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Recognising Safety, Training, Environment and Quality across the business



AARSLEFF

Aarsleff

ISSUE NO.4

NOVEMBER/DECEMBER
STAFF NEWSLETTER



WELCOME

Welcome to Aarsleff Ground Engineering's newsletter.

Soil Nails Elan Valley Aqueduct, Wales

Core competencies are the main strengths of our business, comprising a combination of our specialist knowledge and technical capabilities that allow Aarsleff Ground Engineering to be competitive in the marketplace. The recent reorganisation of the company brings with itself a fresh and renewed focus on our existing core services/products and markets. We will continue working within our four disciplines - Piling, Ground Engineering, Sheet Piling and Ground beams - and focus our activities in the primary markets we currently serve - Commercial & Industrial, Residential, Infrastructure, Energy and Rail - to deliver a high level of engineering excellence and expertise. As a major Ground Engineering Contractor, we will be committed to making every job a success and increasing our profit. In achieving this, we require our operations teams to take greater responsibility and closer management of a project, ensuring that our performance is being reviewed at all times. We will also be looking at each project from a far more strategic viewpoint, meaning that each project will be reviewed upon its own merits, both from a commercial and

client basis. Secondly, we must not forget that customers are the lifeblood of the business. Focusing on providing a great experience isn't just the right thing to do, it also makes financial sense. Happy customers ensure both repeat custom and new business. Lets keep our customers aware of our performance on site, let's listen to their concerns and understand how they feel, lets act where possible to address their needs and issues, and if we cannot resolve the issue, explain to them why and work harder at finding a compromise. Finally, given the clear risks associated with construction, Health and Safety is one of our greatest priorities and within Aarsleff's management team, the issue of Health and Safety is taken very seriously. As well as offering employees suitable training and information, we will be holding regular team and company briefings, conducting thorough and regular risk assessments, and taking any necessary steps to reduce the dangers identified in these analyses. As a company, we have a duty to do all we can to protect our employees, and to keep safety standards as high as possible.



...Kevin Hague,
Deputy Managing Director UK



Photobooth

Every issue we ask you to send in your Aarsleff pictures on-site or at home and the best of these are then published in here. If you'd like to be featured, grab your camera and get snapping!

Send your best photos to:
jessicabanham@arsleff.co.uk



CHARITY CORNER

We raised a whopping £104.54 for Macmillan Cancer Support by selling slices of both homemade and bought cakes, as part of Macmillans Coffee Morning. Well done to our joint winners Matthew Rastall & Janice Britten for picking up the prize for best baked cake!



We also supported the 'Mad Hatter' themed Equinox Ball on the 30th September. Based in Doncaster, the annual event comprised live auctions, dancing and incredible raffle prizes, that raised thousands of pounds for Cancer Research UK & FireFly.



Finally, Aarsleff sponsored Beaumont House Hospice's event 'Party at the Castle' as part of the OVO Energy Tour of Britain on the 6th September. 120 of the world's top cyclists cycled the 175-kilometre stage from Mansfield to Newark-on-Trent. Aarsleff supported local charity Beaumont House Hospice in their event by providing the entertainment within the Newark Castle. As you can see from the photo, a great day was had by all.



Last pile at Plot 4, Avonmouth (From Left: Andy, Toby, Rich, Wayne)- [Richard Judd](#)



A33 Reading- [Steve Gilbank](#)



The Aarsleff Vans- [Alexandra Tinker](#)



Piling inside the O2 Dome, London - [Lee Severn](#)



>> CHECK OUT MORE PROJECT COVERAGE ON WWW.LINKEDIN.COM/COMPANY/AARSLEFF-GROUND-ENGINEERING-UK

STEQ Space



... Robert Speakman, STEQ Manager

SAFETY. TRAINING ENVIRONMENT QUALITY

STEQ performance in September and October has been a tale of two halves. Centrum seeing a decrease in the number of accidents which occurred in August, sustaining 3 minor accidents, whereas Aarsleff having gone from zero in August and September sustained a RIDDOR reportable accident in October. As a reminder, an operative slipped whilst stood on the tracks of the rig refuelling, landing on fuel bowser fracturing his left thumb in the fall. Refuelling should be carried out from ground level, if it cannot then report it.

With the recent business changes now is the time to reinvigorate our commitment to all matters STEQ. With new leadership and a clear direction we can all move forward together to improve. The first step is being taken by the Senior Management team attending a one day IOSH for Senior Managers training course. This should help us to realise and realign our values to what is important. Ultimately; that is everyone coming to work and going home safely, whilst earning a wage, making a profit and having a smile on our faces. Coming to work has to be an enjoyable experience- if you don't enjoy it, you don't get involved and you don't buy in to making things better.

