

WHAT'S THE SCORE

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October 2012

Score Honours William Urquhart!

Page 3



Hycrome Receives
Accreditation!

Page 11

NEW Compression
Packing Course
Released!

Page 11

Score Group
Apprentices Graduate!

Page 9

Focus on **HSE!**

Page 13

**Wild Well
Controls
- Interest
continues
to grow!**

Page 5



MIDAS[®] Sensor Released!

ONS 2012...

Page 4

Michael Moore MP Addresses Apprentices!

Page 12

In This Issue

On the Cover

- 3 Score Honours William Urquhart
- 4 MIDAS® Sensor Released
- 5 Wild Well Controls - Interest Continues to Grow!
- 9 Score Group Apprentices Graduate
- 11 New Compression Packing Course Released!
Hycrome Receive Accreditation
- 12 Michael Moore MP Addresses Apprentices
- 13 Focus on HSE

Quarterly News

- 6 Score TransCanada Supports Oil Sands New Construction Projects
Nigerian Oil Company Delegates Visit Score
- 7 Apprentices Score at Scottish IMechE Engineering Craft Competition
and Annual Awards Ceremony
- 8 Score Apprentice Runner Up in the IMechE Apprentice of the Year Award
Hycrome Receives National Apprenticeship Award
- 10 The Latest News at Cowdenbeath
- 11 Score Europe Opens New Office in China
Score Marine Receives Accreditation
- 13 Fraserburgh Academy Careers Day and Work Experience
- 15 VITAL Yearly Update
Elaine McPherson Takes on a Challenge
Peterhead Scottish Week Raft Race
Another Score Engineer Wins Coveted Trophy
- 16 Gordon Milne is Commended by Score on his Retirement

Length of Service

5 years

Jonathan Hennell
Terry Turton
Krister Brandeggen
Diana Ramrattan
Russell Forman
Kenneth Stephen
Lindsay Murray
David Ross
Gemma Reid
William Lovie
Daryl Allan
Richard Allen
Andrew Buchan
Michael Campbell
Lee Fraser
Matthew Will
Kyle Dickson
Stephen Cross
Thomas Press
Craig Robinson
Alasdair Duncan
Blair Wilson
Gillian Holden
Cherie Cameron
Leona Smart
Andrew Wishart
David Barton-Phillips
Mariana Rodrigues
Andrew Ralston
Haroldas Norvaisas
Emma Greig
Raymond Stringer
Roger Higginbottom
Martin Moir

10 Years

Steven Harrison
Colin Forman
Martin Sinclair
Richard Blow
Edward Clark
Nicholas Aiken
Andrew Goddard
Elisabeth Haugsgjerd
Tom Pedersen
Jette Christiansen
Richard Cashon
Steven Jenkins
Lewis Duncan

15 Years

Nicola Smith
Knut Leif Forland
Lisa Rutter
Ronald Simpson
Andrea Bowie
Graham Christie
Scott Fox
Stuart Penman

20 Years

Keith Souter

30 Years

Charles Ritchie

Score Honours William Urquhart

Score Group plc has recognised the career-long contribution of local man William Urquhart, from the Hill of Mormond in Buchan, by giving one of their latest Wellbank facilities his name. The building, now named "The William Urquhart Building", is the new home of Score Subsea and Wellhead Limited.

This is the building which houses the Score team that delivers support services to the growing market of subsea oil and gas exploration, production and transmission.

Score Group plc Chairman, Charles Ritchie noted that it was a "testament to William's hard work and dedication that the Group now has this unique facility" and that "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 the presence of a gathering of William's colleagues, where a red granite name plaque was unveiled with his and the new building's name on it.

Born on 22nd February, 1962, William Urquhart grew up in Hill of Mormond. He served his mechanical engineering apprenticeship, starting in 1978 at Grampian Tractors Limited in Maud, before joining up with Charles at Score in 1984. William is at the core of the operational activities of the Score team.



Never scared to throw himself into new challenges, William established himself as one of the Group's most successful valve specialists, achieving many successes to the great benefit of the company and its customers and furthering the company's valve management operations and strategies.

His unwavering commitment to developing others has also brought rewards for those individuals and the company. Some of the engineers William has coached and mentored over his career have themselves risen to great heights within the Score Group, up to and including Director level and these individuals work closely with him to this day.

Always popular amongst his colleagues with his down to earth, fun-loving approach to life, William now champions this exciting new business area for the Score Group, passing on his lifetime's knowledge and experience to the next generation of Score team members.

In 2002, William was promoted to the post of Operations Director of Score (Europe) Limited, a position he held for 6 years before being appointed Deputy Managing Director. His appointment to the post of Managing Director of Score Subsea and Wellhead Limited followed when the company was set up in 2008.

