



GLEAM
NETWORK

GLEAM presents

Site Tour of Nelipak

Tuesday 14th October | 08:30-12:30

Nelipak, Elsham Wold Ind Est, Brigg, DN20 0SP

Delivered by



BRIDGE

Business
Lincolnshire



Agenda

- 08.45: Welcome, Introduction to GLEAM and the Bridge, Dr Matthew Thornton, The Bridge/GLEAM
- 09.00: Welcome and Company Overview of Nelipak, Josh Owen, Nelipak Elsham Ltd
- 09.20: Business Support for Manufacturing in Lincolnshire, Trevor Durant, Business Lincolnshire
- 09.40: Continuous Improvement, Chris Merriman, The Manufacturers Network
- 10.00: HR & Employment Law, Ellie Hand, Bhayani Law
- 10.10: Coffee and Networking
- 10.30: Tours of Nelipak
- 12.30: Close and Depart



Creating a Manufacturing Community



- The Greater Lincolnshire Engineering And Manufacturing (GLEAM) Network is an initiative founded by the University of Lincoln, Greater Lincolnshire Local Enterprise Partnership (GLLEP), and Business Lincolnshire and managed by the Bridge.
- GLEAM provides a knowledge-intensive business corridor locally at the heart of the manufacturing business in Greater Lincolnshire and is open to all manufacturing businesses in Greater Lincolnshire. Members are able to join free of charge and gain access to a range of benefits, including Affiliate Partner Membership with Make UK.

Make UK Affiliate Membership Benefit

- Join Make UK as an Affiliate Member
- Make UK Affiliate Membership is open to members of Make UK partner organisations. You'll receive industry information and insight, contribute to Make UK's policy positions and have access to events, guidance and support on issues affecting our sector.
- To register for Affiliate Membership just complete the form at:
<https://www.makeuk.org/affiliate-member-registration>



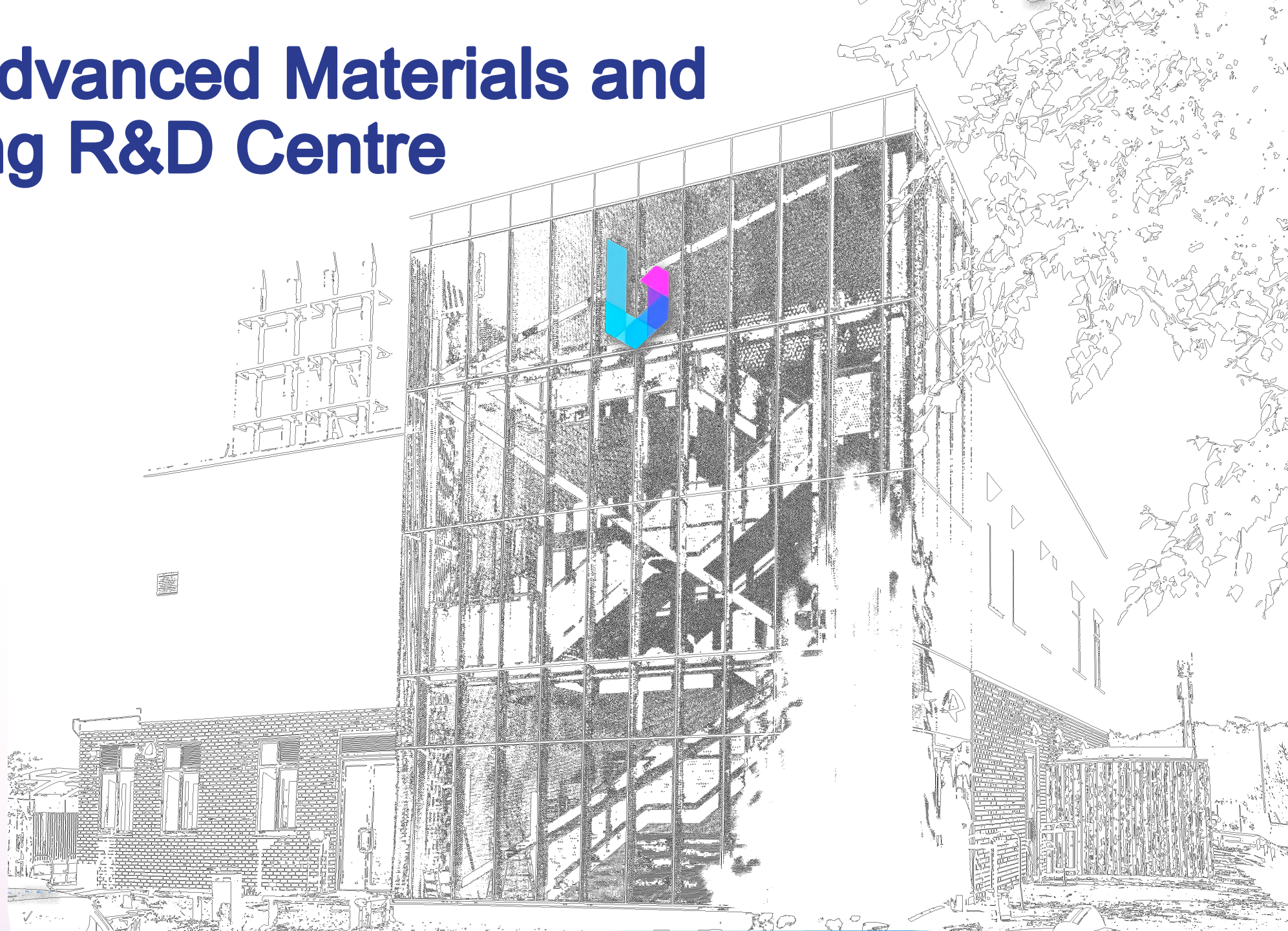
Bridge – Advanced Materials and Engineering R&D Centre



BRIDGE



UNIVERSITY OF
LINCOLN



BRIDGING BUSINESS WITH INNOVATION

- Bridge operates from the University of Lincoln and has a dedicated team of R&D project specialists working alongside the University's academic community.
- We help businesses access technologies and methods at the forefront of research to create R&D solutions, and drive innovation.





