

The Connector



Growth through Investment here at FGP Systems

Paul Clark, Operations Director, FGP Systems

Simon Griffiths-Hughes, Director of Engineering, FGP Systems

I have used the Henry Ford quote below many times during my working career when building business plans that require investment, because it's absolutely true!

'If you need a machine and don't buy it, then you will ultimately find that you have paid for it and don't have it.'
Henry Ford

We have seen a great deal of capability / Capacity improvement over recent months as we strive and sometimes struggle to meet the demanding expectations across our customer base

- More Agility – NPI and program pull forwards
- Growth – Both organic and new beyond are current capability
- Productivity – Technical solutions to support the team at Weymouth that will ensure we continue to maximise the growth potential we face on a daily basis.

Make no mistake if we take our foot off the pedal our competitors will not.!

Below some examples of areas within the company (Turning Cell and Turbine Facility) that now operate through a paperless process this ensures both ease of access and assurance of configuration control. This call for purchase of multiple screens supported by the engineering team creating fully comprehensive electronic work packs. Great job by Craig, Simon, James and the team. The strategy is to flow out across the business. Not mention the positive ecological impact reduction of paper drg's being printed.



Two recent additions to the Turning Cell being a Goodway GS200 & Citizen 32 the 2 new turn-mill machines offer not only obvious enhanced capacity but are already driving productivity through world class technical capability but also multi-manning.



More examples being the preoperation work completed in readiness for the planned receipt of new 5 axis Hermle Flex offering both capability & lights-out manufacturing to further support demonstrated growth across the FGPS order-book. Also a 3 axis router that offers an in house production solution on existing major program also further work opportunities being negotiated.



As much as the Aerospace group benefits from the capability to bring in new plant and equipment to enable this customer driven period of continued business growth. We also recognise that the equipment is of paramount importance, however we are very fortunate that this capability is matched by the passion, commitment and ability to embrace change demonstrated by the individuals that work

Employee Corner

ITS ALL OVER!

A huge congratulations to Mark Harrold for completing his Nepal Trek.

the evening of the 16th October all the Nepal Trekkers enjoyed their farewell dinner where they reminisced on parts of their journey and were presented with their medals and certificates before they appeared to head back to the UK on the 17th October.

Weldmar Hospicecare have confirmed the total fundraising as part of there challenge came to....

(drom roll please)

A staggering £58,500 has been raised!!



Employee Corner

Craig Falconer, Production Engineer, FGP Systems Ltd

Harry got his first taste of the pool at 6 weeks old and continued from then on. He started lessons at Weymouth at the age of four years old and was spotted by a local swimming coach, Phil Daniels who was part of the Swim England Coaching Staff. He saw Harry's potential and told myself and his mum to join another local club Thornlow Tornados. Harry was taken on by the Tornados and very quickly moved up through the stages of coloured hats to what they call the Development Squad at the age of 7 and finally the A Squad. He then started swimming at a competitive level winning medals at local trophy galas and also the club championships and setting local records with-

in Dorset. From this Harry became 5th in the country at the age of 9 years old and set club records up to this year before he was awarded a Sports Scholarship at School of Millfield based in Somerset.

His journey has seen him achieve more than most of the local swimming talent in the area, most of the clubs such as Poole and Swim Bournemouth all train up to 14 hours per week as Harry only trained 6 hours per week when swimming at a competitive level which is amazing work. This opportunity for Harry is

massive as he gets to directly swim in the nations leagues and in all district events under the Millfield umbrella.

Harry would like to thank Nigel Pitman for his sponsorship in the last season National Arena League which FGP Systems sponsored the Athletes T-Shirts.



