

WHAT'S THE

# SCORE?

**SCORE GROUP NEWSLETTER JANUARY 2008**

## **ANNUAL APPRENTICE AWARDS CEREMONY**

We held our Annual Trainee Awards Ceremony and Christmas Lunch at the Waterside Inn, Peterhead on Thursday the 20<sup>th</sup> December.

The event was hosted by Charles Ritchie (Chairman) and was attended by over 200 employees, mostly trainees, and included members of our Management and Training teams.



Invited guests included senior driving instructors Bill MacLelland and Alex Pert who in partnership with Score, operate the highly successful 5 day Better Driving Course. During the last year, 71 young employees completed the course with flying colours. Sergeant Neil Morrison of Grampian Road Safety gave a presentation on Drink Driving prior to the lunch.

Certificates and awards were then presented. Training certificates were presented to the time served Engineering and Administration employees and awards were given to those who had excelled in various areas of training.

The time served apprentices and award winners received congratulations from Score locations around the globe via web-link. Messages were received from Edmonton and St Johns in Canada, Dubai in the Middle East, Trinidad in the Caribbean and Stavanger in Norway.

# CONTENTS

- 1 Apprentice Annual Awards Ceremony
- 2 Contents/Welcome
- 3 Apprentice Annual Awards/Graduation
- 4 Awards (cont.)
- 5 Christmas Card Design/Nursery News
- 6 Danmark's New Building
- 7 Score Apprenticeship Training Scheme Accredited by I.Mech.E
- 8 Hycrome—60th Anniversary/New Apprentices
- 9 Hycrome—Training Completions/New Vehicles
- 10 Meet the Director/Meet the Apprentice
- 11 Far Travelled Apprentice
- 12 Work Hard, Play Hard/Dr Ross Lectures
- 13 Presenter Led Training/VITAL Stats
- 14 Grandad's Big Red Shed

## THANK YOU !

A big thank you goes out once again to everyone who submitted material for this edition of the newsletter. Without the support of all the authors and photographers around the Score Group who contributed their work, it would never have been possible to release such a diverse publication. Many thanks to you all and we look forward to receiving your further contributions for the next issue

*Kindest Regards,  
Newsletter Team  
Score Group plc*

# APPRENTICE ANNUAL AWARDS



Christopher Buchan(left), John Rennie(middle) and Jason McKinnon receiving his award for Top Logs from J. Bruce Buchan, Training Engineer



Kirsty-Ann Coull receiving Driver of the Year from Bill MacLelland, Grampian Police(left) and Conrad Ritchie, HS&E/Training Director



Hard Workers in 2007, Dean Elrick (left) and Peter Ross, presented by Conrad Ritchie



Most consistent log books in 2007 from left to right Daniel Morrison, Clark Coutts, Kimberley Legge, presented by J. Bruce Buchan



Ami McPhee(left) and Nicola Beagrie receiving their Administration Trainee completion certificated from Avril Brikett, Admin Team Leader



Top 3 VITAL performers in 2007 are Lee Fearnon(left) and David Moir, presented by David Anderson, Managing Director S.T.A.M.P., Nicholas Aitken also made it into the top 3



Ashleigh Mill receives the Administration Trainee of the Year



Time served apprentices received their completion certificates

Top row from left to right: Stephen Smith, Peter Thomson, Darren Begg, Alexander Cowe  
Middle row from left to right: Mark Mackintosh, Allen Stephen, Scott Smith, Christopher Cardno, James Whitham  
Bottom row from left to right: Marco Letelier, Andrew Third, Ewan Cameron, Kevin Clark

# GRADUATIONS



**Left to Right:** Scott Hastie, Kevin Whyte, Ryan Christie, Stuart Cowie, Fraser Milne, Raymond Thomson, Nicki Webster, Peter Webster and Jonathon Findlay

All received an HNC in Engineering or Engineering Practice

# AWARDS (Continued)



*Above—Christopher Wilkinson picture with his award*

Well done to Christopher Wilkinson of Hycrome who is currently in his second year of his apprenticeship studying an ONC. Christopher was recently awarded the Training 2000 Apprentice of the Year. Chris was nominated for this award by his tutors and his fellow pupils at the training centre.

