

## Effluent Pond Cover work begins

Work has commenced on the fabrication and installation of an Effluent Pond Cover for Bayer CropScience. The project is an environmental enhancement by Bayer and reduces the potential for odours from the site effluent ponds.

PNP has undertaken the entire mechanical scope of work which is to

provide a cover over an area of 750m<sup>2</sup> comprising steel framework and cladding. The cover can be fully retracted using a mechanical rack and pinion system, to enable the pond to be cleaned.

The above photo shows the initial installation phase of the substructure steelwork.

Work is programmed to be complete by the end of 2010. The final installation will feature in our next newsletter – watch this space!

## Always look on the bright side!

Some may remember Eric Idle's finale rendition in the Life of Brian in 1979 as Graham Chapman is nailed to the Cross. No matter what your age, you probably would have at least sung along to this humorous but meaningful song. Now reflect on the recent history of your job experience with Pruce Newman.

Officially, it was December 2007 that the recession began. For many years before that we enjoyed good times as employees and as a business. Earnings were well above average and profits were made for retention and reinvestment. By 2008, we were still benefiting from above average earnings and the firm was making profits. By the

winter of 2009, guess what, we were riding the recession and earnings and profits were maintained. Then by the onset of winter 2010, low & behold, we enjoyed yet another good year. Yes, over a three year period of recession, we continued to do better than most for ourselves and families. I'm not saying it was easy but we rose to the challenge and have, so far, succeeded.

Now, as I have predicted in previous issues of this newsletter, we should brace ourselves for the inevitable. Since December 2010 the going has got even tougher and will, according to forecasts, remain very difficult until the summer

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## PNP MESSAGE

**Barry Edwards**  
Managing  
Director



The essence of my thinking is essentially dealt with elsewhere in this newsheet. It's all about the strength of application, positive attitude, creative thinking, and acceptance of change and recognition of the inevitable facts related to the economic climate. We need to pull together and understand the implications of not doing so!

It is with some regret I feel I need to record my dissatisfaction of some very near misses concerning LINE BREAK-INS just recently. There have been two examples where we were not sufficiently conscious of serious hazards with potentially serious and harmful consequences to staff. Again, we have relied too much on client systems with no consideration to our own training and procedures. I urge you to acquaint yourself with PNP policy and be prepared to question client personnel and systems.

I would like to take this opportunity of thanking all staff for their contribution towards the success of the trading year ending 31st May 2010. Auditors completed their examinations in September and found our ledgers to be in good order and verified sound financial results.....so - auditors happy, bank manager happy, directors happy, shareholders happy and hopefully - staff happy.

I wish you a very contented and healthy New Year.



## Ryan completes year at SETA

Ryan Page joined SETA as an ECITB apprentice in September 2009 to spend a full year at SETA. To save travelling, he lodged locally to SETA's Training Centre in Southampton.

As with all SETA's new starters, Ryan would have started achieving qualifications right from the start and successfully completed a CIEH Level 2 Health & Safety in the Workplace Award and an Appointed Persons First Aid certificate in week 1! From there, Ryan completed an NVQ Level 2 in 'Performing Engineering Operations', his Key Skills and a City & Guilds Level 3 Certificate in Engineering Construction.

Ryan also had lots of practical opportunities to practise his pipefitting skills, including working on an Apprentice project to design, build and install water tanks and a dousing system on SETA's outside construction area.

The culmination of his first year's training was recognised at SETA's annual Prize Awards evening on 29th July when first year apprentices, their parents and employers are all invited in to celebrate their achievements. Special guests handing out the Awards and Certificates were the Mayor of Southampton, Cllr Carol Cunio, and former Director of P1 Powerboats, Andy Hindley.

## Congratulations

Congratulations to Matthew Webster and Rachel on the birth of Jenson Finley, Tuesday 9th November weighing 7lb 10 1/2 oz.

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of 2011. The PNP recession strategy will cut deep into the business. We have to be prepared to make sacrifices.

Extra efforts will be needed to obtain enquiries followed by a concerted effort to convert tenders into contracts. Greater attention to detail will be required when estimating. Job management will require special attention particularly on planning and procurement. Good working relationships with our clients are even more important.

