# **FAST RESPONSE**

**Quality & Industrial Performance version 3** 

"Going From Reactive to Proactive"



**Global Purchasing and Supply Chain** 

Property of PSA GROUPE – Restricted document

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DIRECTION SUPPLIER DEVELOPMENT

Reference Doc-Info: 01601\_13\_00115

### Introduction

### PURPOSE:

- Immediately address quality failures
  - External / Internal
- Defines the process to be followed
- Defines method of displaying important information as a visual management tool, supporting status at a glance.
- Applies discipline in responding to issues through a systematic approach.
- Defines method to provide fast response to operator

- SCOPE:
  - Assembly Area
  - Manufacturing Operations
  - Shipping / Receiving
  - All Operations
  - Other Support Functions

- **RESPONSIBILITY**:
  - Ownership
    - Operations Manager
  - Contingency Plan for All Situations



### **Benefits**

- Improves Quality metrics reduces PPM, warranty costs, reduces PRR's and increases customer satisfaction.
- Provides a systematic approach (simple and standard) for *Problem Solving* (*small and large problems*) and communication of Quality issues.
- Ensures the Natural owner is assigned to each issue.
- Supports continuous improvement.
- Strengthens documented implementation of Lessons Learned.
- Prevents repetitive mistakes and reduces waste of resources.
- Engages all stakeholders in an organization.
- Creates a culture in which everyone is a strong problem solver promoting continuous improvement. Problems are positive opportunities.



### Fast Response is a system which:

- Standardizes reaction to significant External/Internal Quality failures.
- Instills problem solving discipline through use of a standard documented format for all problems.
- Promotes communication and a sharing of knowledge through daily meetings.
- Utilizes a visual method of displaying important information to drive closure.
- Moves problem identification upstream from the customer to addressing internal issues sooner.



### Fast Response Meeting, what are we searching for?

ltem	Requirement	#Criteria	Criteria requirement
	Daily leadership meeting held	FR11	There is a daily Fast Response (FR) meeting with cross-functional attendees and led by manufacturing. Meeting takes into account and address : - deviation between production forecast and the quantity produced. - significant external and internal issues. - safety issues. - Industrial Kpies (e.g. OEE,)
FR1	with cross- functional, multilevel attendees to	FR12	Fast Response Board tracks all major concerns with appropriate timing and exit criteria, follow-up of the action plans, and decision of the managers to escalade
	address significant external and	FR13	Exit criterias are statused in coherence with problem solving report format. Problems are not closed until closure of last step of supplier problem solving report format.
	internal concerns.	FR14	Fast Response BOARD is being updated before the meeting in order to : - ensure the duration of the meeting . - ensure that it will be a communication meeting ( no deep discussion on the problem) focused on road block point - Ensure an escalation at the good level of Managers.
		FR15	All the exit criteria are statused (Red, Yellow, Green), red and yellow items have a planned date to go green with next steps.

#### **Criteria of Requirement**

<u>11 – page 6-13</u> <u>12- page 11-19</u> <u>13 – page 15-19</u> <u>14 – page 9</u> <u>15 – page 18</u>

<u>Auditor Hints – page 19-20</u> Next Requirement



### **Problem Identification**

In **preparation** for the Fast Response meeting, at the start of the day, Departments shall identify their **significant** concerns from the **past 24 hours** which include:

- External Concerns:
  - Customer concerns (PRR's, Liaison Issues, Customer Calls, Warranty)
  - Supplier concerns (Suppliers should be notified in advance when they are to report out at the meeting).
- Internal Concerns:
  - Verification Station Findings
  - Layered Process Audit Systemic issues
  - Line stops and Teardown issues
  - Other internal Quality concerns (Dock Audits, containment activity)
  - Error Proof device failures

All the significant quality issues are tracked on Fast Response Board.





### **Problem Identification**

- Manufacturing Concerns:
  - Production schedule vs. quantity produced:
    - Significant deviation could affect to shipment to customer
- Health and Safety Concerns:
  - All the safety related events:
    - Accidents
    - Near miss issues

No need to track Manufacturing and H&S related items on Fast Response board, but need actions and follow up.



### Structure

The meeting is a manufacturing review meeting **<u>owned by Manufacturing</u>** and <u>supported by Quality, Engineering, Maintenance, and support staff</u>.

<u>Shall be held daily</u> to review the significant quality concerns gathered by Departments. Some organizations may choose to hold meetings on each shift.

It is a communications meeting, not a problem solving meeting.

It should be a 10 - 20 minute stand up meeting held on the shop floor.

Each issue shall be documented on a Practical Problem Solving Report (PPSR) or equivalent. This form is reviewed at the meeting to provide structure for the report out and to keep the meeting to its allotted time frame.

• Suppliers are expected to use a standard problem solving form for their report out for the initial Containment phase, Root Cause and Corrective Action updates.





### **Responsibilities**

The Plant Manager or designated manufacturing lead shall:

- Ensure that Fast Response process is maintained and effective.
- Designate a champion & co-champion as the facilitator.

At the Fast Response meeting, site leadership shall:

- <u>Designate a leader (natural owner)</u> for each concern/issue if one has not been already assigned.
- Ensure proper support from all disciplines through attendance.
- Identify action required and owner for items statused as RED.
- Establish the next report out date for the issue if it is not closed.



#### FAST RESPONSE

### **Examples of Fast Response Meeting**

### (Example)











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### Responsibilities

New issues shall be updated on the Fast Response board prior to the meeting by the owner (lead contact in the case of supplier issues).

Owners shall be responsible for assuring all problem solving and exit criteria are met in a timely manner through:

- Cross-functional team reviews outside the Fast Response meeting.
- Update the Fast Response Board Exit Criteria and status columns.
- Distribute updates to team members or key contacts.

Owner shall report progress to the team during each of these steps:

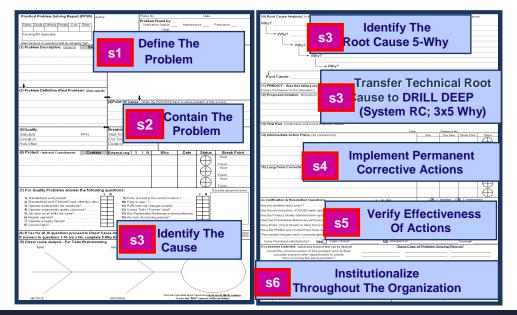
- Problem Definition, Containment
- Root Cause Analysis (5-Why)
- Short/Long Term Corrective Action
- Validation of Corrective Action and Lessons Learned.



### **Problem Solving report out format**

Each issue (internal, customer and supplier) shall be documented on a Practical Problem Solving Report (PPSR) or equivalent. This form is reviewed at the Fast Response Meeting to provide structure for the report out and keep the meeting to its allotted time frame.

• Suppliers are expected to use a standard problem solving form for their report out for the initial Containment phase, Root Cause and Corrective Action updates.



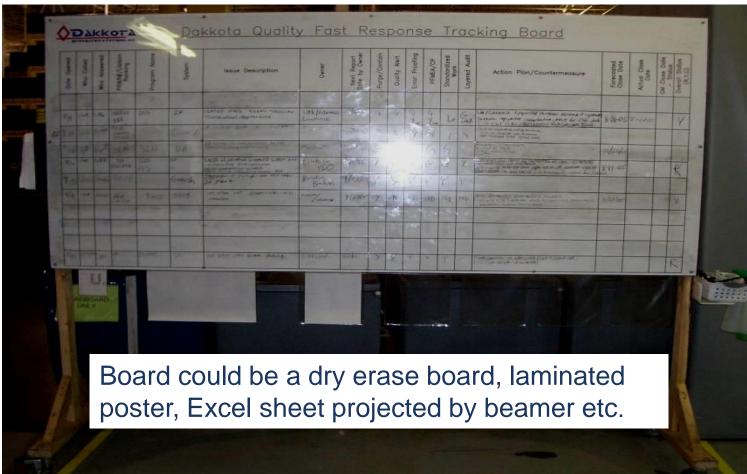
(Example)



### FAST RESPONSE

### **Example of Fast Response Tracking Board**

### (Example)



### Board can be different but must meet INTENT



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### FAST RESPONSE

### **Fast Response Tracking Board**

To optimize visual management, this form is displayed in the meeting area (e.g. 4' x 8' dry erase board, laminated poster, etc.)

(Example)