Well done also to third year Hycrome apprentice Susana Mansor who was presented with two awards at the Burnley College Awards evening. Currently studying HNC year 1, Susana scooped the Best Mechanical Engineering Student and also the prestigious Dr Rifkind Trophy for Best Engineering Student across all age groups and disciplines within Burnley College.



*Above – Stephen Kelly congratulates Susana Mansor on her awards*

# CHRISTMAS CARD DESIGN

The annual Christmas Card Design and Poem competition was again organised by Score. The standard was very high this year and we thank you all for your entries and contributions. The winners were:-

**Poem** - Anne Wilson - Score (Europe) Limited, Peterhead who received a £500 holiday voucher

**Design** - Kelly Lawrence & Ashleigh Mill (joint entry) - Score (Europe) Limited, Peterhead, whom each received a £250 holiday voucher

**Poem runners up** - George & Anna Rae - Score PWS, Australia, Patricia Wheaton - Score (Eastern Canada) Limited and Charlie Stuart - Score (Europe) Limited, Peterhead - each of these entries received a £100 holiday voucher

**Design runners up** - Cherie Cameron – S.T.A.M.P. Limited, Peterhead and Karen Bain - Score (Europe) Limited, Peterhead - each of these entries received a £100 holiday voucher



The winning poem:

It's Christmas Time at Score once more  
25 Yuletides have gone before  
And as we celebrate this our silver season  
We should not forget the special reason  
So our Christmas message that we want to say  
Is that we wish each and everyone of you  
Peace and Joy on Christmas Day.

## NURSERY NEWS

At Vital Sparks we've had a busy few months, with all the festivities.

The children did a splendid job of entertaining their families in December at their annual concert. Their singing was excellent and was enjoyed by all who attended. A very successful evening!

The DVD will follow soon.

Also in December many of the children from the Nursery joined Clever Tots Nursery for their Christmas party at the Waterside Inn. We were lucky to have a surprise visit from Santa which delighted everyone.

The children are now settled back in and are looking forward to celebrating Robert Burns day on Friday 25<sup>th</sup> January. We will be celebrating in true Scottish style with a 'Burns Lunch' and hopefully will have some special visitors to join us on the day. There will be lots of themed activities too.



# DANMARK'S NEW BUILDING

(Unedited extract from local Danish Newspaper)

Reception : The Scottish Offshore company has moved to new and modern facility on Oddesundvej in Kjersing, where Tim Percival is the General Manager.

The mood was high at the Scottish Offshore company Score Danmark yesterday when they had their official opening.

At 12.30 Emma Percival and Beryl Ritchie cut the red band, Emma is the daughter of Tim Percival, and Beryl is wife of Charles Ritchie, the Chairman of the company.

The 60 year old Chairman Charles Ritchie held a speech where he was telling about the new building it took 9 months to build their new facility, if that should have been done in Scotland, it would have taking about five years. The new building cost about 10 million DKK.

The well spoken Charles Ritchie also revealed much humour: "I eat like a Dane, I drink like a Dane and I dance like a Dane"  
Said Charles Ritchie with a twinkle in his eye and that line scored him points.

Score Danmark has moved from very small buildings on Østre Gjesingvej and now has 350 square meters offices space, and a 1000 square meters warehouse with the opportunity to build



The company has 16 employees but still need two more technicians to the workshop.

At Score Danmark they primarily sell valves from Italy to the offshore industries.

# SCORE APPRENTICESHIP TRAINING SCHEME ACCREDITED BY I.Mech.E

Score was one of the first of many engineering companies to be accredited with the development of a new Eng. Tech, M.I.Mech.E professional qualification awarded by the Engineering Council (UK) through the Institution of Mechanical Engineers.

At a recent ceremony held in the Institution of Mechanical Engineers headquarters in London, J. Bruce Buchan who prepared the application for Score was invited to attend the council ceremony where he was presented with the certificate by Rt. Hon John Denham Secretary of State for Industries and Universities, and Mr John Baxter Engineering Director for BP and President of the Institution of Mechanical Engineers.

