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the magazine of The Clancy Group

ISSUE 19

SPRING 2009



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cdlink is published quarterly

Comment

Seamus Keogh

**Chief Operating
Officer**



Welcome to Issue 19 of CD Link.

There is lots of good news in this issue, including the Southern Water contract award, our first contract for Network Rail in Scotland, the launch of the new policy statements and news of the Innovation, (this page) Client and Supplier event to be held at Harefield in June.

We remain a family business committed to providing value to our clients and opportunities for all employees.

In these difficult and uncertain economic, environmental and

social times, we will need to combine all our efforts to realise the opportunities for growth, innovation and continual improvement.

The company is preparing confidently for 2010 onwards and continues to invest significantly in our own apprentice and graduate recruitment schemes as well as internal development programmes (at all levels).

Each one of us has something positive to offer and I look forward to working with you and together rising to the challenges ahead.

Innovation, Client and Supplier Event

The Clancy Docwra Innovation, Client and Supplier event as reported in the last issue is taking place at Head Office in Harefield on June 3rd 2009.

The objectives of the event are to profile some of the exciting Clancy Docwra developed and supply chain innovations that are benefiting the company and our clients.

By showcasing the vast array of innovations the company utilises within its operations both internally and externally we intend to demonstrate our commitment to being a market leader.

The event is to be attended by key professionals in the construction, utility and rail industry. Invitations have been sent to key personnel from our client base.

The day will consist of four keynote speeches, practical demonstrations, and Clancy Docwra internal and supplier exhibits. As well as keynote speeches from our Chief Operating Officer Seamus Keogh, mobile communication giants Orange, John Gilbert from Thames Water, Professor Martin Cave, from Warwick Business School has accepted our invitation as guest speaker. Professor Cave

is a leading economist who specialises in the regulation of the telecommunications and water industries. His works include the recent independent review on Competition and Innovation in Water Markets for DEFRA.

"We will be showcasing key internal Clancy Docwra innovations at the event such as Triple M, the mobile recycling unit, the fusion division and traffic management division", stated Regional Operations Director, Bryan Lamont. For further information on the event, please email:

mark.sewell@theclancygroup.co.uk

Innovation, Client and Supplier Event

Orange, Achilles Information Limited, Cable Tracing Services, Kubota, Oxford Plastics, Sarco, PSS, Selwood, Radio Detection, GPS, Waterflow, Mind Safety, HAVi and MWH are amongst the innovative suppliers appearing at the event on June 3rd.

CD Link

If you have any news or copy you wish to subscribe for the Summer issue, please contact:

Mark Sewell - Marketing Communications Manager

mark.sewell@theclancygroup.co.uk

London Irish Move Forward

Congratulations to London Irish RFC who have secured a place in the semi-finals of the Guinness Premiership. They now meet Harlequins on Saturday May 9th, good luck to the team!

More British Safety Council Success

Clancy Docwra has won its ninth International Safety Award presented by the British Safety Council

Revised Policy Statements

You should have the three revised policy statements within this magazine - Health, Safety and Environmental, Quality and People. If you do not, please contact:

Shalika Hooda - Marketing Communications
shalika.hooda@theclancygroup.co.uk

company news

HSE Strategic Initiatives 2009/11

We are in a time of significant opportunity – with many challenges. We remain committed to providing value and service to our clients and opportunities for all our employees.

In these challenging times we must work together to achieve the targets we have set ourselves - not least in the Health and Safety of all our employees.

As reported on page 7, the recently published HS&E policy statement has been simplified and streamlined. We believe that the new integrated policy captures the overall balance of what we are trying to achieve and provides an opportunity to focus on delivery of the messages.

Please familiarise yourself with the contents and more importantly your personal responsibilities.

The importance of HSE cannot be overstated, it is core to everything we do. The HSE team have looked at trends and made recommendations on where we should target our efforts.

The Directors have taken up the challenge, taking direct ownership of finding ways to minimise risk in four high risk areas:

- Underground Service Strikes – Steve Lyons
- Manual Handling – Tony Newton
- Drugs & Alcohol – Colin Wilkinson
- Occupational Road Risk – Seamus Keogh

More than anything, we need to continue to change our safety culture. Early feedback on the Behavioural Based Safety Programme (BBS) has been very positive – and there is much more still to do !

A communication plan is being produced. You will be kept fully informed of progress, results will be closely monitored.

To summarise, your – our - key HSE challenges -

- Familiarise yourself with the new policies – know and carry out your individual responsibilities
- Help reduce incidents, accidents & injuries – play your part - in particular report any near miss – it could avoid a future incident

We all have a part to play – we must all step up to the plate.

Finally please remember, the Directors and Senior Managers are all approachable, we all want the business to continue to be successful, no-one has a monopoly on bright ideas, your inputs are both encouraged and welcomed.

Southern Water Award

We are delighted to announce the award of a major framework by Southern Water. The **Water and Sewerage Operations Framework Agreements** are in respect of the whole of the Southern Water Region, inclusive of the Isle of Wight.

