

WHAT'S THE SCORE

www.score-group.com

January 2012

Congratulations to our Time Served Apprentices

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We would like to thank everyone who contributed articles for this issue. We are always looking for feedback, ideas and suggestions which we could consider to include as this is Your Newsletter. Contact us at STAMP-newsletterteam@score-group.com. The next issue of the newsletter will be released April 2012.

Length of Service

5 years
Daniel Tait
Freya Lister
Neil Jamieson
John Baldwin
Julie Ann Hendry
Rona Wilson
Stian Kvaal

10 Years
Kenneth Sinclair
Bruce Herd
Melody Morrison
Mona Ritchie
Anita McRobbie

15 Years
Lynne Macfarlan

New Starts

Score (Europe) Limited
Oliver Davis - Trainee Administrator
Gillian Paterson - Transport Administrator
Selena Harris - Purchasing Administrator
Nina Alexander - Administrator
Natalie Gordon - Document Controller

Score Energy Limited
Michael Reid - Technician
Thomas Hutchison - Turbine Technician
Eric Scott - Customer Support Co-ordinator
James Hamilton - Stores Team Leader

*Welcome to
the Score
Group of
companies*

Score In The Park 30th Anniversary

Score Group is pleased to confirm that SITP 2012 will take place on Saturday the 2nd of June 2012. Invitations will be sent to those based in Peterhead before the end of January.

All other locations have been granted an allowance to hold their own celebrations locally.

Score Group plc Christmas Lunches

Score Group plc, now entering its 30th Anniversary Year, held its annual Christmas Lunches hosted by Charles Ritchie between the 16th and 23rd December. The first of these was the Apprentice meal at the Tufted Duck Hotel to award and congratulate its apprentices. The celebration was attended by over 230 engineering, administration, IT and multimedia apprentices along with management and directors from the company. This year Score was delighted to award 25 engineering and 4 administration time served certificates to their young people from our local community. Among the other awards were Apprentice of the Year, Administration Trainee of the year, hardest workers, and top VITAL training performers. Charles Ritchie, chairman of Score Group plc congratulated each award winner, encouraging them to continue their excellent efforts.

Score is committed to developing, supporting and investing in the apprenticeship scheme for the foreseeable future allowing young people to reach their full potential whilst offering an array of opportunities worldwide. Employees of Score Europe, Energy, Marine, Subsea and Wellhead, and Score Training attended Christmas Lunches from the 19th December. Charles began by giving a short presentation including a look back over the year highlighting Score's excellent safety record, new developments, technologies and innovations. Following the meal he concluded his presentation with a few announcements about the future of the business and proposed developments. Among these was the announcement of Nelson Ritchie agreeing to become a Score Group Director. The festivities were concluded with the showing of a new in-house "Be Safe" video highlighting the dangers of hand injuries. Charles as always finished by wishing everyone a safe and happy Christmas and 2012.



Administration Time Served

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Engineering Time Served



Best WHOA Card



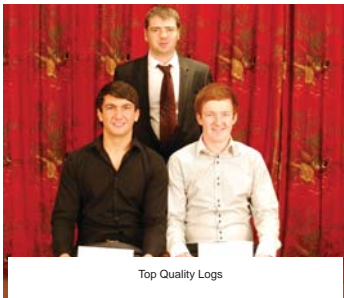
Top VITAL Performers



Administration Hard Workers over the year



Most consistent Log Submission



Top Quality Logs



Engineering Hard Workers of the Year



Engineering Apprentice of the Year



Administration Apprentice of the year



**‘WELL DONE
Everyone in
your
Achievements’**

Score Honour Ian Davidson

From left - right: Beryl Ritchie, Charles Ritchie, Ian Davidson and Elsa Davidson



Score Group plc has recognised the career-long contribution of local man Ian Davidson, by giving their newest facility at Wellbank, his name. The building, now named “The Ian Davidson Building”, is the new home of Score Marine. This is the building which houses the team that is delivering the valves to the Naval and Marine industry, including the contract to supply the valves for the new Aircraft Carriers for the UK Ministry of Defence, as well as assembling the company’s innovative new valve leak detection device, the MIDAS Meter.

Score Group plc Chairman, Charles Ritchie said that it was a testament to Ian’s hard work and dedication that the Group now has this unique facility and we wanted to recognise his incredible contribution by naming the building after him. The official naming ceremony was held at the front of the building, in front of a gathering of Ian’s peers, where a red granite name plaque was unveiled with his name on it. Born on 16th January, 1963, Ian Davidson grew up in Peterhead. He served his mechanical engineering apprenticeship at International Twist Drill, starting in 1980, before joining up with Charles at Score UK in June 1988. Ian is at the commercial core of the Score team. Never scared to throw himself into new challenges, he soon became one of the Group’s most successful valve contracts engineers, achieving many successes to the great benefit of the company and its customers furthering the company’s valve management strategies and contracts.

His unwavering commitment to developing others has also brought rewards for those individuals and the company. Some of the engineers and commercial personnel he has coached and mentored over his career have risen to great heights within the Score Group, up to and including Director level and these individuals still work closely with him to this day. Always popular amongst his colleagues with his level-headed, positive and friendly approach to life, Ian now travels around the Score world, passing on his lifetime’s knowledge and experience to the next generation of Score team members.

In 2008, Ian was promoted to the post of Managing Director of Score (Europe) Limited, a position he held for almost three years before being appointed a Director of Score Group plc in December 2010. Ian is also the Managing Director of Score Marine and has been in this position since 2004.

