



PNP MESSAGE

Barry Edwards Managing Director



The gloves are now officially off! Who's up for it?

Yes, it's now our turn to face up to the recession. Compared with the majority, we've had it good since the credit crunch in 2008. We are already experiencing the need to look harder for opportunities and, when found, more difficult to win tenders.

As I have said before, this isn't the first time our industry and the rest of business have found itself in this position. We've come through it before and we'll do it again. This is, of course, if we are prepared to make extra sacrifices. A few actions have already been taken (including pay freezes and considerable profit reductions) but I have to prepare you for the possibility of more cost cuts, budget restrictions, reductions to the working week, tougher targets and improved efficiencies. The main goal is to protect jobs and resources.

Having said this and in view of the general reports of business profit reductions and companies falling into administration, I can report that PNP appear to be heading towards a respectable financial performance this year. Obviously, my comment here is relative to the special targets and objectives set for our first 'recession year'.

I don't wish to tempt fate but since the incidents in October 2009, at time of writing this message, we have gone more than 200 days without a 'Lost Time' incident. The initial challenge is to reach at least 1,000 days without loss. With a little extra care and concentration I am sure this is easily possible.

Don't forget, if you have any doubt about safe application or environment do not embark on the task in hand – refer your concerns to your supervisor before proceeding – you will not be penalised for being cautious – your actions will be appreciated for being aware of possible hazards to yourself or others.

Enjoy the summer of 2010 especially if you are going on holiday, and please keep a safe, positive and productive attitude while at work.

Pruce Newman's front line army

Having compiled a number of entries in our newsletters for the various divisions of our organisation, I would like to draw attention to the flag wavers who man the front line; they being the site based staff who demonstrate all kinds of skills to our clients. In effect, this section of our company doesn't belong to any particular division (unless they are a core team member – more about this later) but are shared by and perform in each of the five operational divisions, i.e. Projects, Wyomndham, Wickford, Ayton Fabrications and Labour Only.

Most of our site based staff are directly employed by Pruce Newman but we do, from time to time, engage some agency staff who have become known to us. Whilst we have employed up to around 140 pipefitters & pipefitter welders, our 'manageable' number

is up to around 95. Much, of course, depends on the nature of work we have on at any one time. Things in this respect are influenced by number and size of jobs being worked on at any one time, site localities and skill, supervisory and management availability.

Technically speaking, Dave Todd is our HR manager and has responsibility within the Infrastructure department for recruitment, training, health & safety, welfare, terms & conditions, and good working relationships. Dave is an ex-pipefitter/welder/chargehand and is able to bring a healthy balanced view on HR issues.

We employ a number of experienced chargehands, senior operatives and craftsmen who have managed to bear

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Train to gain

In spite of the recession Pruce Newman continues to invest in its staff by providing as many opportunities as possible for employees to expand their skill base or re-establish old skills. In this calendar year, we have already expended 123 man days on 'non-standard' site based skills training excluding management training, Tech Skills (NVQ) and NASEC (Apprenticeship)! The concentration, so far, has been on slinging/signalling' IPAF, IOSH, Confined Space, First Aid, Mechanical Handling and, of course, welder training and qualifications.

In order that we can maintain a momentum in such investment we rely on support from the Engineering Industry Training Board (to whom we pay a statutory levy) in terms of advice and grant opportunities. It is pleasing that so many employees approach the learning challenges with enthusiasm with a view to enhance their skill portfolio. Thanks goes to Dave Todd who has responsibility for keeping the training programme on track. **BE**

First Aid: One of the training areas we have concentrated on this year



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Pruce Newman's front line army

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employment with PNP for many years! Added to this there is a new generation of what I hope are enthusiastic trainees.

It can be seen from this schedule that our staff do stand the test of time with PNP and this is a characteristic that helps the business maintain high levels of skill, consistency in performance and good understandings & working relationships.

More than 20 years service:

Adrian Sheard; Graeme Terry; Kevin Fitzgerald; Phil Barnes; Ian McKenzie; Kenny Fryman; Derek Smith; Geoff Kirk; Alfie Smith.

More than 10 years service:

Chris Cootes; Colin Roberts; Steve Sharpe; Philip Hoy; David Newitt; Mark Taylor; Darren Clubb; Billy Walpole; Jason Cootes; Will Emmett; Ian Hallett; Tim Newman; Neil Hopgood; Danny Hunter; Paul Hayhoe; Mark Blaxter; Alan Page; Kevin England; Malcolm Simpkin; Steve Skipper; Justin Edwards; Clive Fulcher.

More than 5 years service:

Barry Prior; David Leonard; John Kerrison; Matthew Webster; William Robertson; Simon Robb; Martin Eastell; Mick Mackney; David Kirk; Scott Mason; Richard Eastell; Danny Walpole; Jason Woolner; Wayne Hart; Lee Emmett; Trent Terry; Andy Witting.

