



Regional Employment Bulletin

South West & South Wales July 2016

On behalf of the Career Transition Partnership (CTP), welcome to the South West & South Wales Employment Bulletin. It will provide you with the latest jobs and business news from across the region and highlights a selection of the latest regional vacancies on our job site, [RightJob](#).

In addition to this bulletin, there are plenty of other resources available to assist you in your job search: the monthly [Focus e-newsletter](#) provides job-finding, resettlement and training news via email, our bespoke [Industry Sector Guides](#) are regularly updated with the latest industry news, and the [CTP website](#) is full of useful tips, advice and dedicated [employer microsites](#), where you will find information from a range of companies with ongoing opportunities for ex-military personnel.

Regional Overview

This region covers the geographical area that includes; Cornwall, Devon, Dorset, Somerset, Wiltshire, Hampshire (West), Gloucestershire, Herefordshire and South Wales.

The region has the highest percentage of rural land of any English region, three quarters of the total land area being agricultural. The largest city is Bristol. Other major urban centres include Plymouth, Swindon, Gloucester, Exeter, Bath, and the South East Dorset conurbation of Bournemouth, Poole and Christchurch. The most economically productive areas are Bristol, the M4 corridor and South East Dorset which are all areas with the best links to London.

South Wales is made up of Pembrokeshire, Carmarthenshire, Swansea and Neath Port Talbot, Bridgend, Rhondda Cynon Taf, Merthyr Tydfil, Caerphilly, Blaenau Gwent, Torfaen, Vale of Glamorgan, Monmouthshire, Newport and Cardiff.

The areas of highest job density are centred around Cardiff, and along the M4 motorway that runs through Newport, Cardiff and on to Swansea.

The major urban areas are Cardiff, Swansea and Newport. Cardiff and the wider Vale of Glamorgan are the significant economic areas in South East Wales. Cardiff city relies principally on the retail, finance, media and tourism sectors and has experienced major regeneration particularly in the city centre and around Cardiff Bay.

Each of these areas has its own varying set of employment factors which you need to take into account when job searching. Therefore, it is beneficial for you to keep up-to-date with

local business news and sign up with local job search websites to get relevant, up-to-date information to aid you in your search for employment.

Regional Job Market News

Expansions | New businesses | Market growth | Upcoming opportunities | Closures | Risks

£19M boost for Cornish Economy



Two new business support programmes have been launched today in Cornwall, worth a combined £19 million. The Coaching for Growth and Cornwall Business Start-Up projects have been financed by the European Regional Development Fund (ERDF). Both programmes will be delivered by Oxford Innovation, a leading specialist coaching company, in partnership with Unlocking Potential, part of The Cornwall College Group. [Read more](#)

CAAT awards IT support contract



Shipbuilder Babcock has been awarded a contract extension, by Ireland's Department of Defence, to provide a new £48 million Offshore Patrol Vessel (OPV) for the Irish Navy. It is the fourth ship deal in the same class, to be built at Babcock's Appledore shipbuilding facility. The deal also means 280 jobs will be safe at the North Devon yard. Around 140 jobs appeared to be at risk last week after the shipyard's operator Babcock confirmed there could be a two year gap in work. [Read more](#)

Target group in South Wales recruitment drive



Target Group, a financial services outsourcing and software provider, has created 250 jobs across its offices in Newport and Cardiff. The recruitment drive is a result of a number of high-profile contract wins in the financial services sector. The new roles include positions in IT and software development, customer services, complaints, investments, project management, business analysis, risk & compliance and a number of corporate roles at a variety of levels of experience. [Read More](#)

BAM appointed to build 285,000 sq ft Bristol scheme



BAM Construction has been named as preferred contractor to build one of Bristol's largest office buildings. The Aspire building from developer Commercial Estates Group (CEG) would measure 285,000 sq ft with space to accommodate about 2,500 new jobs. The site is located close to Temple Quay and Temple Meads Railway Station and adjacent to Bristol City Council's headquarters at 100 Temple Street. [Read more](#)

£43m Bristol development progresses



A £43m speculative development of warehousing and logistics units is set to go ahead following the purchase of a 20-acre site in Bristol. Developer Stoford has agreed to buy a 20-acre site at Delta Properties' Central Park development. Work on three buildings of 200,000 sq ft, 120,000 sq ft, and 80,000 sq ft is expected to start later this month with practical completion scheduled for spring 2017. The site is part of Delta Properties' 350-acre Central Park scheme and is adjacent a new £90m, 1.2 million sq ft regional distribution hub for The Range also being developed by Stoford.

