



The Magazine of
The Clancy Group

FEATURE

breaking the
mould

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November 2005

Issue 09



Breaking The Mould

COMMENT >

Welcome to CD Link, which from a Projects perspective, provides greater insight into four interesting schemes, that focus on the increasing emphasis being placed on development and nurturing of relationships with key clients, that are fundamental to how we expand and develop as a business. As the margins we require to facilitate our strategic plans for development, continue to come under pressure on many different fronts, it is constantly challenging for us to continue to strive to improve, but above all to endeavour to explore ways in which we can find differentiation among our peers within our relatively close knit civil engineering community.

Whilst traditionally we have established an enviable reputation for delivery for our key clients, from the Projects viewpoint, this has tended to be within the competitive market place, where the issue of risk management has come to the fore in respect of protecting the delicate balance towards delivery of targeted margins. However, the need to look outside of the competitive arena, has required greater emphasis on relationship management and differing focus on how we interact with clients to enable more opportunity to be created with profitable turnover via repeat business.

The division has been able to secure a number of 'partnership/framework' contracts, founded on the principle of working more closely and proactively

with our key client base. The Feature (pg 4 to 6), gives an indication of how some of these relationship management issues have enabled expansion into more manageable risk opportunities, supported by the professionalism, culture and attitude of our people.

Increasing the emphasis on these forms of collaborative, performance driven arrangements is the way to developing the future of the Projects area of our business, replicating to some extent, the prevalence of this type of association within the Utilities element of our company.

It is still early days in the Projects division progress along this developmental road and there is a great deal more to be done. But from my perspective, it is a tremendous start and a terrific opportunity for all involved, directly and indirectly, to build upon for the future. We remain committed to fulfilling this future intent effectively.



TONY NEWTON
PROJECTS & RAIL DIRECTOR

IN BRIEF >

THE CHRISTMAS BALL

The Clancy Group Christmas Ball, for all employees and their guests, is to be held on Saturday the 10th of December. The evening, which includes a 3 course meal and a disco, is to be held at the London Heathrow Marriott Hotel and starts at 7pm and goes through to 1am.

Tickets, which cost £20 each, are still available, and can be bought through Marie McNamee at Head Office by calling 01895 823711. The dress code is black tie/lounge suit for the gentlemen and evening wear for the ladies.

Accommodation at the Marriott is available at the discounted rate of £70 per twin room, also booked through Marie.



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CLANCY PLANT FUSION UPDATE

Since the launch of the department earlier this year, the Clancy Plant Fusion Department has gone from strength to strength. The department now supports and supplies equipment to Clancy Docwra operations from Folkestone to Penrith, utilising servicing and supply agreements set up with two major equipment suppliers in the UK. This arrangement allows the department to supply the latest equipment, training and support with quick and efficient response times.



The RD4000

The Fusion department is constantly looking at new products and have recently reviewed and supplied the new Cable Avoidance Tool- the RD4000, to our Anglian Water contract. This product has a broader operating spectrum and can be configured to trace PE systems as well as cables and ductile pipes.

To find out how the Fusion department can help you or your contract, please contact Steve Davies on 01895 823 711 or steve.davies@theclancygroup.co.uk.

CLANCY PLANT HIRE- LABOUR SAVING

Clancy Plant Hire has recently taken delivery of a concrete manhole moving device, the ShaftFix Manhole mover. The device is controlled by the crane or hoist driver and can safely lift and place concrete chamber ring sections without the need for any other personnel in the danger zone.



Manhole Mover

For more information please contact the Clancy Plant Hire Office on 01895 823 711.

MEMBERSHIP OF THE BRITISH PARKING ASSOCIATION



Clancy Docwra Parkover, has recently become a member of the British Parking Association (BPA).

The BPA is the largest professional association in Europe, representing the parking industry, promoting its members interests at all levels, including representations to Government committees.