Attending the presentation ceremony along with Bruce was Marco Letelier and Nicholas Aiken, the first two engineering technicians to apply for the Eng. Tech qualification. Also attending were Ronald Simpson, who is an associate member of the I.Mech.E, and David Cook, Engineering Sector Manager at Banff and Buchan College of Further Education.

The occasion commenced with an induction tour of the House of Commons before the official presentation. This included speeches from major industrialists and academia, emphasising the importance of this qualification to the technician members of the engineering profession in the development of their careers.



*Bruce Buchan pictured receiving the accreditation certificate at the I.Mech.E launch event in London*

# HYCROME 60TH ANNIVERSARY



*Hycrome Match sponsors*

To celebrate Hycrome's 60<sup>th</sup> year in business we decided to arrange a Christmas party that would be slightly different to previous parties. On Saturday 15<sup>th</sup> December 180 employees and guests headed down to Burnley Football Club where we enjoyed a full corporate hospitality package including a guided tour of the stadium by former Claret Legend Andy Lochhead and a lovely 3 course meal before watching Burnley play Preston North End. As match sponsors we were given the full VIP treatment and the children were greeted by Burnley players and the club mascot, Bertie Bee.



*Rehan Bahadur meets Bertie Bee*



*Catherine Tomlinson receives a signed football from BFC captain Steven Caldwell*

## NEW APPRENTICES

Welcome to the new intake of Apprentices: Sam Steventon, Johnathan Tate and Reece Lawrence. This brings Hycrome's total number of apprentices to 12, representing 10% of the workforce.

# HYCROME

## TRAINING COMPLETIONS

Well done to the 8 Team Leaders within Hycrome who successfully completed an NVQ in Business Improvement Techniques. These were: Joe Ellis, Tim Hartley, Geoff West, Matthew Waddington, Shaun Hargreaves, David Coward, Steve Coward, and Jordan Peverley. The units covered during this training included: 5 S, Team Working, Health and Safety, Visual Management, Problem Solving, Kaizen and Continuous Improvements.

Many projects are underway as a result of this training, but the biggest impact so far has been the introduction of visual management techniques and re-organisation of the shop floor. This has led to clearer departmental objectives, and better defined working areas with improved workflow.

## NEW VEHICLES



Hycrome has recently purchased 2 new vehicles to allow us to continue to provide a collection and delivery service for our top customers within the Group and also within the local Aerospace community.

# MEET THE...

## Apprentice

**Describe yourself in 20 words or less...**

*Good looking ginger*

**When you were a child, what did you really want to be when you grew up?**

*Never really knew. Quite liked the idea of playing for Aberdeen FC*

**Do you have any hobbies?**

*Football and walking the dog*

**What would you say is your biggest achievement in life to date?**

*Giving blood, hate needles*

**What one word do you use most often?**

*OK*

**Tell us your favourite saying...**

*Fits happenin (What's happening?)*

**What makes you smile?**

*Anything really*

**What makes you angry?**

*Hurting my toes or fingers*

**Other than 'at home', what's your most favourite place in the world?**

*Friends house*

**What would you change if you could live your life over again?**

*Many things but I can't so I don't think about it*

**Who is the most famous person you have met?**

*Duncan Shearer, Dean Windass*

**Who would you most like to meet and why?**

*Will Ferrel seems kinda fun*

**If you could ask someone famous a question, who and what would you ask?**

*I would ask Alex Ferguson who's better looking me or big Dunc Shearer*

**What is the best lesson you ever learned?**

*Just try your best*

**What advice would you give someone still at school that wanted to become an Engineering or Administration Trainee?**

*Try it and see. You won't know till you try*

## Director

**Describe yourself in 20 words or less...**

*Honest, fair, intelligent, handsome and optimistic*

**When you were a child, what did you really want to be when you grew up?**

*Daisy Duke's PA*

**Do you have any hobbies?**

*I like to work with my hands, tinker with anything mechanical and in the summer I like to BBQ*