Whilst his focus is now on Subsea opportunities, William retains a very strong connection with the operations of the organisation and can often be seen helping others, including the youngest apprentices with their latest challenges.

What little time William spends away from work, he likes to spend it with his wife Karen and their family.

Speaking recently, Chairman Charles Ritchie commented "This ceremony is a recognition of William Urquhart's contribution to the Score Group of companies. He is the Managing Director of our developing subsea business Score Subsea and Wellhead Limited. William also runs with special projects such as our Welbuk valve, our seals company and a newly acquired transmission business, Score Transmission Services. He takes time to engage with and train our young budding talent. We are very fortunate having such a team player on our side. The plaque is made from Peterhead red granite and the material is strong, hard and dependable, a few of William's own attributes.

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 January 2013.

The Newsletter Team

Score Group launches new MIDAS® Sensor for Through Valve Loss / Leak Detection and Measurement



The Offshore Northern Seas (ONS 2012) Exhibition ran from Tuesday 28th to Thursday 30th August in Stavanger, Norway.

Representatives of Score's Norwegian company Score A/S, assisted by Score Group directors met a wide range of invited guests throughout the week, including many of its existing and potential new customers, suppliers and competitors in the Norwegian Oil and Gas market, to discuss on-going work and new opportunities.



The Group also used this unique opportunity to launch its latest valve diagnostic product – the MIDAS® Sensor, following the successful launch of the MIDAS® Meter



at the previous ONS 2010 week.

The MIDAS® Sensor received its final ATEX and IECEx approvals just prior to the exhibition.

MIDAS® Valve Diagnostic products use proven acoustic emissions (AE) technology to identify through valve losses / leaks and then using proprietary algorithms, calculate and quantify any leaks found.

A steady stream of interested parties were shown the product presentations and then given the opportunity to use the equipment themselves, as part of the MIDAS® Sensor product launch.

The MIDAS® Sensor detects the early onset of leakage and helps operators to identify, trend and quantify through valve losses / leaks. The measurable output from the MIDAS® Sensor enables the appropriate operational and maintenance actions to be taken and assist the asset owners in the optimum management of their valve populations.

Valve leakage represents major risks to plant operations. These include:

Safety
Loss of containment of process fluids presents a major risk to personnel working on the plant

Environmental
Leaking valves / loss of fluid containment represents a potentially major risk to the environment

Efficiency
Lost production due to leakage and / or downtime due to poorly performing valves affects both plant efficiency and availability, which can result in both loss of product and profit.

The MIDAS® Sensor launch event was also used as an opportunity to train local Score A/S personnel on the new products and also to reward them for their on-going hard work and commitment. Local team members were invited to spend some time on the boat, including on the Thursday evening, where they were able to get an excellent view of some of the ONS 2012 entertainment provided in the harbour area, including the rock concert and firework display.

Visitor entertainment was also given a Scottish lilt when



Aberdeen based Deeside Caledonia Pipe Band played a few classic pipes and drums tunes, watched with appreciation by a gathering of locals and visitors from the harbour wall.

Score Group plc Chairman Charles Ritchie summed up the week's activities by saying "ONS in Stavanger is a wonderful experience".



Wild Well Control - Well-CONTAINED System - Interest Continues to Grow



Score Subsea & Wellhead Ltd in conjunction with Wild Well Control (WWC) hosted a series of events principally to the Oil & Gas Operators who have contracted with WWC to respond to a "Subsea Well Incident" which may befall them in the future.

The events also saw various Government Officials, environmentalists and media attend overview presentations at Score Energy's Wellbank, conference center. System Demo's were also conducted at SS&WL's facility. This

included functioning a set of giant shears which are designed to cut through large diameter pipe and penetrate any subsea blow-out debris. The Blowout Preventor Shear Rams were also stroked.

During the presentations, the delegates received a step by step overview on how an emergency response plan would be activated and implemented, no matter where the incident had occurred. Primarily, SS&WL (System Storage, Healthcare & Maintenance Contract Holder) would ensure the correct parts

of this multi-faceted system are shipped in the proper call-off order. Depending on the receiving location, the system would either be trucked to Peterhead Harbour for shipping or trucked in convoy direct to Prestwick Airport near Glasgow. From there the system would be loaded and flown out in a series of specially chartered Boeing 747 Cargo Jets.

Once the system is in transit, Score Subsea & Wellhead Technicians would also deploy to the incident's nearest large harbour location to receive the system and assist Wild

Well Control's incoming Houston technicians to build and function Test the WellCONTAINED system prior to sailing to it's final onsite deployment.