<https://youtu.be/NG85PwuL-Js?si=8rRGpueBiETSfXWp>

Forthcoming Events

<https://www.thebridge-lincoln.org/news-and-events/>



EVENT | 15 OCTOBER 2025

EMMS Lecture: The Investigation into the cause of the fire at Grenfell Tower in June 2017

The fire at Grenfell Tower on 14 June 2017 claimed the lives of 72 people and was the deadliest structural fire in the UK since the Blitz of World War II. The investigation into...



EVENT | 4 NOVEMBER 2025

Bridge Showcase: Microscopy

Discover the unseen world at our Microscopy Showcase Event! This event highlights the incredible capabilities of SEM, TEM and AFM...



Forthcoming Events



<https://www.seetickets.com/tour/the-great-exhibition-of-lincolnshire>

EVENT

Smarter Manufacturing Lincolnshire

28 November 2025 - 8:00 am • 28 November 2025 - 2:30 pm • Boston United Football Club Pilgrim Way Wyberton PE21 7NE

<https://www.businesslincolnshire.com/events/smarter-manufacturing-conference-lincolnshire/>

Save the Date!

Keep up to date by following us on LinkedIn at

<https://www.linkedin.com/company/greater-lincolnshire-engineering-and-manufacturing/posts/?feedView=all>

Disclaimer: image is AI generated!

GLEAM Presents: AI in Manufacturing and Engineering

28 JANUARY 2026
THE BRIDGE, LINCOLN, UK



- Visit our website for a virtual walkthrough of the Bridge at <https://www.thebridge-lincoln.org/>
- Follow us on:
 - <https://www.linkedin.com/company/thebridge-lincoln>
 - https://twitter.com/thebridge_linc
 - https://www.instagram.com/bridge_lincoln/
- E. mthornton@lincoln.ac.uk

Thank You for Listening

FUNDED BY:



[thebridge-lincoln.org](https://www.thebridge-lincoln.org)

Welcome to Nelipak...



Elsham Site Summary



Production and Warehouse Facility

Total Plant Area 35,948 Sq. M

(Property and Facility Owned by Nelipak)

87 Employees

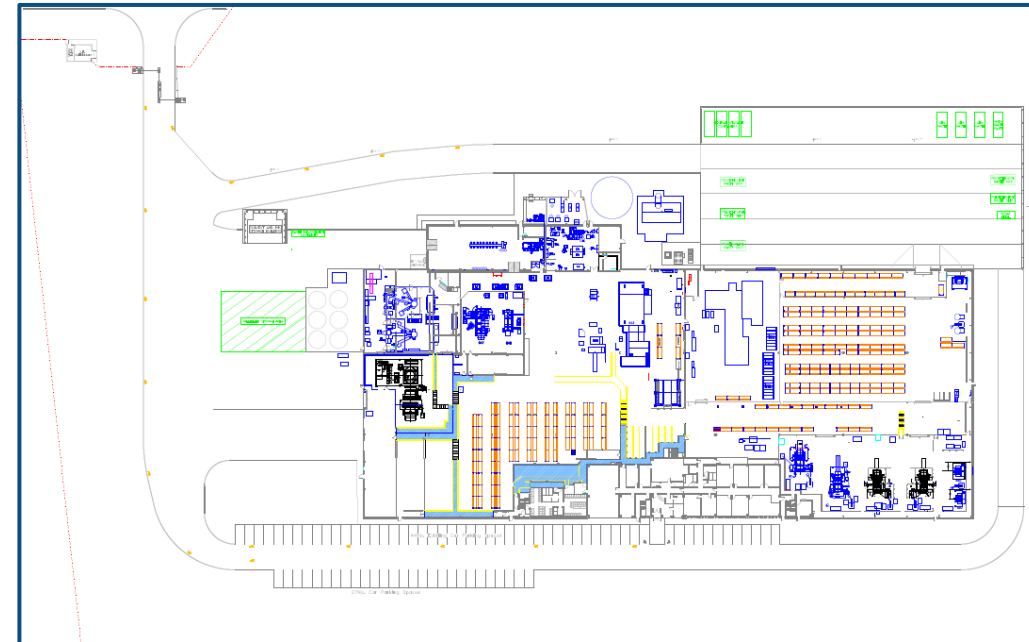
Turnover circa £17 Million GBP

Sectors:

- Medical
- Healthcare
- Food

Capabilities:

- Extrusion
- Print
- Lamination
- Finishing / Rework



EXTRUSION PROJECT



THANK YOU



Manufacturing Support Programme

Trevor Durant

Manufacturing Advisor

Contents

- Biz Lincs – what do we do?
- Overview of support on offer
- Manufacturing Workshops
- Case Studies



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What do we do?

