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Recognising Safety, Training, Environment and Quality across the business



AARSLEFF

Aarsleff

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STAFF NEWSLETTER



When Ignaz Semmelweis, a Hungarian physician and scientist, discovered that mortality rates dropped if doctors and midwives practiced washing their hands with a chlorine solution, he was criticised and ignored. Despite his research in the 19th century being one of the greatest in world hygiene, it took years for people to understand the significance of his discovery. Sometimes, new ways and ideas of working can cause disruption; bringing only negative comments – fortunately that hasn't been the case for the new ways of working we have implemented in the last two months.

The achievements and efforts I've witnessed has been astonishing; the way we have been able to quickly and effectively adapt to the changing ways in which we work has been a career marker I will never forget. Here are just a few things we have achieved together:

- Became experts on Teams and set up home working to enable 100% of staff to work remotely, but also efficiently.
- Deep cleaned the Centrum factory and adopted new shift patterns.
- Re-planned our entire projects to adopt the changes.
- Arranged and set up new accommodation on sites.
- Worked closer together than I have ever witnessed as a team of professionals.

We should all be proud to say we are working through this; we will get there; we can do this. As both a company and as individuals,

we will be stronger and better after this is over. My continued priorities are the safeguarding of our workforce and our clients, with continued communication throughout as things evolve.

We have seen more positivity in the way of Awards. Our VR innovation has been shortlisted for two awards in the Constructing Excellence Awards 2020, as well as our specialist works in King Edwards Bay, Tynemouth in the Ground Engineering Awards 2020 – great accolades for the works we do. Our safety initiatives and accident prevention work in 2019 has also received recognition with Aarsleff and Centrum Pile receiving a RoSPA Health and Safety Gold award, the highest award achievable, for a third year running. I thank all who have been involved in achieving these. I would also like to extend a warm welcome to Gareth Phillips who joins our Geotechnical Estimating team and Dan Broadley, who returns to Aarsleff as Piling Operations Manager.

With things ever changing at the moment, it is all our responsibility to help each other to get through this period. With notices in the press of companies struggling in this critical period, I need us all to be absolutely focused on our individual work, Departmental work and company wide work. We must all pull together and continue to work harder, smarter and more focused in everything we do. Please continue to stay safe and be sensible through these times and lets use this period to galvanise ourselves as leaders in Ground Engineering.



...Kevin Hague,
Managing Director



Photobooth

Send your best photos to:

harrisonmarshall-lack@aarsleff.co.uk or Whatsapp to 07990006536



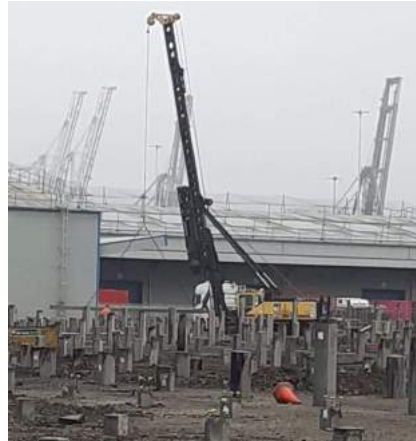
Drilling & Grouting, Ouseburn - [John Waugh](#)



DPC, Avonmouth Fire Station - [Sam Riley](#)



New Junttan PMx22 in the Yard - [Adam Whitworth](#)



DPC, Southampton ABP - [Richard Judd](#)

FLEET UPDATE



We have taken delivery of a new Junttan PMx22 piling rig, one of the many fleet investments already secured for 2020.

The PMx22 is the third model to be added to the company's fleet, bringing the total number of driven piling rigs to 14. The new rig, which was transported directly from Junttan's factory in Finland, is part of a wider overall programme to reduce the average age of the fleet and overhead costs on maintenance.

The company also made an investment in two new Casagrande C6 XP-2 drilling rigs over the winter period, along with acquiring a Klemm 709 for SFA and preboring projects.



Sheet Piling, River Doe Lea - [Jim Wilson](#)



Drilling & Grouting, Ouseburn - [Phillip Wright](#)

>> CHECK OUT MORE PROJECT COVERAGE ON WWW.AARSLEFF.CO.UK



Robert Speakman,
STEQ Manager

March and April have seen two significant achievements in terms of our Health and Safety performance. The whole company was awarded its' third RoSPA Gold Achievement Award for excellence in the field of health and safety management and Aarsleff has seen its Lost Time Accident Frequency Rate drop to ZERO. If ever that was a target to reach we have struck a bullseye – the trick is to sustain and improve on this performance going forward. Aarsleff have actually worked over a quarter of a million hours (277,303) without a single lost time accident!

WELL DONE TO EVERYONE for playing their part – these achievements that everyone in the company can take pride in.