**What would you say is your biggest achievement in life to date?**

*Having 2 healthy boys and being appointed to a board of Score Group Company*

**What one word do you use most often?**

*Fit! (What!)*

**Tell us your favourite saying...**

*Jist dee it! (Just do it!)*

**What makes you smile?**

*Achievement and happy children*

**What makes you angry?**

*Mmm... many things but at the top of the list would be arrogance with ignorance*

**Other than 'at home', what's your most favourite place in the world?**

*Anywhere with my family and friends*

**What would you change if you could live your life over again?**

*I don't live in the past, I don't think anyone should*

**Who is the most famous person you have met?**

*Alex Salmond. Is he famous? If so for what!*

**Who would you most like to meet and why?**

*Elvis Presley, to teach me some new moves*

**If you could ask someone famous a question, who and what would you ask?**

*Frank Whittle, what was your inspiration?*

**What is the best lesson you ever learned?**

*Don't get aggravated by the negative attitude and actions of other, remain focused and positive*

**What advice would you give someone still at school that wanted to become an Engineering or Administrative Trainee?**

*Focus on your objective and go for it, you will achieve it and more*



**DEAN ELRICK**  
Peterhead



**CONRAD RITCHIE**  
Score (Europe) Ltd

# FAR TRAVELLED APPRENTICE

On April 4th, 2006, I left my friends and family in Perth, Australia, and flew to the UK for six months to undertake training and gain extensive experience. When I left Perth it was a cool 38°, so I left in shorts, shirt and thongs (flip flops)! Upon arrival to Heathrow airport it was cold, raining and one of the biggest and busiest places I have ever been in, so naturally, just like any Aussie would've done, I went straight to the pub for a quiet beverage before my flight to sunny Aberdeen.

Once I arrived in Aberdeen, James Duthie (HR Manager Score (Europe) Ltd) picked me up and showed me around Peterhead and made sure I knew where Deja Vu was, arguably Peterhead's best attraction! James also made sure I had my first taste of white and black pudding for dinner that night, I made sure it was my last taste!

The next day I started my first day of work at Glenugie. Most of the day was just meeting new people and becoming familiar with everything. Everyone that I could understand made me feel welcome and I was already invited on a night out in Aberdeen with David Birkitt and a few of the other boys. By the end of my second week I was well into the swing of things and had met most of the guys within the control valve shop. I then spent a week up at Wellbank making up vital modules and designing a training course, with James Price, on the new V-Scan that we use commonly in and around Australia.

After my first month I got some great news, that I was going to a nice warm place called Baku, Azerbaijan. This was good news because I was still wearing jeans, two shirts and a jumper underneath my boiler suit whilst working, and I was still cold. I was told plenty of stories about Baku before I left, and the boys did wind me up a fair bit about it, so I was a bit on edge before I got there. I got through the airport at Baku and I was met by the local driver Mahir. The weather was warm, the driving was crazy and the array of different sounding horns was comical along with pot holes the size of China on the main roads!

Once I checked into the hotel and got a good kip, I was met by Andrew Wood who took it upon himself to show me the sights, sounds, smells and pubs around Baku. First pub, first local I meet, I find out my name in Azeri meaning "ass". What a great start to a trip, knowing that when people call my name they're calling me an ass. I was in Baku for 3 weeks working on a commissioned rig inspecting a whole range of actuators which had been flooded and over pressurised by water. I learnt a lot on this trip as I had to manage and supervise four Filipino guys that were helping me with the job, as well as fill out reports, write out permits, work to a strict schedule and communicate directly with the client.

Once I completed the job successfully I headed back to Peterhead for 6 days. Everything went well, had a good night out before flying out, threw up on the plane on the way to Heathrow, then as hung-over as I was, got held for ten hours at Heathrow airport as a detainee, this was due to a misunderstanding of me requiring a visa in order to train/work in Scotland, however, as I was getting paid in Australia it turned out I didn't need a visa. Once I got back to work at Glenugie I trained people in CRL on how to use Scores V-Scan and how to interpret the various results.