The company has also been awarded the **Mechanical and Electrical Operations Framework** for the Isle of Wight.

More news will be reported in the next issue of CD Link.



Kevin Clancy, Steve Lyons (Clancy Docwra) and Les Dawson (Southern Water) at the Framework signing

Sustainable Success

As reported in the Summer 2008 issue a recycling team was established to identify sustainable recycling opportunities and formulate a strategy within our 2008 – 2011 Business Plan.

The cross functional team consisting of Bernie Stack, Sharon Mungovan, Kevin Halpin, Steve Hill, Andy Bareham and Pat McDermottroe is aimed at providing a balanced view from across the business.

The initiative is in two stages (1, Projects, Utilities and Rail; 2, North and Scotland) with stage 1 nearing completion.

Project Leader, Bernie Stack said: "This is the first time a cross functional team of disciplines has been tasked by Directors to provide a recommendation to the Board of Directors, it was new ground and the team has delivered many of its objectives and other successes will follow over the next 12 months as we move further into the business".

Key successes for Stage 1 include:

- Awareness of the requirement for and the value of recycling raised throughout the business
- Review of existing suppliers undertaken
- Significant cost benefits achieved with existing suppliers
- Market research complete, and suitable processes and materials identified
- Standards and testing regimes defined
- Quality manual for recycling now in place
- Commercial model in place and tested
- Purchase of mobile recycling plant delivery due end of May
- Review undertaken of changing environmental legislation

- Database of approvals available to the business
- More accurate records of waste produced by the business.
- Appointment of Regional Recycling Champions

The team has worked diligently in the journey to deliver the recycling ethos to the company in a relatively short space of time.

Our recycling depot in Beckton managed by Russell Lewis and Craig Seaman is well established and the company has received certification from consultants of the Transport Research Laboratory (TRL) that we are compliant with the Waste Resource Action Programme (WRAP) quality protocol for the production of aggregates from inert waste.

As a result of that audit we have established a Quality Manual on recycling, special thanks should go to Adrian Black, Tom Hall (Audit and Compliance) Fiona Fynes (Environmental) and Paulette Spencer and her team, (Victorian Mains Replacement) who co-ordinated the audit findings and created the manual.

The TRL certification covers products that are produced from inert material at the Beckton facility, for example unbound and hydraulically bound materials (BSEN 13242); Concrete (BS EN 12620); Class 6F4 selected granular material (fine grading); Coarse aggregate for pipe bedding; foamed concrete and non-flowable structural materials for reinstatement (NFSMR's).

The award of the certificate is a noteworthy achievement in the Certificate of compliance being the first in the United Kingdom.

"The team is to be congratulated for its contributions, concluded Bernie, the variety of disciplines within the team proved successful in achieving our results to date and we will continue to move forward with this very important initiative".



Pictures from Top Left to Right: Pat McDermottroe, Sharon Mungovan, Steve Hill, Kevin Halpin, Andy Bareham, Bernie Stack

Letters

I just want to pass my compliments on to your Company . The Gang working on the Southern Water Job at Bridge Road, Paul Duke and Neil Warwick were very helpful when I was trying to locate a Cable fault in and around their Excavation and Chapter 8 barriers etc.

I was in and around there work zone all of last week. I was under pressure to get the Fault rectified, and they were under pressure to get their difficult job done.

Paul and Neil are a credit to your company!

Dave Goater
New Business Manager
Scottish and Southern Power
Distribution

I would like to pass on my thanks regarding your industrious hard working engineers who are currently

Write to:

The Clancy Group, Clare House, Coppermill Lane, Harefield, Middlesex, UB9 6HZ or email enquiries@theclancygroup.co.uk

laying the pipelines for the new gas network on our estate. They are always cheerful, happy to chat to us and are happy to let us know how works are progressing. They have ensured that the roadways and paths are kept clear and clean and all work areas are well signed. They are a credit to your company! (Abridged)

Mr B. Thomson
California Gardens
Plymouth

I am writing to you to say what a great job your team has done on this job!. They started work in February and I must say my heart sank. I thought we were in for weeks of disruption and holes in the ground left unattended for days! However they have worked really quickly, made sure that cars could get in and out. They have made sure that the roads and pavement have been left tidy at the end of each day. The

team are: N. O'Donovan, J. Clark, R. Rutters, G. Alderson and P. Bond.

Ms Helen O'Brien
Edward Road
Walthamstow

Compass Archaeology have been working with Clancy Docwra since the beginning of the VMR works across the City of London. I just wanted to drop you a line to say how very helpful all the management and groundwork teams have been with us. This was particularly the case in the coach park area of St Paul's Cathedral. The Clancy Docwra team led on-site by Doug Walker were extremely helpful and Professional and there hard work yesterday meant that all the necessary archeological work could be completed in the available work window.

Gill King
Project Manager
Compass Archaeology

Award for the VMR Team

The Victorian Mains has had another award success!

This award was achieved for the Road Streetworks Contractor of the Year and given at the London Transport Awards held at the Hammersmith Novotel Hotel on the 19th of March 2009.