Even in these current strange times we are striving to improve our performance whether that be effective and safe working from home or working within the 'social distancing' guidelines on our sites. It never stops and it can't stop.

Looking forward, I mentioned in the last newsletter the 'Fatigue Study' planned for April and a request for volunteers to participate – this will still go ahead albeit the start has been delay due the current events, volunteers are still required. This is your chance to participate and help improve industry working practices. You will also gain a valuable insight into how your work and home / social life all combine and affect your fatigue. This is obviously linked to wellbeing and general health. I am sure we will learn some interesting facts. If you would like to volunteer then please contact myself in the first instance.

In case some people were not aware TRAINING IS ALLOWED whilst persons are furloughed – this is in line with government advice. If you have been sent a link to complete online training then please ensure you do this as soon as practicable. This will allow the company to maintain and, in some cases, upskill our people without any disruption to normal working activities.

As a finishing note – it is important during the current pandemic that we maintain high levels of personal hygiene, thoroughly washing hands and cleaning / disinfecting all common surface – following the government and industry guidelines, and social distancing measures that have been implemented.



STAY SAFE – WORK SAFE – BE SAFE

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. This month we would like to congratulate...



Kevin Hague



The difficult decisions Kevin has had to make during the Covid-19 crisis is deserving of recognition, demonstrating his care for the safety and wellbeing of our entire team and workforce. Kevin has shown incredible leadership and dedication to the whole team in these challenging and unknown times, keeping strong communication with the whole team and driving us in keeping business continuity as well as helping to keep us all safe.



...from the whole team at Aarsleff and Centrum

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

AarSTAR of the month



Additional comments from employees around the business...



Inclusive leadership in troubled waters, commendable effort Sir.

Thank you Kevin for delivering wise leadership, taking the whole team with you at each stage by your guidance to look beyond the day to day to the global picture – swift and nimble execution of action – resulting in fully functioning operations in extraordinary circumstances.

Well conducted leadership in difficult times.

Kevin has shown true direction & leadership quality throughout - made some tough decisions with a balanced level of openness not always achieved at MD level. I have worked for many other MD's throughout my career who were never able to achieve this in a crisis situation.

Throughout this busy period he has also set time a side to give me a call to check how I was getting on settling in with the geotechnical team which I have really appreciated.

I think we've all been very lucky and very well looked after over the last 6 weeks.

I think not only looked after our safety but has completely bucked the industry trend for furloughing staff (in terms of numbers) which has meant (a) Aarsleff has been industry leading in our approach to Covid-19 (b) we're still operating a fully functioning business (c) staff are not having the emotional/mental stress of income loss and (d) we should hopefully be at the front of the queue for new awards when things 'go back to normal'.

Kevin, you motivate your employees, you take tough decisions. You support your colleagues, you demonstrate true ability and leadership to guide us at all times. We appreciate the efforts taken by you. Thanks boss.

Kevin has done an exceptional job in not only keeping the work going for the company but has invested his time in to making sure that the employees personal wellbeing is looked after as well.

I realise this past month has been challenging for you as MD. I want to thank you for your leadership, guidance and support through that time. Your communications over the past month to keep us operational, safe and inspired is phenomenal and truly a one of a kind – Thank you Kevin!

At a time when the industry needed to stand together and support each other, it didn't. Kevin made a choice that workforce welfare and families at Aarsleff came first. If a phased process back to operations could be done safely, that came second. Choices like that you don't forget.

100% under my own volition I wish to nominate Kevin Barry Hague for his extraordinary leadership. I am proud to be an Aarsleff employee over these testing times.





Childrens Drawing Competition

Are you looking for easy indoor activities for your children whilst they're home? Why not enter them into our fantastic drawing competition?

We're asking children to use their imagination and draw their very own construction vehicle. Children can use their creative talents to come up with a new construction vehicle, whether that's on land, sea, space or air. The artwork should be accompanied by a short explanation of how the vehicle works and what makes it special.

Submissions must be hand-drawn or painted, not computer-generated, and paper must be A3 size or smaller.

All you need to do is take a photo or scan, send it to jessicabanham@aarsleff.co.uk with their name and age.

Children between the ages of 4 and 15 can participate and the winning designs will win a prize. The artwork will be divided into three competition categories according to age: under 8, 8-11 and 12-15. Winners will be selected from all categories.

All submissions will be shared online. The closing date for entries is 1st June 2020.

Check out the submissions we have already received on our website at aarsleff.co.uk/company-news/your-submissions.



From the HR desk...

Dear friends,

We have been experiencing some unusual times haven't we? We have all had to challenge ourselves in every aspect of our lives, family, homelife, work life, finances. We have been subject to constant communication, updating of information all requiring us to demonstrate our adaptability, to change in the very fabric of our life.