Training Centre News

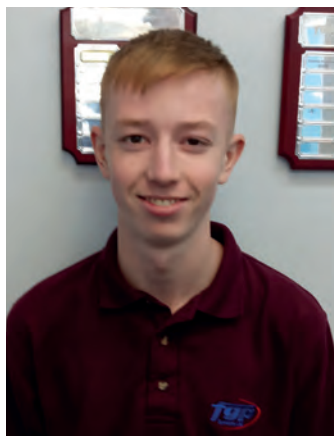
Andrew Johnson, Apprentice Supervisor, FGP Systems Ltd

Welcome class of 2018

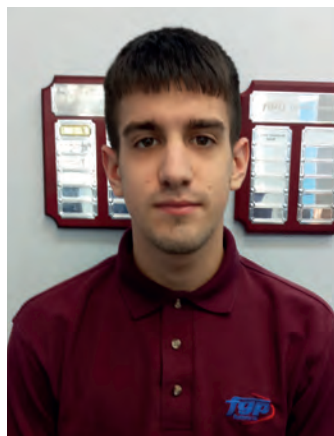
Cedrick Bagasian



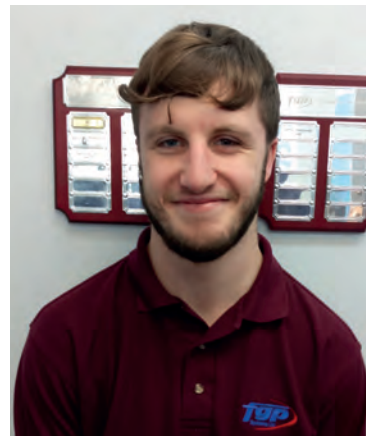
Matthew Hall



Jack Hyndman



Morgan Coon



What Now?

Following a highly successful team building exercise, this year's apprentices are getting down to the business of hacksawing, filing, measuring and then measuring again.

For the next 4-5 months they will be producing an array of Test pieces, Operation Sheets, Inspection Sheets and Job Reports in preparation for in house assessment.

The qualification they are working towards focuses on the skills, knowledge and behaviours required to achieve the foundation phase requirements of the Engineering Technician apprenticeship standard. This arrangement ensures that when the learner completes the qualification they will have gained knowledge and prac-

tical experience of some of the situations that they could face within our companies. It covers specific skills, knowledge and behaviours of a range of engineering disciplines which have been developed in consultation with engineering industry specialists and training providers to ensure that it meets the needs of us as industry employers and learners. Along with the teaching we do in house, Yeovil College will be holding lessons onsite at FGP Systems delivering two units in preparation for next year's online Examination.

And of course there is always time for a spot of Peer Learning on how to clock a vice up!

Delivered by 2nd year Apprentice Sam Hoad

THANK YOU to all cell leads, mentors and staff who come in to contact with the Apprentices, for their continued support of the 2nd, 3rd and 4th years as they gather their evidence and get involved in the day to day activities on the shop floor. Whilst getting on with the job it is important that the Apprentices take time to reflect on their learning and record it as required. 1st and 2nd years have been issued with a reflective log for this purpose as part of the new Standards.



A BIG



RECENT NEWS

Well Done

Well done FGP Systems for raising £115.10 for MacMilan Bake Sale.

Congratulations

Congratulations to Mark Harrold for completing his Nepal Trek!

Thank you

Thank you to everybody that has donated towards FGP Systems charities £100 has been donated to both SCBU & Weymouth and Portland Lions Club from last year's raising.

Congratulations

Congratulations to Laura King for starting her new role at FGP Lufton.

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

What is Productivity

Ian Rowe, Operations Director, FGP Lufton



How do we get more Productive? How do we measure productivity? What is the difference between being Busy and Productive? What is the definition of Productivity? What is the difference between Productivity and Efficiency?

The above were some of the questions we were asking ourselves when FGP Lufton took the business on in November 2017 on a COGS basis (Cost of Goods Sold : ie No Margin).

Historically, productivity has been an economic measure of output per unit of input, or in FGPL's case Planned Hours (what the customer is paying for) against physical Attended Hours.

i.e If you worked twice as fast you could make twice as many products. The definition now being antiquated and not always valid in today's business.