Visiting Oil & Gas Operators included: BG Group, ConocoPhillips, ENI spa, ExxonMobil, Hess, Maersk Oil, Pemex, Petrobras, Petronas, Talisman Energy, Total and Tullow.



Wild Well Control visitors at Score Subsea and Wellhead Limited Facility

Score TransCanada Supports Oil Sands New Construction Project

Score TransCanada has been awarded a scope of work to complete the re-certification of over 300 PSV's for a major new Oil Sands site.

The plant is located approximately 70km north of Fort McMurray, Alberta, Canada and is jointly owned by two of the world's leading oil companies. The overall project consists of an Oil Sands Mine, Crushing, Hydrotransport, Extraction, Froth Treatment & Utilities facility.

When fully operational the facility will be one of the largest open-pit mining operations in Canada, with an operational expectation of around 340,000 bpd.

The work awarded is currently for the utility areas which include the Recycle & Raw Water Ponds, Utility Plant Area and Natural Gas Custody Transfer Station

Area. This scope of work will expand into the Froth Treatment facility which will add approximately another 300 PSV's to the scope; other scopes are expected to follow.

All work is being completed on site utilizing one of Score TransCanada's mobile workshops; the unit provides a fast and efficient service to the client.

The work underpins the view that Score TransCanada is one of the leading independent providers of PSV services in Alberta and Western Canada. The addition of the new plant to Score TransCanada's Oil Sands portfolio shows the strength and depth of offerings from Score TransCanada and its ability to adapt from operational plant to new construction.

All work being completed is regulated by the Alberta

Boiler Safety Association (ABSA). ABSA is the pressure equipment safety authority and is authorized by the Alberta Government for the administration and delivery of safety programs related to boilers, pressure vessels and pressure piping systems in Alberta, Canada. Score TransCanada is an ISO registered business and holds ABSAAQP certification for the repair of general Valves and also ASVS certification for the repair of Safety Valves. Accreditations cover the Edmonton and mobile workshop facilities. Score TransCanada General Manager comments "This is an exciting opportunity to support two major Oil Sands clients at an early stage in their operations life cycle. The ability of Score TransCanada to support the client demonstrates the strength and versatility

of the operation to meet the client's demands at a key stage in the project. Completing construction and then commissioning of any plant is a tense and stressful time for the client, having Score TransCanada on site to support their entire valve population ensures a fast and effective response to valve related issues. This support is key to ensuring any start-up delays and the associated costs are minimised"

Score TransCanada has been established in Edmonton, Alberta for a number of years and is focused on providing Intelligent Valve solutions to the oil & gas, power and general industrial sectors within Alberta, British Columbia, Saskatchewan and other areas of Western Canada.

Nigerian Oil Company Delegates Visit Score

UKTI (UK Trade & Investment) work with UK-based companies to enhance their success in international markets whilst encouraging successful overseas businesses to look at the UK as their global partner of choice.

As part of their work, UKTI – together with Shell, the largest operating company in Nigeria – regularly organize business briefings to promote trade in Nigeria and to support UK companies to gain a foothold in this challenging market. On Friday 28th September UKTI held their "Nigeria UK Supply Chain Breakfast Forum" at the Hilton Treetops in Aberdeen and Score were asked to participate. 30 UK companies and 33 Nigerian companies took part in the forum including two senior Shell Nigeria managers. The



Nigerian delegates came mainly from companies based in Lagos and Port Harcourt, dealing in all aspects of the industry from logistics to engineering. All were in attendance with a view to forming new relationships with

UK companies. As part of the itinerary delegates were given the opportunity to visit Score in Peterhead and around twenty companies, including Shell, accepted the offer. The delegates were welcomed

to the Wellbank facility before being given a tour of Score Energy. They were then taken to the valves facility at Glenugie for a guided tour before leaving to fly back to Nigeria.

The visit was hailed a great success by the delegates, enhancing Score's reputation, particularly with Shell who now plan to support Score in efforts within Nigeria, enlarging our 'in country' footprint - a necessity to grow the business in the competitive Nigerian market. Feedback shows that delegates were extremely impressed with Score's facilities, organisation and professionalism as well as the sheer scale of our operations and it is hoped that Score can now maintain closer business links with Shell Nigeria.

Apprentices Score at Scottish IMechE Engineering Craft Competition and Annual Awards Ceremony

At a ceremony held at the Score Vital Training and Conference Centre in Peterhead at a ceremony held at the Score Vital Training and Conference Centre in Peterhead, a Score apprentice was rewarded for his achievement in coming runner-up in the prestigious Annual Scottish IMechE (Institution of Mechanical Engineers) Engineering Craft Competition for 1st-year Apprentices..

