

# The Connector

Connecting CIM

## Quality Pays

Hayley Bell, PD & HSE Director, FGP Systems Ltd

**'Quality means doing it right, when no one is looking.'** HENRY FORD

I KNOW WHAT YOU'RE THINKING. Why is the 'HR Director' writing an article on quality? That's the Quality team's job right? **Wrong.** We are all responsible for quality, from machinist to the MD. WHAM, straight to the point in the first two lines, well now you know it wasn't written by Quality! Joking aside, it truly is the reality of the situation in the aerospace manufacturing sector. Quality has never mattered more. **Customers pay for quality.** New technology empowers customers to seek out and compare endless service providers throughout the globe, prices are scrutinised and negotiated ruthlessly. As products get more complex and customer expectation continues to rise a company's margin for error is continually decreasing. Unfortunately, on top of all that, the likelihood of error has risen. Increased output continually outpacing employment growth in the aerospace sector sees employees straining to keep up with demand. It's a risky place to sit, if you have picked that seat. At FGP however we chose to get on the plane and turn left... We understand the table stakes, and we already bring them to the game. It's the differentiators we chose to focus on that mean we are sat in business class, Champagne in hand. Engineering, Operations, Finance, Quality and Human Resources have all worked together tirelessly over the last 18 months looking at how we currently work and how we need to work in the future to continue to enjoy a competitive advantage by virtue of our quality-management capabilities. Human and Cultural factors, from Kaizen to team building and bespoke performance management dominate the differentiator list for processes that makes quality pay and we know it. We would be fools not to focus on them. It is all about our people. **PEOPLE MAKE QUALITY HAPPEN.** We have the best people and I'm not afraid to write that. Our recruitment process is solid, our retention rate is excellent and our apprentice training school is world class. Looking at skills we rival most companies in the UK if not the world. Not that we are complacent. We know we have nailed the skills game. Having done that, we now needed to nail the culture. FGP need to continue to focus on a '**Culture of Quality**', and that is exactly what we are doing. As Frank Lesmeister states in *'The Human Factor, What Sets Quality Leaders in Manufacturing Apart'*, 'Perhaps the most under-appreciated element of a successful quality-management effort is the psychological one'. Continuous improvement culture, OCQ or Kaizens, we all know about them already. Any company dealt into the game are playing with those cards already. All that good stuff is exactly that, good 'table stake' stuff. Without the buy in from your people, and a change in the way they see and val-

ue good quality within the organisation all that good stuff turns into a folded hand. It is harbouring and nurturing the psychology behind people fully engaging with those processes in a true Quality Culture that turns the 'good stuff' into differentiators. Into **GREAT STUFF.** We want to create an environment in which our people turn up to work every day and **WANT** to make quality happen. To do that we need to empower our people, give them a voice and make it understood that they are valued and belong. FGP have introduced Kaizen as I've said, but on top of that we have created an independent employee panel that review them and decide on which improvements to implement. Ownership of quality is emphasised throughout the business daily,



with SQCDP talks held by all facets of the business. The soon to be introduced OCQ (Operator Controlled Quality) gives quality back to the operator and allows them to own it in a completely empowering way. From the obvious mass communication of a company mission statement and quality policy to ensure good governance and shared goals, to the less obvious team building curry nights out, badminton clubs and a group Christmas party FGP promote a team culture and company buy-in every step of the way.

Whether we clock in and start our day as the Cleaner, the Head of Quality or the MD we should all strive to work every minute of every day to the best of our ability. We owe that to our employers, we owe it to our customers and we owe it to ourselves. Who wakes up in the morning and thinks, 'Yep, I'm just going to be half the person I can be today'? As part of the CIM family, we should **WANT** to produce quality. It should be instilled into us that we are the best of the best because we are. Our aim as a leadership team is to allow our people to come to work and be the best they can be. **Quality should be expected, not inspected.** Give your team the tools and the environment to be the best, and **they will want to give you the best.** We want our people to enjoy coming to work, and feel proud to be FGP. If we nail that, we will conquer all!