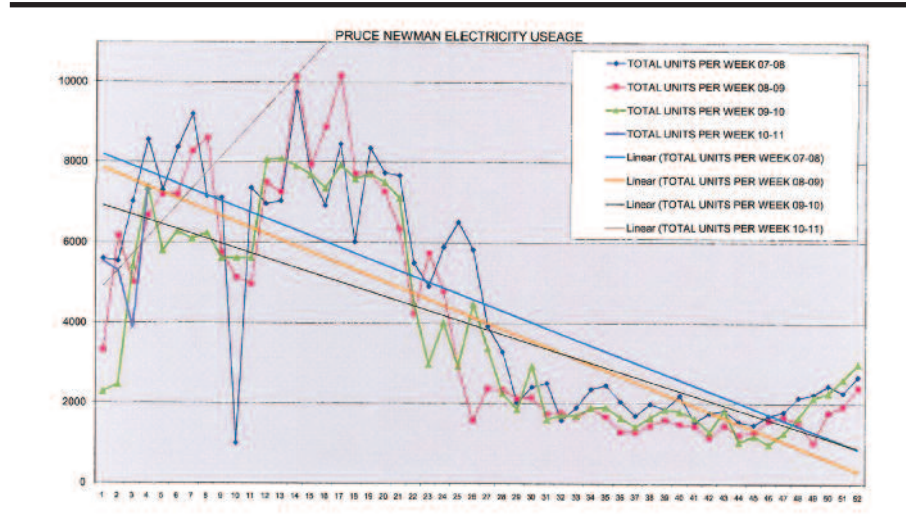
Senior site & works based staff will need to be on the top of their game to ensure jobs are organised to produce maximum efficiency and productivity. Any archaic bad site working policy regimes that still exist will need to be forgotten. All site based staff will have to be responsive and positive about changes introduced by senior operatives and management.

Extra attention and devotion will be

required to ensure the best possible combinations of skills; plant and tooling are readily available to suit each application as it arises. Standards of Safety and Quality performance will not be compromised. These elements of our business will remain a priority. The very important back-up staff should be prepared to support the various operational groups of the business with a co-operative attitude.