Whilst his focus is now on Group activities, he retains a very strong connection with the operations of the organisation and can still often be seen helping others including the youngest apprentices with their latest challenges. He recently presented the entire Score first year apprentice pool of 54 Apprentices, with their first Engineering Qualification Award Certificates – Performing Engineering Operations SQV Level II. What little time Ian spends away from work, he likes to spend it with his wife Elsa and their two children Lewis and Amy. Speaking recently, Chairman Charles Ritchie commented “This ceremony is a recognition of Ian Davidson’s contribution to the Score Group of companies. He is the Group Commercial Director and the Managing Director of Score Marine, our naval and M.O.D. business. Ian also runs with special projects and spends time training our young budding talent. We are very fortunate having such a team player on our side. The plaque is in Peterhead red granite – Ian’s birth place – the material is strong, hard and dependable, a few of Ian’s attributes.

Score’s Recent Appointments

Nelson Ritchie Score Group Projects Director

It is with great pleasure that we can announce that Nelson Ritchie, as of 26 December 2011, has agreed to become a Score Group Director. He joins the team who are currently Kevin McFarlane, Ian Cheyne, Ian Davidson and Charles Ritchie.

Nelson’s title will be Score Group Project Director. In this capacity, he will concentrate on major projects, for example, Brisbane and major purchases. He will retain his directorships in other Group companies - Norway, Denmark, etc.

I’m sure you’ll join with us in wishing Nelson all the best.

Ronald Simpson Diagnostics Manager

It is with great pleasure that the Score Group confirms that Ronald Simpson has agreed to become the Manager in charge of our Diagnostic Business. In this respect he will be involved in matters V-Map, MIDAS Meter, 1B, Subsea Variants, etc.

As most of you are aware, this is a major growth part of our company and I’m certain that in Ronald we have the guy to push this very exciting project. Please give Ronald all the support you can.

*Charles Ritchie
Score Group Chairman*

**“Congratulations on
your new positions
and good luck in
the future from all at
Score.”**



Summer intake 2011 and TC Staff



Young Engineers Recognised at Score

IMEchE CEO visits Score to Recognise and Reward

Score Group plc was delighted to welcome Stephen Tetlow, MBE, CEO of the Institution of Mechanical Engineers (IMEchE) to their Wellbank premises in Peterhead for a visit earlier in November.

He made the visit to present the Group's newest and developing members with their professional recognition awards. Stephen was joined by his colleagues Sandra Mulligan (Business Development Manager, Scotland) and Dennis Helliwell (Aberdeen Area Committee Member). They had specifically come to Score Group in recognition of the fact that they had awarded more Eng Tech and M IMechE awards to Score Group staff than any other company in Scotland.

The event began with a formal welcome to all guests and was followed with a short presentation by Score introducing the company and highlighting its commitment to the continuing professional development of its personnel, including its award winning apprenticeship programme, which is now recognised as the largest in Scotland.

Following a brief introduction and insight into his career biography, Mr Tetlow was then invited to address the audience and give the gathering of Score Engineers and their invited guests an update on the IMechE and its current activities.

He took time to reflect on his own experience of being an apprentice, noting that it was what he valued most in his long and distinguished career in Engineering.

Scottish Modern Apprenticeship Awards 2011

Peterhead Engineers Development Ltd of whom Score Group are trustees, was nominated as a finalist in the Skills Development Scotland 2011 Scottish Modern Apprenticeship Awards, in the "Partnership" category.

This prestigious awards ceremony took place in the Glasgow Science Centre, to celebrate the 10th anniversary of the Modern Apprenticeship Awards. Modern Apprenticeships have a key role in generating economic growth and creating jobs in Scotland. These national awards recognise the best practices and outstanding achievements of all the employers, training providers and employees that engage with the support, delivery and completion of Modern Apprenticeship (MA) programmes, throughout the country.

The awards cover all MA pathways and disciplines from administration to catering, hairdressing, childcare, IT, etc. all the way through to the more traditional engineering and construction disciplines.

Peterhead Engineers Development Limited (PEDL) was announced by event host Steven Jardine as runner up to the Barony College / CLAAS UK Partnership in their nominated category.

This is an excellent achievement by the small and dedicated team that look after Administration and Engineering Modern Apprentices in Peterhead.

The team at the centre consists of Caroline Milne, Kevin Wenzel, Kevin Stubbs, Steven Gladstone, Dave Gregg, Elaine Buchan, Heather Wallace, Morag Cruickshank and Gordon Milne (as seen pictured with their current group of 1st Year Modern Apprentices).

TC Staff at Awards Ceremony



Congratulations to David Plowman, Brighthouse Engineering Dept, who graduated with an MSc in Mechanical Engineering with Distinction, from the University of Huddersfield.

Below is a photo at his graduation ceremony, meeting the Chancellor of the University, Patrick Stewart (the Star Trek actor, otherwise known as Captain Jean Luc Picard).



Score Brighthouse

Congratulations to Edward Dixon (Score Brighthouse) for receiving an award for **Best Student For Overall Performance** on the BTEC National Certificate in Manufacturing Engineering Year – 2, 2010 – 2011, presented by Kirklees College.

Congratulations to Mark Creighton for successfully completing his six year apprenticeship. He was awarded his time served papers by Neil Jackson.