As a new member, Clancy Docwra Parkover joined thirty five other exhibitors at a recent seminar, held at the Brewery Conference Centre, in the City of London.



Clancy Docwra Parkover Exhibits

The seminar was attended by over 150 delegates from local authorities throughout the UK and proved to be a good platform to promote Clancy Docwra Parkover to a huge number of potential clients.

THAMES GATEWAY FORUM 2005



The Thames Gateway Region

Clancy Docwra will be once again be exhibiting at the Thames Gateway Forum at London's Excel venue, on the 23rd and 24th November (stand J22). The Thames Gateway region will bring about greater opportunities for the construction industry, with the regeneration of an area 40 miles long, that straddles the Thames Estuary from East London, to South Essex and North Kent. The area regeneration is one of the largest of its kind in Europe and with the recent Olympic Bid win, will produce a massive supply of opportunities.

For more details of Clancy Docwra's presence at the forum, please see our website- www.theclancygroup.co.uk

IMPROVEMENT IN UVDB SCORES

The Utilities Vendor Data Base (UVDB) Audit took place on the 5th and 7th September. The audit went very well, with the results increasing our already high scores.

Area	Mgmt System		Site	
	2005	2004	2005	2004
HS	93.8%	89.3%	93.3%	91.5%
Env	88.9%	88.3%	88.5%	83.9%
Quality	91.7%	91.7%	100%	100%

Breaking The Mould

Working Together, Partnering and Integrated Teams are some of the over-used clichés within the construction industry, that are at times used without any real meaning or substance.

The Clancy Docwra Projects Division, currently has four major projects in progress that we believe break this mould.

"The manner and trends in which we work, change constantly within our industry, sometimes depending on what is in 'vogue' at the time. We firmly believe that in these projects, benefits and genuine value have been added and gained by all" stated Project and Rail Division Director, Tony Newton.

Victorian Water Mains Replacement Project for Thames Water (VMR)

Clancy Docwra has been engaged in network replacement works in London for Thames Water since November 2002. Initially as part of the Thames Network Upgrade Programme (TNUP), involving the upgrade of a number of selected District Metering Areas in London, it has since been renamed the Victorian Water Mains Replacement. A new performance based agreement was signed in November 2004, with a contract term in the order of ten years. Approximate turnover for both contracts to date (TNUP and VMR) is in the region of £46.5m with total pipeline laid around 132km.

Integral to this achievement, has been the willingness of both companies to commit to working as an integrated team, from the project base at Lea Bridge, London E5,

creating one team with an innovative culture and a common goal; the delivery of Thames Water's objectives within the VMR, ensuring communication channels are maintained to the highest level of efficiency, negating duplication; efficiencies are recognised sooner; and innovative solutions are utilised through a shared ethos of delivery and teamwork.



On site in London

Innovative solutions used within this project, include the use of trenchless technology, foamed concrete at the reinstatement stage and waste re-cycling.

"one team with an innovative culture and a common goal"

Currently, trenchless technology techniques such as directional drilling and pipe bursting, account for approximately 57% of the meterage laid to date. The high percentage of trenchless mains installation has been achieved by employing an innovative approach to the works ensuring that pre-construction planning is specific and detailed. Supporting this, expert utility apparatus locating services have been utilised, along with a disciplined attitude towards health, safety and environmental factors.

Reinstatement within most projects can be a logistical nightmare, with disruption being caused twice with the traditional process of temporary and permanent applications. Clancy Docwra is achieving approximately 97% 'first time reinstatement' by utilising foamed concrete. The foamed concrete contains recycled



material and has limited shrinkage and as a result, negligible settlement at the surface of the highways and footways, leading to reduced defect notices. Excavated material is sent to specialist recycling centres, processed and then brought back to site where it is then used as aggregate within the foamed concrete. When used the foamed concrete 'sets' overnight enabling earlier subsequent and more efficient tarmac surface reinstatement.

