

The Connector

Connecting CIM

Quality at FGP Lufton

Nick Sarahs, Quality Manager, FGP Lufton Ltd

Well what an interesting and existing period this has been for the Cyrus Investment Management group. The acquisition of Honeywell Lufton has added a potential jewel to this collection of professional and dedicated companies.

Now renamed FGP Lufton Ltd, trading began on the 25th of November 2017 and it has been my pleasure to head up the quality needs of the company.

The company possesses a very competent team of people derived from a mixture of original Honeywell employees that migrated to FGP, and those recruited for their experience and expertise in the aerospace manufacturing industry.

For my part I am one of the latter, but my experience of FGP has been extremely positive from my days of working with UTC at Claverham in Bristol.

The quality department here at Lufton, has a central position to play in assuring the continuity and success of the quality applications originally deployed by Honeywell, as well as the development of our own unique brand of high quality processes and the installation of the groups policies.

The site specialises in the processing of aerospace parts (primarily high speed turbines and air control components) and encompasses an interesting collection of processes, from high quality machining including turning, milling and grinding. Attached to this the company provides a series of special processes, notably Non-Destructive Testing, Manual Welding, Heat Treatment and Electron Beam Welding. This means that our quality and inspection specialists need to have a broad understanding of the processes involved and the many different finish product conditions that need inspecting.

The quality department has already built a close relationship with the various functions throughout the factory, particularly

the special processes. We are developing practices with the production teams to assure compliance with NADCAP and AS9100 rev D standards. These practices are also being produced with the operator in mind, generating recording and documenting methodology that takes advantage of electronic rather than paper systems, reducing workload, improving traceability and speeding up record recall.

During the course of 2018 the company will be audited against NADCAP and AS9100 and should be fully accredited by November.

We have already received customer and AS9100 audit critique and Lufton has stood these well, with comments of surprise at the maturity of our quality systems considering the short time the company has been in existence.

The remainder of the AS9100 audit is due in May providing aerospace accreditation for our business management system. This will also open the door to new business for the future.

FGP Lufton is committed to an inclusive quality approach, inviting staff across the business to be creative in process creation and modification with a view to positive impacts for product quality and spirited to continuous improvement. I believe inclusion also invites a positive buy in to a quality approach within working process and assists to maintain the high standards expected in our industry.

Finally: In fact quality is so important here at Lufton, that I understand one of our inspectors is a direct descendent of the notorious "Frank Nitti" nicknamed "The Enforcer", Al Capone's personal henchman. So be warned Non-Conformance could be met with "Michal Nitti's" open violin case.



FGP Lufton is excited to beholding a Charity Family Fun Day with live music all to raise money for The British Heart Foundation.

It is taking place Saturday 5th May between 12-noon till 10pm

If you or anybody you know that might be interested why not come along.

No pre-order tickets, just turn up on the day.

The day will include;
-Live music throughout
-Bouncy Castle
-Gladiator Duelling
-Rodeo Bull
-BBQ
-Pimms & Prosecco Tent
and much more!



SATURDAY 5TH
MAY 2018
FAMILY FUN
DAY 12NOON - LATE

Let's start the summer right! Bring all your family and friends along to our family fun day to help raise money for the British Heart Foundation. Exciting activities and entertainment for all ages. Join us for a thoroughly enjoyable day! Parking is available, if you have any questions please email verity at verity.pitman@fgpltd.co.uk or mobile: 07582415346

FAMILY FUN DAY

**ALL IN AID OF
THE BRITISH
HEART
FOUNDATION**

BOUNCY CASTLE

**GLADIATOR
DUELLING**

RODEO BULL

BBQ

BAR

**PIMMS &
PROSECCO TENT**

CAKE STALL

LIVE MUSIC

& MUCH MORE

FGP LUFTON
 BOUNDARY AVENUE
 LUFTON TRADING ESTATE
 YEOVIL
 BA22 8UU
 07582415346

Employee Corner

On the 6th October this year Leanne Carter and myself Mark Harrold will be embarking on a 5 day Nepal trek commencing in the capital Kathmandu. We will be following a route commencing in Nayapul, taking in the sights of Ghorepani, Poonhill, Tadapani and Ghandruk and eventually returning to Nayapul. The trek will take us up to an elevation of over 3400m at the highest point. After we have completed the trek we will be volunteering our services for 2 days at a hospice care project back in Kathmandu. During these 2 days we will be carrying out a range of tasks including painting, decorating, gardening etc. I am really looking forward to the trek and the time spent at the hospice, but also sharing the experience with my friend Leanne who is an inspiration as an adrenaline junkie and also a tireless, inventive fundraiser. I am sure I will be relying on her strength of character and organisation skills at many stages of this exciting challenge.