The VMR Project was represented on the evening by Regional Contracts Manager, Bernie Stack, Contracts Manager, Roger Culley and Project Manager, Dave Eales

Radio 2 presenter, Jeremy Vine and David Brown, Managing Director of Surface Transport at Transport for London, presented the prestigious award to Roger and Dave.

Senior Contracts Manager, Jim Davey commented on the night, "The award was for works undertaken in the Bishopsgate and Spitalfield areas of London. We designed and planned

weekend closures of strategic arterial routes in this area, that allowed over 100 separate jobs to be completed with the aid of seven other utility providers in a 48-hours window".



From left to right:
Jeremy Vine, Roger Culley,
Dave Eales and David Brown

Revised Policy Statements

The Clancy Group Plc has recently launched three policy statements, Health, Safety & Environmental, People and Quality.

The policy statements have been simplified, streamlined and replace the eight old policy statements.

Group Governance and

Compliance Manager, Ian Housley said of the launch, "We believe that the new integrated policies capture the overall balance of what we are trying to achieve as a business and provides an opportunity to focus on delivery of the messages.

We would encourage all employees to familiarise themselves with the contents

and more importantly their own personal responsibilities and the commitments the business is making to them as individuals".

All three policy statements have been included in this issue of CD Link and are also available on the Business Core and on the corporate website - www.theclancygroup.co.uk



Quality



Health, Safety and Environmental



People

Around The Clock Activity.....

A burst on a 800mm concrete raw water main at Darwell, Hastings, led to a full weekend of work activity around the clock.

Due to the type of main being worked on and the location of the work, the repair was not a simple task and resulted in a great effort by Clancy Docwra and Southern Water staff in executing a repair before 30,000+ properties lost its water supply.

The isolation of this main was for over 48 hours and it was necessary to employ up to 6 tankers to continuously work through the weekend, topping up various reservoirs within the Hastings area to enable supply to be maintained.

Extra bottled water and bowsers were also procured into the area, should the reservoirs have lost supply.

Southern Water inspectors carried out various re-zoning of areas to also maintain supply.

Fortunately after the failure of one repair during Friday/Saturday a second was successful on the Sunday. This resulted in the main being fully restored and functional during Sunday evening and area reservoirs recovering overnight and during Monday.

CSR Indicators

A key strategy for Clancy Docwra is to monitor its impacts upon the environment, stakeholders (clients and employees) and communities by embracing the 3 key areas of Corporate Social Responsibility (CSR)/Sustainability- environment, people, and the economics.

The company has many activities that are CSR related; such as carbon reduction, employee development, and supporting local community projects.

“To improve our performance we have devised a series of key

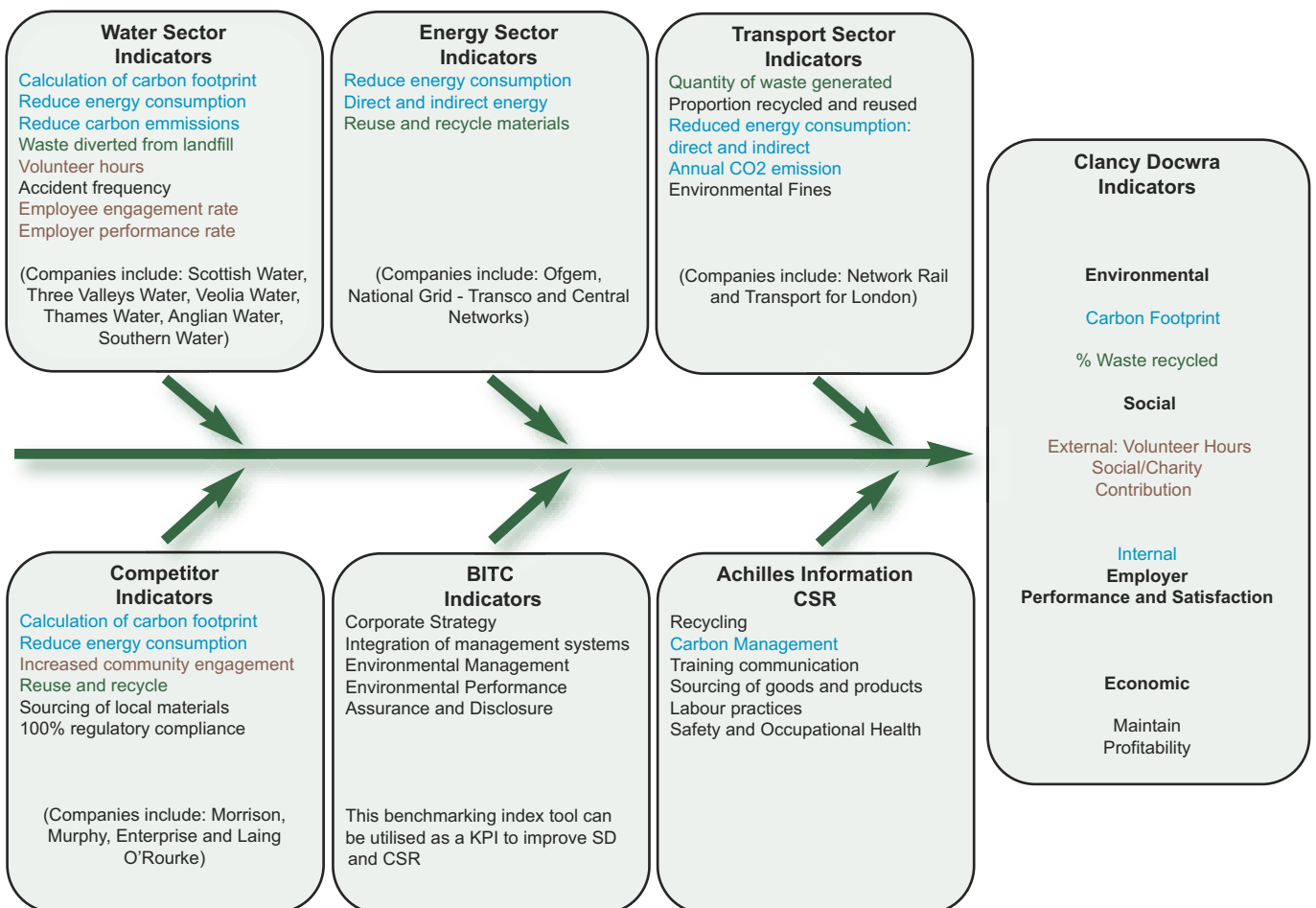
indicators that will enable us to monitor and quantify these activities”, said Group Governance and Compliance Manager, Ian Housley. “This will give us the opportunity to recognise areas for improvement and to communicate them to the business and our client base in a tangible way”.