When I returned to Baku I stayed in an apartment with Stephen Hadden and Kevin Smith, and later on Deckchair Dave and Craig Grant. This time my job was to diagnose and repair valve faults on a platform as it was being commissioned. Once again I learnt a great deal as I was working under pressure situations and dealing directly with the client. Everything went smoothly, apart from losing my passport and bank card, two things you never want to lose no matter where you are in the world, but especially not in Baku. The worst side to this was that I had to be a UK citizen for two months, something I never thought I would be, and it's something my mates in Australia still give me grief about. I never knew what being called a POM felt like.

I left Baku with a lot of knowledge and experience which has benefited me greatly, and will benefit me for many years to come, and it's something I am very grateful for.

My next trip was down to Brighouse in Leeds with a bunch of great guys, 'Mallon', 'Buckets' and 'Birkitt'. In Leeds we were just working in the workshop doing various jobs. I still learnt a lot on this trip as a lot of the valves and procedures are different to what I've done back home. Then whilst in Leeds on a night out with the boys I once again lost my wallet. Lucky for me one of the bar girls picked it up, and I managed to go and pick it up again the next day - minus a hundred pounds. I also had to go down to London to visit the Australian embassy to apply for my new passport and get rid of my UK one.

After my Leeds trip I was back in Peterhead for a week and then off on a holiday to Paris, London, Torquay, Magaluf and Amsterdam, with my brother. That in itself was a great experience, and what happens on tour stays on tour. All and all the whole trip was an experience of a lifetime; I learnt a lot of new skills in my trade as well as important life skills. I am extremely grateful for the opportunities that I have been given and all the people that helped me along when I needed it. I've made some great friends and even better memories.



**GERT BOTHMA**

# WORK HARD, PLAY HARD



Following the Score philosophy and after all the hard work is complete, Ian McAlister, Graeme Stephen and Jackie Ironside enjoy some rest and relaxation on the golf course in the Hilton Grounds in Tobago.

## Dr DAVID ROSS LECTURES

Following the success of the lectures he has delivered recently in Wellbank, Dr David Ross has been signed-up on a contract to design and deliver up to a further 12 lectures this year to our current Apprentice pool. The lectures are all generally designed to promote the topics of social responsibility and personal development.

There have been three of these lectures delivered to date : On the very wide-ranging subjects of “Pleasure“, “Duty“ and “Wealth”.

These lectures will continue to be delivered in the VITAL Training & Conference Centre (VTCC), in Wellbank. All lectures are video recorded and can therefore be circulated around the Group in DVD format, on request.

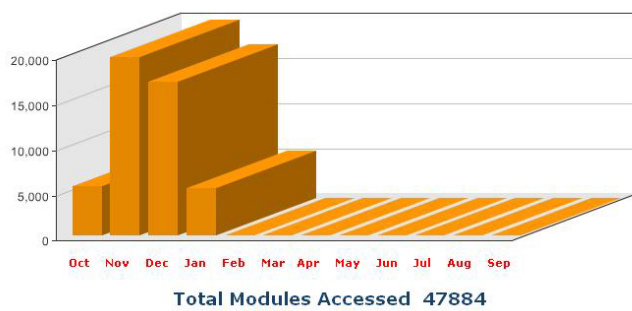


# PRESENTER-LED TRAINING

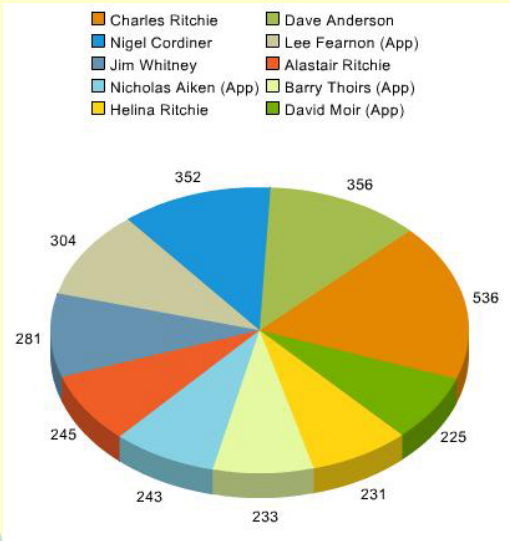
In November and December 2007 training was presented at Score Eastern Canada for Husky Oil Operation (also located in Canada) which was the first international training given by S.T.A.M.P. 12 people from Husky Oil Operation have now been trained in Actuators and Ball Valves which was a big success. The training comprised both theoretical training, which was carried out at the company's conference room, and then complimented by a hands-on practical session which was undertaken in SECL's custom built workshop facilities. This gave the clients a good chance to see their own stock and how it is processed. They were very impressed with the facilities and the professionalism portrayed by SECL. SECL personal were also trained in Actuators and Ball Valve along with Screw Threads & Compression Fittings & Tube Bending. Feedback was given with excellent comments and high ratings.

