

AS 9100 QUALITY

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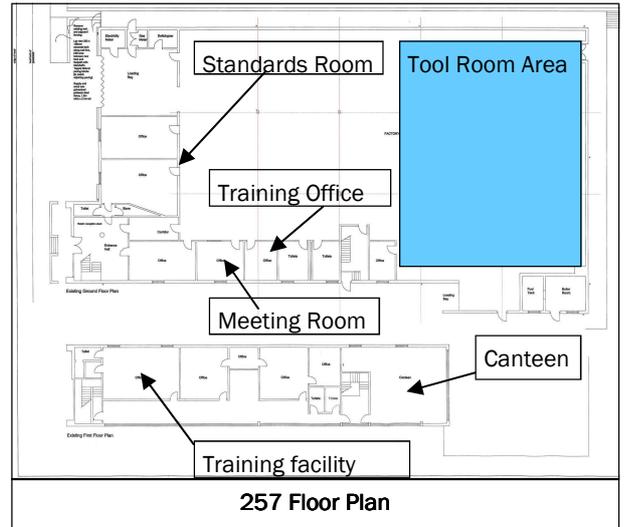
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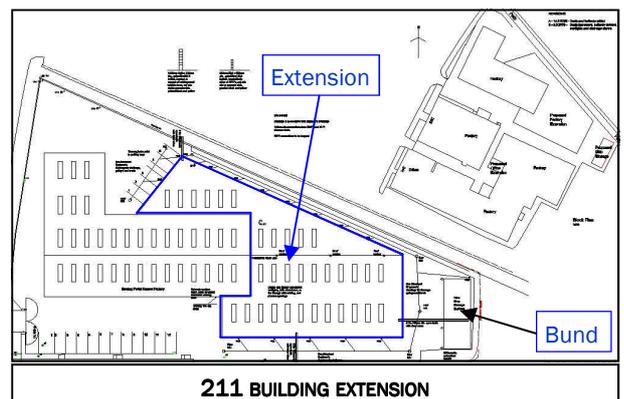
- New Canteen
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LUCKY BANKERS

You can tell the government is in it's third term. The banks have lost your money and got more of it from your taxes. Oil prices are down but you still need a mortgage to fill up your car. The world is supposedly toasting itself due to greenhouse gasses. Your identity has been stolen by a guy called Mike from Nigeria. The electricity board is charging you for power one electron at a time and we're heading for power cuts! Doctors have published your medical records on the internet (glad to see the rash has cleared up) But on the bright side, we are expanding and crime is down (nobody has anything left to steal). As trading conditions deteriorate we are improving our competitive position by investing in training; new machinery; IT systems and improved facilities. The new 12,000 square feet extension at the 211 building should be ready by end May 2009 and our acquisition of the 257 building with entry to the building in August and completion end of November allows us to relocate machinery and storage facilities. The 257 building will have a new CMM / standards room at the front along with new office accommodation. Also on the ground floor there is a meeting room, a new training office and a foreman's office. Upstairs there is a splendid training / conference suite and additional office space. Finally there is a canteen on the upper floor which will take some of the load off the existing canteen. The main factory area will accommodate the tool room, stores and bonded store. This will allow the current bonded store to be used for additional machining centres. The additional space provided by the 257 building allows us to refurbish



the existing tool room space, the oldest area of factory. As the roof has already been replaced the main work will be replacing the floor and all the electrics in that area. The addition of extra car parking opposite the 257 building is a useful addition. We have also acquired a lease on a property further down the road. The 179 building gives us an additional 5000 square feet which is required during the redevelopment of the 211 building. As the new 211 extension is intended to house large CNC machine tools, almost the whole factory area will utilise the same heavy duty floor as the existing 211 building. We expect to be able to accommodate approximately fifteen additional machines in this area. The two buildings together should take care of our space requirements for the next ten years (famous last words!). As part of the new extension build we are doubling the projects office space and also building an oil bund for the skips. This will allow us to progress our ISO 14001 environmental application.



TRAINING

This year seven very good apprentices graduated with flying colours. This was down to the calibre of the young men but also due in no small part to the efforts of Willie Greenwood who is now full time training manager and



Andrea Ferri in administration. The next stage of training development involves part of the refurbished 257 building which will be allocated to training. This conference facil-

ity with full A/V capability will be used mainly for running training courses. Willie Greenwood head of training will relocate to a ground floor office in the 257 building .