# Virtual Solution

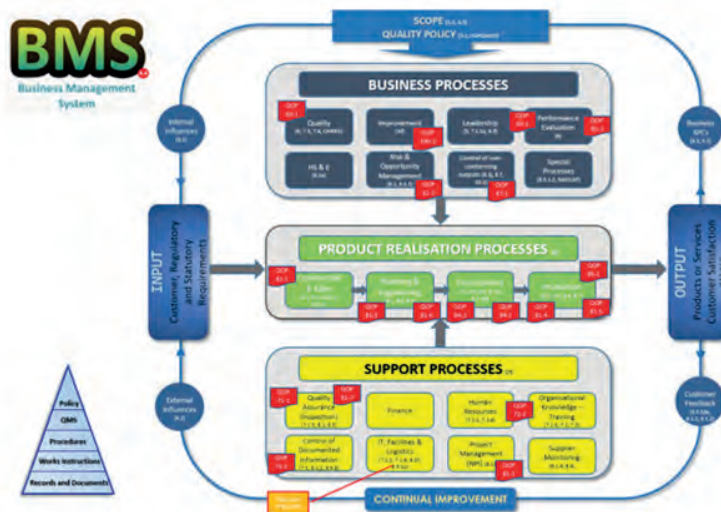
**Gary Northway**, Head of Quality, FGP Systems Ltd

All ISO (International Standards Organisation) regulatory documents and standards are reviewed every seven years to establish if a revision is required to keep them current and relevant for the marketplace. ISO 9001, the Quality Management Standard, is currently at issue 2015 and has been designed to respond to the latest trends and technologies. In keeping with this the Aerospace Standard, AS9100, has also been revised to rev D which was released in September 2016. Organisations use the standards to demonstrate the ability to consistently provide products and services that meet customer and regulatory requirements.

Our organisation has had to react to these changes, in particular the way in which we manage our business systems and processes. We are moving into the next generation of a virtual BMS (Business Management System). This new system will have a graphical user interface, making

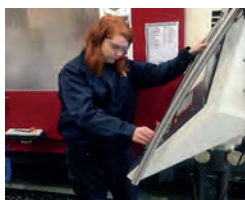
interactions between processes visual to the user. The system will help improve location and control of command media, documents and day to day files and folders. The tool has been designed to be interactive and as such can be tailored to suit the different sites needs within group.

We have always been recognised as a proactive and forward thinking organisation, utilising and developing world class systems and processes. We continue to be the leaders in the development of these types of systems; the establishment of which keeps us at the forefront of our sectors attracting customers and new business opportunities.



## Employee Corner

**This Issue's Employee Corner Author**  
- **Alex Williams**, Mechanical Engineer  
Apprentice of City Engineering Cardiff.



Since the 26th of June of this year, I have been serving as an Apprentice Mechanical Engineer at **City Engineering Cardiff**. I attend an engineering training centre once a week at Pyle where I'm studying a Level 3 NVQ and VRQ plus Essential Skills work, the rest of the week I spend at Cardiff learning the manual and CNC machining with my mentor John Morrall (pictured bottom right) along with my line manager Scott Watton. I have always had a passion for anything and everything engineering. I first experienced hands-on work at XR training, where I studied for a year training as a car mechanic. I then went on to complete my Level 1 Mechanical Maintenance qualification. During this time,

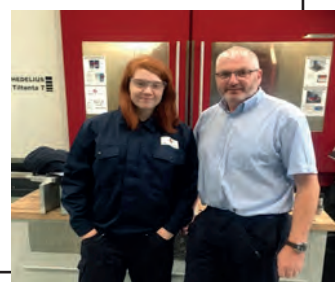


I gained some workplace experience in several garages, carrying out a variety of jobs from servicing/pre-MOT's/ Valeting and tyre-fitting, as well as other general vehicle maintenance. At the end of my training, I went on to something a little bit different - I have spent 2 years completing a Level 2 foundation apprenticeship at a Biomass power station in Margam. At Margam I was involved in a wide range of different tasks, such as - fabrication/ welding/pipe fitting/plasma cutting/grinding/ collecting oil/water and ash samples plus many other planned and breakdown maintenance. After finishing my foundation apprenticeship, I decided that I wanted more of a challenge! Luckily, at the training centre I attend, I was told that an engineering company - City Engineering - were looking for an apprentice. I put my CV forward straight away and was pleased to find out that after an interview and a couple of trial days with City, they took me on as their apprentice. I have now been with City Engineering for al-

most 4 months. During this time, I have been running two Hedelius CNC milling machines which produce the aluminium arm brackets used on aircraft seats. I have also been using Mastercam and SolidWorks to practice modelling parts, making drawings and creating programmes. I will also

use the Faro Arm and AutoDesk Inspect to inspect the parts. Before the parts leave Cardiff, I make sure they are inspected, deburred and marked out correctly first. I am thoroughly enjoying this apprenticeship and am full of enthusiasm to progress further.