SUCCESSFUL Score Lunch and Learn (2011) Event

Score (Europe) Limited staged their 3rd Annual Training and Technology Lunch and Learn on the 27th of October. The event was held at the Cophorne Hotel in Aberdeen with a total of fourteen separate sectors, products and services from Score Europe and the extended Group of companies presenting.

Score Group plc
The Score Group stand was the primary stand for all visitors where they were warmly welcomed to the event. Through this welcome, they were directed to the main hall and more specifically to the sector, product or service stands that would benefit them most.

Valve Sales
ValveEnquiries.com is a web portal containing a selection of over 15,000 valves accessible world-wide and was demonstrated on the valve sales stand. The Technical Sales Director of Score (Europe) Limited was on hand to speak to clients on all aspects of valve sales as well as other associated products and services that can be provided by the organisation.

Hycrome (Europe) Limited
Hycrome (Europe) Limited, based in Burnley and part of the Score Group of companies exhibited their capabilities in specialised coatings, electroplating, manufacturing and engineering capabilities. The stand focal points explained to visitors the sectors they work in which include Aerospace, Offshore Oil and Gas, Mining, Pharmaceuticals and Power Generation and where they can provide benefits and value to their clients by extending in-service life of components through surface treatments and engineering.

Service and Repair
Score (Europe) Limited's Works Manager presented on this stand which was equipped with a screen showing aspects of service and repair then can be carried out by our specialists within our facilities. Modification, Engineering Design Consultancy, Enhanced and Specialised Testing and Field Services were among a number of highlighted areas that were discussed on the stand. Customers were encouraged to share and discuss their current valve problems in order to explore potential solutions with the Score representatives.

Non Destructive Testing / Examination
Unknown to many clients, Score (Europe) Limited operates its own in-house NDT facility. This includes Radiography, Ultrasonic/Dye Penetrant/Magnetic Particle/Ferrite Inspection, as well as Hardness and Water Testing. The team of specialists were on hand to discuss any client requirements and the technology and accreditations involved in providing this type of service.

Valve Automation and Controls
The Valve Automation team demonstrated Score's ability in Control System Design and manufacture, Hydraulic Flushing and Fluid Testing, Instrumentation Calibration and Automated Valve Assemblies. Equipment on the stand showed how some of these techniques are processed, supported by offshore and site management.

PSV In-Line Testing
Using the In-Situ testing demonstration kit, the PSV team showed clients how downtime can be minimised. Engineering and Failure Analysis, PSV Benchmarking and Spares Strategy were also discussed with a number of visitors.

V-Scan™
Score's Control Valve Diagnostic system named V-Scan™ was on show and being demonstrated by our senior engineers. This service is becoming increasingly sought after by clients helping to improve performance monitoring whilst reducing downtime therefore providing substantial cost saving. All aspects of the system were discussed with the actual demo unit on display at the event.

V-Map
The V-Map system and technology was demonstrated at the venue and this included a live link to the Ormen Lange facility in Norway, a facility where this technology is already installed and continuously monitoring valve position and performance. The system provides passive and non-intrusive monitoring, maximising plant safety integrity and efficiency and gathers audible records continuously.

MIDAS Meter
The MIDAS Meter® valve leak detection equipment, which has been researched, designed and manufactured entirely by Score Group plc, also had a dedicated stand. Using a specially developed demonstration panel, the MIDAS team demonstrated how using this equipment can quickly detect leaking valves – long before conventional methods or instrumentation can do so – and then quantify the as-found leakage rates. This ultimately improves plant safety and efficiency, and can make a significant contribution to reducing or eradicating through-valve leaks and leaks to atmosphere.

Subsea and Wellhead
Score Subsea and Wellhead Limited spoke to a number of visitors regarding their requirements in this sector. With a custom-built facility to support clients, Score demonstrated their service capabilities and technology advancements, which are now being offered to support end users.

CNC Machining and Automated Cladding
Score demonstrated its technology in the area of CNC Machining and Automated Cladding. Senior Engineers from the custom-built facility, were on hand to discuss all aspects of this service, supported by demonstration pieces and a focused video of the organisation's operations in Peterhead.

Score Energy Limited
The Score Energy stand team had an array of equipment and exhibition pieces on display and talked to a number of clients about how the facility can support customers in this high technology sector. With support agreements with many major companies in place, including the only approved independent test flow rig for Woodward products, the team demonstrated how the company are at the forefront of technology in their field.

Score Training
For many years Score has, through its award winning apprentice training programme, been involved in the development of the next generation of highly skilled engineers. Much of this training has now been released to the open market. The Training team discussed with many interested parties what could be offered through a blended learning approach of both practical and theoretical knowledge transfer. Operating in a dedicated training workshop, lecture theatre and training rooms, Score training focuses on developing engineering and soft skills, rather than simply safety and offshore certification alone, although much of this can also be obtained through the company. For further information visit Score-Training.com



*Conrad Ritchie (Deputy Managing Director of Score (Europe) Limited) remarked afterwards that: **'This was a highly successful event for both the Score team and its customers, where old friendships were strengthened and new ones forged. The feedback collected from customers who attended was extremely positive, demonstrating Score's unwavering commitment to its promise of delivering best in class Integrated Valve and Gas Turbine Solutions'.***



BVAA Members Showcase Latest Technical Innovations at Score

Score (Europe) Limited was pleased to host a British Valve and Actuator Association (BVAA) Desktop Exhibition in the VITAL Training & Conference Centre, Wellbank, Peterhead, on the 16th of November 2011.