Business Lincolnshire is set up to help support Greater Lincolnshire based businesses to start and grow

The aim is to increase economic output by almost a third by 2030, through our amazing local manufacturing businesses

Specific Manufacturing Advice and Support is available



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Overview of support

Diagnostics & Action Plans

- Manufacturing-specific diagnostics
- Creation of shared action plans
- Sign-post to further support: Made Smarter, Scale Up, GLEAM etc.

Manufacturing Support Programme

- Access to a business consultant to identify opportunities
- Support in training, 1-2-1 coaching, implementation guidance and support

Provide & Build Manufacturing Skills

- Specific in-business support
- Working in the business to create change
 - Quality
 - Productivity
 - Cost



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Training – late 2025 & early 2026

- **Recruit and Retain (1 day)**
 - Strategies to find the right people for your business, and then keep them
- **The Effective Leader (1 day)**
 - Understand the differences between managing and leading and how these skills will help businesses manage growth
- **Effective People Management (1 day)**
 - The day includes leadership styles, team role and motivational theory
- **Coaching Skills for Managers (1 day)**
 - How to develop individuals to perform better
- **Team Dynamics & Team Building (1 day)**
 - How to build and develop dynamic, effective and motivated teams



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Training – late 2025 & early 2026

- **Lean Six Sigma Yellow Belt (2 days)**

- Intense training on problem solving, reduction of waste, process optimisation and, ultimately, improving profitability
 - Includes practical elements
 - Recognised academic qualification
 - Will give practical skills to identify & manage improvement projects within your business
- Spaces very limited now
 - See me afterwards if you'd like to attend some of these training events



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Manufacturing Excellence Workshops

- **One-day** intensive training on key aspects of manufacturing:
 - Workplace Organisation (5S)
 - Problem Solving
 - Lean Principles
- We've had over 100 delegates from 40+ businesses through so far
- **Dates for 2025:**
 - 04 Nov, 04 Dec



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**MIDLANDS
ENGINE**



**Business
Lincolnshire**
The place to go for business growth

MANUFACTURING EXCELLENCE SPRINT



This one-day workshop will provide a rapid & intense training experience, covering foundational elements of managing a manufacturing operation.

Workshop content includes:

- Lean Manufacturing Principles
- 5S Workplace Organisation
- Problem Solving Techniques

"Excellent introduction to manufacturing excellence and lean principles"

"Course was very informative, great content and handouts"

MORE INFO

0794 002 6762
trevor.durant@bizlincolnshire.com

What might that support look like?



Case Study 1

Context

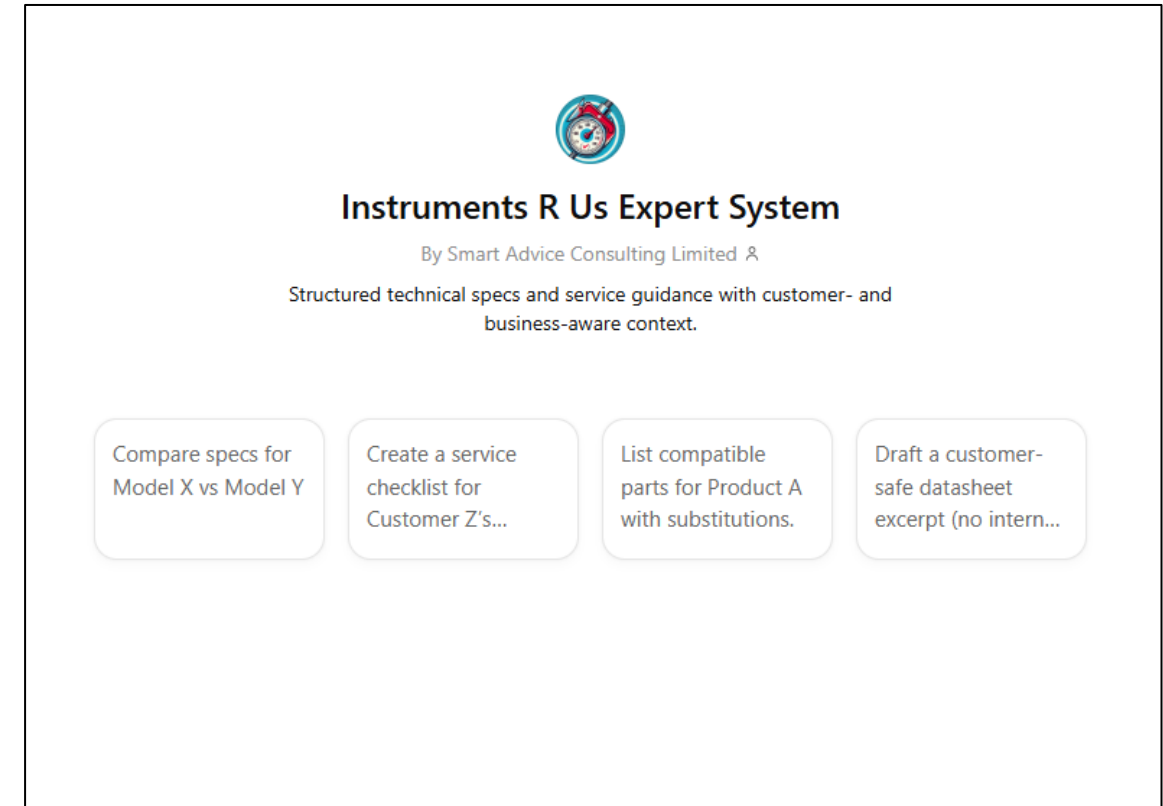
- Instrumentation business with a dependency on the founder in terms of customer and product knowledge
- Large technical library of different instruments which are sold & serviced
- Customer service impacted by waiting for information or decisions due to knowledge of the founder



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Case Study 1

- Scoped and built test custom-GPT within an AI LLM
- Will contain all customer specific requirements and information
- Will also contain technical specifications of all products sold and serviced
- This will provide an “AI expert system” which all employees can use to get almost instant customer and product specific details
- Implementation planning taking place in Nov



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Instruments R Us Expert System

By Smart Advice Consulting Limited &

Structured technical specs and service guidance with customer- and business-aware context.