Talking of involvement the newly formed 'Worksafe Committee' met for their first meeting recently. This group made up from representatives from across all areas of the business from office, factory, plant and site has an open remit to highlight issues and affect change across the whole business. The group is headed by Kevin Hague providing Director level commitment and direction, whilst being steered by Simon Jackson & Ian White. Get to know your Worksafe Rep, get involved and contribute.

"Together we can make Aarsleff world class!"

All things QUALITY – reporting of Non-Conforming (NCR's) products and services – this is where we do not deliver / install / provide the product or service as we have agreed with our Client. Whether this is an incorrectly made pile or ground beam in the factory or a pre cast or sheet pile / soil nail, or ground beam installed incorrectly out of tolerance. For whatever reason this has occurred we must report these instances as a Non Conformance. This is a requirement of the ISO standard but also good practice such that we can recognise, analyse, trend and fix our problems. If we don't record then very often problems soon get forgotten. Our current practice and procedure is under review with a view to improving this area and briefing sessions will be arranged accordingly.



STEQ SPECIAL MENTION TO...

Micheal Atkinson

Michael Atkinson started working for the Geo division with his brothers and has learned very quickly various areas of the Geotechnical discipline and he has tried hard to adhere to H&S regimes and I particularly like his approach to rig guarding which he has been diligently following while on site at Shakespeare School Leeds. He is operating as the 'Spanner Man' and working hard to impress.

...Simon Jackson, STEQ Supervisor



AarSTAR of the month



The 'Star of the Month' feature is to celebrate members of our company who have gone above and beyond expectations and deserve to be recognised and thanked for their achievements. They may have shown great leadership skills for example, or simply worked hard to achieve exceptional results. This month we would like to congratulate ...

Richard Thomas



“

Richard Thomas has been a dedicated employee of yours for 25 Years. Richard has shown such passion and commitment during his 25 years and has not been off sick during this time. Since turning 65 in June, Richard is eager to continue to show his enthusiasm with respect to work and shows there is no signs of retirement in the coming years. Not only is Richard a fantastic husband, father and grandfather, he's been a role model for many of your employees offering support/training and guidance when required. Richards been apart of the company changes over the years, and has shown his loyalty throughout”

...Janet Thomas

”

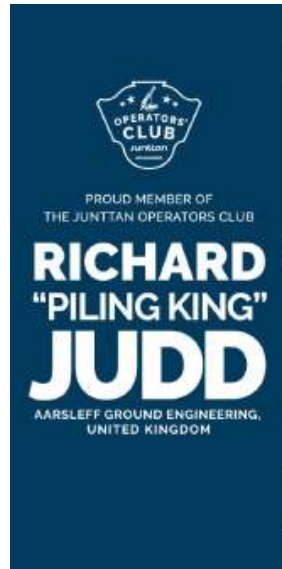
If you would like to commend a member of staff for our next newsletter please send through your nomination and the reasons why to jessicabanham@arsleff.co.uk



Junttan Operators Club...

Honorary Member

The newly launched 'Junttan Operators Club' has announced that Richard Judd is their second honorary member. Richard joined Aarsleff Ground Engineering in February 1993, and for those past 24 years, has been a dedicated and hardworking employee. Richard has now been operating piling rigs for a total of 29 years and has suitably landed himself the title 'Piling King'. Richard is a big fan of the Junttan PMx22 rig, which Aarsleff Ground Engineering added to its fleet in November of last year. On hearing about his honorary member status, Richard said: "I am delighted to become a recognised member of the Junttan Operators Club".



Thoughts from the HR Desk

In the last issue I talked about 'the team' and what we as employees can do to promote our Company team culture. In this edition I want to build on that by including co-operation as a key feature to Company team culture. We have seen recently how adverse market conditions have to impact on the decisions taken in the Company. These decisions are necessary to achieve our competitiveness in our market. Some of the decisions are not comfortable, but the decisive action is important. Focusing on the future we all need now to be professional, cost conscious and co-operative with our customers, colleagues, our departments and our Group in all that we do to ensure our success. Co-operation, sharing information, being courteous, all promote our professional approach in all areas of our business, from the manufacturing process to project delivery, of course we need to take necessary risk but in a well thought out planned and co-operative way. If we combine these elements into our culture and every day practice of our we will be successful and underpin our actions with professionalism. We will set ourselves apart from our competitors.