At the competition, held on 21st June at Carnegie College, Rosyth Campus, 20 of the country's top apprentices in Mechanical and Electrical Engineering undertook challenges in which their knowledge and practical engineering skills were tested. The candidates, who had to be under 19 years old at the time of the competition, all attend SEMTA approved Training Centres throughout Scotland while being employed by national and international engineering companies, including Score (Europe) Limited, Rolls Royce, Michelin and MB Aerospace, to name just a few.

He completed his off-the-job introductory level engineering training at the Peterhead Engineers Development Limited (PEDL) Training Centre at Wellbank. He is employed by Score (Europe) Limited on their award-winning apprentice training programme, which is the largest of its type in Scotland with over 300 apprentices completing a six-year long training programme, designed to make them the most qualified and capable engineers in the market.

With an impressive combined result of 83.5%, Score's Apprentice scored highly in his 2 written papers (79% and 90%) and demonstrated great skills in his chosen specialist practical exercises of Centre Lathe Turning (75%) and Vertical Milling (90%).

In addition to the prestige associated with his "runner-up" achievement, he received £200, a certificate and an engraved glass trophy from the competition's headline sponsors, the IMechE.

He was however pipped for the top prize of £500 and a trophy by Calum Newton (18) who gained an outstanding overall mark of 88.25% focusing on the specialised area of Electrical Wiring and Bench Fitting. Calum is an apprentice

with Glaxosmithkline and attends Angus Training Group Ltd. in Arbroath.

The competition's third prize certificate, and £100, was shared between Arran Henderson, employed by DSRL Dounreay and Christopher Hunt of Baker Hughes Inteq (Aberdeen) who both scored a combined average of 81.25%.

The Craft Competition Entries

After a buffet lunch, attended by the winning apprentices, their family members and representatives of their training providers and employers, the prize winners were presented with their prizes by Mr. Billy Scott, Business Development Manager (Scotland) of the IMechE. Mr Scott congratulated all apprentices on their outstanding work and commitment and emphasised how pleased IMechE were to support the career development of young engineers, who would surely be vital contributors in Scotland's recovery from the current recession.

The Score apprentice was delighted with his achievement and awards and expressed his appreciation of the training and support he received from all the instructors and mentors at Peterhead Engineers Development Limited (PEDL) and Score (Europe) Limited.

Following the presentations for the Annual Engineering Craft Competition, there were further presentations of certificates to 14 female Score Administration Trainees who had attended PEDL for off-the-job Business Administration Training. Their certificates were presented to them by Caroline Milne (PEDL Manager) and Elaine Buchan (PEDL Administration Lead Instructor). These Administration Trainees are now progressing through their SVQ level II qualifications in this subject, supported by a team of coaches, mentors and assessors from the Training Centre and Score (Europe) Limited.

Gordon Milne, Chairman of PEDL then presented a total of 33 Certificates to Score's first year Engineering Apprentices, in recognition of their completion of the SVQ Level II qualification "Performing Engineering Operations". This qualification is their first formal qualification in their apprenticeship programme and represents their first step towards a highly rewarding career in

Engineering.

The Apprenticeship of the Year Awards

The final awards of the afternoon were for the PEDL 'Apprentice of the Year'. They all received certificates of achievement and prizes of tools which had been kindly donated by the competition sponsors, local engineering supplies company, Cromwell Tools.

Summing up after the highly successful event, attended by over 150 people, Dave Anderson, Managing Director of Peterhead Engineers Development Limited, paid tribute to the dedication and achievements of all the apprentices from Score and the other organisations represented, who were a credit to their training providers and their employers.

He also congratulated the PEDL training team, who had achieved an amazing 100% record in helping all candidates achieve their respective course completions in this financial year. This was a spectacular success and one which they should be very proud of.

Elaine Buchan and Caroline Milne, were also given praise for their work to attain SQA accreditation for PEDL. This will allow them to deliver and certify the Business Administration course the centre is running. All future Administration Trainees will therefore leave the Training Centre with formal SQA qualifications, which is a major positive development for staff and trainees alike.

Without the hard work, dedication and investment in all these young people by the training organisations and their employers, the awards events would not have happened. Score Group plc remains fully committed to supporting these competitions and providing apprenticeships and other employment opportunities for all moving forward.

The Annual Engineering Apprentice Craft Competition is sponsored by the Institution of Mechanical Engineers (IMechE) and Score Group plc, and is further supported and hosted by Banff and Buchan College and Carnegie College.