EXIT CRITERIA STATUS KEY

 Required but not initiated 2) Target Date Missed

Initiated but not complete

#### Points to Review: Ownership Exit Criteria Overall Status Next Report Out Date

										Targ	get Tir	ning,	Statu	s, & D	ate G	reen			G		Complete	a di se
									24 H	7 D		14 D		34 D	35	5 D	40 D		N/A	N	ot Applicat	ole
ITEM #	Date Opened	Who Called	Who Answered	Customer Concern # / Field Rep Ranking	Program/Product Name	Issue Description	Owner	Next Report Date By Owner	Containment - Breakpoint	Root Cause Identified	Corrective Action Implemented	Error Proof/Detection	Layered Process Audits	Corrective Action Validated	PFMEA / CP Updated	Standard Work Operator Instructions	Lessons Learned (Institutionalized)	Action Plan / Countermeasure	Forecasted Closed date	Actual Closed Date	Customer Closed Date	OVERALL STATUS (RYG) Open > 40 Days=R
1	1/10	Amore	Mason	PRR 312869	Hood Brkt 24241198	Material Contaminated	F. LaFeve	2/21	G 1/11	G 1/18	G 1/24	G 1/24	G 1/25	G 2/13	G 2/15	Y 2/20	Y 2/20	Need operator approval and training completion for Work Instructions across shifts	2/19		25-Jan	Y
2	1/15	Sykes	Jones	Internal CAR 08- 626	Radio Spt. Brkt 15891477	Burrs	B. Adams	CLOSED	G 1/15	G 2/16	G 2/10	NA	G 2/20	G 2/10	NA	G 2/17	G 2/20		2/24	21-Feb	18-Feb	G
3	1/21	Kurtz	Arnold	PRR 313123	Hinge Assy 21119878	Parts mislocated on assembly	McIntosh	2/22	G 1/22	G 1/26	G 2/1	R 2/17	G 2/21	R 2/17	R 2/21	N/A	R 2/24	PLL Program Logic for Error Prevention device to reprogrammed by 2/21. J. Busch - M.E.	3/2			R
4	1/22	Ferrer	Stelzer	FORD NCR 4219	Seat Brkt MNOP- 13456-AF	Mixed Parts	J. McGrath	2/22	G 1/22	G 1/24	G 1/27	G 1/27	Y 2/21	Y 2/20	Y 2/20	Y 2/20	Y 2/21	Need to confirm LPA results and Process Documents updated. LL System input.	3/3		2-Feb	Y
5	2/3	Dowdall	Mehall	Internal CAR 08- 632	Hinge Assy 21119878	Paint dots found on loose & mis- built parts	J. McGrath	2/23	G 2/4	G 2/7	G 2/8	G 2/8	R 2/23	G 2/28	N/A	G 2/8	NA	LPA not Validated on 3rd shift J. Biden to confirm Cor. Act. By 2/22	3/15			R
6	2/14	Singh	Patel	PRR 313517	ICS Supt. 99923889	Loose 7mm bolt on front cover	B. Adams	2/21	G 2/15	G 2/7	Y 2/21	Y 2/21	Y 3/14	Y 3/12	Y 3/13	Y 3/14	Y 3/14	Need Corp. Office approval on P.O. to obtain vendor intallation of Torque Monitor Upgrade. Bob D. to obtain authorization.	3/26			Y
7																						

Timin a Otatura & Data One

ABC Company - Quality Fast Response Tracking Board

### For Red or Yellow Status – Include Target Date expected to go Green





### **Exit Criteria, Statusing**

Exit criteria shall be established for each key step in the problem solving process (Core 6 - Steps).

In addition, key items to include in identifying opportunities for validation of corrective action through *Layered Process Audits* and prevention of recurrence through *error proofing* and Lessons Learned institutionalized shall also be documented.

## **Typical Exit Criteria**

			EXIT	CRITI	ERIA			
	Та	rget Ti	ming,	Status	s, & Da	te Gre	en	
24 H	7 D		14 D		34 D	35	D	40 D
Containment - Breakpoint	Root Cause Identified	Corrective Action Implemented	Error Proof/Detection	Layered Process Audits	Corrective Action Validated	PFMEA / CP Updated	Standard Work Operator Instructions	Lessons Learned (Institutionalized)
G 1/11	G 1/18	G 1/24	G 1/24	G 1/25	G 2/13	G 2/15	Y 2/20	Y 2/20

• Evidence of each criteria should be reviewed by the Owner at the Fast Response Meeting (Leadership approval to close/green status).



### **Exit Criteria, Statusing**

Timing for each of the exit criteria shall be established in – order to properly status each item as Red, Yellow, or Green. The default when a problem is first opened is Yellow until it's timing is exceeded, RED, or Completed, GREEN.

							EXIT	CRIT	ERIA			
Gu	ideline	,			Targe	et Tim	ning, S	Statu	s, & C	ate G	ireen	
			>	24 H	7 D		14 D		34 D	35	D	40 D
	Date Opened	Next Report Date By	Owner	Containment - Breakpoint	Root Cause Identified	Corrective Action Implemented	Error Proof/Detection	Layered Process Audits	Corrective Action Validated	PFMEA / CP Updated	Standard Work Operator Instructions	Lessons Learned (Institutionalized)
	1/21	2/2	2	G 1/22	G 1/26	R 2/14	R 2/14	R 2/16		R 3/7	N/A	R 3/7

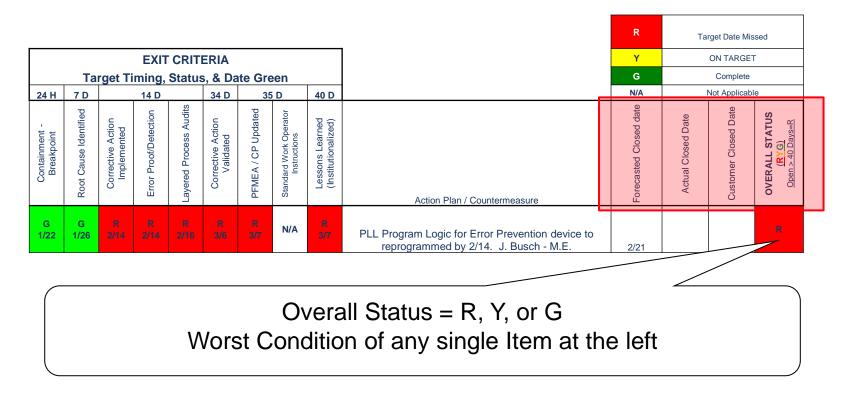
In the example above, the date the problem was opened is 1/21.

- Containment was achieved within 24 hours.
- Root Cause was identified within 7 days.
- Corrective action was not implemented within 14 days so it is RED with the expected date to be GREEN shown as 2/14.

This Red status should show details in a action/status comment column explaining the next step.



### **Exit Criteria, Statusing**



Forecast Closed Date should be 30 days as a target. The maximum should be 40 days.



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### FAST RESPONSE PROCESS KEY STEPS

Departments gather significant issues from the past 24 hours.



Daily Fast Response Meeting assigns owner to each issue. Outside the meeting the owner utilizes the Problem Solving process to correct and prevent recurrence.

> Issues are tracked on the Fast Response Tracking Board. Owners are required to give periodic updates at Fast Response meeting.

> > Owner responsible for completion of all exit criteria including Lessons Learned. Results of Problem Solving process communicated. Fast Response Tracking Board indicates exit criteria is green.



### **Auditor hints**

Attend on FR meeting. Observe:

- lead by manufacturing with cross -functional attendees,
- how leader controls the FR meeting (keep timing max 10-20 minutes, focus on subject, not going to the details...),
- participants feel "comfortable", see that is not a one time event for the audit,
- environment is suitable (everyone can hear and see the meeting),
- how issues reported out,
- Problem Solving report format is used for report out and document the status of the issue.



### **Auditor hints**

- Prior to the audit check the last customer complaints focusing to the open ones.
- Prior to the FR meeting ask if there are any significant internal issues.
- Check the board if it contains above described external and internal issues.
- Follow an issue from FR Tracking Board through the exit criteria confirming actions are in place & all the relevant documents have been updated.
- Check few statuses if they are rated well based on their timing, judge few N/A items.





### Tracking of issues, what are we searching for?

ltem	Requirement	#Criteria	Criteria requirement
	Escalation	FR21	Escalation process is put in place with internal issues. Its defined in order to ensure that problems are quickly communicated to people who can have an action.
FR2	Process with appropriate	FR22	Escalation process is put in place with external issues. Its defined in order to ensure that problems are quickly communicated to people who can have an action.
	timing and exit criteria.	FR23	Decision rules, responsibilities and actions (Who, What, When, Where) are clearly defined.
		FR24	A method of communicating problems to all Key Stake holders is defined. If information can affect the next shifts, it have to be passed across and documented. The manufacturing leadership has to review the shift book or equivalent at the start of shift, to verify proper containment or if corrective actions are done.

#### **Criteria of Requirement**

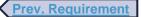
1 – page 22-28

<u>2 – page 29-31</u>

3 – page 32

<u>4 – page 33-37</u>

<u>Auditor Hints – page 38</u>



Next Requirement

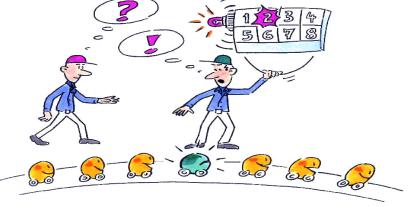


### Fast Response to operator's concerns

An Andon system or similar in place to support operators in case of any concerns in order to avoid that they try to solve the concerns by themself creating a significant issue, such as:

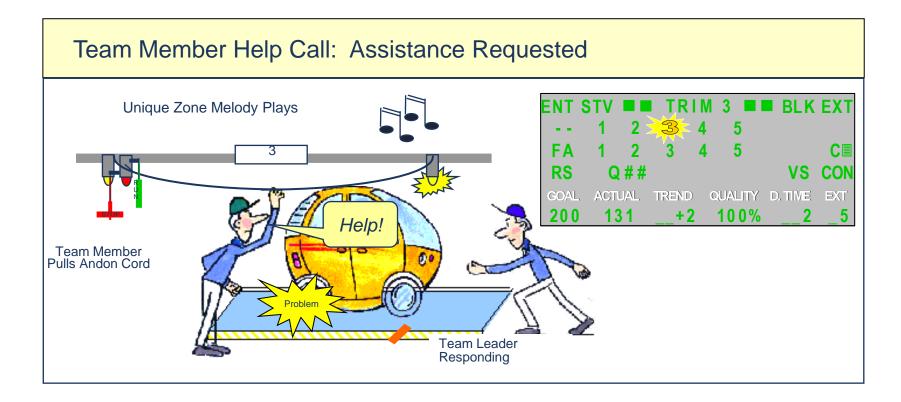
- Safety issue,
- Quality decision (e.g.: judge a non-conformance as OK),
- Unauthorized rework/repair,
- Deviation from standard work, create a new failure mode, etc.

Based on complexity of the line different solutions are acceptable, important that fast communication is ensured and operator is never alone with concern identified.