Over the past year the quality department has undertaken several training courses on offline programming. This has paid dividends with both Dominic McBride and Robert Thomson now programming our CMMs offline full time.

Stuart Barbour won 2nd prize at the Hammerman engineering competition. Well done Stuart. This is the second time that a Castle employee has won the Hammerman, the previous occasion being Willie Palmer a few years back.

We also had a visit from the design department of the Metropolitan College. Twenty student toured the facility and seemed very impressed. We wish them well.

Samantha Jamieson has replaced Carol Ann as the nominated first aid officer after successfully completing the First Aid at Work (HSE approved) course. Anyone in urgent need of mouth to mouth resuscitation should contact extension 370 and follow the instructions, "You are 9th in a queue of 11. Your call is important to us. Please hang on".



SCRAPING A LIVING IN SWITZERLAND

At the end of October 2007 we visited the Dixi plant in Switzerland which Mori Seiki acquired nine months earlier. Before Mori took them over, Dixi was in some financial difficulty but now Mori have made large investments in the company and given them access to the Mori parts bin. The claimed accuracy for their machines is down to microns (or sub micron if you believe the

brochure). This accuracy is achieved by hand scraping of the bed ways which takes hundreds of hours per axis. The whole factory assembly area is temperature controlled to within plus or minus 0.2 degrees centigrade. The combination of Swiss precision and Japanese manufacturing technology results in machine tools which like Swiss watches resemble jewellery.

Over a 800mm cube the positioning accuracy of the machine is better than 9 microns. Now, who do we see about a discount?



DIXI DHP80

"Dixi DHP80

a machine that's up to scratch"

COMPUTING

Like some Frankenstein creation the production control system seems to have taken on a life of it's own. In quality, it now integrates CMM data such that non-conforming items cannot be delivered. The same data is used to provide full SPC capabilities company wide and by the time of this newsletter the probing data will also incorporate full SPC. Over the past year manual checklists have also been



incorporated into the system. This helps eliminate double inspection by the quality department. With the introduction of marked up electronic drawing to the shop floor we are looking at the practicality of twin monitors so that the marked up drawing could be viewed on one screen whilst the manual checklist is displayed on the other.

The projects office use the most powerful PC's avail-

able. We recently updated two machines and were amazed at the difference, not in the speed but in the graphics. Shadow and mirror effects were quite incredible. How does this affect the quality of the work? Well we have now been able to put twin 30 inch screens on the new units and the engineers tell me that you can actually see the grass move as the ball bounces when they are playing Tiger Woods Golf. Continuous improvement OK

WORLDNEWS

As we descend into recession what determines our future? Our fortunes are closely linked to the future of aerospace and currently, whilst orders are holding up, the problem is who is going to provide the finance. In the US the government has already said it will underwrite \$143 billion to allow GE finance to continue to operate. As they are part of GE,

the planes and engines they finance tend to be Boeing and GE. It seems improbable that European governments will not do the same for Airbus and RR through vehicles such as ECGD (export credit). A weaker pound might mean holidaying at home but it will probably lead to a revival in the UK manufacturing sector (that's us) for those who survived the initial storm.

TIME BOMB

The other day my wife said to me that the West would never defeat terrorism until they understood the psychology of the terrorists. What she actually said was "you won't stop suicide bombers until you know what makes them tick". And all this time I thought it was the bombs that made them tick. Go figure.



NEW CANTEEN

In the New Year we will be opening additional canteen facilities. Given a little bit of juggling this will allow everyone to eat in a canteen. In the interests of Health and Safety, and of hygiene, once the new facilities are open the consumption of food will not be allowed anywhere else in the factory.



Employees can choose to eat in either of the two canteens or off the premises. Employees can eat the food provided by the canteens or

bring their own food. These rules will apply to all employees up to and including the Managing Director. The new canteen will not have the same menu as the existing canteen. The goal of the new canteen will be to cater to a wider range of tastes whilst focusing on healthy eating. Lots of salads and yogurts will feature on the menu. Think Jamie Oliver. As many people like the existing canteen facility this will not change and those who wish to can continue to use the existing canteen. As the new facility has a pleasant out look it is also intended that it caters for visitors to the factory. [The fork please take note].

Since this is a completely new facility it is an opportunity to do something new. If

you have a (polite) dietary request please put it to Laura. Deep fried Mars bars will not get the green light but anything else reasonably healthy will be considered. The new chef is a lady by the name of Bernadette McBride, who was formerly the head chef at L'Ariosto in Glasgow as well as other prestigious establishments. With an Italian background, so Italian cuisine is second nature to her, she can provide a varied and exciting menu. The canteen should be open for business from the second week in January.