The trek has been organised to raise funds for the local Weldmar hospice based in Dorchester. I have been involved in one other event for Weldmar, which was a 3 day cycle event last summer, but this will be my first hiking event. Leanne is a sea-



soned adventurer and fundraiser for Weldmar, having completed a hike around Iceland in 2014 and walked the Great Wall of China in 2016. We both have personal reasons for pledging our time and effort to raise funds for this great organisation and enjoy the physical challenges that these types of event require. However the challenges themselves are not the only elements that require hard work and dedication. The fundraising itself is a mammoth task with Leanne and I pledged to raise a total of £7000. We have been selling bags of sweets and biscuits at work, holding raffles and selling cakes etc. We are at the moment trying to arrange various fundraising events including a race night and a quiz night, with more events to follow. If you are interested in helping us along our way with any donation, you can find our fundraising page at: <https://www.justgiving.com/Mark-Leanne1>

Training Centre News

Andrew Johnson, Apprentice Supervisor, FGP Systems Ltd

So... How are class of 2017 getting on? 6 months in and the 1st year apprentices gather in the Training Center to display the training pieces they have lovingly Hacksawn, Filed, Machined, Measured and polished to the highest of standards. This was a great opportunity for Sam H, Sam R, Jasmine, Antonia and Zayn to show how much they have achieved and progressed in the last 6 months to the senior management team. Nerves a jangling were soon put to one side as Nigel led the team to each workbench and



began to inspect, discuss and praise the efforts of all the apprentices. A sense of relief soon turned to pride as each and every apprentice saw the value of their efforts. The bubble of the training center was burst and actually the class of 2017 realised just how far they had come and that "yes" the parts they had lovingly or not, created were to industry standard and components to be proud of. It was also great to see an element of self-reflection and more than once

came the comment "I could of made that a bit better" music to our ears and each apprentice is given the opportunity to better their previous effort on a component of their choice to really reinforce the improvement they have made since the autumn months and what did the management team think....Fantastic and with standards higher than expected



Congratulations Gabriel Wisniewski

Weymouth College Award of "Highly Commended for Engineering"

In a ceremony presided over by Richard Drax MP our very own Gabriel Wisniewski received an award in recognition of his achievements to date as an apprentice of FGP Systems. Gabriel joined the company in 2014 from Thomas Hardy School having completed his GCSE's. During his first year in the training centre Gabriel was an excellent student and learnt a lot of his core skills. Over the next couple of years he gained experience in various aspects of the business- CNC turning, milling and assembly, finally settling in our inspection department. Dave Robins our Chief Inspector says of Gabriel "he is hard working, reliable, and conscientious, he is a quick learner who is able to use his own initiative when problem solving and his attention to detail is the perfect attribute for a career in inspection. Gabriel consistently receives excellent feedback scores on his college review sheet and his Portfolio of work is to an excellent standard. Gabriel is a polite and enthusiastic member of the workforce who has embraced his Apprenticeship opportunity and in his final year is carving out a career as an Aerospace component Inspector. FGP Systems could not be more proud of Gabriel's achievements to date.



RECENT NEWS

Confirmed

2018's Apprentice Awards Ceremony is confirmed for Friday 29th June, from 18:00 for all employees and partners at the Weymouth and Portland Rugby Club

Congratulations

Congratulations to Ed Mee and Sadie McAuley on the safe arrival of your baby BOY Tommy!

Congratulations

Congratulations to Lee Spalding on completing the Jurassic Coast Challenge 2018. He raised an amazing £1,600 for the Kingfisher Children's Ward at Dorchester Hospital.

Confirmed

FGP vs RSC pub golf competition confirmed for Friday 22nd June, from 13:30 at the Wessex Golf Centre, £12.

Please contact
Neil.Mckeown@fgpltd.co.uk
for more details.

Congratulations

Congratulations to Kerry Weaver on the completion of the Leadership and Management Course.

Congratulations

Congratulations to Heather Matthews, Gavin Walters, Jon Russel and the first year apprentices on the successful completion of your Probation. Welcome to the team!