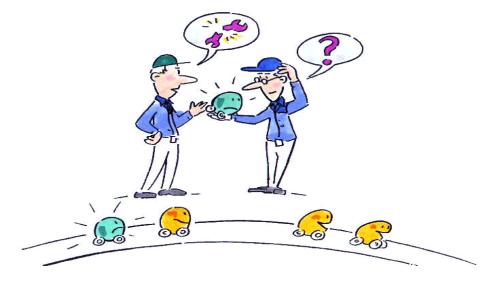
### **Fast Response to Operator**





### **Fast Response to Operator: Purpose**

- To empower operations to prevent the occurrence or passing of defects to the next process and call for assistance when behind in work sequence or experiencing problems;
- prioritize and initiate the problem solving process;
- drive management and support groups to go and see the problems on the floor and take action and communicate operational information.





### Fast Response to Operator: Roles and Responsibilities

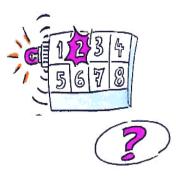


Role of the Team Member

- Follow Standardized Work.
- Actively watch for out-of-standard situations.
- If an abnormality or defect is discovered that cannot be immediately corrected, pull the Andon cord (or call for support using other resource like radio, flag, etc), and continue with the rest of the cycle until support arrives.
- Support Team Leader with problem solving and repair as required.



### Fast Response to Operator: Roles and Responsibilities





Role of Team Leader

- Attend the call from team member (ex.: hears the andon melody and looks at the Andon board for more information).
- Goes immediately to the area of the call to investigate and support.
- Hears a description of the problem and takes responsibility for the problem
- Begins immediate correction of the problem.
- Begins problem solving with the support of the Team Member (and resets the andon system by pulling the cord when he has determined a correction can be made).
- Calls the Group Leader for support if the problem cannot be solved quickly.



### Fast Response to Operator: Roles and Responsibilities

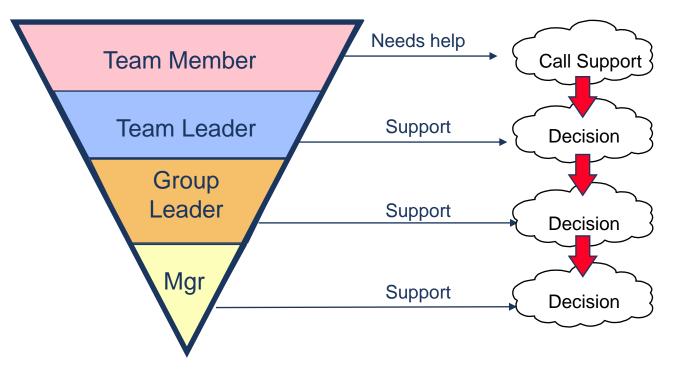
Role of Group Leader

- Support the Team Leader if he is not able to correct the problem, and get the line running as soon as possible.
- Call for additional support as needed (e.g. maintenance, quality, manufacturing engineering, etc.)
- Work with the Team Leader to make sure the root cause is identified and countermeasures implemented.
- Monitor downtime, identify problem areas and work with all available resources to eliminate problems.



### FAST RESPONSE

### Fast Response to Operator: Roles and Responsibilities



The diagram shows the span of support within the organization. The significance of the inverted triangle is that the Team Member is at the top, supported by the entire organization underneath. When the Team Member needs help, he calls for support, and support comes from the Team Leader. For complicated problems, the Team Leader calls for support from the Group Leader, and so on down the span of support.



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## CONTROL OF NONCONFORMING PRODUCT Communication WHEN DO YOU CALL THE CUSTOMER?

A potential external issue exists when you are not confident all product is contained as evidenced by:

- The containment worksheet shows that the potential quantity exceeds the quantity found.
- The oldest material in-house contains product which exhibits the nonconformance.
- Intermittent problem with no clear starting point.

## If Yes to any statement above...CALL!

Who to Contact :

- Assembly Plants
- Service Parts (SPO)
- Tiered Suppliers as required



### Communication

Contact External Customer

Needs to be a "live" conversation – no voice or email. A phone list for contacts is established.

Establish conference calls when required by customer.

- » A supplier executive acts as lead and single point for communication.
- » All stakeholders including Tier suppliers participate in calls. (Example)

**GM** Contacts

Initial contact must be made with at least one person at each affected facility

GM SQ Mgmt Team	Name	Responsibility	E-mail	Phone

GM EngineerTeam	Name	Responsibility	E-mail	Phone

GMT 560 (Flint)				
Department	Name	Responsibity & shift	E-mail	PHONE



### Communication

Develop & implement containment and certification plans

Begin shipping certified stock

Initiate at customer locations with appropriate sort instructions. A Customer should be informed of the following items:

- Certification method.
- Description and picture(s) of the marked parts.
- Description and picture(s) of any marked or added labels.

Identify parts/labels. Begin to ship certified stock. Notify customer of breakpoints.

#### CERTIFIED STOCK SHIPMENTS

(Example)

Assembly	Sh	ір	Arı	rival	Carrier	Tracking	Quantity
Plant	Date	Time	Date	Time	Gamer	number	Quantity
Arlington							
Flint 880							
Pontiac							

Assembly	SI	nip	Arri	val	Carrier	Tracking	Quantity
Plant	Date	Time	Date	Time	Gamer	number	Quantity
Silao							
Toluca							
Mishawaka							



### FAST RESPONSE

						(Ex	amp
Tasks - Escalation Process	Production Team Member	Production Team Leader	Production Group Leader	Maintenance Team Member	Quality Team Member	Manufacturing Engineering	
Follow Standardized Work							
Actively watch out-of-standard situations							
If an abnormality or defect is discovered that cannot be immediately corrected, call for support, and continue with the rest of the cycle until support arrives							
Support Team Leader (TL) with problem solving							
TL hears description of problem and takes responsibility for the problem							
TL begins immediate correction of the problem							
TL releases the andon when he has determined a correction can be made. TL begins problem solving with support of TM							
TL calls for support to Group Leader if problem cannot be solved quickly							
Support TL if he is not able to countermeasure the problem, and get the line running as soon as possible							
Call additional support as needed (i.e. maintenance, quality, engineering,)							
Work with TL to make sure root cause is identifed and countermeasures implemented							
Monitor downtime, identify problem areas and work with all available resources to eliminate problems							



### Communication

• The organization's containment process shall include a Quality Alert notification system to communicate the problem. Quality Alerts shall:

- Be posted and promptly communicated to all stakeholders.

- ✓ Internal Departments, Operators
- ✓ Tiered suppliers or vendors
- ✓ Customers
- Be used for internal or external issues (at least for FR items).
- The Quality organization is responsible to issue, post and remove the quality alert.
- Andon systems should be used on shop floor to alert organization when error occur.

**NOTE:** The Quality Alert should only be removed after corrective action has been validated and the work instructions have been updated if appropriate.

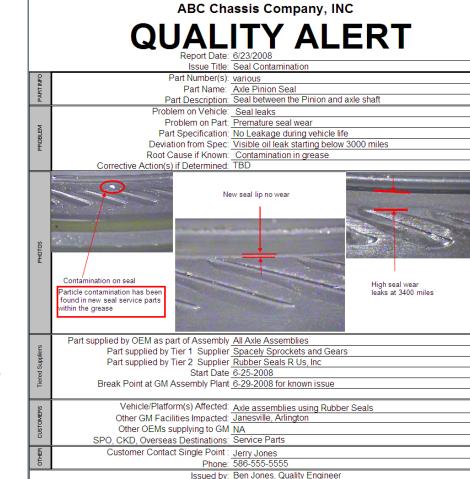




### Communication

### **Quality Alert**

- A quality alert shall:
  - Establish the tasks, time line and communications necessary to ensure customer requirements are met.
  - Define the problem, the standard, and the deviation to the standard
- Should include pictures or samples explaining the deviation
- Should document operator review and understanding by signing the document.
- Should inform when remove the posting (removal date)



Review / Removal date: 8/15/08



(Example)

### Communication

### Andon Sytem



Andon System may be used to Communication when error is produced/identified in the station

### **Phone Calls**



 Cell Phone may be used for communication .

### **Quality Alert**



- Use Quality Alert document to communicate the issue till solve the problem and update all documentation (SOS & JES, C.P, PFMEA).
- Quality Alert should be simple and clear



### Information flow between shifts

- Assure an open communication channel between all shifts;
- Avoid potential miscommunication between shifts related to issues faced by other shifts;
- Drive management and support groups in problem solving activities.





#### Information flow between shift

All the significant issues which happened during the shift are documented in shift book or similar. Issues such as:

- Error Proof verification failure,
- Line stop,
- Containment initiated,
- By-pass process, etc.

If there is more than one shift, all the information which can be affected to next shift is passed over via face to face discussion of shift leaders.

Shift book is used for root cause analysis:

- Reactive: to check 'what went wrong' in the process when NOK pieces were produced, helps to define break point.
- Proactive: on daily base manufacturing leadership has to verify actions implemented related to issues, if needed initiate further escalation.



#### **Auditor hints**

Ask operators how they can escalate their issues.

Andon system or similar in place, if applicable.

Test andon's function and response to request (Light Boards, lamps, or audio signals work, support arrives soon).

Participate at shift change, check shift book and information shared.

Review FR board and check if open issues has quality alert posted

Check Quality Alert is clear, understood by team, and posted in stations

needed (Operation, Quality)

Customer and tier supplier contact list are available



#### Fast Response in Production, what are we searching for?

Item	Requirement	#Criteria	Criteria requirement
	A defined process for Problem	FR31	Standard process used across the plant for internal (at the workstation, maintenance, logistics), customers and suppliers issues. Actions are defined and recorded with responsibility and target closing date. Exit criteria represent the core 6 Steps of problem solving (1. Define 2. Contain 3. Root cause 4. Correct 5. Validate 6. Institutionalize).
FR3	Solving is in place. It	FR32	Tools for identifying root causes (non-detection and occurrence) are systematically applied (5 why to correct systemic issues, Fishbone Diagram etc.).
	includes a standard for documenting the tools used for root cause identification.	FR33	In case of reoccurence and critical issues, analysis is performed to understand why PFMEA did not predict the failure. A PFMEA review is required again.
		FR34	Standard form or database is used to document Lessons Learned. A process is defined to deal with the lessons learned.
		FR35	Some analysis forms posted close the lines in the workshop exist (e.g. : QRQC line, 5 why analysis with paper board report).