Images on next page



Angus Training



PEDL & Score (Europe) Limited



Tullos Training



DSRL

(All above pictured with Billy Scott IMechE)



Alan Swankie, Angus Training



1st Prize

Pictured with Richard Sadler, MD Score (Europe) Limited



2nd Prize pictured with

Conrad Ritchie, Deputy MD Score (Europe) Limited



3rd Prize Pictured with

Bruce Buchan, Quality Director Score (Europe) Limited

Hycrome Receives National Apprenticeship Award

The National Training and Apprenticeship Awards held in Blackburn was opened by Harry Catherall, Chief Executive of Blackburn with Darwen Borough Council. The awards cover the Greater Merseyside, Lancashire and Cumbria regions. At the awards Hycrome received the 'North West Nuclear Decommissioning SLC Award for Medium Apprenticeship Employer of the Year'. Hycrome's apprentice Zayanah Mansor

was also awarded 'Highly Commended' in the EAL Advanced Apprentice of the Year. Laura Etherington from Hycrome said: "The Apprenticeship Awards are a fantastic recognition of the efforts put into apprentice training. Apprenticeships have been vital to our success for many years now and we are going from strength to strength thanks to the efforts of all involved".



Score Group Team Excels at College Graduation

The annual Banff and Buchan college graduation ceremony was held on the 6th of October at the main campus in Fraserburgh. Once again, Score Group was at the forefront of achievements with their biggest group of graduates in the company's history with a total of thirty-eight honours.

The company's engineering apprentices were the largest representation from the company with a total of five Higher National Diplomas one of which received a special award. Twenty-five Higher National Certificates in Mechanical Engineering also graduated. In addition to this, an HNC in Electrical Engineering and another in Welding were also obtained. Yielding a grand total of thirty-two HND's and HNC's in engineering disciplines, this is a marvelous achievement by the apprentice group of which the company is exceedingly proud. These team members currently work in various departments and divisions of Score (Europe) Limited, Score Energy Limited, and Score Marine Limited, all of which are based in Peterhead.

In addition, two team members from the financial department were also recognised with HND's in Accounting and Finance with one being further recognised with a Scottish Qualification Authority prize. An HNC in Business and Administration was gained by a Score Europe sales and administration team member who also received a special college award.

The information technology department operating under Score Europe, servicing all hardware, software and communications

for the group saw yet another qualified team member awarded with an HNC in Computing. This graduate has already been at a number of Score's remote locations including Dubai, Norway and Canada involved in networking, hardware and software upgrades and is a valued member of the team.

Continuing on a computing theme, it was an especially proud day for Score Training And Multimedia Productions Limited (S.T.A.M.P.) who saw their first two graphics apprentices awarded with HNC's in Interactive Media. One of these was additionally recognised with a special award. He has now moved from S.T.A.M.P. to Score Europe's drawing office and is now studying towards an HNC in Mechanical Engineering.

Score Group is committed to continuing its training provision in the years ahead in order that the future skills, experience and knowledge is not merely maintained but grows year on year. The Group's highly commended apprenticeship scheme is stronger than ever and in many ways is the backbone of the organisations success and continued expansion globally, with now over thirty locations worldwide. Leading the way in technology in sectors such as condition monitoring and leak detection through to valve and industrial gas generator supply and service, the organisation values its team members and is greatly proud of their achievements.

Score is currently accepting applications for its January 2013 Engineering and Administration intake. Visit score-group.com for details.



Score Group graduates, accompanied by James Duthie (HR Manager), Fiona Johnston and Gordon Milne (Apprentice Co-ordinators), Lynne Macfarlan and Conrad Ritchie (Score Europe Directors).

Score Apprentice Runner Up in the 'IMechE Apprentice of the Year Award'

An apprentice of Score Europe has been awarded the Runner up prize in the 'Institute of Mechanical Engineers Apprentice of the year award'.

The award will be presented at the IMechE Visionary Awards at their UK Headquarters in Westminster on the 26th September.

Every year the 'Institution of Mechanical Engineers (IMechE)' run this nationwide competition and apprentices from all engineering sectors enter. With over a 1,000 applicants entering annually, picking up this prestigious award is a well-deserved achievement.

As a company Score Group is committed to providing the best possible training and opportunities to all apprentices, and in particular to those that demonstrate effort. Our Modern Apprenticeship programme continues to add real long term value as acknowledged by this latest accolade.

The Latest News at Cowdenbeath

Overhead Crane installation and upgrade

The valve repair workshop has recently seen the main overhead crane completely upgraded and also benefited from having an additional 10 tonne crane installed. The additional crane had to be cut to size to suit the distance between the rails. This is where Ally Wilson excelled, careful measuring before cutting and then welding on the ends. Ally was ably assisted by David Gavin.