[Read more](#)

British Gas recruiting 90 apprentices to mark the Queen's Birthday



To mark the Queen's 90th birthday British Gas is creating 90 apprenticeship roles. And as part of the investment in skills and training the utilities giant is recruiting for 14 of the new apprentices to be based at its training academy in Tredegar. Once trained, the new apprentices will work as smart energy experts, helping install smart meters in customers' homes to make savings. UK-wide British Gas has already installed 2.5m smart meters in homes and businesses. It has 2,000 smart energy experts, and installs a new smart meter in a home every minute. [Read more](#)

CTP have a long standing relationship with British Gas and are promoting many of these vacancies on Right Job. Please take a look at the British Gas Focus Page on the CTP website for details and direct links to the current vacancies: <https://www.ctp.org.uk/job-finding/directory/british-gas>

Crown Packaging to close with the loss of 240 jobs



The Crown Packaging factory in Neath is to close with the loss of 240 jobs. The packaging plant, which is known locally as The Box and Metalbox, has been based in Neath for 75 years. The company said the operation will be wound down as part of a 'phased closure' plan. A Crown Food Europe spokesperson said: "We can confirm that the Neath plant phased closure is taking place, and that we are working closely with all employees offering support to help them with their future plans." [Read more](#)

£60m backing for Swansea Campus redevelopment



Swansea University's Singleton Park Campus is set to be transformed as part of an investment programme backed by £60m from the European Investment Bank (EIB). The EIB will provide funding to develop both the historic campus and to expand research facilities at the new science and innovation Bay Campus. Work will include further work at Singleton Park to improve facilities, refurbishment of the grade II-listed Fulton House and Wallace Buildings to upgrade specialised laboratories and redevelopment of the Talbot Building. It will also include construction of the Computational Foundry at the Bay Campus, part funded by the European Regional Development Fund through Welsh Government. [Read more](#)

Royal Interior Designer Reports Growth



An Historic Dorset interior design company, which counts the Royal Family among its customers, has reported growth in its latest results thanks to strong UK and US sales. [Read more](#)

Accountancy Firm Expands Bridgwater Office



South West accountancy firm Albert Goodman has expanded its office in Bridgwater. The firm said the new larger premises would enable it to extend its services along the M5 corridor and into North Somerset. It will now offer a full range of accountancy, business advisory and tax services, in addition to its agricultural specialism in Bridgwater. [Read more](#)

Historic Car Dealer Reveals Major Scheme



Historic south coast car dealership business Hendy Group has unveiled multimillion-pound plans to open a triple dealership in Hampshire. The group has lodged plans to build a new Mazda, Kia and Honda dealership on land formerly occupied by Eastleigh Borough Council's offices. The new dealerships will provide space for 27 new cars in the showrooms. The facility will also include a 20-bay workshop and space for 120 used cars. Detailed plans have now been submitted and, if approved, the new dealerships will open in the summer of 2017. [Read more](#)

Unemployment in Swindon drops to lowest rate in more than a decade



There are currently 1950 people in the town claiming benefits on their books – which is down by 150 on the previous month. Job Centre Plus said that the last month had proven to be quite strong in terms of recruitment, especially in the hospitality industry – with a number of vacancies still on their books to fill at a new restaurant soon to open in the former Next store in town. “They also have lots of apprenticeships, some at the Great Western Hospital, Barclays bank, as well as quite a few other firms”.

[Read more](#)

Workplace focus: Staff have a spring in their step after redevelopment



GONE are the days when Little Chef was thought of as roadside diner for families and business people to pop into on their way to holidays and meetings. Owners Kout Food Group (KFG) have begun to give the brand a huge revamp, kick-started with a £500,000 investment in the service station just off the A36 in Warminster, which houses Little Chef, Burger King and Subway. Following the revamp at the site, which has given it more of a 'restaurant' feel, manager Tom Newport has been enjoying life even more. [Read more](#)