This is the fifth time Score have hosted the show in Peterhead, in a tradition which started back in 2003. This year, 25 UK based manufacturers and service companies, who are all members of the BVAA, exhibited at the event, including the Association themselves.

Visitors to the exhibition included Score Group employees, selected Score customers and other invited guests. On arrival, visitors received a layout map of all exhibitors' stands and a summary of the focus of each desktop presentation, to encourage them to visit all stands. Over 100 visitors packed into the hall and engaged with the suppliers technical experts, who manned each of the displays.

The exhibiting companies were asked to focus their pitches on innovative new products and technology, which they felt would be of benefit to Score and its customers. All exhibitors showcased themselves differently, to try and attract the visitors to their stand. Some displayed their new designs of manufactured products (valves, actuators or associated equipment), whilst others simply focused on describing and promoting their latest range of services.

Conrad Ritchie, Deputy Managing Director of Score Europe said "This was an excellent event and we were very happy to welcome and host the BVAA members at the VTCC. The feedback we have received to date from all visitors suggests that the products on show, coupled with the expert technical knowledge of the exhibitors made the event the best of its type to date. It was refreshing to see both new and established manufacturers make the effort to showcase their latest products and technical developments. The UK based valve and actuator industry is a world leader and we will continue to do all we can to encourage it to maintain that position."

The event was highly successful and the Score (Europe) Limited Board would like to thank all who helped make this event happen and of course everyone who attended.



Score at EIC Connect Power 2011, Olympia, London

The exhibition took place on the 23rd and 24th November where we showcased the Midas Meter® valve leak detection device, V-Scan in-line valve monitoring system, and Fuel Nozzle Systems, accessories and repair capabilities to some of the world's leading Power/Energy companies including EDF, Siemens, Doosan Power, Iberdrola, Jacobs and Alstom among many others. All the companies carried out a series of presentations to the delegates present.



During the two days we had a series of 1-2-1 meetings with the presenting companies which we found to be very informative and positive. There was a lot of interest in our Midas Meter demonstrations especially from the organisations dealing in the Nuclear Industry. Since the exhibition we have been busy following up the contacts provided and we have had very positive feedback, especially from Siemens who are looking for Score to help them with valve maintenance on their current sites.

Score Reducing Carbon Footprint

Ian Jamieson - Projects Manager Score Europe Limited

Score has completed a series of evaluation tests on Solar PV panels at its Wellbank facility at Peterhead.

The tests were to determine the optimum solar panel type and installation method for a future large scale installation on the buildings at Peterhead.

This installation will greatly reduce the carbon footprint of Score's activities at Peterhead.

The tests found that the roofs of the buildings at Peterhead are well suited to Solar Panel installation, and that some panels were more suited to the Peterhead environment than others.

Recent legislative changes by the UK government has caused some upset in the UK supply chain for solar panels, and this has temporarily delayed this project, but we hope to continue this when the market settles down.

Girls into Energy

Score (Europe) Limited and Score Energy Limited recently played host to a group of young girls and delegates from Banff and Buchan College involved in an initiative to get girls to explore a career in the Energy Industry. William Forman Assistant Apprentice Co-ordinator of Score Europe and Score Energy played host during the day and was assisted by various Engineering and Energy apprentices and graduates. The visitors were first welcomed to the Glenugie site then Peterhead Engineering Development Limited followed by Score Energy. Guided tours were given around all the sites with explanations of the type of work that goes on in each facility as well as Score Group's other sites worldwide.

The climax of the visit took place in Wellbank's lecture theatre where Charles Ritchie gave a presentation on the choices that must be considered in life relating not only to career, but the opportunities that can be given as a career develops. As a company devoted to training the next generation of engineers, choices followed by opportunities are always available within Score Group and this was emphasised through the short talk.

The girls thoroughly enjoyed their visit and we hope that the visit inspires them in the future to pursue a career in the industry.



Score Relocates to Great Yarmouth

Following from the success of the Lowestoft facility which opened in 2009, Score (Europe) Limited has relocated to a larger facility in Great Yarmouth, Norfolk, England. The new facility headed up by David Phillips Works Manager, held an open day on the 7th October. Various stands showcasing Score Group Services and Products were on display including Subsea and Wellhead, MIDAS Meter, Sales, Control valves and V-Scan, PSV, Hycrome and others. Specialists from each sector were on hand to discuss the various Group services as well as the extensive facilities the new location can offer the local area.

The event was very well attended by local companies and feedback received was excellent.

The facility comprises of a large workshop area fitted with pressure test cells, large indoor and outdoor workshop and laydown area, lifting equipment and generous office space, all suited for continued expansion as appropriate.

Best wishes to the Great Yarmouth Team in their continued success.



Outside the new Yarmouth facility



Yarmouth showcase

Score Features in Chevron's Offshore Technology Gallery

Following on from a visit to Chevron in Aberdeen, Score was invited to participate in Chevron's Offshore Technology Gallery on board the North Alba. The A1 sized design features the MIDAS Meter Valve Leak Detector and also references other services Score can offer in the area.



Apprentice Lectures

Charles Ritchie hosted an apprentice lecture on the 30th September 2011. Due to Score's excellent safety record, there were no internal safety incidents to discuss at the lecture therefore external incidents were the order of the day.

Charles first showed some safety related videos to highlight dangers in relation to the line of force. This involved pressure and lifting equipment. Following on from this an external incident involving the incorrect use of equipment was discussed with the assembled apprentices highlighting Score procedures in such matters. Dangers in the use of mobile phones concluded the talk.

