

The Connector

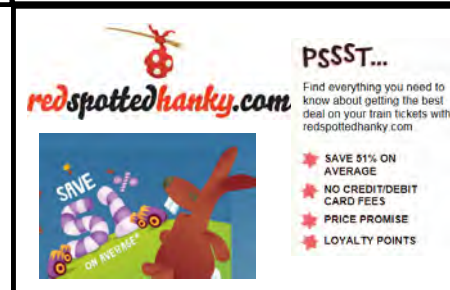
Connecting CIM

It's nearly May Day!

It is a worldwide day to say "May the forth be with you" and celebrate the Star Wars stories. The month of May has always been an important month for Star Wars with six movies being released in May, the first being the original Star Wars on May 25th 1977.....



May the Fourth
be with you!



Interesting Fact

Yoda was almost played by a monkey. According to the book *The making of Star Wars* by J.W. Rinzler, George Lucas originally planned for Yoda to be played by an adorable monkey wearing a mask and a carrying cane.



Want to know more about FGP apprenticeship's? Email Kerry.weaver@fgpltd.com for more details

Additions to the Team

The group would like to give a warm welcome a new addition to the team this month. 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:

Anthony Dalton — Financial Controller for FGP Systems

Stuart Laurence — Strategic Investment Manager for CIM



CURRENT VACANCIES

FGP Systems Site— Weymouth, Dorset

Apprentice's

Summary of functions

On the job training within Weymouth's top aerospace engineering company. To gain multiple section experience with highly skilled mentors to complete a four year apprenticeship.

Head of Quality

Summary of functions

The day to day running of the Quality and Inspection Departments. Implementing new innovative ideas to increase in-process inspection. Becoming an integral member of the senior management team. Responsible for the mentoring of FGP personnel with the use of lean tools and principles to maximise stable production and increase levels of business through the company.

To apply please submit a application form to FGP's HR Department via:

Email: Kerry.Weaver@fgpltd.com or Hayley.Bell@fgpltd.com

or post: HR Department, FGP Systems Ltd, 20-22 Cumberland Drive, Weymouth, Dorset, DT4 9TB.

ANAGRAM SOLUTIONS - BOND FILMS

FROM RUSSIA WITH LOVE
GOLDFINGER
YOU ONLY LIVE TWICE
ON HER MAJESTY'S SECRET SERVICE
THUNDERBALL
DIE ANOTHER DAY
THE WORLD IS NOT ENOUGH
CASINO ROYALE



Leading the way

Hayley Bell, PD & HSE Director of FGP Systems Ltd

Are you a manager or a leader? Do you know the difference? Is there a difference?

Twenty employees from FGP are about to find out the answer to all these questions and more.....

As an ever expanding business we like to keep on top of our training needs. We feel it is important, both to motivate and improve the employee as a person and also enable them to add value to the business. After all, it is the people on the ground that best understands the product and process and their contributions can make a huge difference to continual improvement.

FGP have gone from strength to strength

over the past few months. Growth has seen the need for more defined and controlled processes which has facilitated the introduction of many new procedures. Everyone throughout the company is required to work to more structured systems of work, and responsibility and accountability are more important now than ever before. Looking at these changes we identified a gap in our skills. Many of the leaders in the organisation such as cell leads and managers, who are expected to initiate such changes and motivate their teams, had never had any formal training for a management role. It was obviously a hole that needed to be filled to both support our managers and ensure we continued to achieve to the **FGP Standard**.

This month our cell leads and managers have embarked on a Leadership and Management course which will see them all achieve a qualification to the level of a foundation degree. Despite many having not studied for many years the team embraced the chance to improve their skills.



"I feel very self-motivated to complete the leadership and Management training. I was pleased to be considered for the course and feel happy that I have been recognised in my role. I am comfortable I can complete the work and am happy to do some at home. I think the training will improve my department, helping me make it more efficient. I also think the training will initiate better interaction within departments and the company as a whole....."
Martin Jennings – Senior Quality Engineer

You know, there is a difference between managers and leaders. A manager can coordinate and organise people, bringing them together via learnt methods and tried systems. They are defined by what they do.

All these candidates are now actively pursuing the knowledge to gain these skills and we have no doubt that they will go from good to great managers.

A good leader is someone who has the personality to inspire people and get them to follow them. They are defined by who they are.

The efforts they will now make to expand their

knowledge in order to manage their teams effectively is most definitely exemplary. Committing to such a journey is inspirational to others and I feel they have proven that they are also great leaders.

I am sure the group will agree with me when I say they should all be very proud of themselves.