It is NOT just about being busy, we love to glorify and talk about our business!!

In today's world being productive is no longer about doing **more**, it's about doing **better**. It's about doing work that **matters** - whether there is a monetary value assigned to it or not. **It is about being efficient with your time and producing value.**

Efficiency is about doing the same with less. **Productivity** is about doing more with the same.

It 's fair to say that the Output, Employee engagement and Group Support to date at FGP Lufton has been phenomenal, especially when you consider the ageing unreliable plant and legacy manufacturing processes being applied.

But now it's time for us to move this overall business further forward to the next level.



Using the **DMAIC** approach, we have covered the Define / Measure / Analyse stages and are now ready to implement the Improve / Control Stages.

The Next Steps being:

- To further develop an Environment & Culture that challenges & improves on the Status Quo.
- To continue our Investment in Plant / Systems & Technology.
- To continue our Investment in People Development & Welfare.
- To overhaul the current Engineering Processes & Methodologies.
- To create a Facility Layout that optimises the current workspace and future proofs production.
- To develop a reliable and effective Supply Chain.
- To further increase Productivity by the reduction of "DOWNTIME"

- Defects
- Overproduction
- Waiting
- Non Value Added Processing
- Transportation
- Inventory
- Motion
- Employee Creativity not being utilised

I look forward to further sharing with you the actual results during 2019

Ian Rowe Operations Director FGPL



RSC 2018 New Building

Derek Smith, Operations Director, RSC

This year has seen major changes both internally and externally at RSC, major changes to both internal and external will enhance the operations being held at RSC and ensure we take advantage all space available to us. This month construction of the New Goods In / Dis-



patch area has started and is due to be completed by End Oct, this will allow us to organise the area into a First Class First impression for Delivery and Dispatch. This is much overdue, and will then allow growth of the Masking area that has been struggling with space since RSC Came



to group. Energy Upgrades are also due to be installed in RSC Yeovil due to continual growth of Processes, and the installation of Energy saving Gas powered heating and Paint booths. Exciting Times



Addition to Scope

Derek Smith, Operations Director, RSC

C & W cabinets are widely used to test both Components and coated test panels across the whole spectrum of our industry. The testing and design of the machines process ensures that it will meet or indeed exceed the requirements laid down in all major National and International corporate standards.



First Impressions

Derek Smith, Operations Director, RSC

Turning up to a company for the first time is extremely important, you need to get a good impression whether you are going for an interview, or visiting as a potential customer. Visitor parking used to be in front of the Tired old Roller Shutter which looked dated and worn, RSC have introduced a new frontage which has brightened up the image recieved by Visitors Old and New to our Yeovil site. WELCOME TO RSC



RSC Coatings - 13858 - print onto Perforated vinyl

First Impressions

Derek Smith, Operations Director, RSC

RSC were approached by an Employees Daughter after it was deemed that the University they attended would not support kit for the Ladies Football team, RSC who has always support community based sports, where possible, looked at the opportunity to help.

Having looked at the huge commitment these Ladies had shown to get their name on the map, we decided to support the kit, they also raised £700 towards there start up fund from other resources. Their first match was a 3-3 draw, but so good to see these girls out enjoying a sporting activity, with our help.



