

# DRIVE

## NEWS

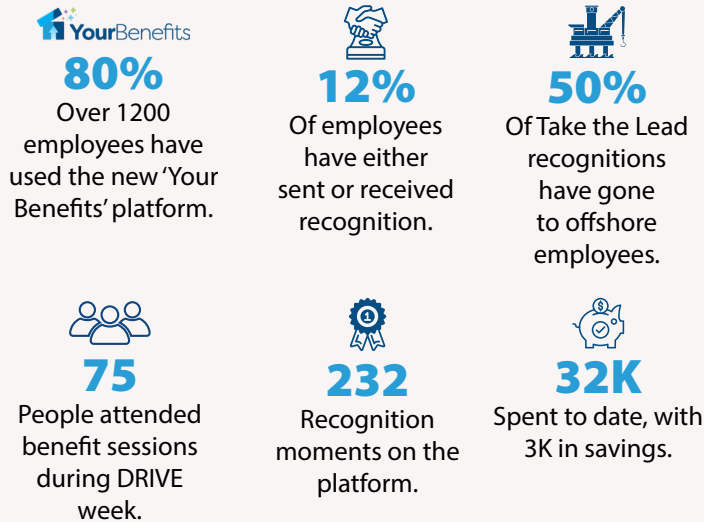
Q4 2023 EDITION

Welcome to the fourth edition of the 2023 DRIVE Newsletter, filled with specific information relating to offshore and site, as well as achievements and various things to look out for.

If you have any questions, please contact [DRIVE@stork.com](mailto:DRIVE@stork.com).



145 employees applied for additional voluntary [benefits](#) throughout 2023, with over £150K worth of perks being used in the following areas:



### Q4 LONG SERVICE AWARDS

10 YEARS	
Harry Biddlecombe	Inspection Engineer
Daniel Stephen	Learning & Development Consultant
Barbra Adams	Competency Co-ordinator
Bruce Wilby	Core Site Representative
Stephen Lilley	Scaffolder
James Ellis	Rope Access Insulator Foreman
Steven Ogston	Rope Access Supervisor
15 YEARS	
Craig Torrance	Multi - Skilled Scaffolder
Thomas Murray	Insulator
Katherine Webster	HR Manager - Employee Engagement
Simon Holland	Multi Skilled Deck Operative
Daniel Pawson	Multi - Skilled Focal Point
Gary Kelly	Multi Skilled Deck Operative
20 YEARS	
David Johnston	Rope Access Team Leader
25 YEARS	
Christopher Woodhall	Inspection Specialist

### MEET OUR APPRENTICES PAST AND PRESENT

**JAMIE SHINGLER - APPRENTICE ROPE ACCESS EQUIPMENT STOREMAN**



#### WHY DID YOU APPLY FOR A ROLE WITH STORK?

After some research on the company and speaking to others it sounded like a very attractive company to work for who values their employees.

#### WHAT LED YOU TO APPLY FOR AN APPRENTICESHIP?

The apprenticeship stood out due to the fact it is shorter than most others and provides a lot of work place knowledge whilst learning on the job.

#### WHAT ARE YOUR CAREER ASPIRATIONS?

To get my apprenticeship finished. After that I would like to see what other opportunities arise within the company and learn from colleagues.

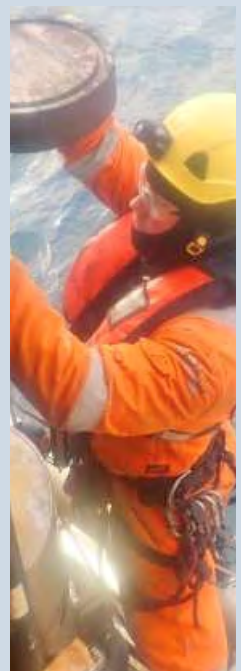
#### WHAT HAS BEEN YOUR HIGHLIGHT IN YOUR TIME WORKING WITH STORK?