SCICE

Craig Phillips and Paul Clark, Business Improvement Team of FGP Systems



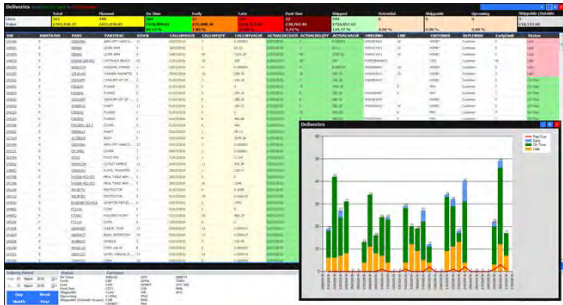
Sales
Cost
Improvement
Performance
Enquiry

FGP identified a business need, for quick, accurate data. Information that can drive important decision, aid in communication between different functions in the business, measure KPI's, offer alignment across all data sources, and detect problems as early as possible. The solution needed to offer ease of use and convenient updating, to fall in line with the required demand of regular improvement, additions and bespoke systems.

Scipe was born from this requirement.

Written from the ground up, by Craig Phillips, and utilising databases hosted at FGP. Despite still being in its infancy, Scipe has already made a substantial impact across many functions of the business: Procurement; Stores; sales; account management; Subcon management; Operations; Quality.

Amongst many other features, FGP now has better control over its order books. Lines can be confirmed for the financial window, or marked as risks or 'no's, with the ability to enter comments explaining the problem. This gives early visibility and escalation requirements for jobs resulting in far less surprises come month end, and many more successes.



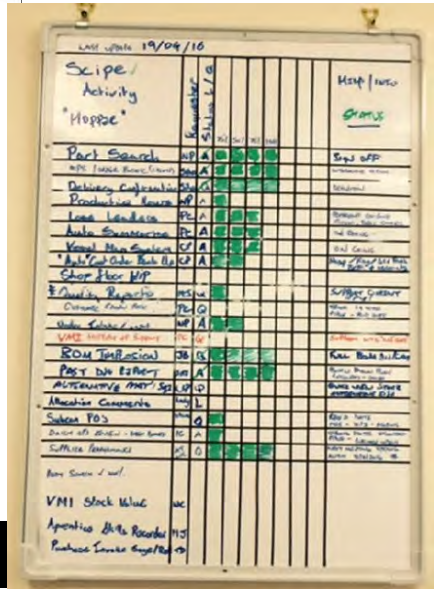
Delivery performance is also measured, reporting percentages of 'on time delivery', 'earlies', and 'lates', and offering an up to date picture of how FGP are performing currently, and the remaining potential for the time period.

These resources can be combined to form financial forecasts and identify trends and issues.

Scipe provides a view, and summaries, of the current operation plan. Planned operations are displayed against machines, or against cells, including start time and finish time, and details on how we are performing to plan. Cells can be clicked, which display information across all machines in the chosen cell, or individual machines can be selected allowing for the grouping of virtual cells

Current priority around account management and the automation of order book updates, showing clear indication of exception messages that can be reacted to in a quick and efficient manner.

With every day Scipe gets new features, improvements and capabilities, further enhancing the performance of FGP and the efficiency of its processes. Eventually, when Scipe has reached an adequate stage of development, it could be rolled out to support other companies in CIM, and tailored to meet their requirements. Offering not only the same advantages as at FGP, but the opportunity to streamline appropriate data between companies, and report summaries at a group level.



Secret Seven



This Issue's Secret Seven Director is — Derek Smith Operations Director of Ramp Surface Coatings

Each month a different director is asked the same questions so you get to know a little bit more about them.

Derek was asked:

Tea or Coffee
Tea

Summer or Winter
Summer defiantly !

Android or Apple
Android

Favorite Film
I very rarely watch films, but anything with Ray Winstone in I enjoy

If you could be an animal what would it be and why?
Panda, because everyone loves pandas



If you could have one super-power what would it be and what would you do first
Eternal youth, go back to playing rugby nothing in life replaces that buzz

If you could have dinner with any one in history who would it be and what would you eat
Winston Churchill and a nice roast

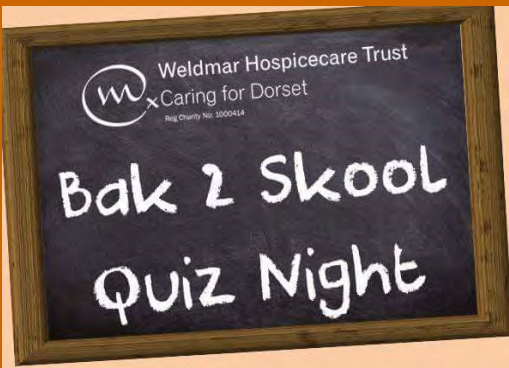


Tea break teaser

Can you work out the title of each movie form the following anagrams? Title lengths are shown in brackets.