In recent years:

Matthew Page; Steve Masters; Gavin Durham; Julian Messent; Mark Wright; Richard Cranston; Richard Groom; Michael Smith; Ricky Simpkin; Barry Scoons; John Christian; Tony Haydon; Steve Bambridge; Reece Buxton; Toby Roberts; Peter Tatley; John Steward; Matthew Gallant; Ryan Page.

Following a whole variety of training programmes these skilled personnel are obviously encouraged to gain pipefitting experience and formal qualifications. The ECITB provide facilities to help bring all staff up to a NVQ level 3 standard. Many of the more mature employees have formal apprenticeship credentials. In recent times the NSDS and Tech Skills programmes have allowed young trainees to gain formal skill credits. Older new employees also have the opportunity to retrain themselves into our industry by signing on to the Tech Skill scheme. Much of the real learning is done 'on the job' when the more experienced staff members are able to mentor & pass on their wealth of skill knowledge to the newer recruits.

Additional training for specialist applications is also encouraged so there is broad based knowledge and accreditation amongst the ranks of our staff. There appears to be great enthusiasm amongst staff to look for



training opportunities so they may extend their skill base continuously.

Within the market the company operates in it has always been essential that a large majority of our staff have competence in welding. There are numerous techniques and codes to master. We are always looking for our staff to add extra welding skills to their abilities. There is a need to maintain levels of around 66% of our staff to have an assortment of welding qualifications. Very high standards in terms of weld quality and efficiency are synonymous with the skills featured in the craft ranks of Pruce Newman.

Of course there is also a need for staff to be quickly aware of the working environment around them therefore formal and 'less formal' training for health & safety practices & awareness is a 'no-brainer' investment for the business. It has been very pleasing that the vast majority of staff have responded very positively to these needs.

Generally our workforce has to be as multi-skilled as possible because our business market is very broad based. Apart from new build pipework (industrial & commercial) in the Process, Utility, H&V and Structural fields we specialise in maintenance orientated works. This means that our staff need to not only learn their chosen trade but to become familiar and experienced in the various and sometimes quite arduous process/manufacturing site regimes. It is for this reason that it is sometimes a sensible option for employees to become part of a core team.

The company recognises the fact that a number of cultural changes have affected the craftsman in his attitude towards working in the construction industry. By this I mean it is recognised in respect of the requirement to work away from home for extended periods, as is traditional in the industry, is less desirable. In an attempt to assist staff in this regard there are opportunities for them to voluntarily 'reside' at a single site for extended periods and become part of a core team. By agreeing to work on an operational site (or in the Ayton workshops) for a while enables the company to provide a continuity of resource that become well versed in the skill and regime standards specifically demanded by that particular client. This has worked well on a number of sites and although it is a feature of the benefits provided by Pruce Newman, it cannot be guaranteed indefinitely. There will be times when core team members will be phased in and out to allow opportunities for others to participate when their circumstances change and when the business requires it.

Then there are those who prefer to have more variable working environments which is more conventional within our industry. These staff tend to move from site to site on a fairly regular basis and, on occasions, lodge away from home when the travelling distance to site is too far to visit on a daily basis. They enjoy a larger variety of challenges and are able to apply & display their skills in a broader field. It is important for those less experienced craftsmen and trainees to feature on this type of work so they gain experience in a variety of applications with different types of installations, varying clients, differing site conditions and gaining personal skills whilst working (& living) with a dedicated team of men.