The flow diagram illustrates the company’s key indicators and how they were developed: identifying the common CSR issues which are colour co-ordinated of clients in water, transport and energy sectors

along with our competitors, the CSR index tool of Business in the Community (BITC) - an organisation working with businesses to improve their CSR credentials, and the CSR themes of Achilles Information Ltd (a company working to create sustainable procurement for businesses).

Targets for these indicators are to be agreed at the June 2009 Board Meeting. “We are delivering lots of good things within this business,” continued Ian. “The monitoring and setting of targets is crucial if we are to achieve sustainable objectives”.

Clancy Docwra Limited CSR KPI Indicators



No 'Crystal Ball' here!

Recently on the Anglian Water Repair and Maintenance Contract we have entered into a joint venture to display current live data on a performance monitor.

This gives both parties complete and open access to our current performance. This data is provided in 'real time', there is no delay in the availability of the information and therefore no 'Crystal Ball' reporting is required.

Below is a list of information we are currently showing:

Customer Service Index Score (CSI)

This is an OFWAT reportable KPI, monitoring the number of jobs required inside a given time-frame and completed in Levels of Service (LoS). We are currently reporting the current figure against the target, the highest achievable figure for the week and the previous weeks figure.

Job ID	Address	Status
12345678	Government House East Elm South	Proposed
12345679	Government House East Elm South	Proposed
12345680	Government House East Elm South	Proposed
12345681	Government House East Elm South	Proposed
12345682	Government House East Elm South	Proposed
12345683	Government House East Elm South	Proposed
12345684	Government House East Elm South	Proposed
12345685	Government House East Elm South	Proposed
12345686	Government House East Elm South	Proposed
12345687	Government House East Elm South	Proposed
12345688	Government House East Elm South	Proposed
12345689	Government House East Elm South	Proposed
12345690	Government House East Elm South	Proposed

Outstanding LoS Leakage Figure

This is the current number of outstanding O/S LoS jobs against our own internal target.



The Enterprise House Team

Active/Open Jobs on Triple M

These are jobs that the teams are currently working on. The main benefits from this 'real time' reporting are:

Real-Time visibility of our current performance.

Aids the scheduling team to preempt performance dips
Enables the opportunity to alter planning strategy.

Live view of teams on the ground, at a glance.



Small Works Manager for Anglian Water is Gary Kerman, he said of the monitor, "From my point of view, I believe that having real time monitoring and the display of the current CSI position gives both

companies a clear indication of workload for the rest of the week ahead, and what we may have to put in place to achieve our LoS to our customers, rather than finding out how we have done from reports the week after. Having this visible to all the CD team at Enterprise House keeps their focus on maintaining a high standard to our customers".

Senior Contract Manager, Alan Marshall said: "The whole team have embraced the system, but a special mention should go to Planning Manager, Catherine Allum and Senior Systems Administrator, William Hales who have worked very hard in ensuring that the system is in place".



SEEDA IOW.....

The South East England Development Agency (SEEDA) awarded Clancy Docwra an infrastructure project for Phase 1 of 7 Phases for East Cowes Waterfront Redevelopment scheme on the Isle of Wight in January 2009, valued at approximately £1.8million.

The East Cowes Project is part of the Cowes Waterfront Initiative which seeks holistic regeneration in the Medina Valley. The overall development of the former GKN works is to be mixed use including homes, shops, leisure facilities, commercial uses, work spaces and a new marina quarter.