BOND FILMS:

- A FILMSHOW OR VIRTUES (4,6,4,4)
- EG FOND GIRL (10)
- OILY WEEVIL COUNTY (3,4,4,5)
- HER ENEMY REJECTS STAR'S VOICES (2,3,8,6,7)
- THE DULL BARN (11)
- ANY RED HOT IDEA (3,7,3)
- HUGE LONDONER HITS TWO (3,5,2,3,6)
- COOL EASY RAIN (6,6)



Friday 3rd June, 7pm
FGP Systems, The Hunter Building

Tickets £10 each to include a free hot school dinner and dessert

Plus a raffle, bar, retro disco and tuck shop as well as a prize for the best school uniform fancy dress

Tickets available from Leanne on 07860 108641



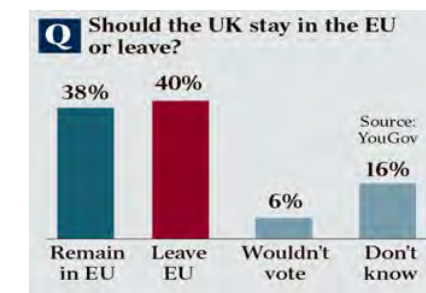
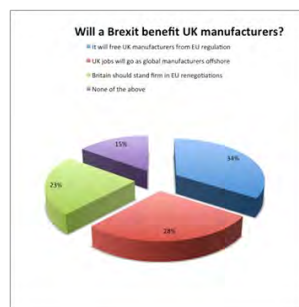
Insight—What could a Brexit mean for UK manufacturing?

Trade

The EU is currently Britain's biggest trade partner. More than 50% of the UK's exports go to the EU. The EU currently has 23% of world GDP – the UK only 3.5%. The US has said it is not interested in a UK-US free trade agreement. Apparently....

If Britain votes to leave the EU, it will have to negotiate a new trading relationship with what would now be a 27 member organisation, to allow British firms to sell goods and services to EU countries without being hit by excessive tariffs and other restrictions. This is unless an agreement can be made prior to the exit.

Red tape Manufacturing is highly regulated, and most of this regulation emanates from Brussels. Since the



2010 general election Brussels has handed down almost 3,600 pieces of new regulation and directives affecting British businesses.

Perhaps a post-EU UK would be less constrained by red tape?

Foreign Direct Investment (FDI) The UK attracted more FDI projects than any other European country in 2014. Many investors regard the UK's access to the EU an important part of its appeal. Others feel it is Britain alone that has proved its worth to investors. The UK secured **164** manufacturing projects in 2014, beating the 131 projects secured by Germany. This was based on strong growth in the automotive, food, and machinery and equipment sectors. We

are always being told that the UK cannot compete in manufacturing, but the results suggest we are competing and that there is a wealth of untapped potential **Let's not forget the Legal framework.....**

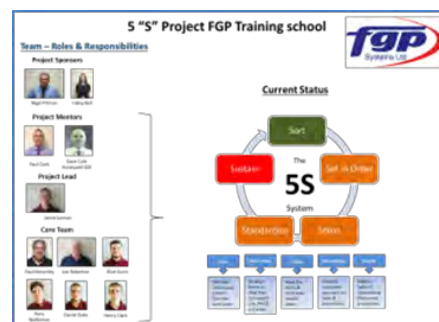
The UK's legal system has become tightly enmeshed with that of the EU over a period of 40 years. The unravelling process would be long, complex and no doubt expensive. What would happen to precedents already set? also, a significant body of employment law in the UK derives from the EU, and over the past decades this has affected workers' rights across the economy. The Working Time Directive for example is one of the most high-profile elements of EU-derived law affecting employment in the UK. Before it was transposed into UK law, UK workers *did not have a statutory right to paid annual holiday*. A Brexit could repeal this legislation.

What will your vote be?



A Place for everything, everything in its place

Paul Clark, Business Development Manager of FGP Systems



Many manufacturing facilities have opted to follow the path towards a "5S" workplace as part of continuous improvement or lean manufacturing processes.

5S is a system to reduce waste and optimize productivity through maintaining an orderly workplace, using visual management to achieve more consistent operational results .