Compare specs for
Model X vs Model Y

Create a service
checklist for
Customer Z's...

List compatible
parts for Product A
with substitutions.

Draft a customer-
safe datasheet
excerpt (no intern...

+ Ask anything



Which model should I recommend for a customer that wants the tightest tolerances within the temperature sensing models we supply?

Based on the full set of temperature-sensing and fiber-optic sensor datasheets you supplied, the **tightest tolerance and highest precision** come from the **SICK LL3-DM01 fiber** paired with the **WLL80 fiber-optic amplifier**.

Here's a summary comparison of the key models:

Model	Type	Min. Detectable Object / Resolution	Operating Temp. Range	Bend Radius	Notes
RS PRO 252-2095 / 252-2098 / 252-2101 series	Optical fiber (diffuse / through-beam)	Ø0.05 – Ø0.5 mm typical	–40 ... +70 °C	R2–R25 mm	General industrial accuracy; compact form.
RS PRO 2199007 / 2199010 / 2199011	Anti-bending fiber sensors	~1 mm typical 【28–31+A700000007817203–199】	–55 ... +70 °C	R25 mm	Rugged mechanical design; not precision-focused.
SICK LL3-DZ02	Multi-fiber, proximity system	0.02 mm min. object	–40 ... +70 °C	R25 mm	Linear array; excellent repeatability.
SICK LL3-DM01	Monofiber, proximity system	0.0015 mm (1.5 µm) min. object	–40 ... +70 °C	R25 mm	Stainless-steel head; for ultra-fine detection.
SICK WLL80 amplifier	Fiber amplifier	Response time ≤ 16 µs,	–25 ... +55 °C	—	High-speed digital processing; adjustable gain

+

Ask anything



Which customer has spent the most with us?

Customer Spending Summary			
	Customer Name	Sales Order Value (£)	
1	Photon Precision Ltd	3301.0	
2	SmartMach UK	1716.4	
3	Orion Process Controls	1478.4	
4	Apex Robotics	1344.2	
5	Nanofab Systems Ltd	1303.0	

The customer who has spent the most with us is **Photon Precision Ltd**, with total purchases amounting to **£3,301.00**. 



Photon Precision Ltd are on the phone wanting support with their products - what have they purchased?

Photon Precision Ltd Purchases				
		Sales Order Ref	Order Date	Product Code
1	6	SO-10007	2025-03-04	5308071
2	7	SO-10008	2024-11-15	6076712
3	15	SO-10016	2024-04-14	5308071

Photon Precision Ltd has purchased the following products from us:

Product Code	Product Name	Quantity (Orders)	Key Specs / Notes
5308071	SICK LL3-DM01 Fiber Optic Cable, M4, 2 m	3 orders	PMMA fiber core, stainless-steel head, 25 mm bend radius, compatible with WLL80 amplifier
6076712	SICK WLL80 Fiber-Optic Amplifier, 12–24 V DC	2 orders	OLED display, IP54 rated, adjustable response time $\leq 16\ \mu\text{s}$, compatible with LL3 fibers

Support notes:

- The LL3-DM01 fibers must be paired with WLL80 amplifiers — this customer uses them together.
- They've requested pre-inspection of fiber tips and overnight/priority shipments.
- All orders are under the contact Sophie Turner (s.turner@photonprecision.com , +44 113 776 5522).

Would you like me to prepare a technical support checklist for troubleshooting their LL3/WLL80 setup?

They said the LL3 has stopped working and they can't reset it. What should I tell them?

Good — this is a known service scenario for the SICK LL3-DM01 Fiber Optic Cable used with the WLL80 amplifier.

Here's the structured technical guidance you can give to Photon Precision Ltd (customer-safe version first, followed by internal technician notes).

CUSTOMER-SAFE TROUBLESHOOTING GUIDE

Applies to:

- LL3-DM01 Fiber Optic Cable (Part No. 5308071)
- Paired with WLL80 Fiber-Optic Amplifier (Part No. 6076712)

1. Check physical connections

- Power off the amplifier.
- Inspect fiber insertion points: both transmitter and receiver sides must be fully seated in the WLL80 amplifier's fiber ports.
- Ensure the PE jacket and PMMA core are not pinched, kinked, or bent tighter than R25 mm (the LL3's minimum bend radius).
- Reinsert the fibers firmly until the locking click is heard.

2. Confirm amplifier operation

+ Ask anything



Think about your own business...

Plastic moulding business

- Upload machine manuals and ask it to create a planned maintenance system which is an expert in your specific machines

Fabric Manufacturer

- Upload all fabric technical specifications to help customer services identify best-fit to a customers' needs

Small Parts Supplier

- Upload product catalogue which can be asked "If I want to fix a 20mm round sensor in a hot and humid environment, which fitting should I choose?" instead of browsing pages and pages...