Swindon Mitsubishi scoop best sales team in annual awards



THE UK's largest independent Mitsubishi dealer group, CCR, has presented its annual awards to its top-performing dealers. The Wiltshire dealerships in Swindon and Melksham won four of the nine awards between them at the ceremony held at Alexandra House, near Swindon. Melksham Mitsubishi was named Most Improved Dealership of the Year, while the dealership's Lee Collison was crowned Technician of the Year and Claire Turner and Sarah Williams shared the Aftersales Advisor of the Year award. The award for Sales Department of the Year went to Swindon. [Read more](#)

New clothing venture launched inspired by the Jurassic Coast



A NEW family-run clothes business has launched in Dorset, inspired by the Jurassic Coast. Weymouth-based Ocean Rocks stocks a range of organic tops and t-shirts for families who just love the beach, coast and water. Each features a bespoke design celebrating the best of the seaside, including watersports such as kite surfing, fossil hunting and spending time with friends or family. [Read more](#)

New airline Volotea launches Mediterranean flights to Majorca from Southampton Airport



A NEW airline is set to transport people from Hampshire to an exotic Mediterranean destination after launching flights from Southampton Airport. Volotea will operate two flights a week to the Spanish island of Majorca after it picked Southampton as its first UK airport. [Read more](#)

Why is South West economy 'lacklustre'?



THE South West's private sector economy returned to growth in May 2016 but remained "lacklustre" and the number of jobs being created slowed down, a new report says. [Read more](#)

£7.8m buildings plan for Devonport's South Yard



Designs for the £7.8million first phase of buildings in Devonport's South Yard have been submitted to planners. A front office building and two rows of industrial units are planned for the entrance to the site, now dubbed Oceansgate and destined to become a world-class hub for marine industries. [Read more](#)

War Graves Commission stone supplier to expand with £200K machinery investment



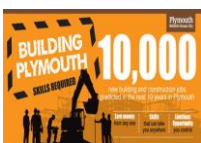
A natural stone supplier, whose stone was used to build St Paul's Cathedral and headstones for the Commonwealth War Graves Commission, has spent £200,000 on new equipment to grow its business. Portland Stone Firms secured the finance package from Lloyds Bank, to buy a self-propelled chainsaw, which will work on the face of the mine to source new stone. [Read more](#)

Marine safety training provider opens new Devon centre



A specialist marine training provider has set up a new centre in South Devon. STCW Training UK Ltd expanded into the Westcountry with a new base at Bishops Place, Paignton. Operating from the Paignton Enterprise Centre, STCW Training has excellent access to water based training facilities and superb connections with Torbay's Harbour Authority and the Torbay and South Devon Marine sector. [Read more](#)

Which firms are now sponsoring Building Plymouth?



A national construction group and a city architects' practice are now sponsoring Building Plymouth. Morgan Sindall and Stride Treglown are the latest organisations to invest in the Plymouth City Council-led Building Plymouth partnership. They join 15 existing project sponsors: AECOM, City College Plymouth, Constructing Excellence, Kier, Midas, mi-space, Millfields Trust, Plymouth City Council, Plymouth Community Homes, Plymouth Construction Training Group, Redrow, Ryeaarch, Skills Group, South Devon College and SWH Group. [Read more](#)

Luxury flats, shops and restaurants to replace Plymouth's old Comet store



A £3.5million luxury student flats complex is to replace Plymouth city centre's closed-down Comet store - and it could also boast new restaurants, shops and cafes. The existing building is to be demolished and replaced by a new six-storey block described by the developer as "unashamedly magnificent". Up to 80 people will live in the apartments, which will be aimed at rich foreign students attending Plymouth University.

[Read more](#)

Glendinning quarry extension could save 240 jobs for decades



A planning application has been submitted for an extension to a Devon quarry which could help save 240 jobs for decades to come. Glendinning is looking to extend its Linhay Hill Quarry in Ashburton and has now submitted an application with local authorities. [Read more](#)

Exeter fire safety firm wins 10-year Warwick University deal



A fire safety company headquartered in the Westcountry has secured a new 10-year contract to maintain a number of the fire and intruder alarms at the University of Warwick. The contract was awarded to Trinity Fire & Security Systems earlier in the year. The contract currently includes fire alarms and intruder alarms covering both reactive and planned preventative maintenance, with a number of ancillary systems such as fire suppression, sprinklers, deaf alert and disabled refuge systems included.