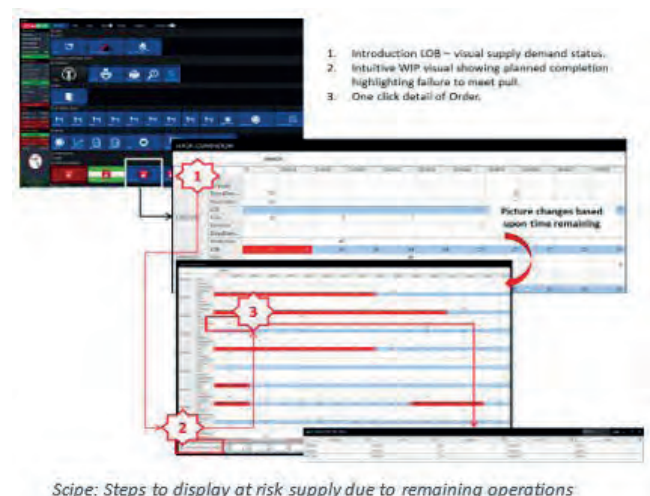
Line of Balance

Craig Phillips, Business Development Manager, FGP Systems

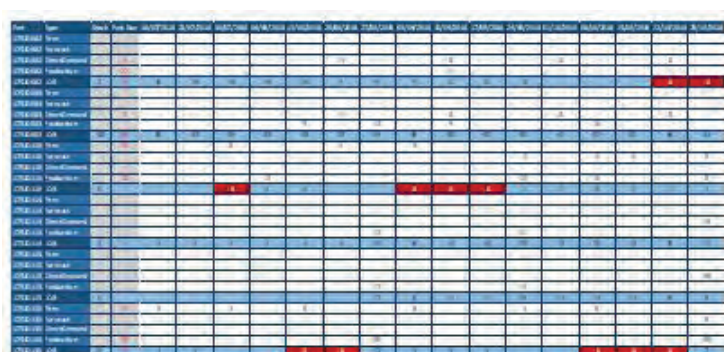
Following the novation of a very complex order book, FGP Lufton found itself struggling to plan accurately and efficiently for the quantity of orders and order modifications required by Honeywell.

A dynamic Line of Balance was determined to be the best solution to the problem.

Used primarily in our application to measure part supply against a fluid forecast, the Line of Balance can offer a fast method to identify under-makes and over-makes across all levels of BOM, potential late deliveries, and where production cannot meet the finish date requirements. The Line of Balance makes deciphering your current and future stock position, whilst catering for economical batch sizes and amalgamation of production orders, far easier and bring visibility to issues that would otherwise go unnoticed until they become problems.



Scope: Steps to display at risk supply due to remaining operations



Parts with Date / Quantity issues (Red)

But the tool is only in it's infancy, and further enhancements are planned:

- Expedite list for jobs behind schedule.
 - Filtration to quickly display only the parts with problems.
 - Tools to aid in reaching the correct solution for any misalignments.
 - Integration into WIP reports.
- Improvements will be shared within group.

Secret Seven



This Issue's Secret Seven Director is — General Sir Peter Wall,
Each quarter a different director is asked the same questions so you get to know a little bit more about them. General Sir Peter was asked:

Tea or Coffee?

Coffee

Summer or Winter?

Winter

Android or Apple?

Apple

Favourite Film?

Bridge of Spies

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

A horse - living and working in the English Countryside

If you could have one super-power what would it be and what would you do first?