**My week at FGP** I spent time with a number of FGP personnel learning a variety of new things. I had the chance to spend time in the Quality department with Martin and Ben, who were both fantastic and extremely helpful. I also spent some time in Engineering with Leanne, George and Dave who were all keen to show me what their roles involved. My final day was then spent in inspection with Dave and Frank who introduced me to some inspection equipment that was all new to me. My week at FGP has taught me many things. I am lucky to have been given the opportunity. It was interesting to see the next stages in the process of completing the arms we manufacture once they have left Cardiff. It was an experience I will never forget and something that I will consider doing again if I have the opportunity.





# Sales Inventory & Operations Planning (SIOP)

**Paul Clark**, Operations Director, FGP Systems Ltd

What is SIOP & why is it operational here at Weymouth?

## Definition:

- A process whereby the Leadership of the company provides direction, resolves conflict and manages the operations of the business.
- A decision-making process that ensures that the tactical plans in all business functions are aligned and in support of the business plan.
- Links the Annual Operating Plan (AOP) to the Master Production Schedule (MPS).
- Seeks to achieve a balance between demand and supply.

## Objective:

- ✓ ONE business plan which balances supply capabilities with customer demand.
- ✓ Consensus on a single operating plan which allocates the critical resources of people, capacity, materials, time and money to most effectively meet the customer demand in a profitable way.
- ✓ Business leadership fully involved and committed to plan.
- ✓ Carry out RCCA and execute corrective actions to resolve capacity issues.

## What SIOP is NOT

- X Review of open orders.
- X Tactical discussion of missed deliveries.
- X Expediting sessions.

Departmental / Tier meetings, Weekly reviews etc. address the tactical

## Benefits:

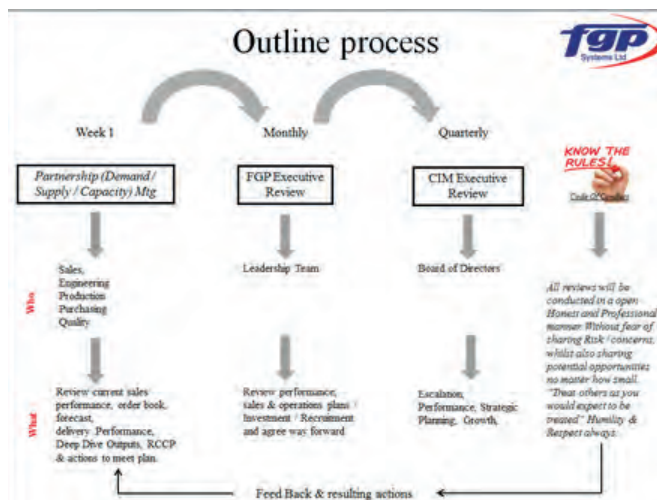
- Helps to achieve AOP.
- Enforces disciplined communication processes across functional boundaries.
- Allows organisation to react to changes:
  - Forces leadership to anticipate future events that may impact their business and allows team to develop comprehensive action plans in reaction to these anticipated events.
  - Handles unanticipated events more effectively because team structure, culture and communication channels are already in place.
- Data is provided to enable hard

business decisions to be made (extra resource required / more efficient application of resource).

Identifies business commitments to inventory, personnel and capital expenditure.

- Better planning; less fire-fighting.
- Improved schedule stability.
- Reduce short L/T orders.

## Management Operating System



Mitigating NVA activities. Fact based decision making supported by passion and desire is an extremely powerful attribute within any organisation.

FGP see SIOP as the enabler in being ready to realise potential opportunities and the shield in managing potential problems. We consider all concerns and ideas tabled across the business including the customer.