[Read more](#)

Growing Plymouth tech firm in hunt for talent



PLYMOUTH web technology business GOSS Interactive is on a huge growth spurt – but is amazingly finding staff hard to find. The company currently has about nine jobs to fill, and is anticipating further expansion. The hardest part is finding good staff. But it's not just GOSS affected – it's an industry-wide issue. There is a general lack of numbers for different roles, such as designers, user experience specialists, and engineers working with data or even AI (artificial intelligence). [Read more](#)

Brexit blamed for South West drop in hiring intentions



South West firms have put all hiring intentions on hold and Brexit is to blame for the region tumbling to the bottom of the jobs leader board. According to Manpower's Employment Outlook Survey, the region's jobs outlook has dropped nine percentage points on the last quarter.

[Read more](#)

Why plumbers and electricians could earn Premier League wages



A shortage of skills in the utility sector could lead to gas fitters and electricians demanding sky high wages. Develop Training Limited (DTL), one of the UK's top accredited providers of compliance, technical and safety training in the utility sector, has warned that gas, water and electricity workers could demand Premier League-level salaries if the skills shortage in the utilities sector isn't dealt with by the government and employers. [Read more](#)

New £1.5m truck factory opened in Devon



A new £1.5 million lorry conversion factory has been officially opened in Devon. The opening of the 20,000 sq ft factory unit at Uffculme-based manufacturer Trucksmith marked the company's 30th anniversary. The new extension helps protect 30 jobs with Trucksmith also saying it will create room for further expansion. [Read more](#)

Heathrow third runway to create 12,000 new South West jobs



Heathrow Airport has launched an 'election-style' expansion manifesto pledging to secure a stronger economy for Cornwall. In its manifesto, Britain's largest hub airport said building a third runway would create jobs in Cornwall while helping firms in the Duchy and beyond connect to global growth by facilitating domestic connections to Cornwall Airport Newquay. The airport said that the South West could gain up to 12,000 new jobs and up to £10.2bn of economic growth if the Government approves Heathrow expansion. [Read more](#)

Plymouth is building a £12m robot boat and it'll make driverless cars look boring



Plymouth's £12million 21st Century version of the Mayflower will cement the city's reputation as a marine science hub – and lead the way towards robot controlled vehicles. With the air industry already using computers to drive planes, and driverless cars on the horizon, Paddy Dowsett programme manager for MAS Ltd, said unmanned shipping is coming too. And he said Plymouth's Mayflower Autonomous Ship (MAS), designed to be piloted remotely and even by itself, could lead the way towards disrupting the shipping industry. [Read more](#)

Ecotricity to build hybrid renewable energy park in Devon



Britain's leading renewable energy company has received planning consent to build one of the country's first hybrid energy parks - right here in Devon. Ecotricity has gained planning permission to build a new sun park in Bulkworthy, Torridge, right next to its existing Galsworthy wind farm. [Read more](#)

Latest Department for Work and Pensions job figures



THE prospects of finding work in Taunton Deane and West Somerset are looking good, according to the Department for Work and Pensions. Figures released yesterday show a total of 790 Jobseekers Allowance or Universal Credit claimants in Taunton Deane over the past month, down from 825 the previous month. The figure for West Somerset remained static at 145, but that could dip below 100 next month with more than 40 job offers being taken up in July. [Read more](#)

Recycling firm rescued after going into administration, saving 143 jobs



A RECYCLING company which handles much of Dorset's waste has been rescued after going into administration. New Earth Solutions, based on a site behind Canford Arena, runs a 'second chance recycling' plant which removes remaining recyclable materials from black bin waste from Bournemouth and Dorset, and to a lesser extent from Poole. It also produces a waste-based fuel. Parent companies New Earth Solutions Group Ltd and New Earth Solutions Facilities Management Ltd went into administration last week, however a sale was agreed on Thursday, June 9. [Read more](#)

Unemployment rates fall in Gloucestershire through May



Unemployment rates for Gloucestershire continue to fall in every district - except one. According to the latest Government data for last month the numbers out of work fell by as much as 14 per cent on the same time last year in some parts of the county. All of which is in keeping with the national picture which saw unemployment rate drop to five per cent in the three months to April, according to the Office for National Statistics (ONS) the lowest reading since 2005. [Read more](#)