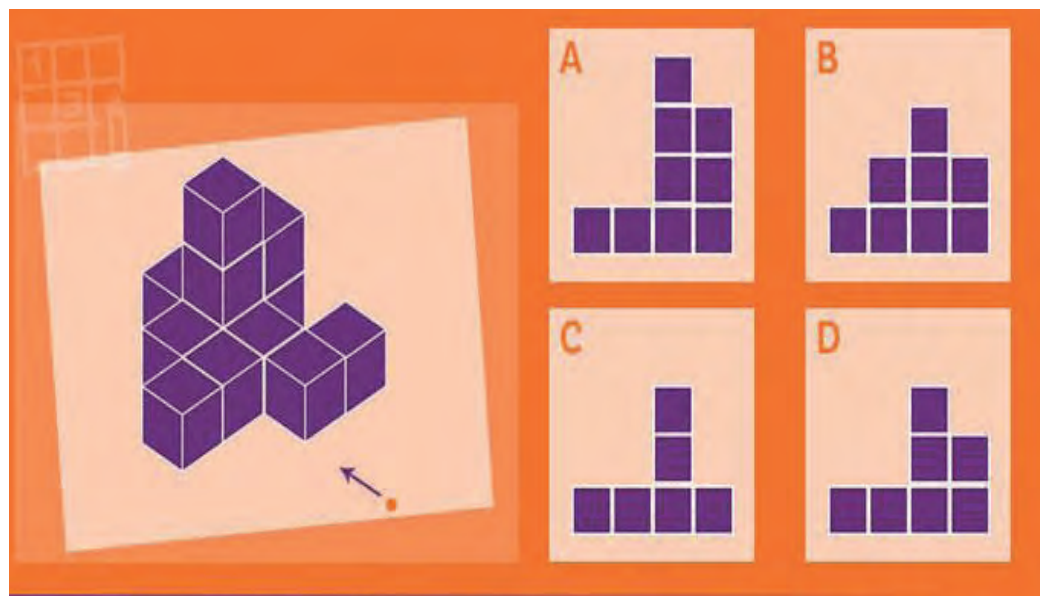
Historic time travel - first stop Normandy Landings 1944

If you could have dinner with anyone in historic who would it be and what would you eat?

Sir Winston Churchill - eating seafood (his favourite, apparently) with delicious French wine.

Tea Break Teaser

Which one is the right view for the person who stays at the orange point and looks at the figure from the pointed direction?



Remembrance Day, Weymouth Beach by Danny Boyle

Pages by the Sea by Danny Boyle will be held on Weymouth Beach on November 11th, the centenary of Armistice Day.

As part of the event faces of the millions of people whose lives were lost or changed forever by the First World War will be etched on to the 12 beaches across the UK in a "thank you" designed by filmmaker Danny Boyle.

A large-scale portrait of a casualty from the First World War, which could be as large as 50 metres by 50 metres and designed by sand artists, will be washed away as the tide comes in.

Mr Boyle said that as a "small nation, surrounded by beaches," the locations for the tributes were a "great stage" Beaches are "unruly, democratic places", he said where "nobody rules other than the tide. It doesn't have to be a sad occasion. It could be a celebratory."

The events will be a "tremulous thank you for all the people who sacrificed so much". Pages Of The Sea is described as an "informal, nationwide gesture of remembrance for the men and women who left their home shores during the First World War".

Poet Carol Ann Duffy has been invited to write a new poem, which will be read by individuals, families and communities as they gather on the beaches.

10% off at Travelodge

To claim your discounted entry visit:

<https://www.vouchercodes.co.uk/exclusive-savings?page=2&rc=5488867>



20% off orders at Accessorize

To claim your discounted entry visit:

<https://www.vouchercodes.co.uk/cats/womens-fashion/?rc=5531061>

ACCESSORIZE

10% off orders at Thorntons

To claim your discount visit: <https://www.vouchercodes.co.uk/cats/gifts-and-flowers/gifts-for-her/?page=2&rc=5507295>



Current Vacancies

We are currently recruiting for:

Inspector - FGP Systems LTD
Quality Manager, RSC (12 month Fixed Term Contract)
CNC Miller, CNC Turner & Manual Miller, FGP Systems LTD

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:

Samuel Purnell - Manufacture Engineer, FGP Systems
Lee Holt - Senior Estimator & Process Engineer, RSC
Jack Hyndman - Apprentice, FGP Systems
Matthew Hall - Apprentice, FGP Systems
Morgan Coon - Apprentice, FGP Systems
Cedrick Bagaosian - Apprentice, FGP Lufton
Aaron Carey - Support Worker, RSC
Natalie Newton - Purchase Ledger, FGP Systems

Tea Break Teaser Solution

Let's go step by step

- There are 4 blocks at the bottom.
- The second layer above the bottom, there are 2 blocks on the right. So the answer is definitely not C.
- On the top layer, there is only one block that is seen.

Answer is **D**

