

Hayward Tyler Ltd, Luton – Career Paths



**Chris McDonald,
Health and Safety Manager**

My interest in engineering came at an early age. During my high school years I excelled in metalwork and was fortunate to be awarded, for three consecutive years, the Metalwork Prize Giving. When I was in my fourth year, in 1984, I was provided with the opportunity to undertake three weeks work experience with Hayward Tyler. In this period I was able to work in an engineering environment and was given certain tasks to complete, one being total refurbishment of a model submersible pump. It was at this point I decided that my chosen career path would like to be in engineering.

In 1985, I successfully applied and secured an apprenticeship with Hayward Tyler, who had an enviable reputation for having the best apprenticeship within the town at that time. I joined and began a four year Craft Apprenticeship in August of 1985.

During my time as an apprentice I learnt all about the engineering disciplines and loved every minute of it. Mixing day release College with hands-on work based training to attain skill based modules. The duration of the apprenticeship consisted of Year One at the Luton & Dunstable Training Centre to receive mandatory engineering basic training. Year Two at HTL where I received an introduction to all our departments to understand our business, but with the main focus being towards manufacturing skills. I decided that I wanted to focus my training towards being a skilled Turner / Miller / CNC machinist. It was from here I learnt my skills, being mentored by experienced skilled colleagues and receiving superb training. In my final year I concentrated my training towards becoming a skilled CNC Operator / Programmer.

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I completed my Apprenticeship in 1989 completing a BTEC ONC and EITB certificates in Turning, Milling and CNC Operator Programming. I was offered a position with Hayward Tyler on the Mazak Machine Centre, of which I was deeply proud of, as it was quite a new machine.

In 1997 I successfully secured the role of Production Engineer, responsible for routing work through our shop floor efficiently to support our manufacturing areas. My main duties were creating Bill of Materials structures, designing, purchasing and manufacturing tooling to aid production. I was also tasked with improving our manufacturing methods as well as all aspects of manufacturing of our contracts and the personnel on our shop floor. I achieved my BTEC HNC in Mechanical Production Engineering at Luton University at this time to continue my professional development, supported by the company.

In 2003 I was promoted to Machine Shop Foreman, responsible for running the Main Machine Shop of 45 employees and ensuring their Health & Safety and in 2008 I was once again promoted to Shift Manager, taking a larger team of 65 employees and supporting our apprentices to progress.

In 2010 the position changed to Area Manager Parts Manufacturing, where I was responsible for ensuring key manufacturing dates were met to achieve production deadlines. I was accountable for implementing and maintaining continuous improvements and 5S workplace productivity disciplines and introduced weekly safety walks to promote health and safety and ensure my colleagues were safe at work.

My current role is HTL's Health & Safety Manager and I was fortunate to be able to sit and pass the NEBOSH H&S course in 2016 to continue with my professional development and my intention now is to continue to grow in the role and gain further qualifications that will help me ensure we have a safe place of work. I'm delighted that HTL has always supported training and at a personal level has qualified me within the roles I have performed within the business.