Local Job Finding Events

Event	Location	Date & Time	Booking Information
Interserve Site Taster Day	HMS RALEIGH Torpoint	5 Jul 09:00 – 13:30	Web: https://www.ctp.org.uk/events/details/Interserve+Company+Presentation-480612
WestQuay Watermark Job Roadshow	Southampton	19 Jul 14:00 – 18:00	Web: http://www.discoversouthampton.co.uk/business/business-events/westquay-watermark-job-roadshow-10881
Plymouth Armed Forces Covenant Jobs Fair for Veterans and Military	Plymouth - Guildhall	19 Jul 12:00 – 20:00	No booking required

Families			
Insider Dorset Business Growth Breakfast 2016	Ferndown – Dudsbury Golf Club Hotel and Spa – 64 Christchurch Rd BH22 8ST	19 Jul 07:30 – 09:00	Web: http://www.insidermedia.com/event/dorset-business-growth-breakfast-2016
Job Fair	Bristol – Colston Hall	20 Jul 10:00 – 14:00	Web: www.thejobfairs.co.uk



[CTP RightJob](#) is our online job finding service, with thousands of vacancies for Service leavers. Here is a snapshot of the latest local job opportunities – login via MyPlan and apply today.

Questions about RightJob? Contact us: RightJobSupport@ctp.org.uk | 0121 236 0058

Job Title	Location	Salary	Closing Date	RightJob ID
Project Manager (Consultant)	Winchester	£38,000 – £43,000 per annum	17/07/16	113452
Business Director	South East	£90,000 per annum	12/07/16	111282
Vehicle Technician	Gloucester	£18,000 – £26,000 per annum	05/08/16	112678
Armourer or Gun Fitter	Bovington	£22,000 per annum	07/07/16	112694
Security Installation / Maintenance Engineer	Dorset	£20,000 – £24,000 per annum	20/08/16	114016
Sales Business Development – Security	South West	£20,000 – £25,000 per annum	16/07/16	110071
Registered Branch Manager - Domiciliary Care	Okehampton	£30,000 – £35,000 per annum	07/07/16	108295
Field Service Technician - Technical Dispense Representative	Redruth/ Camborne	£23,000 per annum	08/07/16	113766
Facilities Day Engineer	Plymouth	Competitive	08/07/16	113460

Trainee LGV C Drivers	Plymouth	£7.20 per hour	08/07/16	113209
Systems Engineer	Gloucestershire	£45,000 – £60,000 per annum	09/07/16	109234
Deputy Facilities Manager	Bodmin	Negotiable	11/07/16	112846
Warehouse Operative	Newton Abbot	Competitive	11/07/16	110187
Service/Installation engineer	Launceston	£19,000 – £23,000 per annum	18/07/16	112139
Team Leader [Signalling Maintenance]	Yeovil	£31,000 per annum	20/07/16	112746
Chef de Partie and Commis Chef	Devon and Cornwall	Subject to role and experience	22/07/16	110768
Pest Control Technician	Exeter/Taunton/ Yeovil/ Weymouth	£20,131 - £26,000 per annum	24/06/16	111422
Talent Pool - Electrician, Plumber or Heating Engineer	Cornwall	Subject to role and experience	29/07/16	113780
M Class Programme Manager	Plymouth	£50,000 – £60,000 per annum	29/07/16	113941
House & Grounds Manager South East Cornwall	Cornwall	£20,000 – £25,000 per annum	01/06/16	105120
Safety Consultant - Under Water Systems Team	Bath and Plymouth	£30,000 – £45,000 per annum	01/07/16	105013
Class 2 Lorry Driver	Plymouth	Competitive subject to experience	Immediate start	113845

Have You Recently Found Work?