My highlight so far would be getting shortlisted for the Rising Star award at the Safer Together Awards. Although I didn't end up winning, it was great to be recognised for the hard work put in day to day and provided a glimpse into what can be achieved.

### COLIN PICK - ROPE ACCESS TEAM LEADER

My apprenticeship experience was unique. I was taken on as a trainee insulator in September 2011 on the Forties field. At that time it wasn't possible to access training at TICA to gain the proper certification. I was later given the opportunity to legitimise my experience in 2019 when Stork offered me the apprenticeship to get certified properly. I then started at TICA to train towards an SVQ level 3 in thermal insulation.

Stork always supported me and provided training in many areas. During my 12 years working on the Apache contract in the Forties and Beryls I also worked my way through IRATA rope access certification and in September 2022 I passed the rope access level 3 certificate. I have now gained a position as a rope access team leader on the Scott platform. This was one of my career goals.



# DEVELOPMENT PILLAR 2023 ACTIVITIES OVERVIEW

L&D	TRAINING	COMPETENCY
<p>Re-introduction of Management Development Programme</p> <p>Participated in the ECITB Active Cup</p> <p>Commenced Offshore/Onshore Succession Planning with Operational Teams</p> <p>Hired 3 new Graduates across the UK Business</p> <p>2 Interns onboarded in HR and Supply Chain</p> <p>Commenced new Scaffold Trainee Programme hiring 3 new trainees</p>	<p>579 Competency Profiles Completed in 2023</p> <p>34 Newly Trained Assessors</p> <p>67 Newly Trained Expert Witnesses</p> <p>5 Newly Trained Internal Verifiers</p> <p><b>Key Achievements:</b></p> <p>114 employees TUPE'd in to the Stork Competency Process</p> <p>Creation of new Competency Review App</p> <p>ECITB Connected Competency - Site Based Assessment approval for Industrial Coatings</p>	<p>Top 5 Booked Courses:</p> <p>Face Fit Test – 3M 4255</p> <p>Alpha Solway Face Fit Test</p> <p>Face Fit Test – 3M 6800S</p> <p>Minimum Industry Safety Training (MIST) Further (OPITO)</p> <p>OPITO Further Offshore Emergency Training (FOET) with CA-EBS</p>

## MEET YOUR 2023 WINNERS

Congratulations once again to all our award winners and finalists.

### WE CARE



**CENTRICA CONTRACT TEAM**

### WE SUPPORT



**DECOMMISSIONING PROJECT & OFFSHORE EXECUTION TEAMS**

### WE PROTECT



**MICHAEL GILLESPIE**

David Austin, Contract Delivery Manager, collected the award on Michael's behalf.

### RISING STAR



**CRAIG MANN**

### TAKE THE LEAD



**BILLY NEWALL**

### EMPLOYEE REP OF THE YEAR



**KEVIN BLANCHARD**

### REGIONAL DIRECTOR AWARD



**NUFARM CONTRACT TEAM**

### WANT TO BE A PART OF OUR 2024 CEREMONY?

Now's your chance to begin thinking about the many ways in which you, your team or colleagues you know, could nominate or be nominated for next year's ceremony. [Take the Lead Awards](#) run all throughout the year and exceptional entries go forward for consideration into the Safer Together Annual Awards. Similarly, with the [Safer Together Ad-Hoc Recognition Awards](#). If you achieve a Silver or Gold accolade, you will automatically be put forward to the annual awards.



## STORKS STANLOW TEAM

Andrew Davies, Stork's LIP inspector and employee rep on ESSAR, based in Stanlow, along with his son's football team have raised £2,780 for a local suicide prevention charity, the [Martin Gallier project](#).

The team are sponsored by this great charity and they have held several fundraising days to support this great cause. The CEO of the charity explained that it costs on average £80 to help the charity to prevent a suicide from happening when someone is at crises point in their lives. Stork contributed £100 to this great cause. It's a massive well done to Andrew, his son and all of his team mates.