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Case Study 2

- Educational equipment business that attended one of our Manufacturing Mastery workshops
- Recognised that the layout and housekeeping standards were limiting the efficiency and effectiveness of the business
- Implemented workplace organisation (5S) principles to improve flow, create space, standardise stock handling and



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Case Study 2

- Many thanks to **Radha** from Little Crafters Boxes for letting me share their progress videos
- Check out their website:
 - www.littlecraftersboxes.co.uk



Mark IV Tank

£14.99 £7.50

Free UK Postage

★★★★★ 1 Reviews

Add to Cart



Patchwork Cushion

£14.99 £7.50

Free UK Postage

Add to Cart



Armed Forces Metal Embossing Kit

£27.99 £14.00

Free UK Postage

Add to Cart



Solar Powered Helicopter

£12.99 £6.50

Free UK Postage

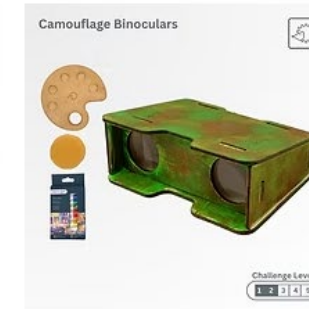
Add to Cart



Wartime Ration Artwork



NATO Phonetic Alphabet



Camouflage Binoculars



Flags of the UK Bunting



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BEFORE



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DURING

5s Workplace Organisation



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UK Government



Little
Crafters
Boxes

**Business
Lincolnshire**
The place to go for business growth

AFTER



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Case Study 3

- Engineered component assembly business was struggling to handle capacity from a particular process
- Large orders building and ship date was slipping
- Asked for support identifying capacity improvement opportunities on robot weighing equipment
- TD spent time observing the process, identifying wastes



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Case Study 3

Identified two major improvements:

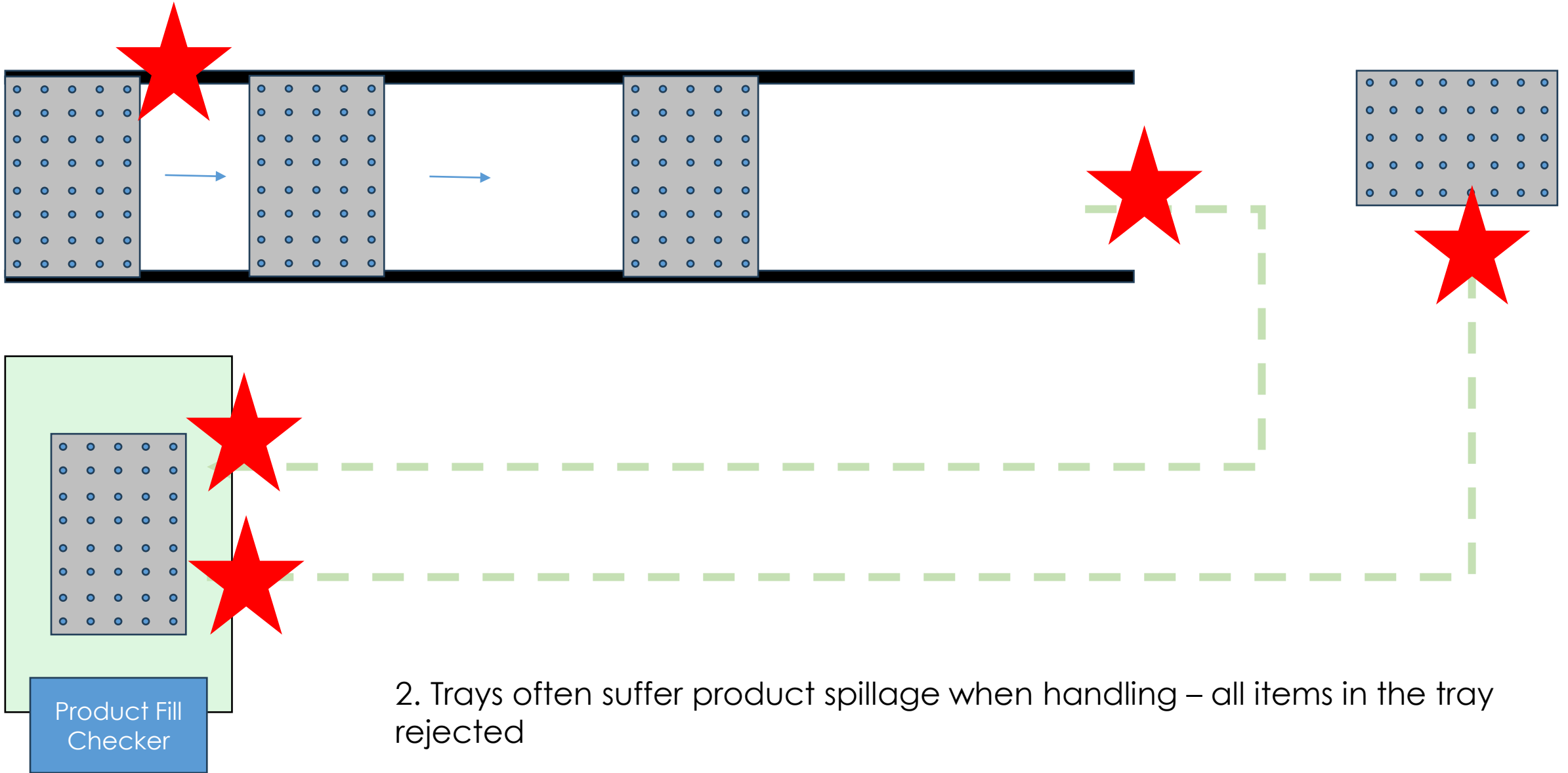
1. Robots were operating on a fill then empty basis