The old adage, “forewarned is forearmed” is really what SIOP is. In the majority of cases good intelligence and the resulting planning helps individuals and businesses navigate through the risks that both life and business throws up. Demonstrating the use of this proactive risk management approach sees us totally aligned with our major customers. No surprise of their desire to grow and develop the current company partnership further.



The operating system that enables flow of intelligence and escalation through to CIM leadership = Appropriate Investment / Recruitment / Training and development aligned to both business and customer trends.

## Data Sources that support all levels and business functions

Clear and concise data readily available to support SIOP pack, with the capability of forward outlook and historic performance trends.

- ✓ Next Steps to be fully integrated within our Customer SIOP process as a Tier 1 Supplier.



## RECENT NEWS

### Promotion

Congratulations to Josh Brown of RSC on his promotion to Treatments Leading Hand, we wish you all the best in your new role.

### Congratulations

Congratulations to Lewis Edwards, James Baghurst, Ben Farmer & Jordan Pring for completing your four year apprenticeship at FGP.

### Congratulations

Congratulations to Lee Clark and Karen Weaver of FGP Systems for the successful completion of your probation. Welcome to the team



### Congratulations

Congratulations to Jamie Jarman for receiving FGP's Safety Award.

### Congratulations

A big congratulations to Nigel and Annette Pitman on the renewal of your wedding VOWS.

Want to say something special ? Email [kerry.weaver@fgpltd.com](mailto:kerry.weaver@fgpltd.com) to include your message in the next issue

## Rhino Family Values - Raising The Bar

Alan McTear, GM, Rhino Systems Ltd

Following the success of an aggressive marketing strategy, diversification into new market sectors and the introduction of new product lines we are expanding, training and reorganising our team in the shape of customer speed and agility. With thanks to WAG & SFI partial funding, many long term Rhino staff are now embarking on significant training programs based over 1 to 5 years at our local colleges and for most targeting degree level qualifications. In parallel reorganisation is underway of our office admin & finance personnel and the strengthening of core departments. Andrea Rogers shall be transitioning to a split role; Services & Installation administrator, ensuring swift conclusions to customer needs and a new role as Projects Cost Controller where she will drive cost down & out. Andrea has embarked on a Business Administration course to supplement her practical experience and with many modules tuned perfectly for her new role.



reduce manufacturing costs. Steph has also embarked on an engineering course.



It is also a great pleasure to announce Jan McPherson's appointment to Office manager / Financial controller. With a wealth of experience operating within both finance and engineering sectors, Jan has been instrumental in the formulation, adaption and redistribution of procedures and processes aimed at streamlining our communication channels, ensuring timely and efficient utilisation of resources and improved performance. In supporting recent and future growth, Rhino has also reintroduced our apprenticeship programme with the appointment of 1 trainee and 2 apprentices - Ben Davies as Trainee Project Engineer, Keenan Baitup

and Alex Bryant as engineering apprentices. All will receive training formally and informally leading to degree qualifications whilst working in a challenging and dynamic work environment. The programme has been designed to develop their leadership and technical skills through challenging assignments and on the job training whilst providing the organisation with access to innovative ideas and a knowledge base.



Mindful of the fact that organisational success is not just a sum of individual excellence, but in many cases, the result of a strong community, culture and/or climate within an organisation, Rhino is committed to investing in its people to differentiate itself from the competition and maximise its customer value proposition.

**Rhino, Together Towards Greatness**



# Investment In People

**Derek Smith**, Operations Director, RSC

Internal investment in people has again produced further valuable enhancements to the skill levels on site at Yeovil. Because of the diverse processes and required skills needed at RSC we have always struggled to get good quality experienced operators. Most paint sprayers in the marketplace are skilled in a handful of applications and when exposed to the levels of diversity at RSC struggle to conform to our requirements. Our Team Lead at RSC Martin Evans has been with the company 13 years and started out as a semi-skilled operator in the masking department. Martin showed an aptitude for progression and RSC invested. Martin is now fully skilled and very experienced in all aspects of our process requirements. Daley Sampson has been with RSC since the start of his apprenticeship and has worked hard to become an invaluable member of the team. Under the guidance of the

experienced sprayers Daley has achieved a vast knowledge of products and processes in a relatively short timescale. With growth always on the horizon at RSC we again found ourselves requiring a skilled painter. Ben Harris who was a senior member of the masking team has, for a long time, shown a wish to progress. Whilst it is always difficult to move a valuable member of staff from one department to another we realised we had to give Ben the chance to progress. Reports have it that Ben has taken to his new role like 'A duck to water'. Harry Miles and Matthew French have also had progression moves. It is very rewarding to know that our company can and will, where possible invest in our people.



