learning is an active process. We learn by doing. Only knowledge that is used sticks in your mind".*

Dale Carnegie/writer



Hope you all had a Merry Christmas... Speaking of Christmas this might make you chuckle!

We all know they love to match with their outfits...

Kirsty Rollo, in the spirit of Christmas gave Nigel for Secret Santa a gift for both Nigel and Paul...

Now they can match every Christmas and Kirsty thought she could save them time every morning discussing what to wear!



## RECENT NEWS

### Congratulations

Congratulations to Natalie Newton for passing her probation period.

### Congratulations

Congratulations to Josh Brown on his promotion to Quality Engineer/Laboratory Technician.

### Congratulations

Congratulations to John Knight on passing all his SCA exams.

### Congratulations

Congratulations to RSC who have passed their recent AS9100 Rev D audit with no NCR's and no observations.

### Congratulations

Congratulations to FGP Lufton who has now successfully been awarded their three NADCAP accreditations

### Congratulations

Congratulations to Kevin Charles on his secondment to FGP Lufton

### Congratulations

Congratulations to Lee Holt on passing his probation

Want to say something special? Email [verity.pitman@fgpltd.co.uk](mailto:verity.pitman@fgpltd.co.uk) to include your message in the next issue

## Aero Evolution

Gary Northway, Head of Quality, FGP Systems, RSC & FGP Lufton

For the second year running we have just concluded the internationally recognised AS9100 audit at RSC with ZERO findings. This result is an accolade to the organisation and comes at a time when we have accomplished a major phase of the business's evolution....



In December 2018 we obtained our final accreditation in our NADCAP journey for our special processing houses (RSC & Lufton).

*"NADCAP (National Aerospace and Defence Contractors Accreditation Program) is an industry-managed approach to conformity assessment of 'special processes'."*

With the successful closure of the Heat Treatment audit, supported by the earlier completion of Welding and NDT (Non-Destructive Testing) at Lufton and the Surface Treatment certificate for RSC we now hold a full suite of AS9100 and NADCAP accreditations across group.



The journey has not been an easy one, with multiple exams to be undertaken

and completed by SCA's (Source Certifying Agents), the full development and implementation of a complete business management system at Lufton, and all whilst

adapting to the new Rev D standard of AS9100 at each site. However we have succeeded in our quest and continue to push on with further improvement initiatives sponsored by 2 of our major customers (Thales and Leonardo on the SC21 programme).



So what does that mean? It means that we can continue to trade and sell our products and services to our customers as these are mandatory accreditations to hold; moreover, with all of these types of programmes, AS9100, NADCAP, SC21, the environmental ISO14001 standard they all make us a better business. More efficient, more cost effective, better controlled and with that comes performance, stability and satisfied customers & stakeholders.

We of course have to maintain these accreditations and will undergo multiple audits internally, by customers and by the accreditation bodies themselves to ensure ongoing assessment and conformity. With the world class operating systems, processes and people we have within the organisations these "health checks" are welcomed with open arms and help monitor and identify opportunities for improvement.



# A rough cutt of how the Ruff Cutts came about!

**Chris Eckersley**, Production Manager, FGP Systems Ltd

What started out as a throw away comment on a QA Team night out in March 2018 to see a liveband resulted in the formation of the first FGP band.

Jon Russell and Gary Northway set about seeing if we had enough musically minded people within FGP to maybe form a band to play a couple of songs at the group Christmas party.

It was shortly after this I was approached and a date was set for our first practice. Jordan Pring & Gavin Walters auditioned for the lead singer spot and once we heard them we were undecided on which one to pick so we had both.

A few months in and we were still missing one key ingredient. A Bass player, it turns out that in this neck of the woods these are an endangered species and most bass players in and around the Dorset area are already in 2 or more bands. Step up Steve Slade who agreed to step in to help us out for our first ever gig (Thanks Steve).

Many months of hard work followed practicing after work and at weekends and any spare minute we had at home.

So, the big day arrived and a couple of songs had turned in to 11 song set lasting approximately 1hr.