The term 5S refers to the five steps: **Sort, Set in order, Shine, Standardize, and Sustain**. These are also known as the 5 pillars of a visual workplace. 5S programs are usually implemented by small teams working together to get materials and equipment closer to operations at point of use. These are organized and labeled to facilitate operations with the smallest amount of wasted time and materials.

The 5S system is a good starting point for all improvement efforts aiming to drive out waste from the manufacturing process, and ultimately improve a company's bottom line. Thus improving products and services, and lowering costs. Many companies are under

pressure in terms of cost and 5S is the start to making operations more efficient. The concept is especially attractive to SME manufacturing facilities looking to improve and meet the cost challenges. "A place for everything, and everything in its place" is the mantra of the 5S method. The next planned 5s deployment within FGP is the Turbine facility and the Grinding facility.



Just The Beginning

Derek Smith, Operations Director of Ramp Surface Coatings

Ramp Surface Coatings are getting to grips with its involvement in the Cyrus Investment Management group. The novation of our Approvals and accreditations have been arduous to say the least. So I would like to say a special thanks to the team involved, but especially to Nigel Manning, John Jackman and Joy Smith for

their extremely long hours in ensuring we are successful.

Ramp Surface Coatings have become extremely busy in 2016, with major contracts involving, BAE, Permali, and Zodiac kicking off this year resulting in growth throughout.

We have exciting times with the Yeovil facility going to 3 shift cover and the Weymouth site also being explored to support activities that will be new processes carried out within Group.

Recruitment in Surface coatings will be key to ensure we have a strong infrastructure moving forward to support both sites.

In Short 'The Journey has only just Begun'.



Want to tell your story ?

Email your employee corner article to kerry.weaver@fgpltd.com for your chance to be part of the next CIM Group newsletter.

Employee Corner

This Issue's Employee Corner Author—Dave Warne, Manufacture Engineer of FGP Systems Ltd

Hi all, I'm Dave Warne Turning Manufacturing engineer at FGP. I've worked at FGP for 17 years and I'm married with 2 sons. **The Ironman journey.**

Firstly what is an ironman a triathlon consisting of a **2.4 mile swim, 112 mile cycle & full marathon to be completed in a maximum of 17 hours**. It all started with running to lose weight, and a talk to a mate in the office (Mark Harrold) who had signed up to a sprint triathlon which I liked the sound of, little did he know what he had unleashed.



So I start to train and started to meet other triathletes, these people are so encouraging & so dedicated that nothing is impossible if you train and work towards your goal.

The 1st tri went well, I was hooked. So I did some slightly longer Olympic distance events. A plan was hatched to do Ironman Austria, about 20 friends decided to enter. Austria is a very popular race so you have to sign up as soon as the event goes on sale which is mid-night the day after the previous race has finished. It is limited to 3800 competitors.

As the entry time came nearer the nerves and self-doubt started to creep in. I had the support

of all the others, who are mostly seasoned triathletes, to allay the fear and trepidation. I was doing it with my son, so it was good to share the experience.

Unfortunately I didn't have the perfect race, so with unfinished business I entered Challenge Weymouth the following year (2014) same distances, different brand, home turf.

I got injured about 2 months before the event, so down-graded to the half distance & then shortly before the event had to enlist the help of Mark to do the run, changing the entry to a relay. The buzz you get from achieving these events that push you to your physical limit is something that can't really be described.

Ironman has come to Weymouth for 2016 and with my appalling run at Austria still playing on my mind, it would have been rude not to try again. It's in Weymouth and I'm 3 years fitter.

And so it begins I have to fit in my training around working full time. I'm planning on cycling into work as much as possible, now that it's lighter, this enables me to get some decent mileage and hills (I love hills) in at the end of the day. My bike is just about holding out – it's done nearly 20,000 miles – I'm hoping to get a new one in the next few months.

I'm still swim training in the pool at the moment, but it won't be long until I can get back in the sea. I try to fit this in twice a week. Then there's the small matter of finding time to run. I've joined the Egdon Heath Harriers and this has made a phe-

nominal difference to my running. I'm stronger than I've ever been. I'm trying to stay injury free and to take a measured approach to my training. I fit in one core strength activity a week and this just compliments the training programme I'm following.

This time I'm looking at other essential aspects of supporting my body and see a sports physio and chiropractor on a regular basis, for basic maintenance. I'm not getting any younger and I have found to my cost, that ignoring a little niggle can turn into something that actually stops me in my tracks.