## OUR PLANT & EQUIPMENT TEAM VISITS ABERNECESSITIES

Attendees mentioned how eye-opening the day was for them, putting into perspective all the amazing work the Aberdeen-based charity does to support children in the local area who need it most. Our volunteers donated their time by:

- Making deliveries across Aberdeen
- Sorted donations of new and pre-loved items
- Made-up Christmas Eve boxes



Photo: Members of RPlant

## NUFARM SPEED NETWORKING

Our Nufarm colleagues, Billy, Dylan and Jonathan, attended a local school within Cleakheaton to participate in a speed networking event. The evening provided pupils with an insight into our industry and the career paths of the employees who attended:

- Billy Bitten: Began with Stork as general labour but has developed and trained into a qualified scaffolder through an apprenticeship scheme
- Dylan Badwal: Completed an apprenticeship out-with Stork and attended University. Dylan himself gained his apprenticeship whilst attending such an event at his own school
- Jonathan Laidler: Currently going through training supported by Stork

The pupils commented on how beneficial the session was, with 94% sharing that the sessions had increased their understanding of how to get into different careers.






Photo: Nufarm Colleagues with local pupils

## Q4 HSEQ CAMPAIGN

Our fourth and final HSEQ campaign of 2023 was centred around "Wellbeing and the Work Environment". This topic is a regular focus area for us and is equally relevant irrespective of where we work, whether that be offshore or on a site. Our people make Stork and are the most important aspect of our business, therefore strong and effective engagement around wellbeing is key.

The resources included in this campaign aimed to:

-  Improve your understanding of physical and mental wellbeing.
-  Increase awareness of occupational health impacts.
-  Improve communication and help you to better understand your colleagues.



## INTERNATIONAL MENS DAY

[International Men's Day](#) took place on Sunday, 19<sup>th</sup> November. We acknowledged and celebrated the contributions and wellbeing of the men in our organisation. The day is dedicated to raising awareness about men's health, promoting positive masculinity, and addressing the unique challenges that men may face.

Remember that celebrating International Men's Day is not just about men, it's about all of us coming together to create a workplace where everyone can thrive and feel valued.

This year, George Akers, HSSEQ Director took time to share his personal journey and this short video talks about challenges he has faced, the impact on his wellbeing and how he utilised the support available to him. [Click here](#) to view

### WHERE TO FIND HELP?

#### Internally:

Reach out to your Line Manager, [Occupational Health Team](#) or HR Advisor and request a confidential discussion.

Stork also has a growing number of [WeCARE Colleagues](#) all trained and ready to listen.

Remember: our [Employee Assistance Programme](#) is also available to all employees and immediate family members.

#### Externally:

There are a variety of health & wellbeing resources available, but we wanted to signpost one charity in particular, the [Samaritans](#). They offer important advice and valuable support for people who are struggling to cope. Check out the Samaritans website to understand some of the signs to look out for and read more about the support available; it may just direct you to the help that you need.

## NEURODIVERSITY

In November we launched our Autism & Neurodiversity awareness sessions, hosted by [Autism & Neurodiversity North Scotland \(A-ND\)](#). The training provided awareness and understanding about neurodiversity and some of the neurodivergent conditions, along with practical guidance, approaches and considerations that can be applied within the workplace and to everyday life.

We believe that through education, conversations and understanding, we can create workplaces where neurodiverse individuals are supported and understood – thinking differently is okay!



Photo: Billy Alexander, CEO Autism & Neurodiversity North Scotland and Billy Newall, Scaffold Lead and ADHD Ambassador.

Thank you for once again reading the latest edition of DRIVE News. We hope you've found the articles useful, interesting and most of all, fun to learn about your colleagues.

Do you have a story you would like to see featured in the next edition of DRIVE News? Get In touch: [DRIVE@stork.com](mailto:DRIVE@stork.com)



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