## VITAL STATISTICS

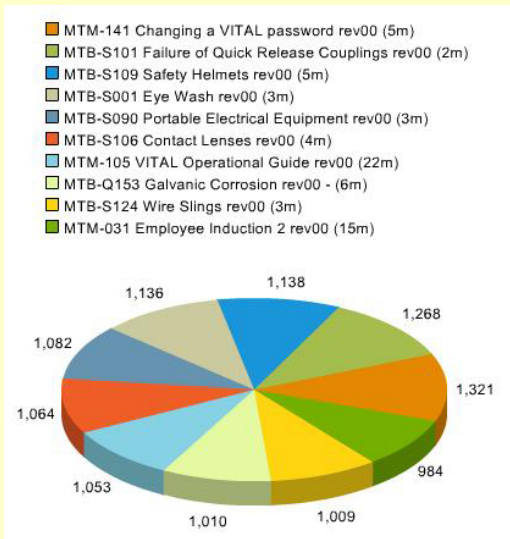
**Total Amount of Modules Accessed from October**



**Top 10 VITAL Performers**



**Top 10 VITAL Modules Accessed**



# GRANDAD'S BIG RED SHED

*"No child is ordinary, but Charlie liked ordinary things; the park, with its swings and trees to climb, the swimming pool, where his mum taught him to swim, and the big school field, where he'd pretend to go on adventures with his friends at playtime. Best of all Charlie loved the docks down by the river." Thus reads the introduction to "Grandad's Big Red Shed".*



This VITAL-based training initiative is being driven by Charles Ritchie, assisted by Bill Sadler and the team at S.T.A.M.P. It is all about creating and releasing to a targeted age group of learners a series of interesting and entertaining stories with serious social and safety messages embedded. These VITAL modules are pitched at children aged between 5 and 8 years, and they aim to coach these young people in risk awareness and assessment and then encourage them to stop and think when they find themselves in risky situations, then make positive decisions about what choices they are going to make.

The main characters in the stories are Charlie (a 5 year old boy) and his Grandad. Charlie's Grandad lives down by the docks and he has an amazing collection of stories which he tells when prompted by some long forgotten object that Charlie finds in the "big red shed" in his garden.

All the stories are structured in two parts. The first is Grandad's story, where he tells young Charlie stories about his life and when he found himself in risky situations. The second half of each story sees Charlie on his own adventure and, finding himself in a similar risky situation, he remembers Grandad's story, pauses and considers the risks and potential danger he may be in. The modules ask the young learners what Charlie should do and what they themselves would do if they were in this situation.

Already Grandad has told a story about a fireworks factory which blew up, a near disaster on the ice of a Canadian lake and a ghostly tale of a sea captain who died in a Scottish cave. Following considerable development work, the first two of these stories are already viewable from within VITAL.

These stories have been released to local Primary Schools in the North East of Scotland and many positive reports have been received about this project : both on the content and the concept and there is ongoing development work to ensure that this continues to be a memorable and valuable experience for the target audience.

We would encourage all our team members to show these training modules to their own children at home and give us their feedback on how we can improve on what we have created so far.

Charles B. Ritchie—"The good in VITAL is for all"



*"We rightly have high expectations for our children today. We want them to be protected from any sort of harm and abuse. But this does not mean that we should wrap our children in cotton wool. Childhood is a time for learning and exploring."*

*- Ed Balls, Secretary of State for Children, Schools and Families, 2007*