#### **Criteria of Requirement**

<u>1 – page 40-66</u> <u>2- page 43-60</u> 3 – page 56-61 Auditor Hints – page 72

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<u>5 – page 30-01</u>

<u>4 – page 67-70</u>

<u>4 – page 71</u>

**Prev. Requirement** 

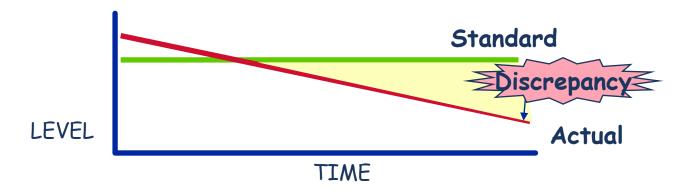
Next Requirement



Organizations shall have a defined process for Problem Solving including a standard for documenting tools used for root cause identification and elimination.

#### WHAT IS A PROBLEM?

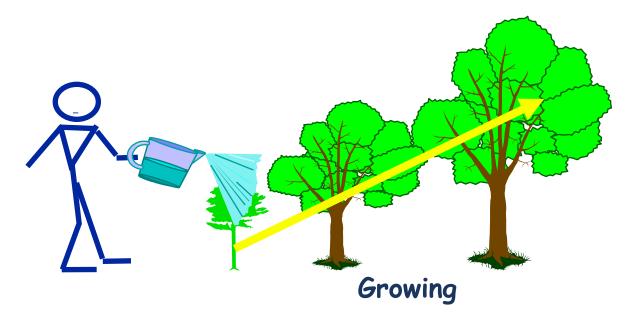
- It is the <u>GAP</u> between the current situation and customer satisfaction.
- Defined As a Discrepancy Between an Existing Standard or Expectation and the Actual Situation.





Problems Are the Seeds for Improvement!

- Problems Are Positive Opportunities!
  - If There Are No Problems Then Something Is Wrong!





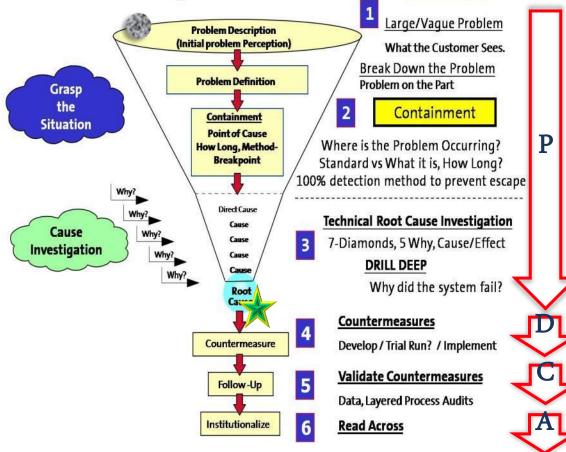
- **Set aside pre-conceived ideas.**
- Don't respond to problems without data.
- Break the problem down.
- **See abnormal occurrence and Point of Cause first hand.**
- Delay cause analysis until you have a thorough grasp of what is actually happening.
- What is the standard? What is happening compared to what should be happening?
- Establish Cause/Effect relationships.
- Continue asking "Why"? until you can prevent reoccurrence of the problem by addressing its root cause.



#### Definition:

- A structured process that identifies, analyzes, and eliminates the discrepancy between the current situation and an existing standard or expectation, and prevents recurrence of the root cause.
- Cross-functional team approach is applied.

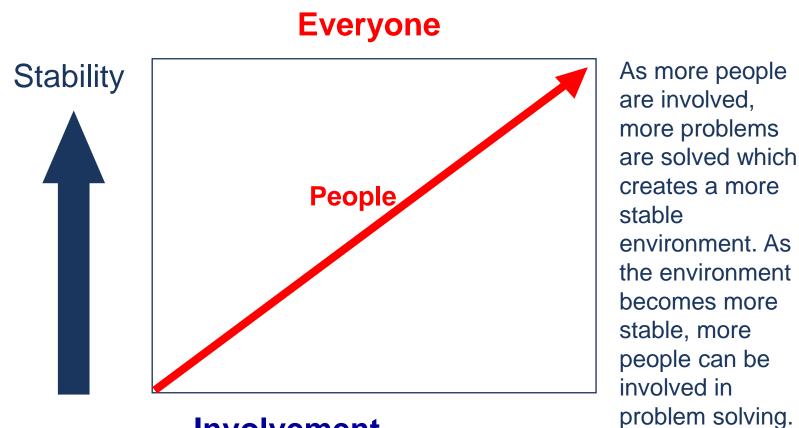
## Problem Solving Process – The Core '6 Steps'





# Who Does the Problem Solving?

**Problem Solving** 



# Involvement



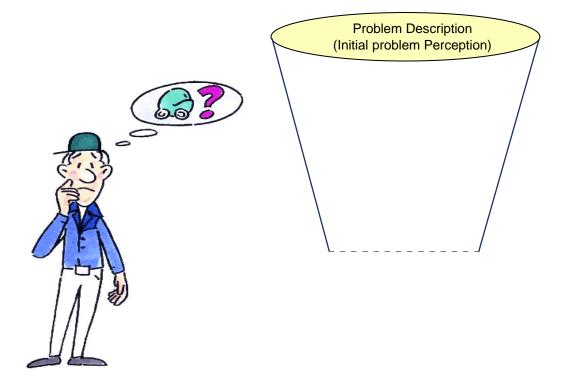
#### **Step 1- THE PROBLEM**

#### Problem Description (Initial Problem Perception)

State the Problem That Is Occurring

A large, vague description of what you think the problem is.



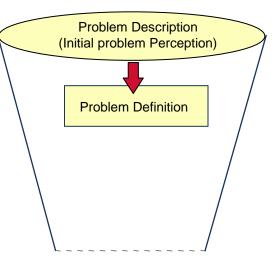




#### **Step 1- THE PROBLEM**

Problem Definition - Specifically Define the Situation (break down the problem)

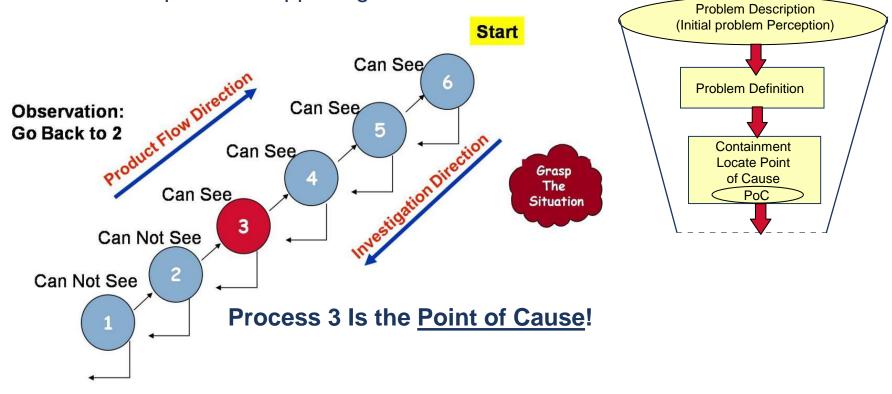
- The Standard (what should be happening?)
- The Deviation (what is happening?)
- The Time (how long?)
  - The Frequency (how many?) Grasp the Situation





#### **Step 2-CONTAIN THE PROBLEM**

- Go-See; Point of Cause.
- Where Is the problem happening?





#### **Step 2-CONTAIN THE PROBLEM**

Once the Point of Cause is determined, the team needs to apply the nonconforming procedure to determine:

- The best method to contain the defect.
- How long has this been happening?
  - Review data for last known good part for the specific characteristic in question.

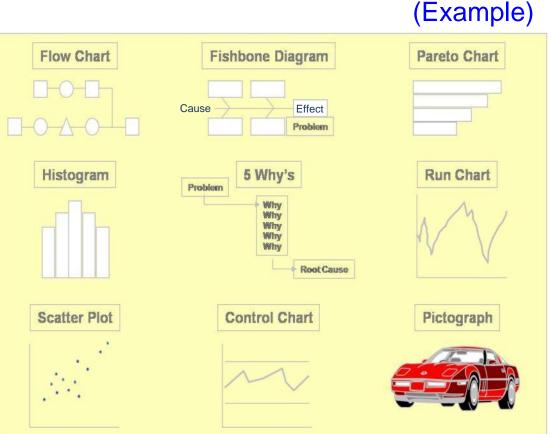
 Engage operators regarding changes or abnormal conditions and timing.

- Initiate a containment work sheet and establish a potential quantity to verify all material in question Is captured for that time frame.
- Determine whether other areas or customers are impacted by the problem and to what extent.



#### Step 3 – IDENTIFY THE ROOT CAUSE

There are several tools available to problem solve and get to the root cause. Their use is dependent upon the complexity of the process, the type of failure mode, Fit, Function, or Finish, and the system used to measure the specific characteristic that failed which will be attribute or variable data.