Associate Director Jeff Booker reflected: *"Together with Thames Water, we have achieved and delivered objectives set and have done this by working at all levels as a unified team. Communication and collaboration is the key and is now second nature to everyone connected with the project."*

St. David's 2 Enabling Works for the St. David's Partnership (Land Securities, Capital Shopping Centres Plc in conjunction with Cardiff County Council)



St David's 2 Enabling Works

Clancy Docwra first worked with Land Securities on the Princesshay Redevelopment Works, Exeter City Centre in 2003. This was a large enabling package with a value of approximately £4.5m. Solid and innovative relationships were forged between all parties throughout the construction phase and Princesshay was successfully delivered in June 2004. This was followed by Clancy Docwra being awarded St David's 2 Enabling Works, with a value of £4.5m in July 2005.

The St. David's scheme is a £535 million investment in Cardiff city centre, consisting of:

- 89,891 sq m retail-led, mixed-use development
- A major John Lewis department store
- A significant number of new shops
- Cafes, restaurants and bars
- 300 residential apartments
- New public amenities and public spaces
- 3,000 car parking spaces
- A civic library of circa 5,110 sq m

The project will create 1,000 construction and 2,000 permanent jobs, with the construction phase of St David's 2, due to commence in spring

2006 with completion and opening in 2009.

In advance of the main scheme, the objective of the Clancy Docwra contract package is to

divert underground utility services, which will enable the future construction of the St David's 2 development. The works include installation of, telecommunication ducts, chambers and cabinets, water and gas mains, electricity cables and ducts and minor Highways works. The works will be carried out in five stages, with completion in April 2006.

Although construction did not start until July 2005, Clancy Docwra was involved with the St David's Partnership from February 2005. Working closely with the client, highways teams and utilities, the Clancy Docwra project team instigated and led technical workshops to develop an understanding of construction planning, traffic management requirements and Public Relations issues. As a result of the proactivity and flexibility shown by all members of the workshops, a greater understanding of the requirements to deliver the works was achieved, whilst accommodating the issues of key stakeholders both within the project team and externally.

Clancy Docwra Project Manager, Sarah Mortensen commented; *"We have used the experience gained from Princesshay to develop, nurture and maintain relationships with this key client. Communication and building relationships is paramount to successful delivery. As the first contract visible to the public representing the St David's Partnership, it is essential that a professional image is projected on behalf of the client on all fronts. This requires strong project team relationships, excellent public relations and a professional and responsible work ethic, to ensure that the previous high standards the project team has achieved, are maintained and exceeded."*



Dual Language Public Notice Boards

Tamesis Point (formerly Tripcock Point) for Tilfen Land

In February of 2002, Clancy Docwra became involved with Tilfen Land and was awarded perhaps one of its most challenging projects to date - Tripcock Point, Foul Pumping Station No 8. This was an enabling works package on a contaminated brown field site, that was formerly the old Woolwich Arsenal establishment. Works also included the construction of a foul pumping station, wet well, control room, substation, valve

continued on page 6

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chamber, external works, plus associated mechanical and electrical works. Also part of the package, was an incoming gravity sewer, part of which was constructed by microtunnel and a rising main to the main Thames Water sewer.



UKSTT Winners- 2003

At the instigation of Clancy Docwra, a value engineering forum was established at the beginning of this project, involving the client, designer and ourselves.

As a direct result of this forum, a saving to the client of £200k was identified, through innovative thinking, improving techniques and methods of construction. The microtunnelling aspect of the project was awarded with the 2003 UKSTT Award.

The success of Tripcock Point led to another contract award in 2004, for the construction of four steel framed industrial units - Birchmere Business Park.

“rewarding and proactive”

A more recent exciting development in our relationship with Tilfen Land, which has taken this association to another level, is the formation of a partnership that recognises the need for further enhancement of trust and delivery.