## RSC Help YRC

**Derek Smith**, Operations Director, RSC



RSC is very pleased to announce it has been able to supply Yeovil Rugby Club with a Minibus. I was contacted by South Somerset voluntary drivers association who were renewing their fleet. With the help of YRC

members and RSC staff the mini bus is now roadworthy, resprayed and logoed to represent the club. YRC have recently been promoted to Southern Counties and the reliance for personal vehicles to travel far afield was becoming a strain. This mini bus will allow the team to travel together in preparation. The mini bus will be used by the Seniors, Ladies, Youth and Mini teams so it is a great asset for them. We believe it is important to help and promote local sports clubs. Whether its Netball, Rugby or Football the opportunity to be involved in sport is championed.

RSC have recently sponsored a Local U7s side, Pen Mill. It's a great way for

the youngsters to have an insight into life's experiences that will put them in good stead for adulthood. Teamwork, camaraderie, leadership and discipline are all major aspects of sport and all are needed to be a success in business.

We wish the Clubs we have helped the very best in all their endeavours.



## Long Service Employee Retiring This Month

**Kevin Thomas**, Managing Director, City Engineering Ltd

A fond farewell to Keith Carter who retires at the end of October. Keith has been with the company for 24 years starting with Robert Davies as a laser operator on what was one of the first laser machines in the South West. Keith soon established himself as an integral part of City Engineering moving from the laser into a programming position using the

knowledge he had gained from implementing the laser machine into the business. As the company grew Keith grew with it and moved from the programming department into an Account Manager role where he soon struck up a number good relationships with some very good clients. Keith will be sorely missed not only for his immense knowledge within the sheet metal and fabrication industry but as a comrade within City.

I think I speak for everyone at City and within the group when wishing Keith all the very best for his retirement.



# City Engineering Welcomes a New MD

Kevin Thomas started on the 2nd of October as the new MD of the Bristol facility. Kevin joins the team after 25 years of Aerospace experience working for UTC in various positions of increased responsibility including systems integration, master scheduler, supply chain and optimisation of operations facilities. His particular knowledge of team building and export controls will add to the management skill set. In his previous role at UTC Kevin had been a significant customer and supporter of FGP so a number of you will already know him.

Kevin's comments :

Firstly thank you to everyone for the warm welcome and support I have been given in the first few

weeks as this is very much appreciated for someone new to the team. City is a great business with lots of potential to all sorts of customers. I see my focus over the next few months is to concentrate on :

1. HSE - Most importantly we must create a safe environment for everyone so we all go home at night in the same manner as we started the day.
2. Give people the opportunity to develop skills and learn new ones. I'm passionate that we develop people to meet customer expectations and get the best from everyone.
3. Without the customer we don't have a business so we all must listen and understand their requirements and put them first.
4. Support the accreditation of AS9100 Rev D, this is not to be

underestimated as a huge task for City but in the long run will show core capability and commitment to our customers.

5. Work with other teams to take the benefit of group synergies "all working to the same best practice"

6. Enjoy myself.

My door is always open so please if you have anything to contribute I'm happy to listen, but expect honest open feedback.

## Capital Investment of New Welders

**Kevin Thomas**, Managing Director, City Engineering Ltd

City Engineering are pleased to announce that due to our order book being at a record high the company has invested in 4 new state of the arc OTC Hybrid Pulse Tig plants and one new OTC Pulse Mig plant. Not only will this open up our capacity within the company with our ever increasing work force but it will without a doubt speed up the welding process. Before the decision was taken to invest in the new pulse Mig the plant was trialled by our operators and we soon established

that parts that were currently in production and were not restricted by methods of welding could soon be moved across to the Pulse Mig with an immediate saving on time of anywhere up to 45% of the welding time. City have deployed one of the new Tig plants this week with the arrival of the remainder being imminent. Already the operator with the new plant has made some great comments regarding the machine and the technology it holds.