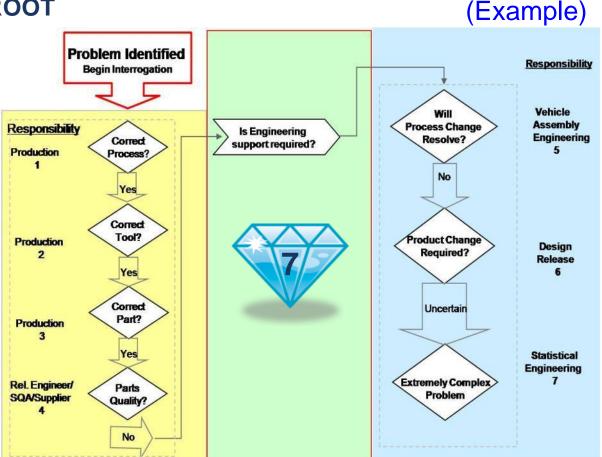




#### **Problem Solving**

#### Step 3 – IDENTIFY THE ROOT CAUSE

As an initial root cause step, the 7 diamond process can be used as an immediate reaction to internal Quality issues. The first 4 steps are used to quickly determine if an out of standard condition (special cause) exists. This will prevent excessive use of the statistical problem solving techniques.



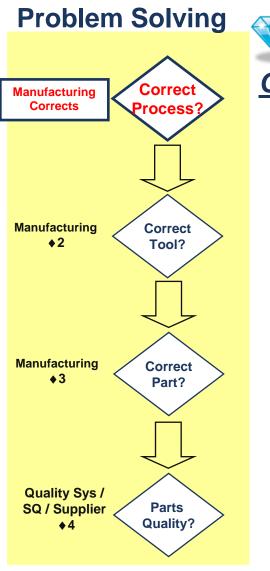


#### Step 3 – IDENTIFY THE ROOT CAUSE

Diamonds 1 – 4 are Used to determine if production is running manufacturing process to design intent.

- Diamonds 1-4 evaluate the stability of the process.
- Once a problem has been identified, the automatic response should be to immediately perform diamonds 1-4.
- Initial investigation is done where the defect was found.
- If investigation determines the cause of the problem is upstream, then investigation should be conducted at the upstream source as well.
- Statistical Engineering occurs when the manufacturing process does meet design intent and the problem still exists.





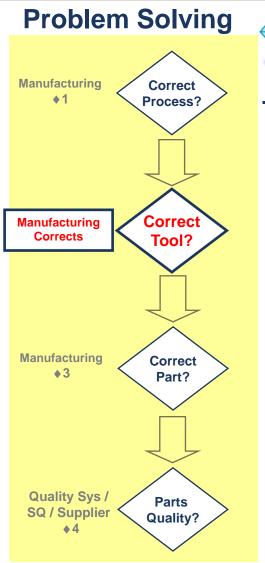
# Correct Process

## (Example)

# Can any of these cause the problem?

- Is the correct Standardized Work posted?
- Is Standardized Work being followed?
- Are build documents being adhered to (if applicable)?
- Are gaging requirements / frequencies being adhered to?
- Is the job being done the same on all shifts?
- Does the operator understand what the product standards are?
- Is it the regular operator? Has there been a lot of turnover on the job?
- Has the operator been properly trained?
- Are the visual aids current?
- Does the operator understand the quality outcomes of her/his job?
- Does the operator know how to communicate when he/she has a problem?





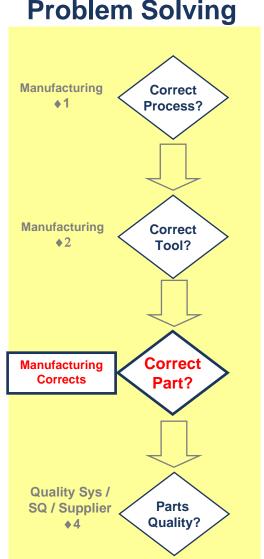




## Can any of these cause the problem?

- Are the correct tools & fixtures being used? (all shifts)
- Are the tools set to the specified requirements?
- Are they properly calibrated?
- Are both shifts using the same tool?
- Are the tools worn?
- Do the tools & fixtures have mutilation protection?
- Has the workstation been error proofed?
- Have the tools or error proofing been bypassed?
- Does the workstation layout allow the operator to work effectively?
- Has the Preventive Maintenance been done? (check log)
- Are tools functioning correctly?





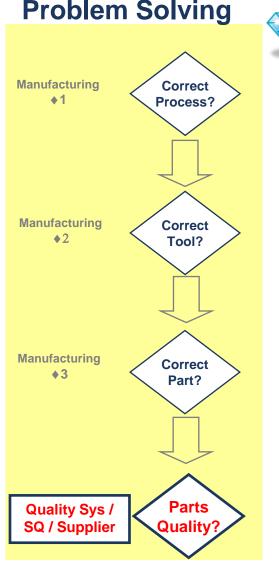




## Can any of these cause the problem?

- Is the part's routing current?
- Are the correct parts being used?
- Are parts stocked in the correct location?
- Do the part numbers on the boxes agree with their location?
- Is error proofing needed?
- Is existing error proofing device working correctly?







## (Example)

Quality Systems is responsible for determining if parts have changed and overall part quality:

Supplier Data CMM Checks Fixture Checks Visual Part to Part Visual Lot to Lot

If part's quality (out of specification) is determined to be the problem's root cause, then Quality Systems will notify manufacturing and/or the supplier that there is a problem and work with manufacturing and/or the supplier to validate the corrections.



# Step 3 – IDENTIFY THE ROOT CAUSE

For each NO response in Diamonds 1-4, a 5-Why analysis is performed.

When a cause is found, ask why until you find the **real root cause** (5 Why's)



#### FAST RESPONSE - FIVE WHY PROBLEM SOLVING TOOL

#### **Problem Solving** Step 3 – IDENTIFY THE ROOT CAUSE Why did the robot stop? A fuse in the robot has blown Cause Investigation Why is the fuse blown? Circuits overloaded Why did the circuit overload? The bearings have damaged one another and locked up Why have the bearings damaged one another? There was insufficient lubrication in the bearings Why was there insufficient lubrication in the bearings? The oil pump on the robot is not circulating sufficient oil. Why is the pump not circulating sufficient oil? Pump intake is clogged with metal shavings. Why is the intake clogged with metal shavings? No filter on the pump intake. Why was there no filter on the pump intake? The pump was not designed with a filter.



#### **Problem Solving**

# Step 3 – IDENTIFY THE ROOT

Why

Why

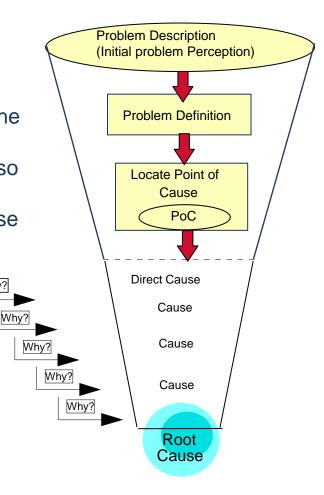
- CAUSE 5 Whys is a very good tool to get to the root cause of a problem.
- Our first conclusion when we tackle a problem is usually the direct cause, what is directly responsible for the problem.
- The direct cause can be the result of another cause, and so on.
- If we understand this chain, then we can find the root cause and eliminate the problem.

Wh

Cause

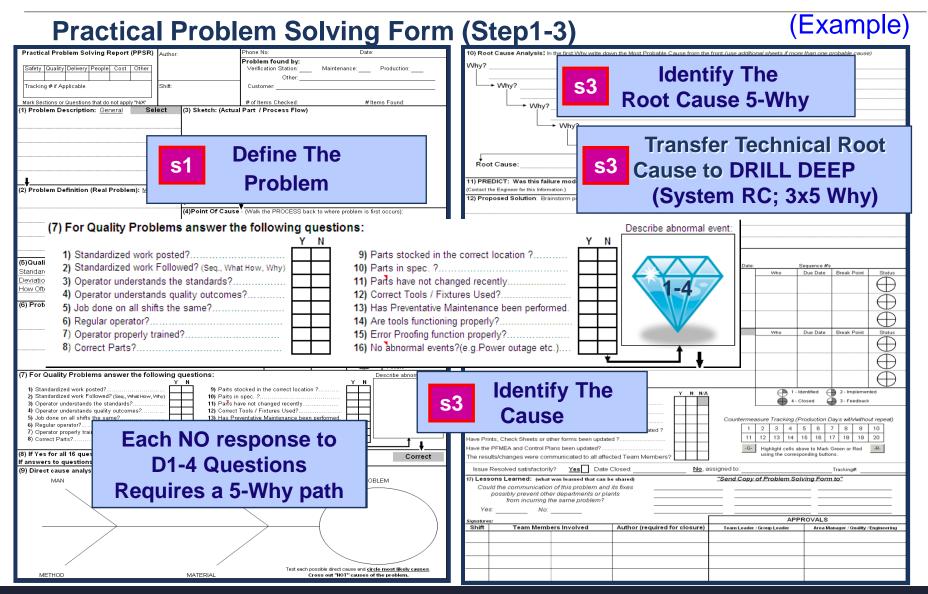
Investigation

Continue asking why until the root cause is found ! Why



Why?