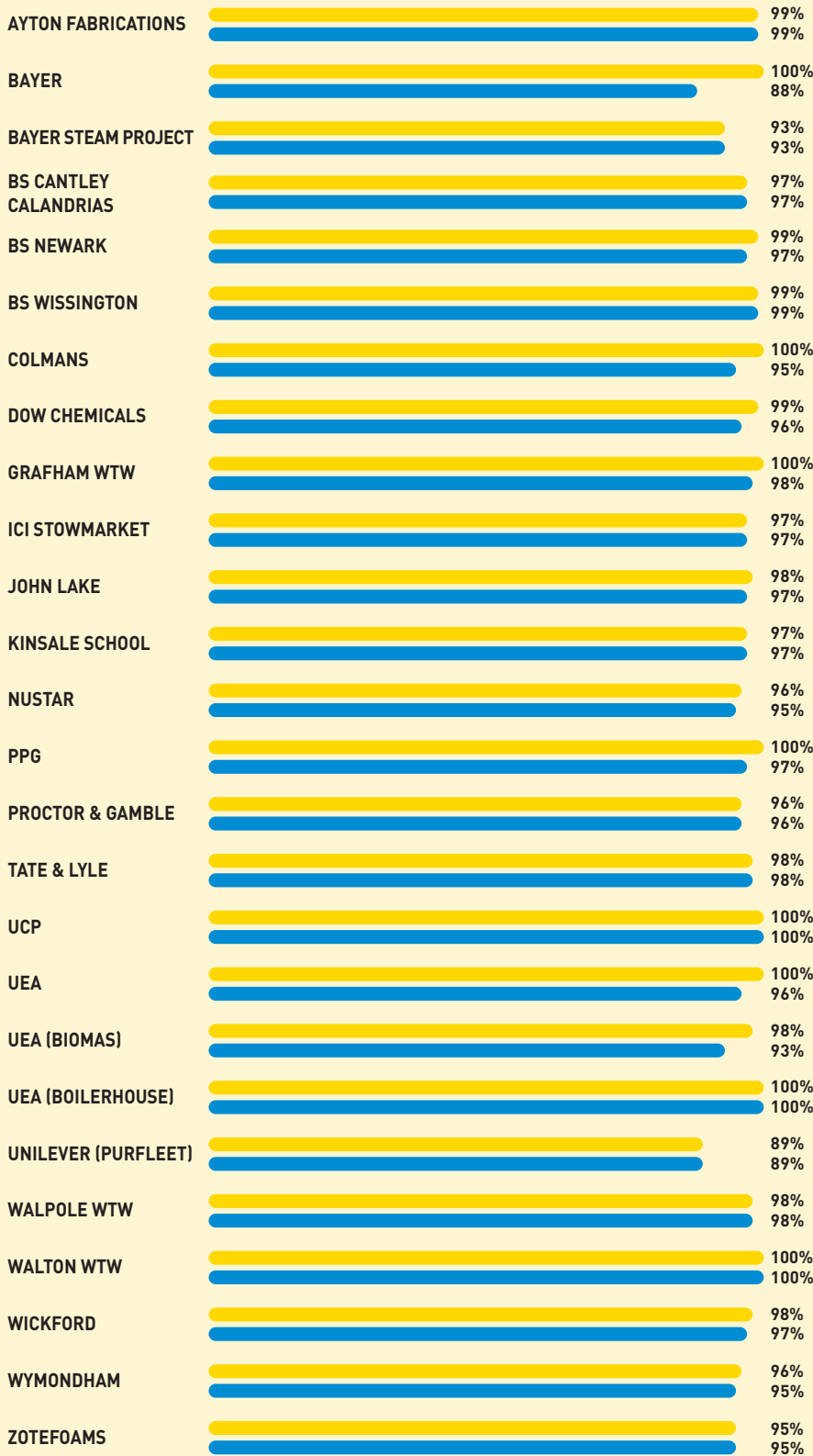
Above all, the directors must be prepared to search out opportunities, be broad thinking about the introduction of strategic and operational change within the organisation, and be prepared to make what could be quite tough decisions.

Having enjoyed the bright side for so long, don't be complacent, make way for change, make way for the difficult period and extra effort and, in doing so, make way for a brighter future.



| INCIDENT OCCURRENCES FROM END OF OCTOBER 2009 TO END OF OCTOBER 2010 |            |        |
|--|------------|--------|
| TYPE OF INCIDENT   | OCCURRENCE | SYMBOL |
| FATAL  | 0          | X      |
| MAJOR (AS RIDDOR)  | 0          | A      |
| MINOR  | 17         | B      |
| CONTACT WITH MOVING MACHINERY/ MATERIAL BEING MACHINED               | 0          | C      |
| HIT BY FLYING / FALLING / MOVING OBJECTS                             | 4          | D      |
| CONTACT WITH FIXED / STATIONARY OBJECT                               | 3          | E      |
| INJURED WHILE HANDLING/LIFTING/CARRYING / PUSHING                    | 3          | F      |
| SLIPPED / TRIPPED / FELL (SAME LEVEL)                                | 1          | G      |
| FALL FROM HEIGHT   | 0          | H      |
| TRAPPED BY SOMETHING COLLAPSING                                      | 0          | J      |
| EXPOSURE TO FIRE/EXPLOSION/HARMFUL SUBSTANCE / AIR POLLUTION         | 1          | K      |
| CONTACT WITH ELECTRICITY / ELECTRICAL DISCHARGE                      | 0          | L      |
| PHYSICALLY ASSAULTED BY PERSON / ANIMAL                              | 0          | M      |
| OTHERS (MISCELLANEOUS)   | 5          | N      |
|  | <b>17</b>  |        |

# SAFETY AUDIT SCORES 2009-10 (%)



BEST SCORE TO DATE

LATEST SCORE



## Golfer's Corner

Last summer records another successful corporate golf event at which twenty four guests were entertained at Barnham Broom. A morning team-game of 9 holes was enjoyed by all followed by a more serious 18-hole individual Stableford competition in the afternoon.