Want to say something special? Email verity.pitman@fgpltd.co.uk to include your message in the next issue

Apprentice to Sales Team

Jordan Darby, Planning Engineer/Estimator, FGP Systems Ltd

My name is Jordan Darby and I currently work as an Estimator for FGP Systems Ltd, Weymouth. I started working for the company in 2011 where I began as a general Apprentice. Prior to this I was at Sixth Form studying A Levels on track for University when I stumbled across the local Paragon office, which happened to be opposite the garage I was getting my car looked at one day. I took a few brochures just out of curiosity and mechanical engineering stood out as an interesting and

respectable career path to take. I also had no idea on what to study at Uni so it would have mainly been a few years of drinking and debauchery, which would have been great fun but not worth the huge debt if it didn't lead to a good future.

So in the time it took to finish off the MOT I had decided to enter myself into the Paragon assessments which coincided with my end of year exams. From there I secured an interview with FGP and was entered into the Apprenticeship scheme that year. I had no experience in engineering whatsoever but I slowly built up a picture of the business with each placement in the various departments. I did 3 months in each area of the company, which I think is essential for every Apprentice as it creates a broad understanding of the business as well as the industry as a whole. After I had spent time in each area I was asked where I'd like to stay and I chose CNC milling, so for the next 2 years that's where I was placed. During that time I learnt machine setting, operating and basic programming which

proved really helpful as I moved on from the shop floor. Towards the end of my Apprenticeship I decided that I'd like to progress into the office to learn a different side of the business. I was placed on a 3 month probation period in the Planning

Department, where I ended up staying for the next year and a half. I really enjoyed my time there and learnt a great deal from a different aspect of the company.

In October 2016 I left FGP to travel for 6 months, covering 11 countries over various parts of the world. During this time I received an email from the company and was delighted to find out that a vacancy in Sales had opened. The management team offered the position to me upon my return to the UK which I took up straight away! Within a few days of landing I was back at FGP and keen to start my new job as trainee Estimator. I'm proud to work in Sales for this company as it is

an important role to play in our growing organisation and group as a whole. I am constantly learning new skills and I can honestly say that I really enjoy working here day to day. I'm not planning on sneaking off anywhere again, so I'm looking forward to a bright future at FGP as part of the technical Sales team.






Most of my spare time is taken up by the Army Reserve which FGP is really supportive of. It's a good compromise between civilian life & the military and I'd highly recommend it to anyone thinking about it. It's designed to fit around your existing commitments and provides a great deal of training and opportunities that benefit your everyday life.

Manufacturing Today

Derek Smith, Operations Director, RSC



RSC were invited to advertise in Manufacturing Today, an European Issued Magazine promoting Best Practices for Industry Leaders. This has been achieved with the Inclusion of both FGP Systems and FGP Lufton as a solution for Packaged Aerospace and Defence Solution.

RSC are already starting to see the benefits of bringing FGPL to group with there ability to add more processes Post manufacture ,we can now offer more , competing with our competitors on a much better level, quoting Lead Times that will secure future work.



Summary of Aerospace Division capability

1. Value Engineering (PDR/CDR/KAIZEN)
2. Engineering Solutions (C2HO/Additive Layer/Single piece manufacture feasibility analysis/Manufacturing technical support
3. Material provisioning/Replenishment systems – Consignment / KANBAN/VMI/FPOT/ Spot Buy – Material preference – Aluminum, Titanium, Aerospace Steels (AMS)
4. Machining – CNC Milling Envelope <5 axis 500mm cube 3 axis 700mm x 600mm *Mill-Turn* Envelope < 350mm dia x 1m
CNC Grinding / 3D Additive Layer / Gun Drilling / Borechasing
5. Fitting/Assembly – Manual & Automated deburr (Tumble) / Endoscope / Sun assembly/Main assembly
6. Special Treatments – Heat treatment/ Brazing/Welding / Fabrication
7. Surface Treatments – Chromic Anodise/ Sulphuric Anodise / Tartaric Anodise/Alcrom/ Passivation / Surtec 650c
8. Surface Coating – Paint/Molydag
9. Assembly Capability & experience- Sub-Assembly Kits / main – fully tested Assembly's
10. Testing capability – Pressure Test / Dye Penetrant /Mag Particle / Balancing/Over-speed
11. Metrology – CMM's / Hommel laser /Faro arm / Keyence scanning



FGP Systems-We are an Aerospace manufacturing group that can offer one stop engineering solutions through Technology, capability & Innovation. We also offer full support to are customers through life cycle of products, attend PDR's & Value engineering / Kaizen events.
RSC-High quality Surface coatings to the Aerospace and Defence Sectors.
Specialists in Surface Treatments and all aspects of Paint/Teflon/Dry Film Lub. AS9100 REVD- NADCAP since 2008.
FPGL-Total Engineering Solutions , specialising in complex machining , Heat Treatments, Metal Joining and Non Destructive Testing.
Part of an FGP Aero Group that can cover most Customers requirements through a single Order.