## Reverse Engineering

**Kevin Thomas**, Managing Director, City Engineering Ltd

The crane has been in operation for in excess of 20 years and the crane cab had failed a recent insurance inspection, we were contacted to tender for the replacement. Due to the age of the crane and minimal documentation available we had to reverse engineer the details and dimensions of the existing Cab to enable us to produce accurate fabrication, installation drawings and electrical equipment positions. The new Cab once completed had to be load tested to ensure that it complied with today's standards and inspected by the client prior to installation, this was

all carried out at the Cardiff facility. Due to the location and operation of the crane the removal and installation had to consider minimal down time, tides, wind speeds, weather conditions and the public to ensure that the project was completed safety and on time. We did experience high winds which delayed the removal by a few hours, however this didn't impact the overall plan and we completed the project within the agreed time scale of 7 days. All operational and functional checks were completed with the client present and signed off. If anyone is visiting Cardiff Bay

in the future and you look over to the Barrage you will see the crane right in the middle.





## Secret Seven



**This Issue's Secret Seven Director is — Hayley Bell, PD & HSE Director 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. Hayley was asked:

### *Tea or Coffee?*

I love both. I have to admit to being a coffee snob. If I have coffee it has to be out of a machine, not granules. Dolce Gusto homemade is fine, Costa or Starbucks with a pump of vanilla is better. Unless I get caught in a Costa que, which can send me over the edge a tad and make me wish I had just grabbed a tea when I got to the office. There is nothing worse than a lady who has yet to get her much needed caffeine fix, being forced to stand for long periods of time staring at high calorie cakes and pastries which she promised herself she wouldn't have. I always end up choosing something chocolate, "forgetting" to ask for skinny and then exiting feeling like a failure to women kind. If I'm late, with a Costa cup in hand, and a chocolate smudge on my mouth, DO NOT APPROACH ME.

### *Summer or Winter?*

In the words of Olaf.. "getting gorgeously tanned, in SUMMER!" (You just sang that like him in your head didn't you) As anyone who has ventured into my office will tell you, I like it HOT. 25 degrees plus and I

am happy. I am the absolute opposite of a vampire. Sun, sun, sun and more sun. Surf not ski, BBQ not indoor buffet, flip flops not boots. (Unless its socks and sandals and then just NOOOOOOOOO!!!!!!) You can sell me the old, 'snow, and open fires' all you like. If it had to be one season forever, the warm light one wins hands down. What's that you say? A new CIM branch opening in Hawaii????.....

### *Android or Apple?*

Android. Sorry Apple lovers, but the fact that the new iPhone X has features that an android user has been enjoying for the past 5 years (and apple charge a few hundred quid more for the delayed privilege) says it all really..... No, Brainer. Any iPhone users that need to learn how to use the 'new' face recognition access system, give me a call. I've been opening my smart devices that way for yeeeeeearrrs now. OUCH! ;)

### *Favourite Film?*

I'm not a huge film person. I tend to prefer reading the book. Prime example, Girl on the Train. Trust me, read the book it's much better. From childhood my favourite film was Never Ending Story. I loved the fact that a real adventure was unfolding off the back of a story book. (And I was a little bit in love with Atrai the warrior boy) The most recent film I watched and loved was The Theory of Everything about Steven Hawkins and his battle with illness throughout his time at Oxford University. A truly awe inspiring human being, if I can navigate through life with even an ounce of his strength determination and wisdom I would be doing alright.

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

This is where I write about Great Eagles and their wisdom, or Lions and their impeccable strength right? Gorillas are pretty awe inspiring if you're looking for brute strength, but they can catch human colds so why be one of those and keep that burden? Strong AND snotty. No thanks. Cats are pretty cool and calm. They often come across as intelligent if a bit arrogant but it could be good. Sleep all day, hunt all night. Wrap a two legged carbon life form around my little finger so that they treat me like Royalty even if I poo on the carpet. (I'm not bitter) They don't have taste buds for sugar however, and as an already es-

tablished chocolate lover I just can't except that. I guess if I still want to enjoy food (ok chocolate), have impeccable strength and wisdom and general all-round awesomeness I would have to be a hippo. Growing up to 4,500kg I could eat as much chocolate as I liked with little to no consequence, and with that sort of weight behind me no one would be pushing in front of me in the coffee queue... or making me queue at all for that matter.