## **Drill Deep Analysis/Worksheet**

## (Example)

Revision Date: Supplier Team Lead: M SQE: Supplier Duns: Supplier Duns: Issue Category: Failure Mode: Effects of Failure Mode: Cause of Failure Mode: Why did the Manufacturing not prevent this or the Manufacturing		] PRTS	 Phone:	RPN Sewrity Occurrence Detection Issue Number: Seven Number: Point of Manufacture	Original Final		<b><u>5 Whys</u></b> – After the technical root cause is found, determine <u>WHY</u> <u>the System failed</u> . Ask "WHY" until actual root cause for each is determined.
Failure Mode		M2 M3				_	
Prevent Manufacturing Syste Error Proofing & Standardized Wor		M3 M4 M5				-	Prevent – Why did the
Quality Assuran	e	M-RC					manufacturing process not
Why did the Quality Syst Protect GM from th Failure Mode	m not	Q1				-	prevent the defect?
		Q2 Q3					
Protect		Q3 Q4				-	
Error Detection & Containment		Q5					Protect – Why did the Quality
Quality Contro Why did the Planning Sys	em not	P1					process not protect the customer
Predict this Failure Mode		P2				-	•
Predict		P3					(GM) from the defect?
Planning System - informational conter		P4				-	
in all documentation		P5					
Quality Plannin	<u> </u>	P-RC					Predict – Why did the planning
What are the key findings this quality issue?	ased on	в				-	process not predict the failure?
		с					

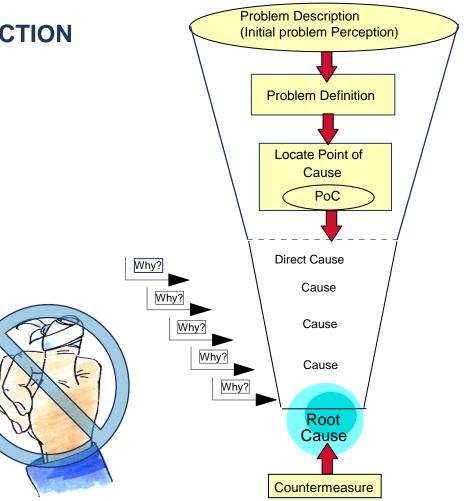


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#### **Problem Solving**

#### **Step 4 – IMPLEMENT CORRECTIVE ACTION**

- Brainstorm possible solutions and select the most effective, efficient and cost effective solution.
- Determine if a trial run is needed to confirm and test the proposed solution to verify it is effective and has no other adverse effects.
- Determine the steps and actions needed to implement and timing.
- Identify the breakpoint of implementing to all key stake holders.





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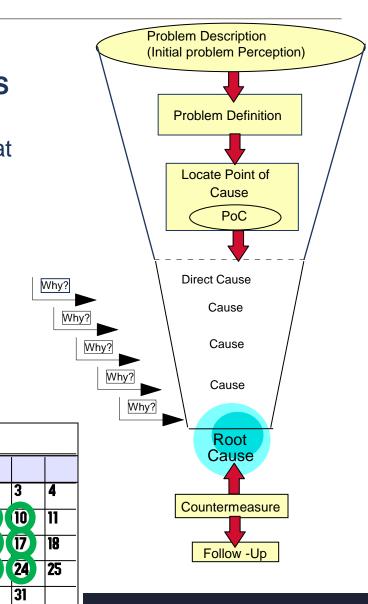
## **Step 5 – VERIFY EFFECTIVENESS OF ACTIONS**

#### Follow Up and Check

- Implement *Layered Process Audits* to verify that changes to the system are being performed consistently and working as intended.
- Verify effectiveness through measurement and data.
- Establish a verification period (duration/date).

(Example)

- Determine who will follow up.
- Create a standardized process or method.
- Remove excess work from containment.



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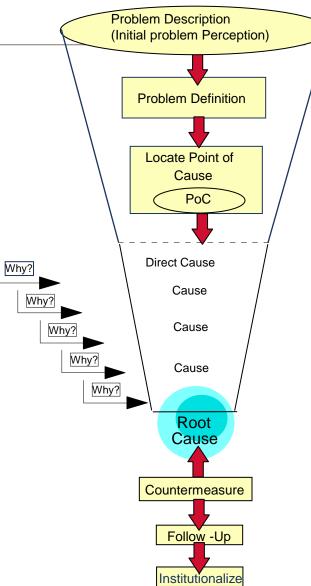


## Step 6 - INSTITUTIONALIZE

- Identify similar products and processes which potentially have or may produce the same failure mode.
- Add failure mode and corrective action to <u>Lessons Learned</u> database.

Send a copy of this Problem Solving Report to other Departments/Plants with the potential of experiencing this problem.

- Implement the solution across the organization.
- Update remaining necessary documentation:
  - PFMEA
  - Control Plan
  - Error Proofing Verification
  - Standardized Work
  - Operator Instructions





#### **Drill Wide Analysis/Worksheet**

## (Example)

Tiered

#### <u>GM</u>

DRILL	. WIDE	MATRIX	(Ref. GM 1927-69	), Drill Deep Matrix)
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#### SUPPLIER:

Name:	
Location:	
Duns:	
Contact Name:	
Contact Phone:	
E-mail:	

SYMBOL & STATUS KEY:

A.P.Q.P.

0	Original location					
X	Location with similar process					
NA	Not Applicable					
	Completed & 3rd Party/GM verified					
	Completed & Supplier verified only					
	Not Completed					
Р	Pass Through					

**Duns / Location** 

								A.F.Q.F. Duris r Location			Su	منامم						
									Duns/Sub-tier classification		Duns 1	Duns 2	Dune 4	Duns 5	Duns 6	Tier 2		٦
Part Name & Number	GM Plant	FAILURE MODE	EFFECT OF FAILURE MODE	N/C or CPV	CS Status	DDW Completion & Verification	1	PRR Number / Issue	Champion			Syr	nb	ols				
							Corrective Action	Containment Cause of Failure Mode Corrective A Prevent Corrective Action Protect Corrective Action Predict Corrective Action Key Findings Corrective Action Bocumentation Updated	btion									
Part Name & Number	GM Plant	FAILURE MODE	EFFECT OF FAILURE MODE		CS Status	DD¥ Completion & Verification	2	PRR Number / Issue	Champion		:	Syr	nb	ols				
							Corrective Action	Containment Cause of Failure Mode Corrective A Prevent Corrective Action Protect Corrective Action Predict Corrective Action Key Findings Corrective Action Documentation Updated	Lotion									
Part Name & Number	GM Plant	FAILURE MODE	EFFECT OF FAILURE MODE		CS Status	DDW Completion & Verification	3	PRR Number / Issue	Champion	Symbols								
Intr	ro page 🤇	CORPORATE PLAN	T LEVEL STATION L	EVEL	2			•			I	4	_		_		Ш	

**Drill Wide** - analysis of opportunities of system deficiencies and corrective actions that encompass all parts, manufacturing processes, and other plant locations.



## **Practical Problem Solving Form (Step 4-6)**

Practical Problem Solving Report	(PPSR) Author:		Phone No:			Date:		
			Problem f					
Safety Quality Delivery People Cost	Other		Verificatio	n Station:	Maintena	nce: P	Production:	
			Other:					
Tracking # if Applicable	Shift:		Customer:					
Mark Sections or Questions that do not appl			# of Items Checked: #				s Found:	
(1) Problem Description: General	Select	(3) Sketch: (Actua				# 10011	s round.	
_ŧ		4						
(2) Problem Definition (Real Proble	m): More specific							
		<b>↓</b>						
		(4)Point Of Cause	- Walk the	PROCESS ha	ck to where p	oblem is first	occurs):	
		(.,						
(5)Quality		Breakdown		Other Are	as or Cust	omers Imp	acted:	
	PPH:	Start Time:		-				
Deviation:		End Time:						
How Often:		Duration:						
(6) Protect - Internal Containment:	Contain	External reg.? Y	/ N	Who	Date	Status	Break Point	
(o) Trococc - Internal containment.	Contain	Externarred.: 1	7 11		Date		Start:	
						(+)		
						$\square$	Finish: Start:	
						$(\square)$	Statt.	
						$\nabla$	Finish:	
						$\square$	Start:	
						$\square$	Finish:	
(7) For Quality Problems answer	the following (	questions:					Finish: escribe abnormal event:	
	Y	N						
1) Standardized work posted?	······	N 9) Parts s		correct locatio				
1) Standardized work posted? 2) Standardized work Followed? (Seq., V	Vhat How, Why)	N 9) Parts s 10) Parts ir	n spec. ?					
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10) Root Cause Analysis: In the first Why write down the Most Probable Cause from the front (us Why?	se additional sheets if more than one probable cause)
↓ Why? ↓ Why?	
→ Why?	
→ Why?	
└── → Why?	
• Why?	
└─→ Why?	
└──→ Why?	
Root Cause:	
1) PREDICT: Was this failure mode included in the PFMEA? Contact the Engineer for this Information.) YES: NO:	If "Yes", What was the RPN #:
2) Proposed Solution: Brainstorm possible solutions. Select the most effective, efficient, and co	
	ost encente solaton.
Implement	t Permanent
3) Trial Run: Confirmation t	
	e Actions
4) Intermediate Action Pla	
5) Long-Term Corrective Actions	Effectiveness
Of.	Actions
	ACTIONS
) Verification & Resolution Questions: Y N N/A	1 - Identified 1 - Implemented
as this problem reoccurred ?	4 - Closed 🛛 3 - Feedback
as the job instruction, SOS/JES been updated ?	
as the Product Quality Standard been updated ?	ountermeasure Tracking (Production Days with/without repeat
ave the Preventative Maintenance/Process Control Plans been updated ?	1 2 3 4 5 6 7 8 9 10
	11 12 13 14 15 16 17 18 19 20
ave Prints, Check Sheets or other forms been updated ?	-G- Highlight cells above to Mark Green or Red -R-
ave the PFMEA and Control Plans been updated?	using the corresponding buttons.
ave the PFMEA and Control Plans been updated?	
ave the PFMEA and Control Plans been updated?	d to: Tracking#
ave the PFMEA and Control Plans been updated?	d to:Tracking# nd Copy of Problem Solving Form to"
ave the PFMEA and Control Plans been updated?	
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ave the PFMEA and Control Plans been updated?	nd Copy of Problem Solving Form to"
Could the communication of this problem and its fixes     possibly prevent other departments or plants     from incurring the same problem?     Yes:No:      Institutionaliz	The Copy of Problem Solving Form to"
ave the PFMEA and Control Plans been updated?	The Copy of Problem Solving Form to"



(Example)

Summary:

- $\checkmark$  No problem solving means no improvement.
- $\checkmark$  Encourage problems and solutions.
- $\checkmark$  Provide the necessary training and resources.
- ✓ Have patience.
- $\checkmark$  Develop problem solvers.
- $\checkmark$  Managers should have the questions, not the answers.
- ✓ Make decisions based on fact, <u>not</u> opinion (Emotion).
- ✓ Use teamwork to solve problems.