The additional crane provides a significant benefit to the workshop, increasing lifting operations, improving our capability and capacity. The crane was installed just in time to meet the Shell Mossmorran Shutdown equipment.



Apprentice Awards

Gordon Scott seen here surrounded by some of his fellow trainees receiving his Modern Apprenticeship completion certificate from Lisa Calder of Carnegie college. Also in the picture displaying their SVQ2 certificates are Daniel Hodge and Robert Harper.



Additional upgrades

It is a busy place with preparations for the building of the new Shock test facility well advanced and ready to start the building works.

We intend increasing our test capabilities by installing a flow loop test facility, something that our customer base frequently require to happen here. To support this and provide a larger footprint, additional warehousing space has been acquired.

The blast booths have been relocated and the overhead lighting is being improved. The air compressor is being replaced a larger unit. Notwithstanding this Ian Mann and his team of electricians are busily removing redundant power supplies and upgrading the overhead lighting throughout. Ally Wilson and Ian Mann will be key to the success of the installation and operation of the new building and test facility during these changes and additions.



Aker Solutions

Over the last year we have worked very closely with Aker Solutions of Indonesia. Aker have selected the Cowdenbeath facility as their preferred test facility and view it as a centre of excellence. Because of the very good relationship built up over many months with Aker we have become more involved in their future test programming requirements. This allows us to look ahead and plan our workload with a higher degree of confidence.

Pictured are two Aker Solutions engineers Pierre Sulilatu and Donny Indarto both of whom have spent many weeks working with our test team. Also in the photograph from left to right Stuart Penman, Steven Kennedy, Steven Davidson and Jack O'Hagan.



Forklift Truck Training

Many thanks to Eddie Clark for providing training in fork lift truck driving. Eddie can be seen here putting Scott Fox and Jack O'Hagan through their paces.



Hycrome Extends Range of NADCAP Accreditations

Hycrome (Europe) Limited has recently achieved Nadcap accreditation for the 'Heat Treatment of Aluminium'.

This compliments the existing accreditations for NDT, Chemical Processing and Surface Enhancement held by Hycrome.

Nadcap provides independent certification of manufacturing and treatment processes for the Aerospace industry.

Accreditation was achieved after significant investment in new equipment, months of preparation and a demanding 4 day audit, carried out by a 'Task Group' made up of personnel from major Primes in the industry such as Airbus, BAE Systems and Bombardier.

The addition of heat treatment accreditation increases Hycrome capabilities to support the Aerospace manufacture and surface treatments on aluminum fabrications and billet components.

The next Nadcap accreditation being pursued is 'Thermal Coatings' with an audit being planned within the next 6 months.



Score Europe Opens New Office in China

Score (Europe) Limited has setup an office location in Suzhou which is a major city located in the southeast of Jiangsu Province in Eastern China and about 100km west of Shanghai. Harry Chen has been installed as for the region under the command and direction of the Score Europe directors. Harry received his first visitor very recently from PetroChina, who are now in negotiation for Score valve and turbine services.



An industrial zone was established a few years back in the city and now boasts to have over 3200 operating from the sector which includes nearly 80 of the Fortune 500. Companies with a population of over 6 million, foreign investment of over USD 30 billion and domestic investment also in the billions, the area continues to attract engineering, aeronautical, nanotechnology and other businesses. I'm sure we'll hear more Score developments from Harry in the coming months and years.



Score Marine

Congratulations to Score Marine for gaining its 14001 Environmental and 18001 Occupational Health and Safety Certificate. This award was granted by LRQA on the 28th June 2012.

Score Training Unveil Much Anticipated Compression Packing Course

October will see Score Training And Multimedia Productions Limited training instructors deliver tuition in Compression Packing for the first time as they launch their newest training course.

The course is introduced at a time when the UK HSE is recognising that gland packing leaks are worthy of particularly close attention by the energy industry. As well as being wasteful, gas and oil leaks pose a huge risk to human life and the environment, through explosions or release of toxic materials. In order to comply with HSE standards, adequate measures to regulate aggressive substances must be in place, but ensuring a workforce have the know-how to maintain such practices can be a difficult and costly procedure.



Score Training has developed a solution; the one-day Compression Packing course aims to develop an understanding of the function of compression packing along with an appreciation for different packing types, necessary procedures and an awareness of the risks involved. The course, a blend of classroom based theory

and practical workshop experience, coaches personnel to control risks before dangerous situations are given the opportunity to arise.

The course is part of S.T.A.M.P's innovative Hydrocarbon Containment Management Programme™ but will be available individually to Score personnel and third party clients alike from 1st October. External interest has already been shown in the course and S.T.A.M.P hope to take their first bookings within the next few weeks.