These talks while having parts that are quite humorous, with others deadly serious, are an opportunity to convey serious messages to the young audience. It is hoped that some of what they are told not only shows them the opportunities laid before them within the Group of companies but also to keep them safe as they strive to progress their careers. These talks will continue in 2012.

Score Engages with Skills Scotland, AECC Event

Score (Europe) Limited attended the inaugural Skills Scotland Event which was held in Aberdeen Exhibition and Conference Centre on Tuesday 22nd November from 9:30am through to 3pm. The event organised by Skills Scotland was aimed at 14-19 year olds with the purpose to give this age bracket a flavour of the diverse career opportunities available in the market place. The event which also ran in Glasgow and Edinburgh in November, came to Aberdeen for the first time and was attended by around 40 exhibitors, each supplying career information in their relevant fields as well as providing hands on interactive activities for the students to get involved in.



The Score stand had both 'hands on' activities as well as visual information displays available throughout the day. Our training valves were available with simple tuition on the assembly and disassembly procedure causing a great deal of interest giving the opportunity to discuss the functional requirements and difference between valve types. An interactive touch screen with challenging aptitude test on basic engineering, mechanical and mathematical problems was also very well received. The game stored the top score meaning a number of students kept returning during their time at the show to see if their score had been beaten. Two screens also ran various Score designed engineering and apprenticeship videos again giving the Score representatives the opening to engage with the young people as well as teachers and a number of parents who attended.

Our representation at the event covered a number of areas within the organisation including Human Resources, the Apprenticeship scheme, and Training. Most importantly we were accompanied by two of our current female apprentices, one from Score Europe one from Score Energy, each of which did an excellent job throughout the day connecting with the visitors.

A range of questions were being asked about the company and scheme, not only aimed at Engineering. Our Administration, Information Technology and Multimedia schemes were also enquired about. With over 30 schools and colleges attending from Aberdeenshire providing an enthusiastic audience of over 1900, the Score stand was one of the busiest at the event. At one point, we had around 20 plus people waiting to speak to us about the company, career opportunities, and general information regarding engineering.

A highly successful day giving a wide range of young people the awareness of Score Group, career opportunities it can provide, as well as basic engineering information that may well inspire our future generations.



Mintlaw Academy Energy Employer Engagement Event

Score Europe attended an Energy Employer Engagement Event at Mintlaw Academy, Aberdeenshire on the 24th November. Accompanied by current Score apprentices, Gordon Milne Apprentice Co-ordinator and Judith Cardno HR Advisor spoke to pupils about opportunities within the Engineering Industry with practical activities for the pupils to get involved in. Following the event, Judith received an email from the organising committee of the school thanking us for our participation.

They wrote "Thank you so much for coming to our Energy Employer Engagement Event. All the pupils here at Mintlaw Academy really enjoyed it and learned a lot from your stand. We were all very pleased with the turn out of interested pupils and recognise that Score had much to do with the overall success of the event. Your company was one which all pupils looked forward to hear about as many pupils would like to be involved with you in the future."



Open Night Success at Peterhead Training Centre

Emphasis on importance of training the young

Peterhead Engineers Development Ltd (PEDL) opened its doors to local businesses and members of the public recently, as part of an open night deemed an "outstanding success."

For the first time in 30 years, local school pupils and businesses were invited to see trainees at work, with the current cohorts of Engineering and Administration trainees working on during the evening to allow visitors an insight into operational life at the Training Centre.

Tours around the facility's business administration and the e-learning suites were conducted by staff and two apprentice engineers who were able to provide general information and answer visitor questions from a "trainee perspective".

Centre Manager Caroline Milne said: "In today's economic climate many local businesses are either unable to or are finding it financially difficult to invest in young people, which is inevitably leading to skills shortages."

"It is therefore increasingly critical that PEDL continues to attract funding and support from the community so that it may continue to thrive and provide training opportunities for local trainees and in turn their potential future employers."

More than 1,200 engineering trainees have passed through the Peterhead centre since it opened its doors in 1967, more than half of whom went on to work for Score Group plc.

Following the introduction of a business administration course in 2008, almost 60 trainee administrators have also successfully completed their early MA training at the centre.

Conrad Ritchie Director of P&DGTL said "We are in the midst of a buoyant period in the oil and gas industry, the future of our industry will be driven by the apprentices of today. The industry as a whole must be absolutely focused on training these young individuals for the benefits of all concerned. This Training Centre has stood the test of time and we must do all we can to encourage others to support what is a unique facility."

One visitor added: "More companies need to look to the future and start investing some of their time and effort in training Scotland's young people, before it's too late". Peterhead Engineers Development Ltd is situated in a modern, well equipped training facility on the outskirts of the town. It is a thriving and exemplar training provider and this has been reflected in Skills Development Scotland's decision to select the organisation as a finalist in the organisation as a finalist in the Scottish Modern Apprenticeship Awards 2011. Please contact the Centre directly if you have any enquiries about the Engineering and Administration training programmes and any possible government funding available.



An update from the Constant Systems Team...