The first project within this understanding is Tamesis Point (formerly Tripcock Point). This is an infrastructure project facilitating the progression of Tilfen's flagship development, where Clancy Docwra will be responsible for all civils works, sewers, footpaths, road and foot bridges, remediation, earthworks and multi-utility design and construction in conjunction with Thames Water.



Tamesis Point

Our history of experience with Tilfen Land has so far been a rewarding and proactive association. It is one driven by innovation, communication and collaborative problem solving, born of a clear

understanding and appreciation of the key drivers of each organisation's business ethos.

Trunk Mains Partnership for Three Valleys Water

Successful and long- term working relationships must be a key strategic objective in any business; statistics show that it is often six times more expensive to gain a new client than it is to retain an existing one, So the nurturing and customer relationship management aspects of long-term relationships are crucial.

One such relationship for Clancy Docwra, is that which we have enjoyed for over fifteen years with Three Valleys Water. We have worked with this major utility company on various term contracts over this time, currently working with them on their term metering contract, which was recently extended and the recent re-award of the Trunk Mains Framework Contract; a partnership utilising the Preferred Supplier Agreement as a mechanism for design and delivery of the clients trunk mains programme of works.

Originally awarded in 1998 as a framework for the replacement and extension of the Trunk Main Network, Clancy Docwra first worked with Three Valleys Water in the early 1990's. In late 1990, under a Co-operative Partnering Agreement, Clancy Docwra successfully undertook a series of new supply mains projects.

In 2005 Clancy Docwra was re-awarded the Trunk Mains contract, which in its current format, calls for an integrated approach to secure its objectives, based on a foundation for continuous improvement. It is a three year agreement with an option for a two year extension, providing for contractor support with asset condition assessment, trunk main maintenance, design of major trunk mains installation and rehabilitation, together with management and construction of trunk main schemes.

Of particular significance is the co-operative, collaborative alignment of the three key partners integral to the partnership, these being Veolia Water Partnership, Three Valleys Water PLC and Clancy Docwra, utilising the mechanisms of certainty of scheme cost through a non-adversarial form of contract on the basis of continued improvement. To this end, the NEC Engineering Construction Contract Option A has been selected with the new partnership, emphasising an essentially output/service driven framework, one which has taken forward the lessons learned from the previous framework to implement these in the pursuit of more efficient delivery, whilst maintaining the alignment to the business ideals and drivers of each of the organisations involved.

To facilitate the development of the new roles and

responsibilities required by this evolving relationship, a number of collaborative team building value management workshops have been instigated for the team. This enabled them to meet and clarify their understanding of the framework, the level of participation and the key objectives for the collective partnership, enabling the stakeholders to appreciate the risks involved with managing the inevitable challenges that will develop as the agreement moves forward jointly, successfully.

The first of the schemes to be carried out under the revised arrangement is the M1 Widening project at Redbourn, which has a value of £350k. It consists of the diversion and replacement of an existing 12" diameter cast iron pipeline with a new ductile iron main 3.2km long between junctions 8 & 9 of the M1.

In addition, another major scheme is being assessed using the Professional Services Contract element of the new agreement, is for the design on the Batchworth to Chaul End project. This will be for a 10km x 600mm diameter pipeline worth potentially in the region of £2 - £2.5 million. Construction is due to commence in April 2006, with completion anticipated in October 2006.

Tony Newton commented *"It is essential that we develop long-term, collaborative relationships with our key client base, to maintain and develop these, ensuring greater opportunity for repeat business."*



"Our association with Three Valleys is a prime example of this type of relationship, where we have worked closely with them for a significant period of time, listened to and understood their requirements, aligned our business objectives with theirs, thereby enabling joint development of clearer objectives so that risks of delivery are reduced, maximising the opportunity for continuous improvement and joint success. We look forward to growing this association positively for the future"

What is clear is that, regardless of the term used or the latest name given to the current fashion of working together, effective communication, a genuine will to want to work together with each other, sharing ideas and innovation, with an aligned vision of key delivery, are the most appropriate solutions to achieving the best possible results.