Michael Moore MP Addresses Score Group Apprentices

Michael Moore MP, Secretary of State for Scotland, along with Willie Rennie MSP, leader of the Scottish Liberal Democrats, conducted a 2 day tour of Fraserburgh and Peterhead on the 15th and 16th of August.

On day 2 of the tour, the elected members visited Score Energy Limited where they were first given a guided tour of the Turbine and Fuel Nozzle facility by Managing Director Hugh Irvine. During the tour, an explanation was given about the process and services through strip-down, inspection, rebuild and testing of Industrial Gas Turbines which includes Avon, Olympus and RB211. Following on, they were guided to the facility's lecture theatre where the Score Group Chairman, Mr. Charles Ritchie, was conducting a safety and training lecture with over 200 engineering, mechanical, welding and administration apprentices and trainees. Mr. Moore was then warmly introduced by the Chairman and welcomed by the audience, then invited to say a few words.

He opened by stressing 2 points. The first was that Engineering and Technical disciplines were the key to success and future. His second point stressed the need for investment in young people in order to give them the skills and experience to maintain the country's leading edge in the global market place. He continued that the investment Score Group has placed on this is on a scale that he has never seen before. "I think that was the first time I have been

in a room with so many apprentices employed by one employer" he added after the visit.

Continuing to address the gathering, he spoke about the impressive facility before expressing his views on the apprenticeship path. 5 or 6 years may seem a long haul but the value of this in many ways outstrips the value of university theory, and the country is beginning to waken up to the apprenticeship pathway. Apprentices have choices that university graduates will not attain for many years due to the blended learning approach of practical, hands-on experience as well as theoretical knowledge through the apprenticeship.

He concluded by mentioning the future decision Scotland is going to be asked to make in regards to potential independence. He did not put his party spin on this but rather invited and encouraged all in the room to get involved in the debate as this will affect the whole nation for generations to come. He then asked for questions from the floor.

One apprentice asked why trainees on a development wage have to pay tax and national insurance when university graduates contribute nothing to the finance of the country. He responded by saying that he believes that we all have to play our part in the contribution of finance for the country although understands the concern. In an effort to reduce the burden, the government is



working to ensure people do not start to pay tax until the £10,000 threshold.

Second question relate to excessive fuel tax. He admitted that in areas such as the north east where public transport is not a viable option, it does indeed seem to be unfair. However, through historical reasons, the best result that can be achieved is the maintaining of present levels to balance price volatility.

The final 2 questions concerned foreign aid and the property market. Mr. Moore answered giving the moral and educational argument with regards to aid, and the need to balance property prices with future economic wealth and growth in regards to housing.

After a warm applause of appreciation from the 200 strong group, Charles thanked the Secretary of State for his time in addressing the group.

Score Group continues to invest in and support the apprenticeship route and has become the largest apprenticeship provider in Scotland is are now seeking applicants for the January 2013 intake of both Engineering and Administration schemes. For further information visit score-group.com/careers.



Focus on HSE

Friendly Bacteria Success

Score Europe has completed a successful trial of a new type of machine coolant which uses human-friendly bacteria to control other types of harmful bacteria.

Bacteria in coolant is a problem for Score Europe because many of the components machined have returned from service in dirty environments and have picked up surface contamination with bacteria. The harmful bacteria in the coolant potentially causes skin and respiratory problems, it also means we have to expend time and effort in monitoring the bacteria levels.

Until recently the only way to control the harmful bacteria was by using biocide which if used incorrectly is harmful to people and the environment. The new coolant being used gives us less of a hazardous substance risk, reduces the health risks and reduces the amount of testing required.

Further details available from Tom Skinner on request.

START Forklift Driving

As part of continuous development of the START risk assessment system a new START card has been developed for the activity of forklift driving. The new card increases the coverage of the START system and will provide more effective on-the-job risk assessments for forklift driving activities.

Use of the START forklift driving card is being trialled at our Glenugie site in September-October 2012. Following any revisions from the trial, the new start card will be made available to all other sites.

Smoking Cessation

There are about 10 million smokers in the UK. It is the biggest cause of premature death and preventable disease - It kills 100,000 people a year; about half of all smokers will eventually die of a smoking-related illness. Smoking cessation interventions are a cost-effective way of reducing ill health. Quitting at any age provides both immediate and long-term health benefits. A recent study found that smokers who quit before the age of

50 may be able to reverse the risks to the level which non-smokers enjoy. Even those who quit after the age of 60 reduce the risk of dying by 39%.

Score personnel have been participating in a six week stop smoking group which has been held in house. This is a free service from the NHS. There were 10 people in each of the 3 classes we have run. That is 30 people in total and 28 have stopped smoking - an incredible result.