To say we were nervous would be an understatement only Jon & Steve had ever done anything like this before however nerves or not we thoroughly enjoyed our first ever gig and hope everyone who attended enjoyed as much as we did.

No rest for the wicked we have our next gig lined up on the 2nd Feb at the old spa on Dorchester Rd in Weymouth and we are down to play 3 weddings later on in the year along with some potential social gatherings across group throughout the year. So all in all what turned in to a bit of fun and one off outing at the Christmas Party has now took on a life of its own.



## FGP Systems Commitment to the local Community

**Ryan Hope**, Quality Assurance Engineer, FGP Systems Ltd

Back in 2017, the employees of FGP Systems decided they would like to support two local charities or community projects to fundraise for each year. Each year nominations are put forward by members of staff, which are then scored by the employee committee with the two highest scores being chosen as the years chosen charities. In 2017 the company raised £1,190.25 for Weymouth & Portland Lions Club & SCBU (Dorchester Special Care Baby Unit) which was then topped up to £2,000 and a cheque for £1,000 was presented to each charity. Help for Hero's & Somerset & Dorset Air Ambulance were the chosen charities for 2018 and a fantastic £2279.11 has been raised. The money is raised each year by holding/running a number of activities and social events such as the great FGP bake off, Annual Golf Tournament, Family Fun Days, Dragon Boat Racing, Christmas Draw and Christmas Jumper Day. Thanks are given to all staff who give their time to organise these events and to those that support these events by contributing donations.



## FGP Systems Support Dorset Echo Toy Appeal

**Ryan Hope**, Quality Assurance Engineer, FGP Systems Ltd

The Dorset Echo Christmas Toy Appeal never fails to show that the festive spirit is alive and well in the community. For the last 19 years the Dorset Echo have been working with local businesses to ensure that children in areas of deprivation, in care or hospital all receive a gift at Christmas. In December 2018 FGP Systems made a £300 donation to the Dorset echo toy appeal to support them in their efforts.



## Secret Seven



**This Issue's Secret Seven Director is — Nigel Pitman, Managing Director of FGP Systems Ltd, RSC and FGP Lufton**  
Each quarter a different director is asked the same questions so you get to know a little bit more about them. Nigel was asked:

*Favourite 90's TV Show?*

*Friends*

*First Job?*

*Labourer for a Joinery Firm*

*When you're not working, how do you spend your time?*

*Working/ Golf/ Rugby, watching only*

*Favourite subject at School?*

*PE (Physical Education)*

*What is your hidden talent?*

*The ability to make a golf club and ball do things that are supposed to be impossible.*