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

Atmokinesis. It's the power to control the weather. The first thing I would do would be to change the British climate to match Hawaii, (at least until the new CIM branch has opened up and my transfer has been completed) and then I would make sure that it only ever rained if I was inside and didn't need to put my washing out or run errands. I would say I would stop rain entirely, but that would mean things would die, which would be bad..... Super Villain is not a good look.

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

This is a hard one because I love history, and there would be so many people I would want to have dinner with! Picking one I would go for Henry VIII. I would love to ask him what he thought about Elizabeth becoming queen. One of the worlds most documented womanisers conceiving a female heir (with a woman he ended up killing) that would go on to become one of the most dominant, revered and remembered power females of all time? It would be an interesting conversation I'm sure! I would probably suggest we ate something quick and filling. Partly due to Henry being renowned for his appetite and partly due to him probably not tolerating me talking about the subject for long. I'd go for, a KFC and a cold lager. I would say Costa coffee, but he would be waiting for it for far too long! To lose your head over a hot drink would just be ridiculous..... (I might need to remind myself of that, next time I'm throwing a wobbly in the middle of a coffee shop)

## Tea Break Teaser

1. Tom's height is six feet, he's an assistant at a butcher's shop, and wears size 9 shoes. What does he weigh?
2. Feed me and I live, yet give me a drink and I die Who am I?
3. What kind of room has no doors or windows?
4. What gets broken without being held?
5. What kind of tree can you carry in your hand?
6. Which word in the dictionary is spelled incorrectly?

7. If you have me, you want to share me. If you share me, you haven't got me. What am I?
8. He has married many women, but has never been married. Who is he?
9. Take off my skin – I won't cry, but you will! What am I?
10. What invention lets you look right through a wall?
11. What can you catch but not throw?



# Remembrance Sunday

Remembrance Sunday, which falls on 12 November in 2017, is a day for the nation to remember and honour those who have sacrificed themselves to secure and protect our freedom.

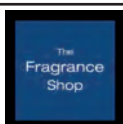
People stop work to observe a moment of silence at 11am on November 11, which is the time and date when hostilities formally ended after more than four years of battle during World War I.

The day is also marked by events such as memorial services, church services and parades. Don't forget to visit the British Legion's website to purchase your poppy products or see your nearest volunteer.

**"They shall grow not old, as we that are left grow old:  
Age shall not weary them, nor the years condemn.  
At the going down of the sun, and in the morning  
We will remember them."  
(Laurence Binyon 1914)**



## 10% off Purchases In-Store at The Fragrance Shop



To claim your voucher visit:  
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## 50% off Mains at Chiquito



To claim your voucher visit:  
<https://www.vouchercodes.co.uk/offer/chiquito-50off-mains-181017/?tid=v-WY4F0:vcogirpvx4bd452>

## 30% off Entry with National Rail at Cadbury World



To claim your discounted entry visit:  
<https://www.daysoutguide.co.uk/cadbury-world>

## Current Vacancies

### FGP Systems are currently recruiting for:

Quality Engineer - Weymouth  
Business Administrator - Weymouth

### RSC are currently recruiting for:

Skilled paint sprayer/Panel beater - Weymouth

For more information please contact [kerry.weaver@fgpltd.com](mailto:kerry.weaver@fgpltd.com)



## Training

Watch this space for group training workshops happening in CIM companies near you!



## Additions to the team

The group would like to give a warm welcome to the 7 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:

**Sam Hoad** - Apprentice at FGP Systems Ltd  
**Sam Rowland** - Apprentice at FGP Systems Ltd  
**Antonia Warren** - Apprentice at FGP Systems Ltd  
**Jasmine Hunt** - Apprentice at FGP Systems Ltd  
**Conor Bell** - Apprentice at FGP Systems Ltd  
**Zayn Djeebet** - Apprentice at FGP Systems Ltd  
**Gavin Walters** - Machinist at FGP Systems Ltd



## Tea Break Teaser Solution

1. Meat
2. Fire
3. A Mushroom
4. A Promise
5. A Palm
6. Incorrectly
7. Secret
8. He's a Preacher
9. Onion
10. A Window
11. A Cold