Leonardo EH101

Derek Smith, Operations Director, RSC

RSC have now delivered the First of 16 new EH101 painted Blade Boxes. Following this

build we have now secured the Repair and Overhaul contract on units returning from the Field.

These containers are used worldwide to deliver in new EH101 blades, to any replacement operations around the globe.



This should fit in well with our current Roadmap with Leonardo in which we are soon to engage in the last stages of approval for Special Processes.

Multimatic Canada

Derek Smith, Operations Director, RSC

RSC have delivered in the first sets of Hydraulic resistant coated Multimatic parts in support of the Ford GT40 build in Canada.

Our collaboration with Goodridge, who supply Performance and Motorsport Hydraulic systems, will see this run until 2021, this is another innovative step from RSC in which Customer requested a coating to enhance its product. RSC have work with Goodridge since 2010 and the relationship has strengthened over the years, we hope this will open doors for both Companies on further ventures.



Empowered Teams

Paul Clark, Director of Operations, FGP Systems Ltd

We here at FGP see many examples across all business functions, of how empowerment creates an environment that not only drives productivity but also personal fulfilment, self-worth & contentment. This enforces a strong desire for both individuals and teams to look and realise further improvements. A prime example of this behaviour that epitomises both the culture and desire regularly demonstrated within FGP Bench fitting area now re-organised to create more working space



equipment placed at point of use. Organised, Safe & Where it needs to be the foundation of 5 s currently being rolled out across FGP

Leigh & Greg making full use of the area they took upon themselves to re-organise fully supported by Nick the Cell leader. A great surprise for the Operations manager & Operations Director.

The team have further enhancements in mind that will once again improve the operational effectiveness.

To witness the demonstrated willingness to change by all staff at FGP makes

coming to work a pleasure, if you see below the challeng-



es for management that are normal reactions is most companies. So much changes, yet so much stays the same. 'There is nothing more difficult to carry out nor more doubtful of success nor more dangerous to handle than to initiate a new order of things. For the reformer has enemies in all who profit by the old order and only luke-warm defenders in all those who would profit by the new order. This luke-warm-

ness arises partly from fear of their adversaries, who have the law in their favour, and partly from the incredulity of mankind, who do not truly believe in anything new until they have had actual experience of it.'

MACHIEVELLI

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What is FOD?

Ryan Hope, Quality Assurance Engineer, FGP Systems Ltd

FOD is a serious concern in any manufacturing or operational environment.

- Foreign Object Debris: A substance, debris or article alien to a vehicle or system which would potentially cause damage.
- Foreign Object Damage: Damage attributed to a foreign object that can be expressed in physical or economic terms which may or may not degrade the product's required safety and/or performance characteristics.

FOD is an increasing concern to the aerospace industry as its estimated costs at present £10 billion per year in direct plus indirect costs. As well as financial costs it can also cost Delays, Returns, Reputation, Military Readiness, Jobs and most importantly Lives

As a requirement from our customers and also AS9100 Rev D all aerospace group sites have been developing / re-

viewing their FOD Prevention procedures. With any manufacturing or operational environment it is almost impossible to totally eliminate all FOD as many operations naturally create such as machining creating swarf and the use of masking tape whilst painting. A risk based approach has taken using FEMA's to ensure the correct level of countermeasures in place.

With the largest contributor to FOD being uncleanness. No matter what process or operation you're carrying out by the use of the 5S concept to organize your work area and by keeping your house in order (Clean work station you can help eliminate FOD. Remember FOD PREVENTION REQUIRES TEAM EFFORT, **It is EVERYONE'S responsibility to recognize and prevent FOD**



Secret Seven



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

Tea or Coffee?

Tea

Summer or Winter?

Summer - longer days/happier days

Android or Apple?

Apple

Favourite Film?

That's hard! Saturday night fever, great story line supported by unbelievable music track at 19 who didn't think they were Tony Manero?? Also Quadrophenia - great story line even better fashion & music

If you could be an animal what would it be and why?

Wolf, fully understands the strength of teams and family

If you could have one superpower what would it be and what would you do first?