#### **Lessons Learned**

A Lessons Learned system:

- Establishes a process for capturing information that will support continual improvement to all operations/processes.
- Prevents repeated mistakes allowing an organization to capitalize on its successes.
- Applies to all functions and responsibilities, therefore, everyone in the organization should participate.

All documentation that will support continuous improvement should be entered into a Lessons Learned system. (e.g. Master PFMEA, *Problem Solving*, Read Across)



#### **Lessons Learned**

Lessons Learned may be *identified* by anyone.

Examples of activities to Identify Lessons Learned:

- APQP Process
- Layered Process Audits
- Error Proofing Verification Failures
- Problem Solving activity for Internal or external Issues
- Verification Station Findings
- Continuous Improvement Teams
- Risk Reduction-Reverse PFMEA Team Activity
- Suggestion Programs
- Company Business/Quality Operating System Management Reviews

A disciplined approach to problem prevention using Lessons Learned shall be established. Activities within an organization to prevent future problems or improve performance that build Lessons Learned may include.

- Drill Wide-Read Across communication and follow up
- APQP Program reviews of Lessons Learned



#### **Lessons Learned**

Lessons Learned shall be documented. Documentation may include:

- Lessons Learned Form
- APQP Checklist
- Master PFMEA
- Computer Form or Website, etc.

Lessons Learned shall be communicated and kept available to all current and potential users. Communication can be performed by:

- Posting the lessons learned form
- Including on a lessons learned website
- Utilizing a company newspaper or closed circuit TV
- Distribution of pocket cards, etc.

Leadership shall review the Lessons Learned process to assure Implementation.



#### **Lessons Learned**

#### (Example)

#### Major Issue - Supplier Read Across

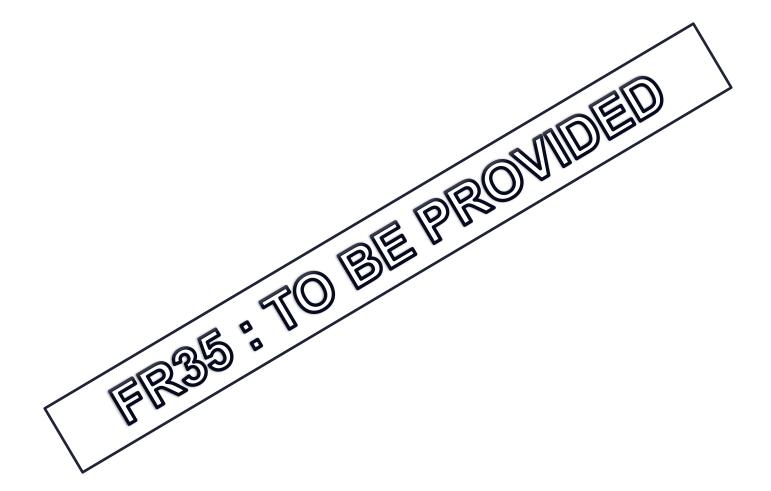
Review the attached information and determine if your manufacturing processes are susceptible to the same Major Issue. Complete and return this form as indicated below. Also complete and return attached GM1927-16a Welding PCPA.

Description of Major Issue (Failure Mode)	Noise found during vehicle running test caused by broken RR LH bush on the lower control arm. Welding bead position variation due to the loosing of Welding Rotation Jig.	ARM ASM-RR SUSP LWR CONT
Lessons Learned	<ol> <li>Welding Device such ad welding Jig should be verified daily. If required, welding jig should be changed the fixing type of welding jig to prevent loosing of weld jig</li> <li>Robot TCP (Tool Center Point) should be verified and maintained to prevent welding bead position variation.</li> <li>CO2 welding depth should be followed GMW requirements</li> </ol>	

RESPONDING SUPPLIER		GM SQE						
Company Name:		Name:						
Manufacturing Duns:		Phone:						
Contact Name:		GM email:						
Contact Title:		Date Sent:						
Contact Phone:								
		Return By Date:						
Is your facility "at risk" of shipping product with	this Major Iss	ue?						
YES NO								
If Yes, complete items below.								
If No, explain why your process is not at risk o	the same failu	ure mode in the "Other	Actions Taken <sup>®</sup> sa	action below				



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## **Auditor hints**

Prior to the audit check last customer complaints focusing to the issues where root cause found and corrective action implemented.

Verify that problem solving used efficiently, all the core "6 steps" applied, specially that real main root cause found and action implemented against the root cause.

If no customer complaint issued verify via an internal or sub-supplier issue.

Check a Drill Deep (5 whys), main systematic root causes found.

Ask people for examples how they are using Lessons Learned system.

Check 6th step of problem solving (Institutionalize) via examples of point FR4. Check Drill Wide Matrix or 7&8th step of 8D of last customer complaints.



### **Problem Solving, what are we searching for?**

Item	Requirement	#Criteria	Criteria requirement						
	Voice of the customer is part of the	FR41	AMADEUS system: Follow-up and escalation are in place and managed in accordance with FR24 criteria.						
	strategy of the plant.	FR42 Neologistic and "MLP" are knowned by the supplier.							
FR4	Customer IT systems are regularly	FR43	Use of PSA system "SPOT"> updating of QSB+ annual self-assessment, updating of MMOG/LE. Updating of certification ISO/TS in IATF systems.						
	checked in order to provide escalation processes	FR44	MADIG system : Follow-up and escalation are in place and managed						

Criteria of	<b>Requirement</b>										
1 – pages 74											

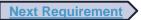
<u>2 – page 74</u>

3 – page 74

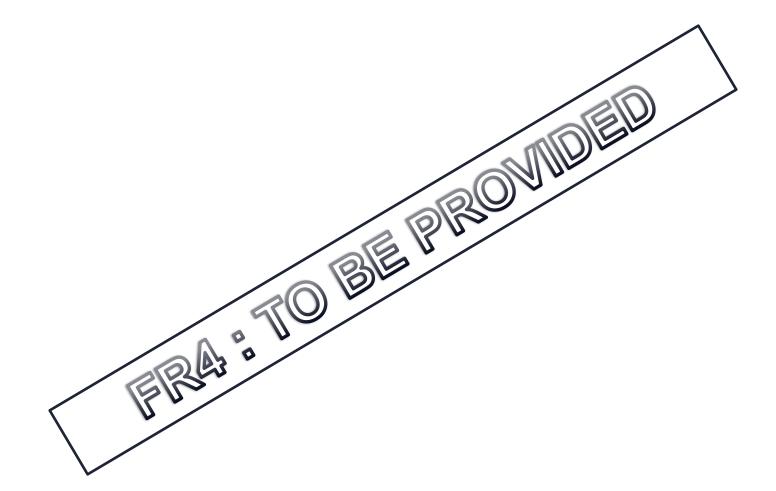
4 – page 74

Auditor Hints - page 74

Prev. Requirement









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### Fast Response effectiveness, what are we searching for ?

ltem	Requirement	#Criteria	Criteria requirement							
	Township own	FRE1	Measurement of efficiency of action plan (Non nominal issues, escalation, tracking of closure date of action plan) is tracked with FR track board.							
	Targets are defined and followed to	FRE2	Tracking of customer complaints by causes is managed.							
FRE	ensure effectiveness of fast reaction for	FRE3	Follow-up of respect of response deadlines in AMADEUS systems (QAN and QEC) is ensured							
	external and internal issues.	FRE4	In case of situation "Red Bidlist", a specific road map is defined and established, with the support of Supplier Corporate if necessary.							
		FRE5	Costs of poor quality (including indirect costs: sorts,) are followed.							

#### Criteria of Requirement (to be updated)

<u>1 – page 76-83</u>

- <u>2 page 76-83</u>
- <u>3 page 76-83</u>
- 4 page 76-83
- 5 page 76-83
- Auditor Hints page 84

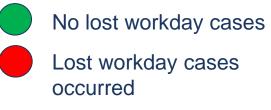


#### FAST RESPONSE

#### **Performance Metrics**

# (Example)

#### **MUNKAVÉDELMI NAPTÁR -** SAFETY CALENDAR ÉVES CÉL: ELŐZŐ MUNKANAP KIESÉSSEL SZEPTEMBER JÁRÓ BALESET ÓTA ELTELT MUNKANAPKESÉSSEL SEPTEMBER MUNKAÓRÁK SZÁMA JÁRÓ BALESETEK (LWD): WORKING HOURS SINCE THE KÜLSŐ ELLÁTÁST IGÉNYLŐ LAST LOST WORKDAY CASE BALESETEK (GMR): 2 3 ELSŐSEGÉLYNYÚJTÁSOS BALESETEK (FA[): KVÁZI BALESETEK (NM): 5 6 MEGLEGYZÉS: AZ ÉVES CÉLÉRTRÉK 200 000 LEDOLGOZOTT 4 MUNICAÇIQÜQA VONATIOOTHAN 13 10 11 12 8 9 15 16 17 18 19 20 14 22 23 24 25 26 27 21 28 29 30 MUNKANAP KJESÉSSEL JÁRÓ BALESET ALVÁLLALKOZÓK -LOST WORKDAY CASE MUNKANAP KJESÉSSEL JÁRÓ SÉRÜLÉS KÜLSŐ ELLÁTÁST IGÉNYLŐ SÉRÜLÉS, MEGBETEGEDÉS SUBCONTRACTOR'S LOSTWORKDAY CASE GM RECORDABLE ALVÁLLALKOZÓK • 31 ELSŐSEGÉLY NYÚJTÁSOS SÉRÜLÉS SÉRÜLÉS MUNKAIDŐ KIESÉS NÉLKÜL FIRST-AID INCIDENT SUBCONTRACTOR'S NJURY WITHOUT LOSTWORKDAY BALESET, SÉRÜLÉS NÉLKÜLI MUNKANAP ÚT BALESET WORKDAY WITHOUT ACCIDENT OR INJURY INCIDENT FROM OR TO WORK







### **Performance Metrics**

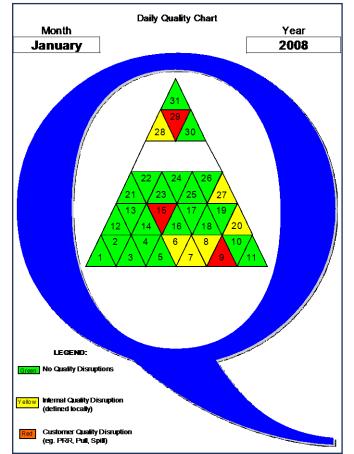
(Example)

Leadership shall ensure that Fast Response process is effective and quality status is displayed.