*Something you say you'll do, but never do?*

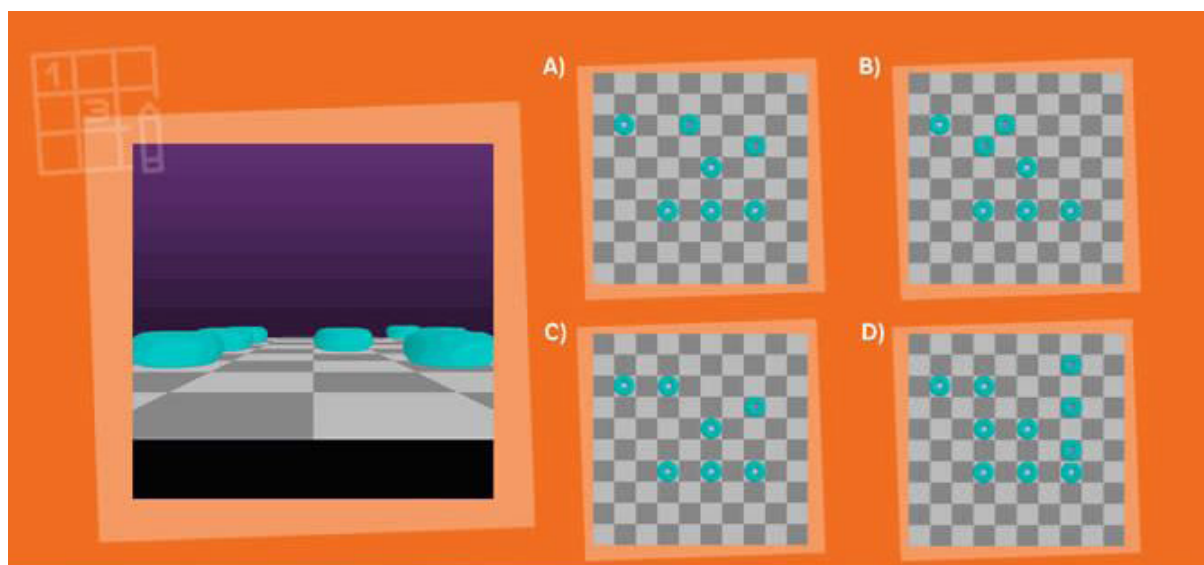
*Go on Holiday!*

*What is the best fancy dress costume you've worn?*

*Fred Flintstone, even coloured my hair with food colouring that took six weeks to wash out.*

## Tea Break Teaser

A person sees this picture on the left from where he/she stands. So, which image is he/she looking at to see that picture?



## John Logie Baird

Did you know that on the 26th January 1926 John Logie Baird demonstrated the first working television system, he was an inventor of both the first publicly demonstrated colour television system, and the first purely electronic colour television picture tube.

In 1928 the Baird Television Development Company achieved the first transatlantic television transmission. Baird's early technological successes and his role in the practical introduction of broadcast television for home entertainment have him a prominent place in television's history.

Baird was ranked number 44 in the BBC's list of 100 Greatest Britons following a UK-wide vote in 2002, 56 years after John Logie Baird passed away. In 2006, Baird was named as one of the 10 greatest Scottish Scientists in history, having been listed in the National Library of Scotland's 'Scottish Science Hall of Fame'. In 2015 he was inducted into the Scottish Engineering Hall of Fame.

If you would like to read more about John Logie Baird's Engineering of the television please go to this link;

[https://en.wikipedia.org/wiki/John\\_Logie\\_Baird](https://en.wikipedia.org/wiki/John_Logie_Baird)

<p><b>30% off selected Mens, Womens and Kids Boots plus FREE DELIVERY on Orders Over £50 at Clarks</b></p> <p>To claim your discounted entry visit: <a href="https://www.vouchercloud.co.uk/featured-voucher-codes.html?rc=5663357">https://www.vouchercloud.co.uk/featured-voucher-codes.html?rc=5663357</a></p> <p><b>Or use code: NEWBOOTS30</b></p>	<p><b>Waitrose Valentine's Day Meal For Two, Starter, Mains, 2 Desserts &amp; Wine for £20</b></p> <p>To claim your discounted entry visit <b>a waitrose supermarket</b></p>	<p><b>10% Off Orders at Thorntons</b></p> <p>To claim your discount visit: <a href="https://www.vouchercloud.com/redeem-out/2100304?nonInteraction">https://www.vouchercloud.com/redeem-out/2100304?nonInteraction</a></p> <p><b>Or use code: VCLOUD10</b></p>
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Current Vacancies	Additions to the team
<p><b>FGP Lufton are currently recruiting for:</b></p> <p>Experienced General Machinists Business Administrator</p> <p>For more information please contact: <a href="mailto:kerry.weaver@fgpltd.co.uk">kerry.weaver@fgpltd.co.uk</a></p> <p><b>WE'RE HIRING!</b></p>	<p>The group would like to give a warm welcome to the 10 new additions to the team this quarter. I am sure you will all join me in wishing them well in their new roles and congratulate them on their successful applications. So, welcome:</p> <p><b>Roger Lucas</b> - HSE Manager, FGP Systems <b>Davud Brigg</b> - Quality Manager, RSC <b>Emma Shaw</b> - Masking Technician, RSC <b>John Limm</b> - Machinist, FGP Systems <b>Roderick Haywood</b> - Machinist, FGP Systems <b>Philip Hall</b> - Machinist, FGP Systems <b>Paul Murphy</b> - Machinist, FGP Systems <b>Andrew Cross</b> - Inspector, FGP Systems</p>

## Tea Break Teaser Solution



### Letter A

If you look at the image A on the right side, you will see the image in the big picture