It covers approximately 16 hectares (40 acres) of land and water to the north and west of the town centre.

The project consists of the following:

- Approximately 360 metres long 5.0 metre wide road between Old Road and Well Road with 2 x 2.0 metre wide footpaths with road widened for street parking in some areas and associated junctions / stubs.
- Widening of Old Road to receive new footpath and accommodate future traffic.
- Construction of new pavements, road surface and traffic signals to Church Path.
- The installation of 1.6km of surface water sewers up to 675mm dia with a sea outfall to the River Medina.
- The installation of 1.3km of foul sewers up to 300mm dia with associated pipe stubs for future developments.
- Provision of new services – 125mm dia Water Main, 125mm dia LP Gas Main, 800 metres of 11KV HV Electricity Cables and 600mm dia British Telecom ducting and draw pits.



Paul Parker and Steven Knight

- Demolition of existing water tanks and gas governor building.

The Contracts Manager on the Isle of Wight is Steven Knight and Project Manager is Paul Parker.

“SEEDA and National Regeneration Agency, English Partnerships, are working closely with the other Cowes Waterfront partners, the Isle of Wight Council and Isle of Wight Economic Partnership, to create a high



quality and vibrant mixed-use development with a long-term sustainable future”, said Steven.

“This is a high profile and diverse project that has presented us with some interesting challenges.

The new road is to a high specification with pavements, raised platforms and kerb lines finished in Yorkstone.

All measures are being taken to minimise the environmental impact of the works. In order to achieve the company goals of sustainability, recycled aggregates are being re-used wherever possible.

Existing concrete roads have been broken up and recycled through a certified crushing machine established on site. We are also recycling excavated soil to reduce our waste to landfill and mitigate lorry movements to and from site”. Paul Parker added.

This has reduced our waste to landfill by 35% which has given rise to savings in the carbon footprint of the project, as our calculation shows below.

Transport of waste to an external disposal facility requires additional vehicle movements that cause carbon emissions from the fuel used.

By reducing the movements required, a total of 11.4 tonnes of carbon was saved. This is based on approximately 1600 tonnes of waste (80 loads) travelling 22.5kms to the disposal point.

Similarly, by recycling and reusing existing materials on site, virgin aggregate (direct from quarry) did not have to be imported from an external



source. Therefore carbon savings were made on the embodied carbon of virgin aggregate (carbon emissions involved in the quarrying of the materials) and the transport of the aggregate to site.

The savings made on not having to import aggregate were approximately 12.1 tonnes of carbon based on 800 tonnes of aggregate travelling 22.5kms to be delivered to site.

(Figures calculated using the Environment Agency Carbon Calculator.)

Although the amount of carbon saved is important, the non

measurable factors are also valuable. The reduction of vehicle journeys required to carry out the works can help to reduce the disruption caused to nearby residents. These measures can go a long way towards minimising the overall impact of the works on an area.

After 3 months of exacting performance we have already been invited to bid for The reconstruction of Stag Lane and construction of a new junction at Horsebridge Hill on the island.

This scheme has an estimated value of £3.5 million and is due to commence in early May 2009.



Ayr Road Pumping Station

The County town of Ayr on the South West coast of Scotland, is in the heart of the Burns Country and steeped in history - from the days of Bruce and Wallace, through to the Civil War and Cromwell, and industrially as a major shipbuilding and fishing town.



Preparing For Work Down The Shaft

Scottish Water CID (Capital Investment Delivery) awarded Clancy Docwra major pump refurbishment works for the Ayr Road Pumping contract in July 2008. With an approximate value of £4million the contract is

a high profile one and is critical to Scottish Water CID's delivery programme.

Ayr Road has a history of failure with pumping capacity never being sufficient, resulting in severe raw sewage flooding.

Project Manager, Scott Heath said: "This is a very complex scheme, pre-contract award we had to conduct an in depth scoping exercise. This included the use of Hydraulic Modelling software that enabled 360-degree movement around the design drawings and a Perspex hydraulic model of the works to be developed. This has proven to be invaluable to us since works began".

Clancy Docwra has been commissioned to replace the 4 existing foul water pumps, with new 305kw capacity pumps, as well as upgrading the existing pipework, valves and fittings. In addition 2nr all new stripping pumps along with associated pipe work, valves and fittings will be introduced. Two low level storm pumps will be moved to their original storm pump plinth position. These having been



Looking Down The Shaft

moved by a previous contractor to try and alleviate the flooding problem.

Other works include:

- The upgrade of the power supply to a dual supply (11kv), plus draw pits/ ducts and tracks
- Upgrade to Motor Control Centre, (MCC) – 5 control panels



Hydraulic Model

- Diversion of the 900 mm diameter 'Newton' Sewer to facilitate the larger pumps
- The connection of a Tide Flex valve to the existing outfall to accommodate emergency overflow.
- Replacing the existing 5T 25m span internal gantry crane with a all new 10T unit as the new unit weight of each pump exceeds the 5T weight restriction.