CONTRACTS >

NORWICH PRISON, NORFOLK

In August, the Energy Division mobilised at Norwich Prison to renew their private gas network, which has proven to be some of the most difficult working conditions that the division has faced to date. Prison guards accompany all personnel and plant inside the walls; every piece of equipment is logged in and out; and all waste is carefully collected to prevent any inappropriate use by inmates.



Norwich Prison

The client, Crispin & Borst, have the framework agreement for maintenance and refurbishment work across the South and Anglian regions, of which we are to be their framework contractor, which includes HMP Maidstone and HMP Canterbury.

SPACEOVER MODULAR HOUSING

Works are progressing well on the modular housing project for clients Spaceover and Groveshire, at Lower Clapton Road in East London, as reported in the last issue of CD Link.

After completing the demolition of the disused factory on the site, the Clancy Docwra projects team moved on to construct the foundations, steel podium and services prior to the installation of the 136 modular units, which arrived fully decorated and equipped with fitted kitchens, bathrooms, flooring and heating systems.

Once installed on site in two separate blocks, the 136 units were interlinked to form internal staircases, access areas and 37 apartments with a choice of 1, 2 or 3 bedrooms. A small commercial unit under the podium of one block is also included in the scheme.



Lowering the module units

External works are progressing well with the two roof systems already installed and cladding of the external façade now under construction.

The scheme will be completed with hard and soft landscaping and is programmed for completion by December 2005.

SUCCESS AT THE CECA (SOUTHERN) TRAINING & RECRUITMENT AWARDS

Three Clancy Docwra employees have received recognition at this year's Civil Engineering Contractors Association (CECA) Training & Recruitment Awards.

Apprentice Ricky Scott has been named Apprentice of the Year 2005 and Rachel King has been named as Trainee Quantity Surveyor of the Year 2005. Stuart Lyons was also nominated for Most Promising Trainee Civil Engineer and received a High Commendation.



Ricky Scott at last year's apprentice football match

18 year old Ricky is an Apprentice Reinstator with the company and was keen to follow in his father's footsteps, who is a Reinstator Supervisor, by taking his own initiative and achieving NRASW accreditation before entering the industry. He began his apprenticeship in 2004 at Bircham Newton Construction College, as part of the two year Utility Apprentice Programme and is now working on the Thames Water Victorian Water Mains Replacement contract in London.

In the last year, Ricky has repeatedly demonstrated his enthusiasm for the industry and his job and even received a commendation for his work at the recent Skills City Exhibition in London, which was taking place on the day of the London bombings. Thames Water's CEO, Bill Alexander, commended Ricky for his calm and professional approach to the chaos which occurred on that day.

Our second winner, Rachel King, completed her BTEC National Award in Construction with a distinction in 2004 and is about the start her second year of her HNC in Construction and Civil Engineering.

Runner-up, Stuart Lyons is a graduate trainee working with the Anglian Water contract at Milton Keynes. Stuart is currently undertaking a 'Conversion Course' in Pipeline Network Management and Technology to hone his skills towards a future role as Site Manager within the company.

All three were invited to the CECA (Southern) Annual Dinner in London where their awards and commendations were presented.



Stuart Lyons

APPRENTICESHIP SCHEME 2005

Clancy Docwra is repeating the success of last years Apprenticeship scheme by taking on eleven more apprentices.

The apprentices were inducted on the 13th October and will be training at the Bircham Newton College in Norfolk as well as at their allocated sites.

William Alan Anderson will be based in Dundee; James Baker, Luke Middleton and James Tremain will be at Dartford; Thomas Duggan will be at Lincoln; Fred Beavis is at Rickmansworth; Matthew Essex will be based at Aldershot; Marc Foster is at Milton Keynes; Jamie Flanagan will be at Lea Bridge, Jason Tinkler who will be based at Grantham and Matthew Turpin-Barrett, based at Lea Bridge.