After dinner prizes were presented to Arthur Hamilton (UEA) as the overall winner, Mark Nicholson (BSS) for the best sponsor, Graham Newman as best PNP score, and to team winners Andrew Coxhead (PPG), Gary Colinson (Palm Paper) and Barry Edwards (PNP).

£420.00 was raised for children's charities on the day!

- Sixteen PNP staff members played in the pairs' knock-out completion in 2010. At the time of going to print with this newsheet the final match hadn't been played. Competing finalists were Danny Hunter & Will Emmett playing Rob Cranston & Barry Edwards. Losing semi finalists were Andy Whitting & Dave Todd and Darren Clubb & Tim Moore.

It has to be said that some great golf and friendly rivalry was experienced by all competitors this year (I can't help recalling a tremendous match with the Cootes' brothers in the qualifying stages and the winning putt on the eighteenth green in the semi-finals!)

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## Well-done Russell

Congratulations to Russell Davies who has passed his HNC in Civil Engineering.

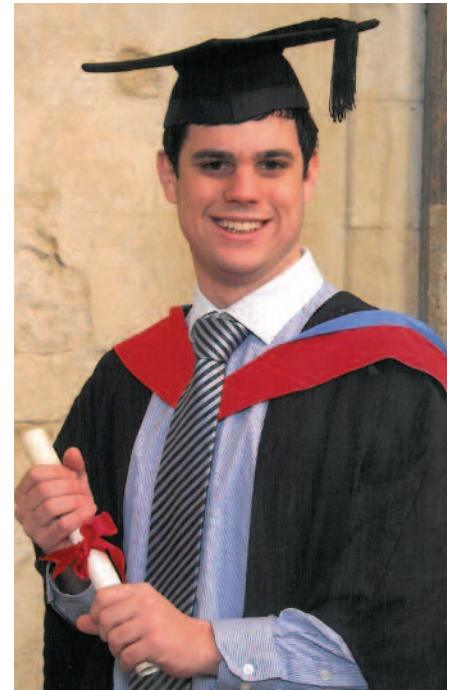
Russell joined Ayton Fabrications in July 2008 following completion of a National Diploma in Construction, and started a day release HNC course in September 2008.

The course contained an array of subjects including Surveying, Mathematics, Hydraulics, Design Principles, Structures, Geology & Soil Mechanics and others.

Russell particularly enjoyed Management Principles which included planning, resources and learning about motivational techniques.

Russell found the course interesting and useful as well as challenging at times. He says he's glad he did it and is rightly proud of his achievements. Russell is looking forward to using his learning to add to the practical experience and 'on the job' training that he is gaining on a daily basis at Ayton Fabrications.

Russell has made great strides in his development since joining the team two years ago. He says he hopes to progress in management and particularly enjoys the financial elements of his work with us, such as



purchasing, estimating and contract performance analysis.

Russell has an excellent attitude to his work and is very popular around the office - our resident 'smiley face'.

Outside of work Russell enjoys going to the Gym, cars and socialising.

We look forward as Russell continues to develop and progress within our organisation and wish him well.

## Accreditations galore

Has the construction industry gone mad or are we allowing a new business culture to develop. Accreditation agencies create a non-productive sub-sector of compliances financed by the likes of our company and, effectively, by our clients. How many of these do you recognise (see below)?

Pruce Newman are required to comply with numerous separate accreditation bodies who sell their

services to our clients in order that they themselves do not need to verify standards, competence, and resourcefulness. In my view there should be one accreditation body of standards for Engineering Construction, i.e. ISO (International Standards Organisation). This would save our industry millions of pounds & create a level playing field for business.



## Derek breaks the record!

Derek Smith overturned Andy Messent's long service record in November 2010. 36 years is a long time to devote to one firm. PNP agreed to extend Derek's employment by four years beyond the normally accepted retirement age which helped him to 'overtake' Andy. Derek has received a number of accolades for long service and received a preferred low-key presentation in Kings Lynn on his day of leaving.

Roger Hemmings also reached that time in his life with Pruce Newman and retired after 12 years service in October. Both men were highly regarded members of staff and are again thanked for their considerable contributions to PNP. We wish them both a very long and happy retirement.