"The contract is going very well, it has taken considerable liaison and communication between all parties concerned and they should be commended for it", concluded Scott.



New pumps

Successful Pathway to Laurencekirk and Oban

Clancy Docwra Rail in has achieved its first success with Network Rail at Oban and Laurencekirk in Scotland.

The contracts have a combined value of £255k and represent our first award directly from Network Rail. Both are for Authorised Walking Routes, using different methods of delivery.



GRP Walkway - Laurencekirk

As with all rail work there are strict safe systems of work required. At Oban we are working under a Radio Electronic Token Block, (RETB) this means that whilst our work-force is operating, train traffic is monitored via an electronic monitoring box, when a train is imminent the work-force are alerted and vacates the site. When the train has gone they are informed by the same method and return safely to work.

The safe system of work at Laurencekirk is T4 protection of the sidings which enables us to work under High Street Environment.

Our works at Oban consists of:

- Demolition and removal of an existing derelict building

- Removal of an existing sleeper crossing
- Vegetation removal
- Realignment of cable troughing
- Supply and installation of level crossing panels
- Formation of a new 300m concrete SPT safe access walkway
- Installation of 500m new channel and perforated drainage
- Investigation of existing drainage
- Supply and installation of 12 x 8m raise and lower lighting columns, plus foundations
- Installation of all cabling and ducting as required for the lighting columns
- Installation of 2 x 240v and 2 x 110v electricity cable plus transformers attached to a footbridge.



Works at Laurencekirk

The Laurencekirk project is a similar one, but with a unique difference. Contract Manager, Alan Gibb explained, "We are installing a safe access walkway



for signalmen that is approximately 300 metres long.

The difference here is that the walkway is made entirely of Glass Reinforced Plastic. (GRP) As far as we are aware this is the first of its type on Network Rail infrastructure".

Other works at Laurencekirk include:

- Removal of existing sleepers
- Realignment of existing cable trough
- The supply and installation of new crossing panels over lines
- Installation of concrete foundation blocks to facilitate the insulation walkway.
- Vegetation clearance
- The supply and installation of lighting heads Luminaire on proposed mounting points on the hand rail 63 in total.
- The supply installation and termination of all cabling and cable management

Works are progressing well and are due to be completed by the end of April.

New electricity supply for World Heritage Site

One of Shropshire's most popular tourist destinations, the Ironbridge Gorge World Heritage Site is undergoing a £400,000 Central Networks project to replace the 1960's power cables.

Through the Central Networks Framework for client Integrated Utility Services, (IUS) Clancy Docwra is laying 400m of 11KV HV Reinforcement and 1200m of new LV mains plus service connections.

Ray MacDonald, IUS Project Manager said of the project: "This is a high profile project in a World Heritage Site and we are aware of the impacts we could have, we are doing the work in a 12 – week window at this time of year to minimise disruption. IUS and Clancy Docwra have a lot to do and we have agreed with Telford and Wrekin Council to work through until just before Easter.

Clancy Docwra Contracts Manager, Nick Brumby stated: "It has been essential within this project to have good and open

communication, we have a good relationship with IUS, Central Networks and the local community. Peter Dicesare (Clancy Docwra Supervisor) has worked non-stop to ensure that this remains so".



Bottom Picture, From left to right:

Ray MacDonald (IUS), Neil Adams, Central Network and Peter Dicesare (Clancy Docwra)



'Current' Success

A new market venture for Clancy Docwra is the successful award of a 3 – 5 year framework contract within the Utility Power Distribution industry.

Part of this framework is to reinforce the network to accommodate increased capacity. One of which is Bridge of Earn, which has several building developments currently ongoing. One of these developments, Oudinard, needs a 5 megawatt (mw) Primary Sub station eventually increasing to 12mw.

Scottish and Southern Electric Power Distribution (SSE) awarded Clancy Docwra this contract in January 2009 as part of the SSE 33/11kv framework.



Works at the Bridge of Earn

Clancy Docwra Electrical Operations Distribution Manager, Tom Ainslie commented, "This single scheme is worth around £0.5m and includes a new transformer circuit and an 11kv

switchboard, plus the upgrading of all protection relays".

Works are due for completion in October 2009 and are progressing well.

Thinking Differently.....

As reported in the Winter issue of CD Link the company in conjunction with Mind Safety has undertaken a Behavioural Safety programme designed to modify peoples behaviour whilst working, leading to an improved safety culture and performance.

A pilot scheme was instigated within the Southern Water contract initially aimed at reducing Underground Service Strikes.

A series of training workshops in 3 stages were held:

Stage 1 One Day Leaders

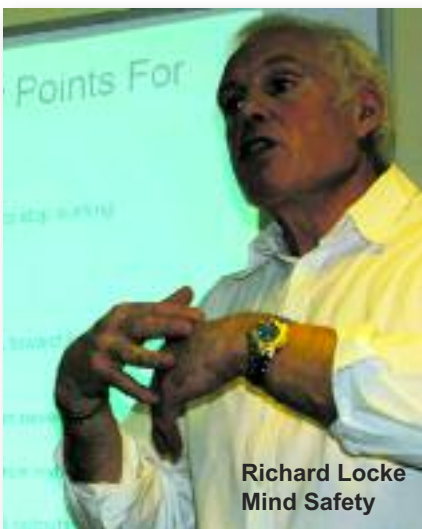
For Managers and Supervisors Support and Implementation of the change culture

Stage 2 2-Hour Workshop

Attended by all teams, How and why we behave the way we do and the influences that effect our behaviour.