9 of the new apprentices and their mentors

The structure of the apprenticeship scheme is changing slightly this year, with the apprentices spending more time on site, gaining 'hands on' experience and reducing the amount of time spent in the classroom.

We would like to welcome all the new apprentices, and wish them luck as they begin the programme.

UNIVERSITY PARTNERSHIPS

A number of universities and colleges across the country have teamed up with Clancy Docwra to drive the company's training forward.

The universities, which include The University of Southampton, Leeds University and Imperial College, will assist the company's best practice in training the right people for the right job.

A number of current employees are already embarking on courses at the partnership universities, including Rajinder Pabila, who is studying Pipeline Technology and Network Management at the University of East London; Kenny Smith and David Hall, who are both studying for their BSc Construction Management with Northumbrian University; and James Ingram who is studying Advanced Proficiency Certificate in Construction with the College of North West London.

PARTNERSHIP WITH ELLIS FAIRBANK RECRUITMENT

Continuing with the partnership theme, Clancy Docwra has enlisted the services of recruitment company, Ellis Fairbank as preferred supplier for assisting the company in the recruiting of high calibre staff for commercial and project management roles. The aim of this partnership is to assist Senior Operations Managers in recruiting for their teams, by taking the recruiting workload away from their day-to-day job roles and responsibilities, leaving them free to work on their contracts. Ellis Fairbank will use their expertise to support further growth within the business as well as avoid the pitfalls of poor selection.

The contract between Clancy Docwra and Ellis Fairbank is from August 2005 to August 2006, with the potential to extend beyond 2006.

DRIVER AWARENESS PROGRAMME



Equity Red Star, The Clancy Group's Motor Insurance Provider, have given a commitment to contribute to the company's Driver Awareness Programme.

The programme will be an enhancement of the current safe driver video the company shows during the induction programme that all new employees go through.

At present, the video is shown to everyone, regardless of the type of vehicle to be driven. The new scheme will look at driver competency and how different vehicles pose different levels of risk to the driver and those around them.

The aim of the scheme is to decrease the number of vehicle related accidents; to insure that those permitted to drive company vehicles, whether it be a car or a HGV, are competent enough to do so; and to protect the drivers and the public.

Look out for further developments next year.

SAM'S SUCCESS



Sam receives his award from Joe Simpson

Sam Hendrie, who works on the Clancy Docwra IT Help Desk, was named as the top Computing and Information Technology student at Uxbridge College's 40th anniversary awards ceremony.

He was presented with the School of Computing and Information Technology Star Award, at a ceremony at the Beck Theatre in Hayes, by Mountaineer, Joe Simpson.

In introducing Sam for the award, Uxbridge College Principal, Rachel Davies said, "He started

working on computers when he was seven years old, after acquiring a second hand model which he took apart to see how it worked."

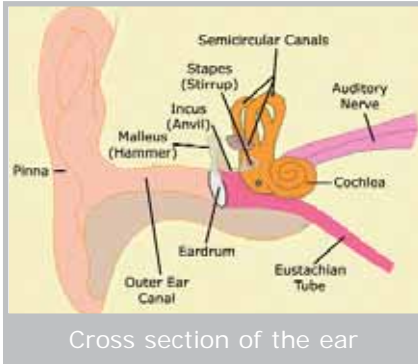
"His interest continued when he was at school and he first joined the college on a systems maintenance course, which he passed with flying colours. While working part-time, he took an Advanced National Diploma for IT Practitioners and is now working on the help desk at Clancy Docwra and I am sure he will achieve his ambition to become a network administrator."

EX OFFENDER SCHEME

Clancy Docwra, with the support of some of our key clients, (South East Water, Anglian Water and Thames Water), have embarked on a partnership with Bullingdon prison and the charity Bluesky, to develop a training and recruitment scheme, with the aim of getting ex-offenders into positive and useful careers. More information on this scheme will follow in future issues of CD Link.