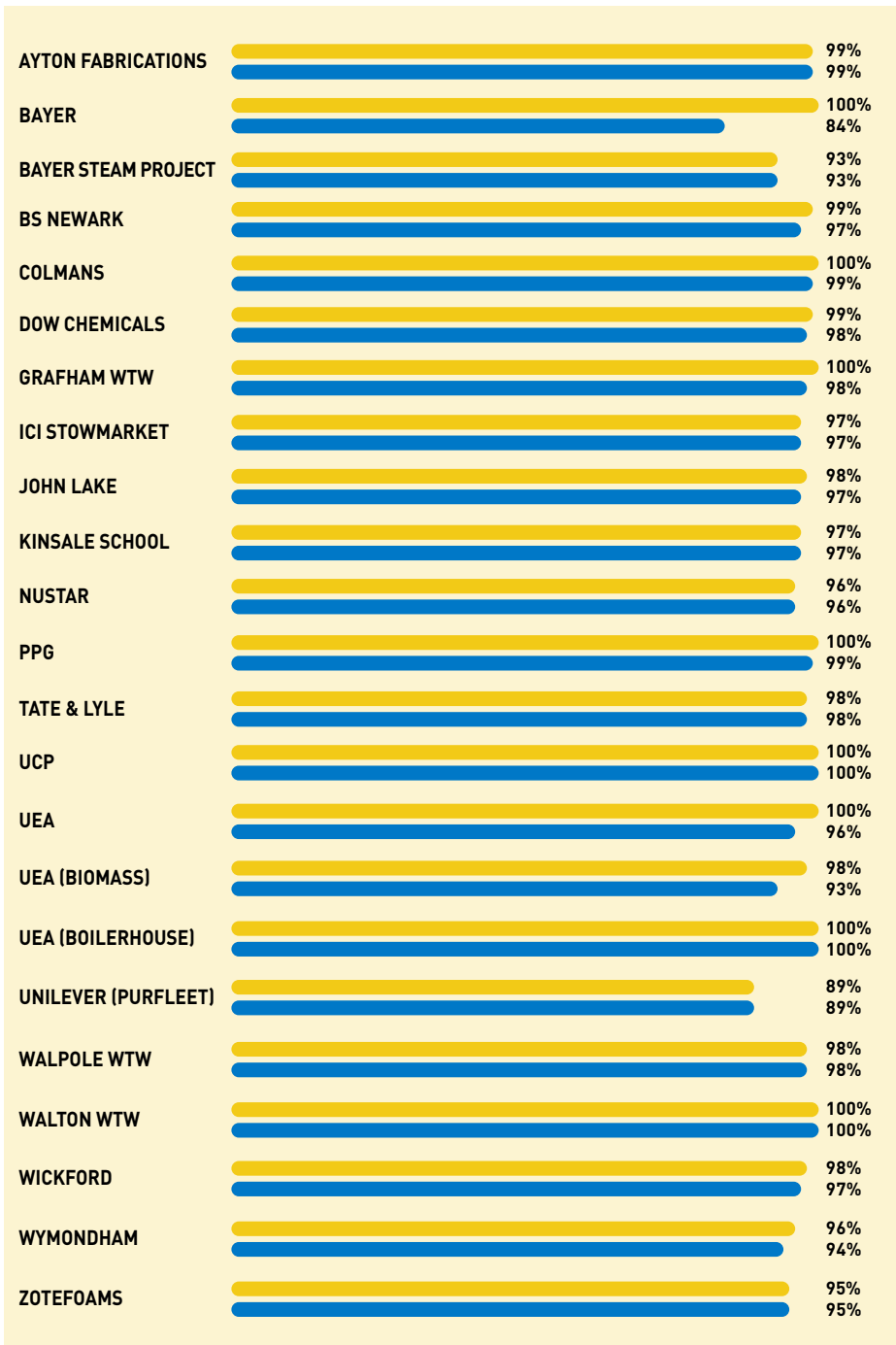
It is vitally important that the business has a suitable cross section of personnel ready to serve in the Core Teams and the 'Floating' sections of the work force.

All in all, the site craft based staff represent an extremely important category of personnel employed by the company. They are deserving of high accolades particularly when they rise to the difficult challenges of the present day. On the whole, the attitude of good understanding, co-operation and willingness to perform in a continuously changing working environment cuts very deep into ranks of the organisation.

My thanks are extended to those who you and I know are the true flag bearers in the front line!

Barry Edwards

LATEST SCORE
SAFETY AUDIT SCORES 2009-10 (%)
BEST SCORE TO DATE



Abrasive wheels

Never use grinding tools after the expiry date, (printed on each disc). If there is no expiry date given, observe the shelf-life of the following products: Plastic and shellac-bonded products 3 years; abrasive discs with rubber bond 5 years; ceramic-bonded abrasive discs 10 years. Observe the warning or safety instructions on grinding tools or the packaging. Please rotate your grinding tools monthly.



A photo depicting an injury through failure of a grinding tool.

Christmas dinner dance 2010

Can I take this opportunity to say 'Thankyou' to all those that attended last year's Christmas Dinner Dance.

Attendance was low, just 58 of us but I'm sure you will all agree, the evening was very warm and friendly and a big success, the food and service at The Ramada was again excellent.

The date for this year's Dance is Saturday 11th December 2010. It will once again be held at The Ramada and the format will be the same.

Invitations will go out in August and I look forward to seeing a lot more of you there. Viv Edwards

INCIDENT OCCURRENCES FROM END OF MAY 2009 TO END OF MAY 2010

TYPE OF INCIDENT	OCCURRENCE	SYMBOL
FATAL	0	X
MAJOR (AS RIDDOR)	1	A
MINOR	18	B
CONTACT WITH MOVING MACHINERY/ MATERIAL BEING MACHINED	0	C
HIT BY FLYING / FALLING / MOVING OBJECTS	4	D
CONTACT WITH FIXED / STATIONARY OBJECT	5	E
INJURED WHILE HANDLING/LIFTING/CARRYING / PUSHING	4	F
SLIPPED / TRIPPED / FELL (SAME LEVEL)	3	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)	2	N
TOTAL	19	