Stage 3 Safety Coaches

2-day Safety Coach training programme for selected staff to sustain the process of Positive Reinforcement



Richard Locke
Mind Safety

As a result of these workshops, three objectives were set.

The objectives were:

Correct procedure followed for Triple M photo's

A Genny used prior to digging

The reporting of Hazards and Near Misses.

A climate survey was sent out to all gangs with questions baed on the objectives. The results will be analysed using a traffic light system.

Red	=	1	Poor
Amber	=	2	Average
Green	=	3	Excellent

Plus nine Safety coaches have also been trained and established.

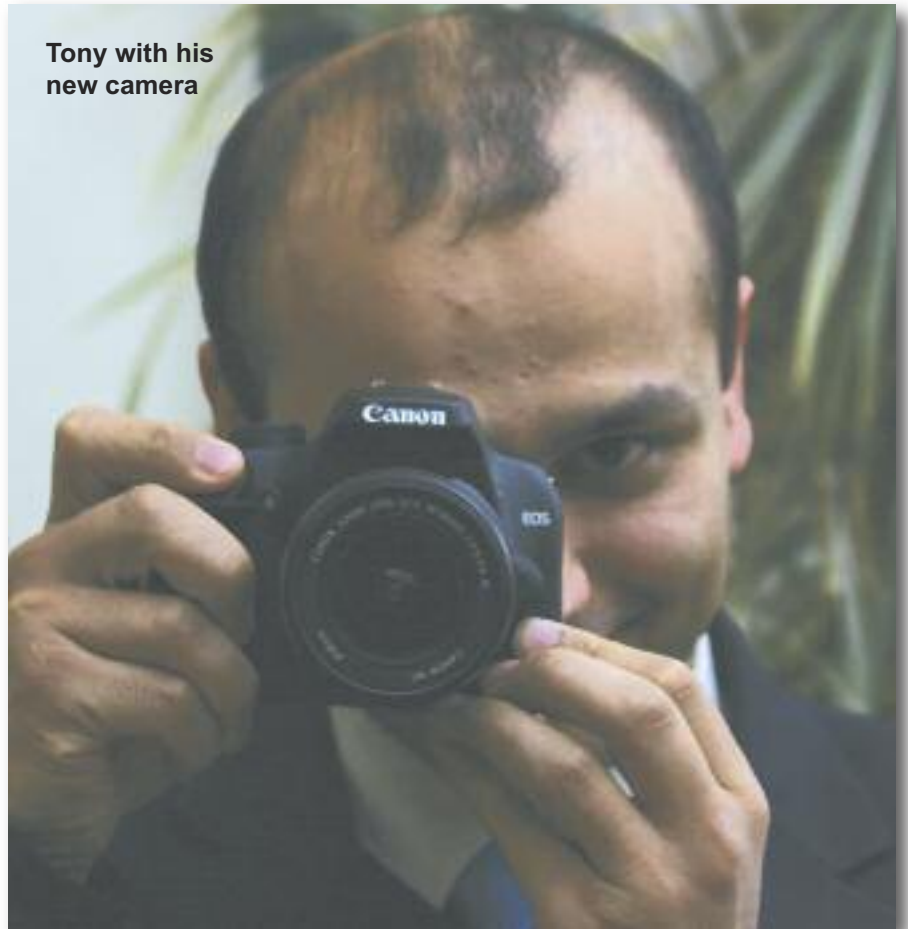
Results of the analysis for the pilot scheme will be reported in the Summer Issue of CD Link.

clancy people

Competition Results

In 2008 we held a photographic competition depicting life within the company.

As announced in the Winter issue Tony Balaggan from the Victorian Water Mains contract was the winner and he came into Harefield to receive his prize, a cannon digital SLR camera - well done Tony!



Tony with his new camera

Chocolate Heaven

The winner of last issues competition was Juliette McNicholas from Head Office, who scored 10 out of 10 in the Yuletide quiz and won herself a luxury hamper. Well done!

Professional Development Success

Human Resources Advisor Amna Naqvi recently completed the second stage of her Professional Development Scheme (PDS).



Amna

The PDS consists of three stages and is a Masters level qualification awarded by the Chartered Institute of Personnel and Development (CIPD). The programme develops the capabilities, knowledge and skills needed to pursue a career in personnel management and on successful completion leads to Chartered membership of the CIPD.

Human Resources Assistant, Natalie Wolfe was recently awarded a Certificate in Personnel Practice – a nationally recognised qualification accredited by the Chartered Institute of Personnel and Development (CIPD). The qualification provides a firm



Natalie

foundation in all areas of HR and on successful completion leads to Associate membership of the CIPD.