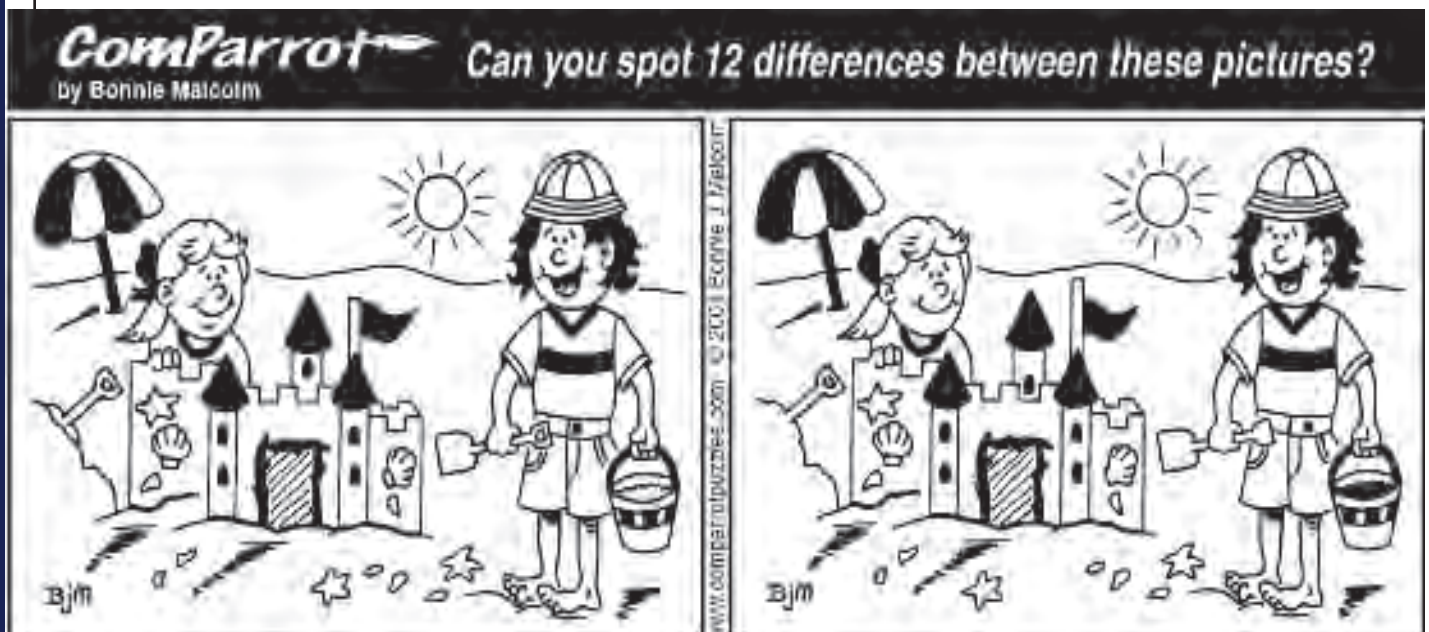
Easy! Time travel - look at what chores/tasks I can complete before my wife Sue reminds me..!

If you could have dinner with any one in history who would it be and what would you eat?

J Robert Oppenheimer - any Italian dish and ask him not to develop the atomic bomb

Tea Break Teaser

Can you spot the 11 differences?



May Day

May Day which is usually celebrated on May 1st is an ancient northern hemisphere spring festival and a traditional spring holiday in many cultures. Dancing, singing and cakes are usually part of the festivities.



In the late 19th century, May Day was chosen as the date for International Workers' Day and the Socialists and Communists of the Second International to commemorate the Haymarket affair in Chicago. this was a different celebration from the traditional May Day we now have.



23% off Orders at Virgin Experience Days - including Dining, Spa Breaks and Driving Experiences

To claim your discounted entry visit:
<https://www.vouchercodes.co.uk/search/?q=days+out&rc=5234125>



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Current Vacancies

FGP Systems are currently recruiting for:

Semi Skilled Surface Coating Operative - RSC

For more information please contact:
kerry.weaver@fgpltd.co.uk



Additions to the team

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:

Simon Speed - Heat Treat & Vacuum Braze Operator at FGP Lufton
Deborah Lowe - Management Account at FGP Systems ltd
Allan Paggett - Master Scheduler at FGP Lufton
Hannah Murray - Business Administrator at FGP Lufton
Harmony Martin - PD&HSE Assistant at FGP Systems ltd
Jonathan Green - Site Maintenance at RSC



Farewell

FGP Lufton says farewell to Andy Weeks who left FGP Lufton to work in America for summer camp, followed by going to University in America. Good luck Andy! Thanks again.



Tea Break Teaser

1. Shovel handle removed
2. Line on right shell removed
3. Seam in boys hat
4. Girl's chin missing
5. Girl's shovel position
6. Tail of the Girl's hair ribbon missing
7. Colour of water buckets
8. Umbrella top uncoloured
9. Boy's bottom moved
10. Window in castle moved
11. Flagpole on castle moved.