Richard Mallabar - Works Director

Money Saving

Over the past 12 months Constant Systems has been working closely with its core suppliers to reduce manufacturing costs. The main emphasis on cost reduction has been based around the best selling models; the One Shot and Bench Top. Our focus has been directed towards reducing the amount of:

- Welded components used on the machines
- Manufactured components being used where "off the shelf" items are available

We are always looking for new manufacturing techniques that utilise modern machinery that will help reduce manufacturing time and cost. To date we have reduced some of our component costs by an average of 8%. Taking into consideration the rising costs of raw materials these savings have stabilised our manufacturing costs over the past year. We are also improving the overall feel of quality that comes with our product:

Customers

Recently we installed yet another machine in to 'King Abdullah University of Science and Technology' (KAUST), Saudi Arabia. This now totals three machines in their facility with more forecasted to come. Over the past few years, we have built a positive relationship with KAUST and are seeing increasing enquiries for our products. Sales to KAUST have proven to be lengthy due to the purchases being Capital equipment, however we have managed to succeed with these three direct sales in the space of two years. Patience has truly paid off. Also across the globe we have installed units into 'Codexis' - Hungary, 'University of Oxford' UK, 'The Methodist Hospital Research Institute' in Texas USA and 'The University of Tromsø', Norway.

Down under!

So since our last update, we have sold yet another two machines into Australia. We now have a total of 10 units in Australasia, with 7 of them being sold direct in the last three years. Our latest sale was to the University of Queensland, the third machine into this facility. Dr Ericsson who purchased this unit originally used our machine at a lab in Sweden. He found the results and ease of use so great that he began his quest to purchase his own unit when he moved to Australia. The enquiry originated in October 2010, and with the determination and effort from both Queensland and Constant Systems, we succeeded the quest. We look forward to installing this unit in January 2012.... But it doesn't end there, not only did Dr Ericsson purchase our machine, but he also agreed to become a Centre of Excellence for us. This means that he will provide to us any published papers, details for new contacts, written statements for our website, and allow for his machine to be used/demoed to potential new customers. We currently have Centres of Excellence across Europe and North America, so adding this continent to our list is a true achievement for us. With the incoming sales and the positive feedback from our customers, we are more than happy to deal direct with this part of the world.

One of our most used Centres of Excellence is the Institute for Research in Biomedicine, based in Spain. Dr Nick Berrows is the head of the Protein Expression Core at this Facility and he has been an extremely loyal customer over the past years. Dr Berrows previously worked at the Oxford Protein Production Facility in the UK, when an opportunity arose in Spain, he decided to pursue the position and concentrate on progressing his own lab. Instantly Dr Berrows submitted a tender to purchase our machine and succeeded. Due to his positive experiences with our machine, he willingly accepted to assist with promoting our company and became a Centre of Excellence for us. Since then Dr Berrows has conducted demonstrations, spoken to potential customers, and assisted with local customer's technical questions. We are very appreciative of his assistance and look forward to continuing our working relationship for the upcoming future.

Exhibitions

In recent times we have been preparing for the upcoming 'PEP Talk' exhibition in California, USA, where we can promote our products and show off our new designs. We are currently in the process of launching our New Style 'One Shot' model, which we introduced at the 'Biotechnica' show in Germany back in October alongside our working partners IUL.

Future shows include 'PEGS', Boston USA in May 2012 & the 'ACA' meeting, July 2012 also in Boston USA. We will report further on these in future newsletters.

VITAL Competency

A series of VITAL modules were been created and released in November on the area of Competency Management to provide an overview on how the system works, how the process is managed and how the system is accessible to all Score employees.

- MTM-880-1 Score Competency Management System – Competency System Management
- MTM-880-2 Score Competency Management System – Competence System Management
- MTM-880-3 Score Competency Management System – Accessing the Competency System

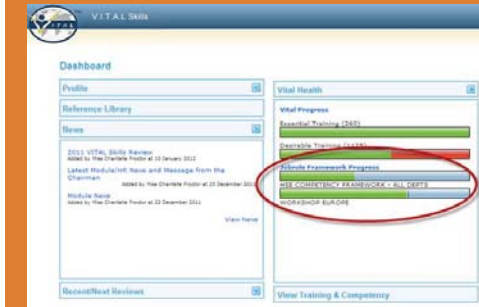
All competency records are accessible to view and monitored across the Group by employees and also Directors, Managers & Team Leaders.

By logging into your VITAL account an individual can:

- View their own records
- View and monitor the records of their teams

This process has been rolled out initially in Peterhead and we will be looking at rolling the process out across the Group.

If you have any queries in relation to the competency system, contact the Human Resources department.



2011 VITAL Skills Review

2011 was the most successful year in the history of the VITAL System. The system has continued to support the training and development of all Score Group's employees through training modules, with the extension this year of competency records being stored by the system.

Back in February some re-organisation of VITAL Help and VITAL Feedback was done to help close calls and act on critical feedback. For the year 2011, one helpdesk call is raised on average every 460 modules and this is improving month on month. Given that most calls raised are due to forgotten passwords and other user issues not related to modules, we are delighted at the system performance. In May, it was announced that 2 hours or 20 modules could be done by any Score user during work time. A total of 176557 modules were sat in 2011, again, an excellent performance. In June, the system saw a slight revamp of the dashboard page in relation to VITAL Module Health and some other layout changes. The majority of the changes however did not affect the graphical interface but rather background changes in terms of the competency management of the system which is now rolled out. Modules explaining the competency system were released back in November. This is continuing Group wide with further changes planned for 2012 both in the background system and some possible visual changes to further increase ease of use by training delegates, as well as added interactivity in training modules.