Well-done to Amna and Natalie!



Gerry Blake and members of the London Underground Team

Pupils brighten up daily commuteSafely (Thanks to Gerry and Ivan)

Pupils at Newnham Junior School Eastcote won a local competition to design a mural to brighten up a graffiti blighted bridge at Eastcote Station.

Supporting the initiative London Underground and Clancy

Docwra Rail agreed to share the cost of manufacture and installation of the colorful mural. Senior Tradesman Gerry Blake assisted by Ivan Lynch, both based at West Ealing, devised the fixing method and carried out the installation.

Gerry was invited to attend the unveiling, together with pupils and local councilors, and ensured the safety of the railway was not compromised during the ceremony carried out by the Mayor of Hillingdon.

Quality Wins

Business Assurance Manager, Adrian Black was awarded a BSI Diploma in Quality Management Systems in February.

The course develops an in-depth understanding of Quality Management from first principles to system design. Well done to Adrian on his achievement.



Adrian

Baby Bliss.....

Congratulations to Head Office Storesman Darren Codling and his partner Charlene White on the birth of their first child. Lexi Carol-Jennifer Codling was born on 13th February at Watford General Hospital and weighed a healthy 6lb 15oz.



Baby Lexi - 'Delivered' to Storesman Darren

All the K's....

Congratulations go to three special couples who have hopefully entered in to married bliss in 2009.

Project Manager, James Little married his bride Katie on the



Katie and James

31st January 2009 and Designated Safety Advisor, Barry Major married Kellie on the 15th March 2009.



Kimberley and Craig

Receptionist and administration assistant, Kimberley Gallacher who works in the Livingston Office married Craig Henderson, a member of the British Army serving in the Royal Logistics Corps as a Driver Communications Specialist.

The couple wed at the MacDonald Inchyra Grange Hotel in Polmont, Scotland on 7th February. After a wonderful day Kimberley and Craig honeymooned in Sharm el Sheikh, Egypt.



Kellie and Barrie

Best wishes to Tony!



Kevin Clancy and Tony Woodward at Tony's retirement presentation

Senior Estimator Tony Woodward retired in March after completing 14 years of service with the company. Tony was a popular member of staff and contributed greatly to the company's success. We would like to wish him a long and a very happy retirement!

Casting Out Poverty

The Anglian Water Fly Fishing Challenge is held yearly in support of Water Aid, an international non-profit organisation dedicated to helping people escape the poverty and disease caused by living without safe water.

Contracts Manager, Justin Woodbridge together with Paul Fry the Anglian Water OMC Metering Manager took part in the challenge which raised £21,800 for Water Aid.

Engaging Appointment

Congratulations to Directors P.A. Elaine McCoy and Business Assurance Manager Adrian Black, both from head office on their recent engagement.

Competition

As reported we are holding an innovation, client and supplier event in June. To celebrate this, our just for fun competition is based on innovation and discoveries that have changed the course of history!

- 1 Who discovered penicillin?
- 2 Who invented the iPod?
- 3 Who was the first man to walk on the moon?
- 4 What does www stand for?
- 5 Who invented Google?
- 6 Who invented braille?
- 7 Who was the first person to perform a heart transplant?
- 8 What does DNA stand for?
- 9 Who invented the light bulb?
- 10 Who invented television?

Answers in next issue

Proud to Sponsor....

Clancy Docwra is proud to have sponsored Parkfield Youth F.C. Under 7's. (Hatch End) We hope you agree the boys look very professional in their new kit!



Red Nose Fun



The Kidlington Team

Friday 13th March saw people across the country taking part in fun filled activities to raise money for Comic Relief; a charity dedicated to eradicating poverty through humour. Our Kidlington Office raised a total of £484.83 by organising a variety of activities, which included a Fancy Dress Day,

snack and cake sale, sponsored leg waxing and head shaving. Commercial Assistant, David Ferguson and Business Centre Administrator Michael Ward bravely volunteered to have their legs waxed with David also getting his head shaved. Well done to everyone that took part!

Obituaries....

Joe Thornton who worked on the Anglian Water Developer Services contract sadly passed away on the 16th November 2008 at the age of 62.

With over 20 years service working for Anglian Water dating back to Pipeline Constructors he will be sorely missed by his



family, work colleagues and all who knew him.

Joe was a loyal dedicated employee respected by both the Client and Clancy Docwra.

Our thoughts go out to his family and his work-mate, Dick Murphy who worked by Joe's side for the length of his employment.

Anthony Coyle, also known as 'Spike' passed away suddenly on 20th December 2008 at the age of 53. Having worked for Clancy Docwra on the Anglian Water contract in Lincolnshire for several years.



He was an exceptionally well-liked and respected member of the team who will be very sorely missed. Over £500 has been donated to the Great Ormond Street Children's charity in his memory.

Our thoughts go to both sets of families and friends at this sad time.

CD in Images

It is our intention to occasionally publish pictures of completed projects. First up is Sauchen Wastewater Treatment Works for Scottish Water Solutions completed in November 2008.