How do you know the Fast Response process is working?

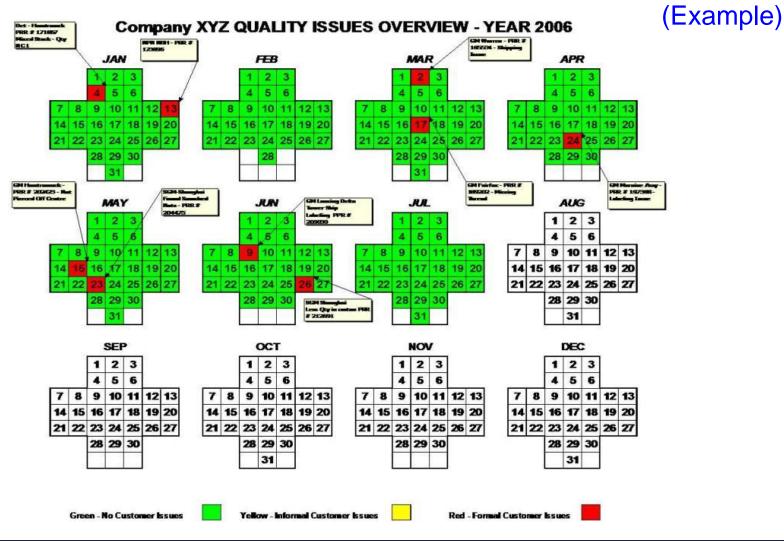
Any type of visual management can be used such as a calendar, trend charts which represent at minimum monthly data:

- The number of days Red or Yellow
- Number of issues Closed
- Average days open for closed issues



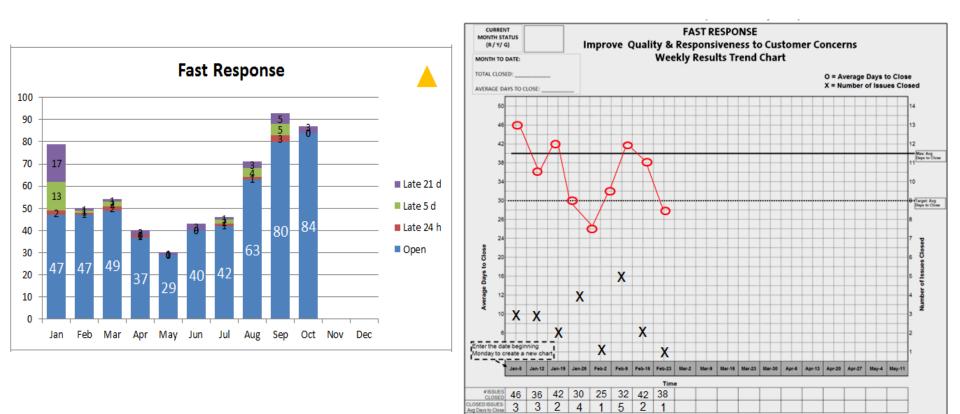


#### **Performance Metrics**



#### **Fast Response Performance**

How do you know the Fast Response process is working effectively?





#### **Repetitive Issue**

	ABC Company - Quality Fo							Fast Response Tracking Board									EXIT CRITERIA STATUS KEY					
																	1) Required but not initiat 2) Target Date Missed					
																			Y			complete
								ſ		Status & Date Green									G Complete N/A Not Applicable			
			24hs 7d 14d 34d 35d 40d										Not Applicable									
11 E M #	Date Opened	Part & Part Number	Program Name	Customer	Issue Description	Repetitive Issue?	Owner	Next Report Date By Owner	Containment - Breakpoint	Root Cause Identified	Corrective Action Implemented	Error Proof/Detection	Corrective Action Validated	PFMEA / CP Updated	Standard Work Operator Instructions	Layered Process Audits	Lessons Learned (Institutionalized)	Action Plan / Countermeasure	Forecasted Closed date	Actual Closed Date	Time to close	OVERALL STATUS (RYG) Open > 30 Days=R
1	4/15/13	Bracket 93345678	Cruze	GM	Lack of nut	Yes	Carlos	16/04 22/04 23/04 29/04 29/05 19/06 20/06 25/06	G	G	G	G	G	G	G	G	G	1 - Delay in the root cause identification Item in CSL 2 - Lead time to import a sensor from Japan - 30 days Keep item in CSL	25-May	25-Jun	70	G

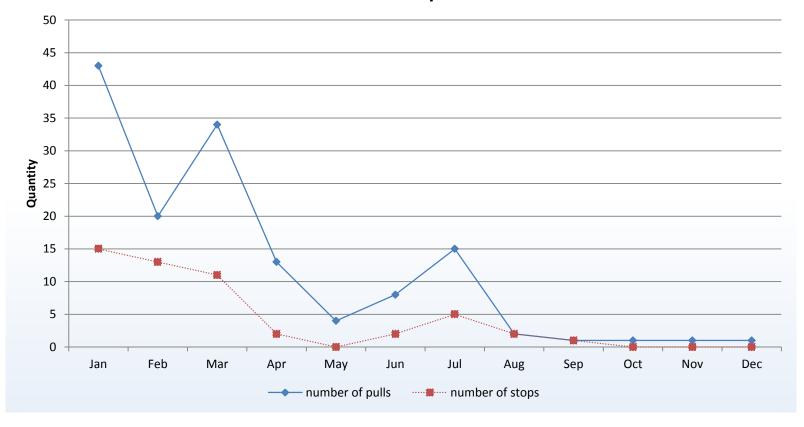
#### **Column indicating if the** issue is repetitive or new.



Date Opened ITEM #

#### FAST RESPONSE

#### **Performance Metrics**



#### Andon - Report



# **PRR reduction activities**

Location with a high level of customer complaints (>24 complaints in last 12 months) shall have a special team created to work on complaints.

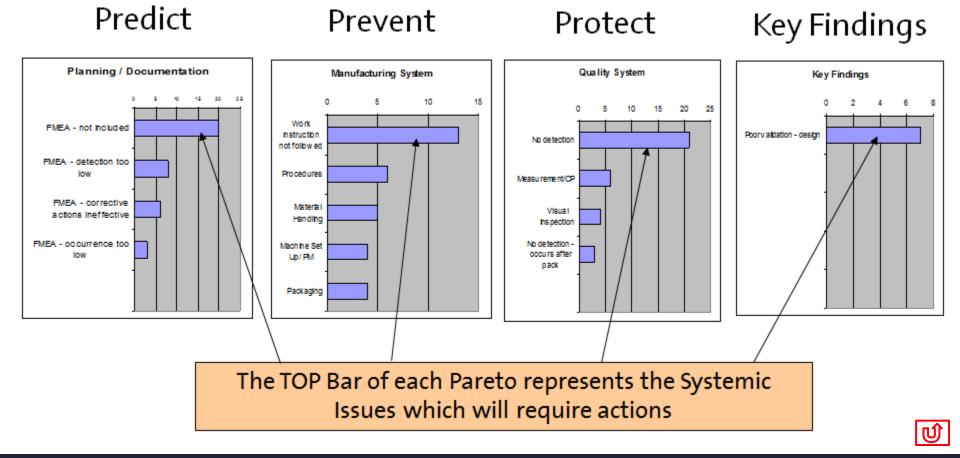
Expectation against PRR reduction team:

- cross functional team
- identify systematic root causes of issues
- define action plan and regular follow up
- assign champion from the team for each new customer complaint
- implement verification station(s) for all the customer issues and high risk failure modes



# **PRR reduction activities**

#### Example of identify systematic root causes of issues





# **Auditor hints**

- Prior to audit check number of last 12 month PRRs. If higher than 24 (do not count line accumulation ones) or trend is significantly negative, special PRR reduction team has to be established.
- Check last customer complaints whether due dates kept. If not reasons for delay, actions need to be addressed.
- Check red items percentage, evaluate actions addressed to eliminate roadblocks.
- Evidence of periodical review of average closing time for each exit criteria and set action plan for any deviation.





# What goes wrong ?

- Fast Response Meeting was started but stopped, because:
  - It became a problem solving meeting (too long)
  - No daily issues reported (-> weekly -> wind up)
  - Issues remained open too long because of no regular feedback
- Practical Problem Solving Form or equivalent is not used
- No clear definition of what is a "significant issue"
- Problem solving in office not at Point of Cause
- Missing whys (Drill Deep) to find main root cause
- Read across (Drill Wide) is not completed
- Lessons Learned database available, but not in use



Prev. Requirement