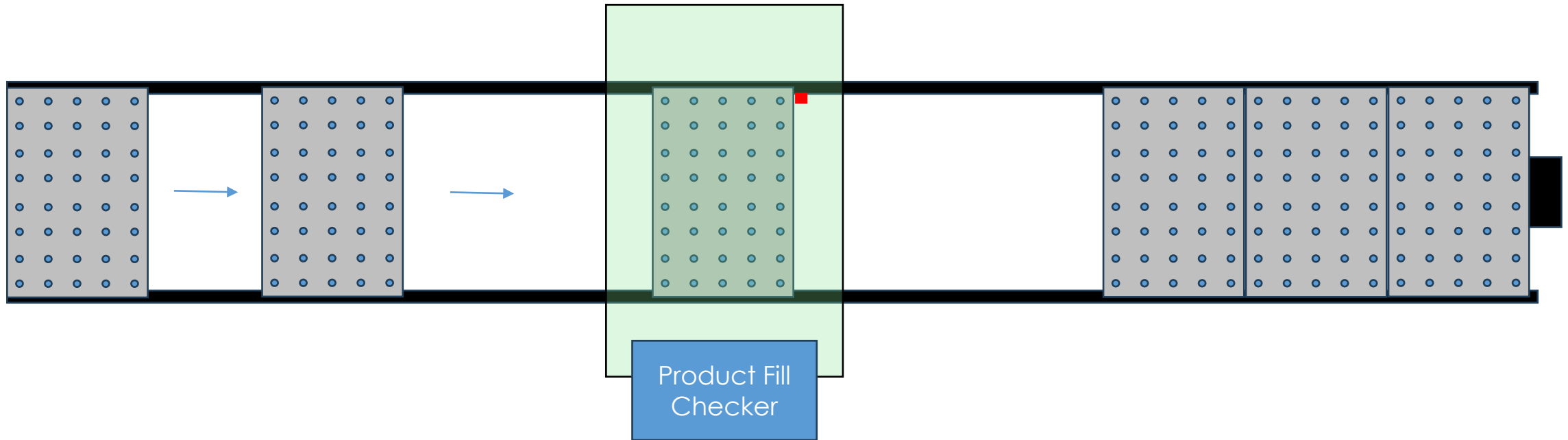
Action:

Change control logic to utilise a buffer and not empty out > **immediate 5% increase in capacity**



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Action:

Redesigned the process flow so the tray stays on the line and fill check is done automatically. Saves product loss, manual labour and rework

Summary

- Mike and I have over 60 years of manufacturing experience between us
- We can provide bespoke support in lots of different business areas
- There is so much more value to be had by improving business processes before you look at grant funding
- Being an active part of our network can bring about benefits alongside direct support and training
- Just drop me an email / call and we can discuss best approach!
- It's FREE!



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Get in touch



trevor.durant@bizlincolnshire.com



0794 002 6762

www.businesslincolnshire.com



Embedding a Culture of Continuous Improvement

Driving performance through leadership, people and process

GLEAM Networking Event
Nelipak October 2025



Introduction to the Manufacturers Network

Who We Are

A dedicated management consultancy focused exclusively on manufacturing excellence, with 50+ years of combined experience partnering with industry leaders worldwide.

What We Do

Specialise in **Lean, Shingo Model, Leadership, CI and Operational Excellence** implementation with measurable outcomes and sustainable results.

Our Approach

Knowledge transfer – we build your internal capability to drive and sustainable results long after our engagement concludes.



An illustration of two pocket watches resting on an open map. The watches are silver with gold-colored faces and hands. The map shows geographical features like rivers and coastlines. The background is a dark blue gradient.

What is Operational Excellence?

Not a project. Not an initiative. **A way of working based on universal principles that aligns everyone to purpose, builds trust, and makes continuous improvement part of daily work.**