Congratulations! Please let us know by contacting ifoundajob@ctp.org.uk

Useful Websites

Jobs Barometer

Measures & reports weekly job market fluctuation

<http://alertresearch.com/the-jobs-barometer-3/>

National Apprenticeship Service

Research apprenticeships & current vacancies

<http://www.apprenticeships.gov.uk/>

Career Map

Search for apprenticeship vacancies

<http://careermap.co.uk/job-search/>

Job Reactor

National job search website

<http://jobreactor.co.uk/>

Universal Job Match

National job search website

<https://www.gov.uk/jobsearch>

NHS Careers

Explore NHS careers and current vacancies

<https://www.healthcareers.nhs.uk/>

Jobtome

National job search website

<http://uk.jobtome.com/>

**Department for Education –
Get Into Teaching**

<https://getintoteaching.education.gov.uk/teaching-events/listing?return=true>

JobsGoPublic

Public Sector vacancies

www.jobsgopublic.com

UK Jobs Guide

National job search website

www.ukjobsguide.co.uk

Graduate Jobs and Work Placements

www.prospects.ac.uk

Gumtree

National job search website

www.gumtree.com/jobs/

Obe2Find

National job search website

www.one2find.co.uk/jobsearchuk/

Total Jobs

National job search website

www.totaljobs.com

Skillnet

Apprenticeships and Training website

<http://www.skillnet.org.uk/>

Reed

Ex-military Internships

https://www.reedglobal.com/en_GB/web/reedgb/jobs/work-for-reed/ex-military

Jobisjob

Job Search website with CV upload facility

<http://www.jobisjob.co.uk/>

CV-Library

Job search website with jobs emailed

<http://www.cv-library.co.uk/>

National Careers Service

Career and job finding advice and guidance

<https://nationalcareersservice.direct.gov.uk/advice/Pages/default.aspx>

CITB

Construction Industry Training Board

<http://www.citb.co.uk/>

Civvystreet

www.civvystreet.org

The Engineer – Engineering Jobs

<http://jobs.theengineer.co.uk/>

SERCO

<https://www.serco.com/careers>

Fish4Jobs

www.fish4.co.uk

Adventure Work

www.adventurework.co.uk/

Maritime Journal

Information on the Gas and Oil Industry news, jobs and projects

<http://www.maritimejournal.com>

All Police Jobs

All police opportunities and civil roles

<http://www.allpolicejobs.co.uk>

Caterer
Hospitality roles Security, Management, Catering

<http://www.caterer.com>

Newsnow
Site that offers industry security roles

<http://www.newsnow.co.uk>

Civil Service Jobs

<https://www.civilservicejobs.service.gov.uk/csr/index.cgi>

Employer Recruitment Links

Siemens [https://jobsearch.siemens.biz/careers?company=Siemens&career_ns=job_listing_summary&customFilter_filter1=\[\]&customFilter_filter8=\[\]&customFilter_filter9=\[635227\]](https://jobsearch.siemens.biz/careers?company=Siemens&career_ns=job_listing_summary&customFilter_filter1=[]&customFilter_filter8=[]&customFilter_filter9=[635227])

Hitachi Rail <http://www.hitachirail-eu.com/careers>

Thales <https://www.thalesgroup.com/en/united-kingdom/uk-careers/experienced-hires>

Dyson <https://jobs.dyson.com/jobs/Engineering>

Sunseeker <http://www.mploystaff.com/partner/sunseeker/>

Stannah Lifts <https://careers-stannah.icims.com/jobs/intro?hashed=-435715463&mobile=false&width=880&height=500&bga=true&needsRedirect=false&jan1offset=0&jun1offset=60>

BMW <http://www.bmwretailjobs.co.uk/>

NB: It is beneficial to set up '**job alerts**' on websites from which you would like to receive notifications of new vacancies.

Further Information

Upcoming CTP Events www.ctp.org.uk/events

CTP RightJob www.ctp.org.uk/job-finding

RFEA – The Forces Employment Charity www.rfea.org.uk

Lifelong job-finding support for veterans

The Officers' Association www.officersassociation.org.uk

Lifelong job-finding support for officers

Highground <http://highground-uk.org/>

Introduction and taster course for the land-based employment sector

MOD Welfare Support in Transition <http://www.army.mod.uk/welfare-support/23590.aspx>

The Prince's Trust – helping young people into employment and training <https://www.princes-trust.org.uk/>

South West Business News <http://www.southwestbusiness.co.uk/>

Transition Planning & Personal Development for Service Leavers <http://www.army.mod.uk/welfare-support/23590.aspx>

The Royal British Legion <http://www.britishlegion.org.uk/>

Veterans Aid <https://www.veterans-aid.net/>

Veterans UK

www.veterans-uk.info

Combat Stress

www.combatstress.org.uk

Veterans Breakfast Clubs

<http://veteransbreakfastclubs.co.uk>

Money Force

<http://www.moneyforce.org.uk>

Please Note: We make every effort to ensure that resources and information are accurate and up to date. However, as information is subject to change you are advised to check material facts and dates. Any website links are used to provide further information and are not intended to signify that we endorse such websites and/or their content.