"Lean?

*Cuisine or
Manufacturing"*

GENERAL NEWS

If we are affected by the downturn what actions will Castle take? Basically the same as last time. Explicitly, we will refurbish machines that were previously too busy to work on, make special purpose tooling and fixtures for our own use, and expand on our training programme. For Castle the skills and talent of the workforce are indeed our most important asset. We are also going to have to spend some time getting to grips with some of

the new technology which we intend to install over the next couple of years. CNC grinding, splining, and full five axis machining are areas where the company is planning to expand it's expertise.

We attended the RR European Regional Supplier Forum at the end of October. The key messages from the forum were because of the challenge of the marketplace we must work together in partnership in order to be

Lean, Agile, and Competitive. It was also made clear that there are significant opportunities for strategic supplier growth as RR transform their supply chain. We were informed that the changes will come quickly. A very similar forum at Selex covered the same issues. It is clear that even in very difficult times there are opportunities for suppliers who can provide the required quality and delivery performance at affordable cost.

PERSONNEL NEWS

Since the last newsletter lots of people have joined the company, too many to mention individually, so to all the new starts since last year a warm welcome. But just in case you require their services I will mention a few. Ian Mallison a logistics planner joined us in the role of loading the shop floor. Other additions include Andrew Seaton, a tool designer working in the projects office and David Simpson a quality assurance engineer who came to us from Rolls Royce.

On a different note William Greenwood recently completed forty years of service with the company. When asked to comment Willie said " after the first thirty

nine years it was easy". Congratulations and here's to the next forty (pensions aren't what they used to be).

Earlier this year the younger and less enfeebled employees went for a nights go carting. The winner was Kevin McMonagle but apparently no threat to Lewis.

Our resident Robin Hood, Derek McAulay has been invited to represent Scotland as part of the 2010 Common Wealth Games Archery Squad. Derek who only took up the sport in 2004 already holds several Scottish records and many titles such as West of Scotland Championship 3 years running and

the Oban Open, the Dumfries Open and for all the brave heart fans the Bannockburn Open. Derek actually did his Robin Hood shot this year which is when you shoot an arrow up inside another which is in the target. This shot which scraps both arrows at a cost of £30 has never been attempted by anyone from Yorkshire.

Davy Gray who is in charge of the night shift recently underwent transplant surgery. David who is currently convalescing at home wrote to say thanks for the good wishes and especially for the chocolates. Send more please...Chocolates not wishes.

HEALTH AND SAFETY

[A FERRI]

As we prepare to move into the refurbished 257 building we need to revisit the five "S"s. For those of you that only speak English, we need to spring clean. Given the lack of space it has been difficult to keep the place as neat and tidy as we would like, but now there can be no excuse. Nothing should be blocking the aisles and every area should be clean. If you require cleaning materials for your machine or your

area, then request these from your supervisor. The Managing Director will be carrying out audits in the new year so now would be a good time to start cleaning up.

We are looking into installing a new hand wash system which is superior to the soap dispensers which we currently use. Apprentices please note it is not safe to clean your hands with an

airline as is penetrates the skin and can cause a lethal condition similar to the bends which divers get.

The company has made dead mans handles available for use at all the CNC lathes. It is mandatory that this is used any time the guarding at the machines has to be defeated. The only time it does not apply is during measurement using the probes.

AND FINALLY

Earlier in 2008 we raffled UEFA tickets and as a result raised £1440 for charity. £720 went to Cancer Research and £720 to Medecins Sans Frontieres, not to be confused with Jeux Sans Frontieres which was a basket not a charity case.

We also sponsored BAe Systems charity golf day last year which supported the Fife Society for the Blind. They raised £4700.

People often ask us after seeing our computer system why we don't sell it. There are many reasons. Firstly, it is designed specifically to suit us. Secondly, there is minimal documentation, which we don't need but others would. This is an enormous task. Thirdly, our focus is on improving our business. This would move the focus to product support. Fourthly and perhaps most importantly the system is designed to integrate with the other

systems that we use i.e. CAD-CAM; CMMs; shop floor data collection and as such will only work in our environment. Finally, the demands of multiple customers would slow progress to a halt. So we are not in a position to sell our system now but maybe sometime in the future if we ever get it finished.

The pen is mightier than the sword; but only at close range and against soft spots like eyes and ears.

*"We're
men,
men in
tights"*