A total of 243 modules were released during 2011 at the request of various Score Group departments. These modules included the MIDAS Meter, Control Valves, Score Energy, H&S, HR, IT, competency and of course various valve training modules. The quality and quantity of information provided by the system can only of course be continued by the provision of material from the users of the system then with the additional support of technical authorities. The VITAL Development Team would like to thank all contributors through 2011 for their continued support and look forward to working again with them and new contacts in 2012.

Best regards from The VITAL Development Team for 2012

Score Valve Trinidad & Tobago "Score's" First Prize

The rains were unstoppable, but failed to interrupt the events of what was a memorable day for the Score Valves T&T Team. First Place Winner for the best tasting chilli was the highlight of our day.

The competition, the 20th Annual Chili/Chutney Cook Off was organized as a charity affair by the Petroleum Women's Club of Trinidad and Tobago. This fun and exciting day was held at the St. John's Ambulance Centre Headquarters in the capital city, Port of Spain on October 15, 2011.

Several companies within the energy sector were invited to participate in the charity venture and on competition day, Score T&T, named "The Red Hot Chilli Pipers", was up against 15 other teams, competing for best tasting chilli, most unique chilli, best team spirit, best table presentation, queen competition and best team stage performance!

Our team started preparing roughly a week in advance, by making and purchasing of decorations for the tent, ingredients for the dishes etc. The excitement really kicked in 2 days before the event when we started working on our team's stage performance. The radiant colors of chilli peppers red, yellow and green cloth draped the borders of our tent, accompanied by balloons; strings of raw peppers; and chilli shaped lights complemented the ambience. The display of dishes was enticing and included our Braveheart Chilli, curried duck, jasmine rice, polourie and mango chutney, Mexican chips and salsa, and coconut chutney and pepper chokha as spicy condiments.

Dressed in yellow T-shirts, with prints of a chilli man playing a bag pipe; our team name, and both the Trinidadian & Scottish National Flags, our team members proudly represented the Score Valves T&T. Also complementing our attire with a Mexican touch, each team member wore a "jimmy" hat, adding a comical and jovial attribute to the happenings of the day. We were in high spirits throughout the day serving the patrons samples of our tasty dishes with smiles and exhilaration and also managed to capture 3rd Place Win for Best Team Spirit Category!

The atmosphere was nothing less than that of a Trini style party with the sound of tassa drums, the DJ playing many hit party songs during the competition and a live band that entertained the audience after the prize giving ceremony. All teams, winners and non-winners, and patrons of the event all danced merrily notwithstanding the inclement weather.

Indeed it was a great day, as the Score Trinidad Team did not only bring home 2 great prizes, but in fact, it seemed like a natural team builder as we all played a fair part and ultimately made a meaningful team effort. The positives evolving out of this event are too numerous to mention but certainly it did good for our company's social image. It was without a doubt a fun day and we definitely look forward to participating next year, winning more prizes and keeping the Score flag flying high.



The Red Hot Chilli Pipers Team
Members of Team from left to right; Vishnu Arjoosingh, Allen Sutherland, Graeme Stephen, Cindy Lemet, Chanda Jaskaran, Sunasha Maharaj, Shakti Nancho

Meet the Director Stephen Kelly

My name is Stephen Kelly and I've worked for Hycrome for 16 years. Before joining the company I completed a Degree in Aeronautical Engineering at Salford University before returning to work at Hycrome where I had previously worked as a fitter in the Pumps and Fluid Couplings department during the summer holidays. I started off in the QA department as an inspector then moved into job planning as well. When I had been at the company for a year we moved premises and this allowed us to expand and develop new processes and I was responsible for implementing the quality systems needed for setting up the aerospace surface treatments. After a short spell as Quality Manager I set up the Turbine Repair department and then managed this for a number of years before taking a wider role as Works Manager then Operations Director in 2006. My current role involves overseeing the four production departments in Hycrome (Turbine component repair, Manufacturing department, Oil and gas component repair and Aerospace surface treatments. I am also responsible for apprentice training and development and for Health and Safety on site.

Married? Married for 12 years to Leane

Live where? In a village called Fence about 5 miles out of Burnley

What's the best advice you have ever been giving? The more effort you put into something the more reward you get out. It applies across all aspects of life.

Favourite film? It's hard to pick out one but I suppose Star Wars is the one I have watched most over the years.

Last DVD bought? The Wire boxset (American crime drama)

Are you interested in sports? I enjoy watching most sports and play the occasional round of golf.

If you could ask someone a question who and what would you ask? I would ask Mark Zuckerberg (inventor of Facebook) how he had the balls to turn down multi-billion dollar offers for his company when he was in his early twenties and living in a small flat in California.

If you could be anyone for a day who would you be and why? F1 driver looks like a pretty good job so it would have to be Jenson Button on a race day.

Who's the most famous person you have met? I met Prince Charles last year at Burnley College. He came across as a genuine guy and was interested in the work we did and the region as a whole.

Who's been your greatest inspiration? My dad who sadly passed away in November. He always worked hard to provide for his family and was generous with everyone he met. Top man.

What could you not live without? Sunshine. We don't get enough in the North of the UK so it's great to travel to warmer climates and soak up some rays.

In your opinion, what's the best invention or discovery in the 20th or 21st Century? The invention of Radar by the British saved our bacon in WW2 so I think that tops my list

What's on your iPod or MP3? I'm a bit of a sucker for indie rock music; The Stone Roses, The Smiths, Radiohead, Arctic Monkeys but if you look hard enough you might find a bit of Neil Diamond on there as well. Genius.