...Heather Jones,
Business and HR Manager

IT & Network

About a month ago I sent around an email detailing the Microsoft Portal we now have access to. I would like highlight two programs that may well offer useful functions to you:

- 1) **One Drive** – One drive is a Cloud drive similar to Dropbox. Each of our users has access to a 1TB of storage, that can be used to share very large files (20GB) to other users including external contacts.
- 2) **Skype for Business** – Make video calls to any Skype user direct from your Laptop, and take part in or arrange online meetings from your computer.

Please contact IT for more details on how to get started.

...Simon Pick, IT and Network Supervisor

Site Lads Show their Support



Gary Dolby (pictured left) has been off work for over 8 months. The site lads clubbed together to show their support and Stuart Hancock (pictured right) met with him on the 23rd September to deliver their gesture of good will.



Spotlight on Estimating

“It’s just Plant, Labour, Time and Materials”

Definitions of a Piling and Ground Engineering Estimator: Someone that works out the costs of building something. Someone that forms an approximate judgement or opinion regarding the worth of a project. Someone that analyses tender documents, engineer’s drawings, site investigations, specifications, architects drawings, clients sketches, ironmongery schedules, roof truss drawings and all other documents that clients deem are necessary to send to a Piling and Ground Engineering specialist! Yes, we receive a lot of documents that aren’t relevant to our works as clients send the whole project details but as an estimating team we need to assess what is and isn’t going to affect us on a project. We then schedule the work, design the elements, assess the outputs and put a cost to it. Whilst doing this we have to identify risks to minimise and opportunity to maximise. Each project comes with its own set of intricacies and requirements that aren’t always immediately obvious. We have received just over 1800 enquiries in the last financial year and secured work at a rate of 1 in every 5.8 projects priced. The plan for

this coming financial year is to increase the number of enquiries in the Beams, Sheets and GE departments so allowing them to grow with Piling maintaining its position. We run a lean number of estimators at Aarsleff who are motivated and want to secure profitable work with opportunity built in for the operations teams to maximise and deliver. However, due to workload, we acknowledge that there are occasions where a risk slips through the net and requires other teams to address it. Once identified we look to learn from the outcome as we are looking to improve where possible. We need to maintain the good information flow regarding projects that have multi-disciplines so we can continue to provide a coherent approach to our clients from all departments. Also, as one of the early points of contact with our clients we need to educate them that Aarsleff Ground Engineering is more than a just driven piling contractor these days. My personal thanks go to Ashley Carter, Nathan Follows, Dave Evans, Euan Allison, Chris Glenn and Rebecca Johnson for their hard work and commitment to the estimating & design process.



...Matthew Rastall
Group Estimating Manager

“ We need to maintain the good information flow regarding projects that have multi-diciplines so we can continue to provide a coherent approach to our clients from all departments ”

Refocus & Restructure

In the beginning of October we decided from the Danish parent company to refocus the business in Aarsleff Ground Engineering and following that restructure, the management team. In this process we agreed with Chris Primett that he left the business as a consequence of this. Chris has been in the company for more than 25 years and the last 6 years as MD. We wish him the best for the future and thank him for the effort and service he has brought into the UK business. In the new structure I will step in as the temporary MD from the parent company in Denmark, but the daily business in UK will be managed by Kevin Hague as the deputy MD. You all know Kevin as our very experienced general manager during the last years, and he has already grown into this new position and taken the responsibility for our activities in a very trustworthy way. Kevin is assisted by Paul Pendleton, our business unit manager in Centrum Pile and Frances Harvey our finance manager, and the 3 of

them will form a new management team to cover our coming business, assisted by me on the strategic level. During the last years we have extended the activities in UK very rapidly and we have added ground beams, sheet piles, geotechnics and large scale piling jobs to our activities. This has been a challenge to cover all the new areas and get the expected results and continuance out of this in our daily business. In the future we will concentrate on our core business within small and midsize piling jobs and optimise the production within this field both in Aarsleff and Centrum. The ground beam packages will be optimised in design and installation organised and coordinated with the piling. Beside that, we will continue and develop the activities we have started within geotechnics and sheet piles and stabilise these works on job sizes which suit our plantsand organisation. If we do this, and select our jobs in a careful way, we then cover our cost and risks, enabling us to have a great future in the UK as Aarsleff Ground Engineering.



...Stig Weis,
Divisional Manager of the Ground Engineering Segment

Aarsleff

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HAVE YOUR SAY!

We want to hear from you with stories, pictures, fundraising efforts and anything of note which we can include to make this newsletter more beneficial and interesting to you.

Drop Jessica Banham an email with your suggestions to:
jessicabanham@aarsleff.co.uk

WWW.AARSLEFF.CO.UK
CONNECT WITH US!



Driven Precast Concrete Piling, Lidl, Avonmouth