Although it is a six week course at work, each participant is on the course for 12 weeks in total. I would like to say well done to all and we are already looking into hosting another session in the near future.

Further details available from Jacquie Murray on request.



Fraserburgh Academy Careers Day and Work Experience



Fraserburgh Academy held a careers event on the 29th of August aimed at 4th, 5th and 6th year pupils. The showcase was extremely well attended by local and national organisations including the armed forces and public services, oil, gas and service companies, as well as local community businesses. As always, Score Group was at the centre of proceedings. Represented by our apprentice coordinators, namely Gordon Milne

and Fiona Johnston, James Duthie from HR, and also 2 of Score's current apprentices and armed with apprentice brochures, service videos, and a Score backdrop, the team from the opening were overrun with students asking about the apprenticeship scheme within the organisation. This included discussions on the administration and multimedia routes as well as engineering disciplines. Score's stand was by far the busiest throughout the course of the day which had begun at 2pm running through to 8pm in the evening allowing parents the opportunity to also attend. Score is dedicated to informing local primary and secondary education establishments as to the career prospects if can offer through the apprenticeship routes. This was demonstrated a couple of weeks later when fifteen 4th years from Fraserburgh Academy took up the offer

of work experience with Score. With each student being assigned a personal supervisor for the week placement, they were distributed throughout the Peterhead site including Score Europe's workshops and offices, Subsea and Wellhead, and Score Marine. This also included a couple of administration placements. During the week, they assisted with the operational aspect of the industry, learning new skills, the importance of health and safety, as well as experiencing the camaraderie and banter within the various departments whilst still getting on with the job. A few of the 'trainees' commented at the end of the placement that they wished they could return the following week instead of going back to school! Score is expecting up to 25 work placements from Peterhead Academy in February 2013.

VITAL Year Update



It has been another busy year for VITAL with over 170,000 VITAL modules having been accessed by Score Group employees worldwide, with more than 155 new modules created. With the addition of new content authoring software, improvements are continuing to be made to new VITAL modules with increased interactivity to help enhance the learning experience.

VITAL continues to play an essential part of training for all Score Group employees. The past year has seen significant progress being made in the competency side of the system with the creation of competency frameworks for job roles. This allows VITAL to play a crucial part in maintaining employee competency in their job roles, allowing Score to stay ahead of the game.

S.T.A.M.P would like to thank all Score employees for their input and feedback during the year. We are continually improving and refining VITAL and employee feedback plays an important part in this process. Without your continuing support this would not be possible.



Peterhead Scottish Week Raft Race

On the 26th July some of the Score Team challenged the North Sea water by participating in the Peterhead Scottish Week raft race. Following on from last year's result Score came second in the race. They said this was down to a newer and improved raft. Some team members commented saying that although it was a cold damp night, this never spoiled the experience and said it was such good fun. They are looking forward to next years race where they hope to come 1st.

Gordon Milne is commended by Score

Many fond memories were shared recently as a familiar face, Gordon Milne, announced his retirement from his post with Score (Europe) Limited. Gordon has dedicated over a decade of his career to his work as Apprentice Co-ordinator for Score, starting with the company back in 2000. During his time in the position Gordon has been mentor to over 220 of the company's trainees, guiding them through Score's award-winning modern apprenticeship scheme and keeping them on the straight and narrow.

Many achievements can be attributed to Gordon's work, with him playing an integral role in shaping the paths of the apprentices as they have gone on to gain further education qualifications and progressed through the ranks of the company. Some have chosen to move on to Score locations worldwide, others have advanced into promoted positions, with some now even working at director level.

Deputy Managing Director of Score (Europe) Limited, Conrad Ritchie said; ***"On behalf of the company and all trainees past and present, I would like to thank Gordon for his efforts and absolute dedication to the programme, helping so many along their chosen paths. Without Gordon's assistance the company's apprentice programme would not be in the recognised position that it is today."***

To mark his leaving, Gordon, together with a small group of his closest work colleagues dined out. During the gathering, Gordon was presented with a commemorative "This Is Your Score Life" book – compilation of photographs and stories documenting Gordon's time with the company. Gordon is said to have been overwhelmed with the gesture, so much so it seems, that he has made the decision to stay!!

It has been agreed that Gordon will not hang up his safety glasses just yet. He will now assume a new, part-time role as chairman of Peterhead & District Group Training Limited (PDGTL) - more commonly known as the training centre which all Score apprentices attend during their first year with the company. Naturally, Score is delighted to retain Gordon's services. Conrad Ritchie commented; "We look forward to working with Gordon in his new post at PDGTL."