I want to take this opportunity to thank you all for your flexibility, your understanding generally in assisting the Company to act swiftly, respond to our customers and all the other changes/challenges that this unusual set of circumstances has presented to us individually and collectively as Company employees. As a Company we have demonstrated in practice our swift and adaptable approach to the wider environment, the Company could not have done this effectively without everyone doing their part to help – thank you.

Bright HR – Update

For those of you who work from home, or other locations there has been a BrightHR update – this allows you to report daily on your location status and is not only useful now but will be useful constantly so I would be pleased if you would get used to using this tool.

- Go to your Profile page on BrightHR
- A blue button is now available next to your contact details summary in your profile header – the default position is

WORKING FROM USUAL LOCATION – so if you are in your office at Newcastle, Doncaster or HQ no action is required but if you doing something else carry out the following steps

- Click Set Status
- Click to Status option that applies to you (there are 3 options) for example WORKING FROM HOME
- Click the Pink Set Status button

That status will remain until you go to it again to change – so if you are WFH constantly at the moment you will not need to keep updating the absence record as previously advised. This is an improvement in the BrightHR system which we welcome.

And Finally

Remember available to all of our valued employees – Employee Assistance Programme, provided by our partner Peninsula. Any personal/family worries you may have in these challenging times there is a professional in that field at the end of the Free 24 Hour Confidential Helpline service – 0800 047 4097



...Heather Jones,
Business & HR Manager

IT & Network

We have been mostly working from home for a month and it looks like it will continue for a little while longer now. I have been pleased to note that our systems have held up well to this change, but there are always things to work on.

I'm sure you will have all come across things that have not been quite as easy to do from home as you would like. While you may not of thought of these as important issues, over time even small issues can become a problem. I may not be able to provide a solution immediately, however our systems are updated continuously and new options may become available.

So please don't just put up with a small issue, let me know and hopefully we can improve your ability to work from home.

...Simon Pick, IT & Network Supervisor



The entire team would like to thank Simon for his phenomenal IT support during this time, enabling all of us to work remotely. Thank you Simon!



Spotlight on Dean Topham

Joining Centrum Pile

I joined Centrum Pile in 2013 as a Factory Operative. My first role involved working in the SAMM Shed setting up the moulds ready to be cast.

As the months passed, I acquired new skills and knowledge through training courses ranging from practical courses like driving tractors to theory-based courses such as writing risk assessments and safety awareness.

Becoming Production Supervisor

After 4 years in the role, a vacancy for Production Supervisor opened up. This was a position that interested me immensely as I knew that my new skills and experience gained would be perfect for this role. I applied and was successful.

My training began as a supervisor under the guidance of Centrum's Factory Manager Eamonn Walsh who had over twenty five years of experience working in various roles at Centrum and showed me a lot of the challenges I may face and the best way to deal with certain situations.

To bolster the practical, day to day training I gained from Eamonn, I was put on courses such as SSSTS and Appointed Persons.



A General Day

The Centrum site has four main areas (SAMM shed, Robot shed, Batching and the Yard).

I generally start my day by walking around each area and making sure everything is how it should be, and everyone is working in a safe and productive way. Each area has a Team Leader that will raise any issues or concerns to me.

Most of my day consists in organising the 4 areas to ensure that the production plan is achieved and that they are running as efficiently as possible. It can get stressful at times, but the job is also very rewarding when you see it running as planned, manufacturing and despatching high metrage.

One of my favourite parts of the job is the freedom I get to be innovative and try new methods of working and areas for improvements.

One area I wanted to improve was the amount of manual handling in the SAMM Shed - this needed to be reduced.

I discussed with the team and implemented a trial whereby we move the boxes to the end of the mould and delay the cleaning machine slightly so the boxes can travel round the system without the need to be picked up. This process improvement has vastly reduced the manual handling by circa 50% and reduced the time taken to set up the moulds as they are not having to wait for the end fittings to be moved by crane.

At the end of the shift, I confirm the production with the planning team. We then discuss what piles are priority so I can ensure these piles are at the top of the daily production plan and the robots know the sequence.

I then have a meeting with the Maintenance Manager to inform him of any issues we have had so he can get his team working on it, as well as discuss any PPM's that need my attention.

I finally report into the Factory Manager where we will review the production for that day and any issues that we have had.

Most recently we have had to change some of the ways that we work due to COVID-19 and the guidance from the CLC. This was challenging because it meant introducing a new risk assessment and enforcing it to ensure everyone's safety.



Here at Centrum Pile we have a great team with a wide range of experience in various areas that allows us to overcome any challenges that come our way.

I love my job and it makes me sad that in only 39 years I will have to retire from it!



Dean Topham
Production Supervisor
Centrum Pile

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 Harrison Marshall-Lack an email with your suggestions to:
HarrisonMarshall-Lack@arsleff.co.uk

WWW.AARSLEFF.CO.UK
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