What really annoys you at work? Lack of enthusiasm.

What makes you smile? Stupid comedy films like Airplane

What advice would you give to someone still at school that wanted to become an Engineering or Administration Trainee? Write to companies to try and get work experience placements in an Engineering or Admin environment. Unfortunately, schools don't work as closely with industry as they used to so the emphasis is on the student to take the initiative. Every year I interview potential apprentices who know nothing about the environment they want to work in because their work experience has been in a school, nursery or supermarket.

Meet the Apprentice Andrew Milton

My name is Andrew Milton, I am a mechanical Engineer and currently in my second year apprentice at Score. My first year at Score was spent at the training centre but since completing the training centre I have been in CRL and PSV.

When I was little I wanted to be....? Professional Football Player

Live where? Peterhead, but from Buckie originally (near to the city of Elgin)

What's the best advice you have ever been given? is to try my best at everything I do and never give up

Favourite film? I don't have a particular favourite film because I like so many different kinds of films.

Are you interested in sports? I am very interested in sports as I play football although I recently broke my elbow and haven't been able to play.

If you could ask someone a question who and what would you ask? I would ask Bill Gates about the secrets to his success.

Who's been your greatest inspiration? My greatest inspiration would have to be my dad as he has always has good advice for me.

In your opinion, what's the best invention or discovery in the 20th or 21st Century? The computer as it allows you to do so many things so easily.

What really annoys you at work? The only thing that really annoys me at work is when people borrow your tools without asking and then leave them lying around the workshop.

What advice would you give to someone still at school that wanted to become an Engineering or Administration Trainee? The advice I would give to someone at school is to stick in and work hard to get good grades so you have lots of options when you leave school.

If you are interested in participating in the Meet the Apprentice feature please contact the STAMP Newsletter team.

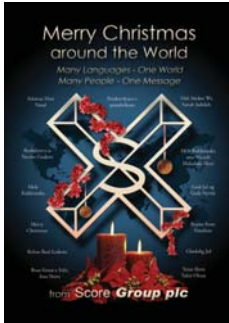
Competition Winners

Christmas Card Design and Poem

The standard was once again very high and we thank you for all entries that were received. As previously announced on email, the winners were David Walker for the poem and Jacquie Murray for the design, both from Score (Europe) Limited.

*See the smiles on all the faces
Show kindness to the human races
All the kids with their new toys
Time to relax sit back and enjoy*

*To all our clients far and near
Your custom has been valued
We take time to reflect with wishes for
A happy Christmas and a prosperous New Year*



Congratulations to both David and Jacquie

Peterhead TC Quiz Night Success

The 2011 summer intake of Admin Trainees at the Training Centre held a quiz night in aid of Children in Need as part of their course. This involved phoning venues and negotiating costs, writing letters and contacting businesses asking them to donate raffle prizes. They received welcome donations ranging from vouchers to bottles from 24 local businesses. The trainees also made and sold bags of toffee and had a Pudsey Bear raffle. The topics and questions for the quiz were made up by the trainees. They organised a local "quiz master" who contributed to the smooth running of the quiz.

Before the quiz night, the girls organised a leg waxing fundraiser which took place in Boots, Peterhead on the 29th October where Leslie Fulton and Scott Gilbert endured the pain and got their legs waxed. Their sponsor money was added to quiz takings. The evening took place on the 4th November at the Palace Hotel, Peterhead and they raised a grand total of £850. The trainees would like to thank all concerned who made the night a success.

"Overall a great night was had by all. The donations, good turnout and help on the night was greatly appreciated and the total raised far exceeded our expectations."



TC Administration Trainees

Qualtec Cash for Kids Football Tournament

On the 1st October Qualtec Control played in the Dalkia Cup tournament. The event was held to raise money for the 'Cash for Kids' charity to help disadvantaged children in Yorkshire. This year was the first time Qualtec had been invited to play in the event which was organised by Dalkia Utilities. Our involvement helped raise much needed funds for charity and looked to strengthen our already good relationship with our client. 30 teams took part this year, a record number. Our team consisted of Gary Hunter, Alex Daniels and Jonathan Gill from Qualtec and Simon Winter, Thomas Press & Stephen Cross from Score. We were joined on the day by our loyal fan base Tasha Hart & Demi Atkinson from the Qualtec office who would be singing our team anthem throughout the day.

The tournament started with 5 teams per group and the top 2 would go through to the next round to play for the Dalkia Cup and the 3rd & 4th team would go through to the runner up Dalkia Plate. One team from each group would not qualify and after the inspirational speech given by our team captain before the game, we were determined to go through to the next stages.

Although we did not get off to a great start, closely losing our first and second game 1-0 we eventually got into the swing of things and won our third game 4-2. To save on our pride we all agreed that we would put our initial loses down to the heat which was an unseasonable 26 deg c on the day.

We won our next game 2-1 and lost our last game. Unfortunately we did not do enough to get through to the Dalkia Cup round. We did however get through to the runner up of the Dalkia Plate. We were eventually knocked out in a well fought game and were valiant in defeat. We all agreed that it was the taking part that counted and the plus side to losing was that we could get to the BBQ quicker for a well needed rest.

The Winners of the Dalkia Cup were 2 local firms, Kwik Fit Builders and Ardeth Engineering who won the Dalkia Plate.

A staggering £12,100 was raised through this event and a great day was had by all.