I'm also trying very hard to change my diet so that it supports all the training I'm doing. So far so good. The weight is reducing and I feel so much better in myself. Can't quite shake the sweet tooth, but if 90% of my diet is good there's nothing wrong with a little treat. I've been ticking over through the winter. Now the weather's improving I'll be upping the amount of training I need to do.

Bring on Ironman Weymouth on September 11th 2016

Want to see the other side of the story? My wife created a tear jerking blog entry from a supporters view of iron man..... <https://dorsetflickr.wordpress.com/2013/07/04/my-first-ironman-a-supporters-view/>



Would You Know What To Do?

Hayley Bell, PD & HSE Director of FGP Systems

If you are like me, you will have received a torrent of 'spam' mail in your inbox which you have to deal with on a daily bases. 'Buy a time share, look at this magical hair growth serum, the health benefits of eating rotten egg'. Time consuming and often annoying, it never holds anything of value and is a great big pointless waste of time.

Normally.....

Last week I received an email from St Johns ambulance titled '**Dramatic numbers dying from lack of first aid**'. Pretty dramatic and alarming, so as you do I took a look. (I also looked at, 'the health benefits of eating rotten egg'. If you get it don't open it!) The St Johns ambulance email however was no joke. Did you know 900 people choke to death and 2,500 people asphyxiate from blocked airways every year due to lack of first aid? Shocking right? As well as all the other various emergency situations that warrant first aid treatment, roughly 150,000 people die in the UK each year from a lack of first aid. In the century we live in you'd think we as a nation could do better than that.

I am a qualified first aider for my place of work, but I am very aware that this is a transferable skill which I can use in my everyday life. I think I take it for granted that if something happened, either during my working day, out and about or whilst at home with my family I

have the knowledge to administer first aid and try to save a life. It seems however that many others don't.

Nearly two thirds of people say they would not feel confident to try and save a life. A quarter of the people surveyed say they would do **nothing** but wait for an ambulance to arrive or hope that a passer-by knows first aid. Nothing! No wonder so many are dying.

BE A HERO. SAVE LIVES



First aid is for everyone, everywhere

People are important, whether in the context of valuable members of staff, or cherished love ones. The women who works next to you day in day out is most probably a close friend by now. That man walking down the street? He is someone's husband, brother, dad. Your child? Well, no words could express could they.

Take that step. Learn the basics, and let's make sure to the best of our ability that the people around us are as safe as we can make them. Assess the dangers, mitigate the dangers, remove the dangers if possible and if all else fails, let's make sure we can react quickly to any situations we face.



At work everyone is responsible for the health and safety of themselves and those around them. However, with first aiders always on site having first aid knowledge yourself may seem pretty pointless. But what about when you are walking through town or you are on the beach with your children? What if an accident at work happens when no first aider is reachable? Would you be the person who stands and does nothing, or would you want to help? I am hoping most of you would go for option two. So

where do you start? Without paying for a first aid course which can be expensive, how do you begin to learn what to do?

St Johns ambulance has now launched a pocket-sized guide to basic first aid. All you have to do get it is text **LIFE to 85010**, and bar the standard network rate cost of your text it is absolutely **FREE**.



What to do in an emergency



FIRST

Assess the situation – **do not put yourself in danger**

Make the area **safe**

Assess all casualties and attend **first** to any **unconscious** casualties

Send for help – do not delay!!

CHECK FOR A RESPONSE

Gently shake the casualties shoulder and ask loudly '**Are you alright?**'. If there is no response, your priorities are to:

1.



Shout again for help

Open the airways – place your hand on the casualty's forehead and gently tilt it back. Lift the chin with two fingertips

2.



Check for normal breathing – Look, listen and feel for 10 seconds. Look for chest movement, listen for breaths and feel for air on your cheek

3.

The casualty is breathing normally

Place in the recovery position



4. The casualty is not breathing properly

Start CPR

Start chest compressions



Lean over the casualty and with your **arms straight**, press down on the **centre of the breastbone 5–6 cm**, then release the pressure;

repeat at a rate of about 100–120 times a minute; (2 a second)

Air



After 30 compressions open the airway again. Pinch the casualty's nose closed and allow the mouth to open. Take a **normal breath** and place your mouth around the casualty's mouth, making a good seal. Blow steadily into the mouth while watching for the **chest rising**. Remove your mouth from the casualty and watch for the **chest falling**.

DO THIS FOR TWO BREATHS

Continue with the chest compressions and breathing at a ratio of 30:2 until qualified help takes over or the casualty starts breathing normally.

This information was taken from the HSE Web site. For more information go to <http://www.hse.gov.uk>