Purpose

Everyone knows what matters

Processes

Stable, repeatable, constantly improving

People

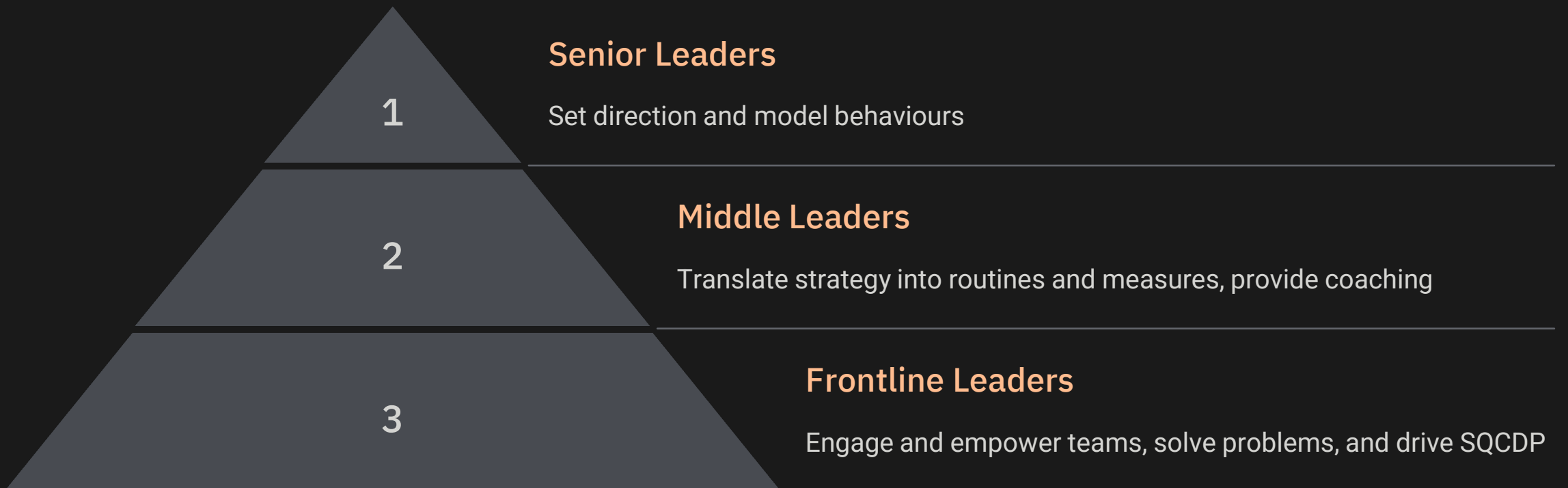
Feel safe, engaged, empowered

Leaders

Set tone, remove barriers, coach improvement

Leadership as the Engine

OpEx starts and ends with leadership. What leaders do daily is what the organisation becomes.



The Framework: Purpose – Process – People

Purpose



Everyone aligned to the organisation's mission, strategy, and to customer value

Process



Work designed to be reliable, efficient, visible, and easy to do right

People



An environment of respect, trust, engagement, and accountability

Together, these create a **system of excellence** that is scalable across the enterprise.

SQCDP in Practice

The visible link between strategy and daily action

S

Safety

Q

Quality

C

Cost

D

Delivery

P

People

- Every team can see performance at a glance, every day..."are we winning or losing?"
- Deviations trigger problem-solving, not blame
- Builds accountability, discipline, and momentum



What World Class Looks Like



Your Role as Leaders



Champion the purpose

Consistently communicate and reinforce why operational excellence and CI matter to your organisation's future



Demand clarity through SQCDP

Insist on visual management and regular review of key performance indicators



Model the behaviours

Demonstrate the standards you expect through your own actions and decisions



Support your teams

Create an environment where it is safe to improve, and safe to fail forward



The Prize

Operational Excellence is not theory or conjecture.

It is how your business can grow, transform, and become truly world class.

Through purpose, process, and people
— enabled by leadership.

Navigating the Employment Rights Bill 2025

14th October 2025

Delivered by:

Ellie Hand – Senior HR Advisor & Training Lead

Overview of the Employment Rights Bill (ERB) – *“New Deal for Working People”*

Key Provisions at a Glance

- Day-one rights for unfair dismissal, sick pay and parental leave
- Right to a predictable working pattern
- Ban on exploitative zero-hours contracts
- Strengthened trade union and collective bargaining rights
- Greater enforcement – new powers for regulators and tribunals
- Tougher rules on “fire and rehire” practices

What this means for manufacturing

- Heavy reliance on **shift work, overtime, and agency labour**
- Pressure to maintain flexibility and control costs
- ERB introduces more **predictability** and **stability** for workers
- Risks of **increased administration** and **reduced flexibility** if unprepared

Predictable working pattern rights

- Workers can request a predictable pattern after **12 weeks service**
- Applies to **agency workers, zero-hours and variable-hours staff**
- Employers must respond **within one month**
- Refusal only permitted for **genuine business reasons**
- Repeated requests can't be ignored

Day one rights and unfair dismissal

- No qualifying period needed for unfair dismissal claims
- All workers entitled to statutory sick pay and parental leave from day one
- Written reasons for dismissal must be provided to all leavers
- Increased need for **procedural fairness** and documentation

Strengthened Trade Union Rights

- Simplified recognition procedures
- Union access to workplace
- Protection for reps and members expanded
- Stronger penalties for unfair treatment of union reps

Family-friendly and Sick pay reforms

- Day one rights for all family leave
- Carer's leave extended
- Ban on dismissal during maternity/parental leave period extended
- “Fire and Rehire” tactics to be restricted by new code
- Stricter rules on **use of NDAs** in employment settlements

Preventing Sexual Harassment: Strengthened Legal Duties

- Builds on the **Worker Protection Act (2023)** – in force from 26th October 24
- Employers must take **reasonable steps** to prevent sexual harassment
- **New Code of Practice** from EHRC expected
- Tribunals can **uplift compensation by up to 25%** if employers fail to take those steps

Compliance Actions for Employers

- ✓ Review Contracts – remove zero-hours, clarify probation and dismissal clauses
- ✓ Update policies – absence, family leave, flexible working, union engagement
- ✓ Audit agency and casual labour arrangements
- ✓ Train line managers on fair process and communication
- ✓ Refresh onboarding and probation review templates
- ✓ Communicate upcoming changes to staff early

How can we help you?

Our Watertight Fixed Fee Solution

The most straightforward, cost-efficient and expert led way to manage HR tasks and protect your business from tribunal claims.

Watertight HR & Legal for your business.

One stop shop for all your people management needs.

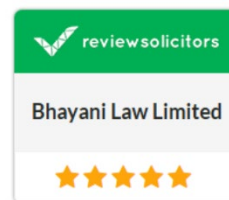
When you run a business you need quick, robust and practical advice to manage the issues which arise to protect the business and get the best out of your employees. We provide cost-effective legal expertise with an exceptional level of service, tailored to your individual, personal and business needs.

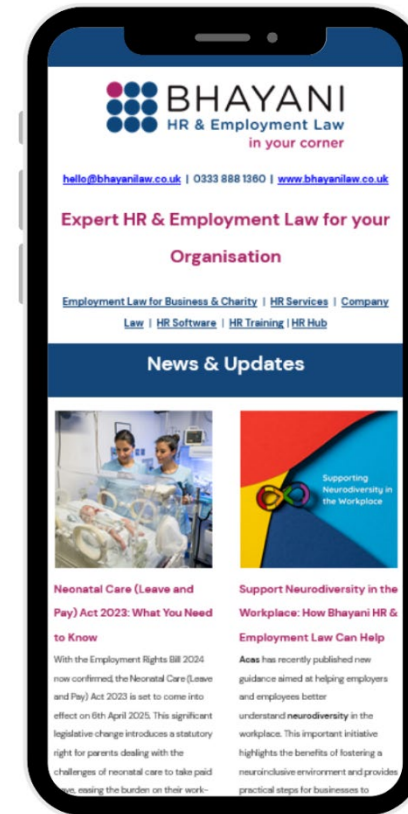
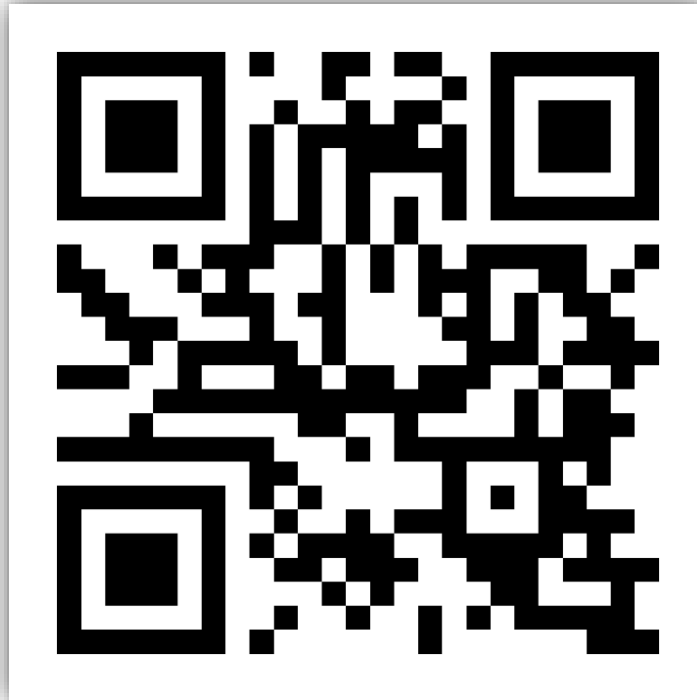
After spending time getting to grips with the issues facing your business, the next question you'll be asked by us is "What outcome do you need to achieve?"



Watertight client testimonials

1. I can definitely recommend this amazing team, efficient, professional and empathetic. Great service! 100% confidence in them. Excellent value too!!
2. Bhayani Law have looked after our HR needs for a number of years. The fact that they specialise solely in this area of law means we get an expert service which is bespoke, cost effective and very personable. The Watertight HR & Legal fixed cost plan is ideal for SME businesses like ours who don't need to employ an in house HR advisor.
3. Efficient, polite, responsive and extremely knowledgeable. Went above and beyond to help our situation - we would not hesitate to recommend them.
4. The team at Bhayani Law have been a great support to our business and to our managers. They are professional, skilled and always seem to have the time to deal with whatever we need. A great service that we will continue to invest in.
5. I have appreciated your down- to-earth culture and never doubted that you had our back (you're in our corner!). It's so refreshing to work alongside professional people who also show their human side too.





Scan the QR code to sign up to our free HR & Employment law monthly newsletters.

Thank you for
attending
today's session,
please stay
connected! 



Offices across the UK



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hello@bhayanilaw.co.uk



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Instagram: @Bhayani_Law

Tour One – Andy Spence

Elise Roberts - University of Lincoln

Rob Waltham MBE – North Lincolnshire Council

Stevie Joynson – North Lincolnshire Council

Jef Todd – Lindum Group Ltd

Arnie Shelley- WPA Healthcare Practice Plc

Katie Westfield – DN Colleges Group

Tour Two – Barry Colclough

Mark Kempton – Dynex Semiconductor

Wayne Knights – Bacon Engineering Group

David Bacon – Bacon Engineering Group

Sam Cook – Hampton by Hilton Humberside Airport

Shaun Stevenson – SL Engineering Ltd

Jamie Clare – Iconic Engineering Solutions

Tour Three – John Middlemas

Ruth Bradbury – HETA

Mark Coome – HETA

Joanne Lawson - HETA

Karl Brown – Sentex Hydraulix

Jason Dear – Collingwood Engineering

Jemma Seddon – Collingwood Engineering

Tour Four – Michael Shepherd

Lisa Belfrage – MRMK

Amanda Jones – Micronclean Ltd

Simon Sheldon – Micronclean Ltd

Adam Wright – Micronclean Ltd

Cornelius Botha – Parkacre

James Caseley – Parkacre

Andrew Casey – Ortus Energy Ltd