EUROPEAN HEALTH & SAFETY WEEK

European Week for Safety and Health at Work, was on October 24th - 28th, and focused around the issue of noise at work. The Health and Safety Team produced a Toolbox Talk, given to all employees, to help to understand the risks of not protecting your hearing. All those who attend the Toolbox Talk, were issued with Clancy Docwra branded ear plugs to keep with them at all times.



Cross section of the ear

So what is noise? Noise is something we hear and is primarily caused by vibrations and resonance in solids, liquid and gases. It can be an unwanted sound (audio) and its intensity (loudness) is

measured in decibels (dB). Noise need not be excessively loud to cause problems in the workplace. It can interact with other workplace hazards to increase risk, by masking warning signals or becoming factor in work related stress.

Situations and corresponding decibels	
SITUATION	DECIBELS
Conversation	60
Trucks/vans	89
Circular Saw	110
Breaker	110
Jet Engine Sonic Boom (sound barrier)	140

Many problems can arise due to noise. It can damage the hair cells in the cochlea, part of the inner ear, leading to irreversible loss of hearing and deafness. It also can have many physiological effects; exposure to noise can effect the cardiovascular system resulting in an increase in blood pressure; work-related stress can be caused by noise and at quite low levels and exposure; and high noise levels make it difficult for workers to hear and communicate, increasing the probability of accidents.

It is not only the traditional industries where noise is a problem- noise is being recognised as a problem in service sectors such as education, health care, bars, clubs and restaurants.

Action Levels Over 8-Hour Period		
First	85db	Shouting at 2m away Assessment to wear ear defenders
Second	90db	Shouting to be heard at 1m away Blue notices displayed and mandatory wearing of ear defenders
Peak Action	140db (200 Pascals)	Instant deafness

Effects of prolonged noise exposure can interfere with speech, reduce hearing and sleep, can disrupt education and industrial efficiency and listening to orators. Sufferers may also develop raised levels of stress and irritability, earache and loss of hearing.

Employers' Responsibilities

Employers have a legal duty to protect the health and safety of their workforce from all noise-related risks at work. The first step is to assess the situation by conducting a risk assessment. This will involve carrying out noise meter measurements and analysing potential risks from noise. Based on the risk assessment, a programme of measures should be put in place to:

- Eliminate sources of noise (where possible)
- Control noises at source
- Reduce worker exposure to noises exceeding 85dB
- Provide Personal Protective Equipment (PPE) to workforce (if above measures cannot be put in place)

The next stage is to inform, consult and train the workforce about the risks faced, low noise working measures and how to use noise protectors. Any risks should be monitored and preventative measures reviewed- this may include health surveillance. Clancy Docwra health surveillance programme includes testing all at risk employees for noise induced hearing loss.

All machines and tools must be serviced and maintained in an efficient state of good repair and any noisy zones must be identified by displaying signs and notices.

Employee Involvement

Using the workforce's knowledge, suggestions and feedback helps to ensure hazards are correctly spotted and solutions implemented. Manufacturers of tools and machinery also have a responsibility to reduce noise levels.

Working together, employers, employees and manufacturers can reduce the effects of noise. Better silencers can be fitted, which abates and makes the sound null and void. Vibrations can be dampened and baffles introduced. Employers can position plant outside the area, provide sound proof enclosures or provide quiet refuges and noisy tasks can be rotated.

Legislation

New legislation "Noise At Work Regulations" (NAWR) is expected in 2006 where it is expected that the exposure limits will be reduced.

Types of personal protective equipment

Hearing defenders- Sometimes referred to as ear muffs and worn over the ears.

Ear plugs - disposable and washable Inserted in the ear.

Semi-inserts- Wedge shaped rubber plugs on headband.

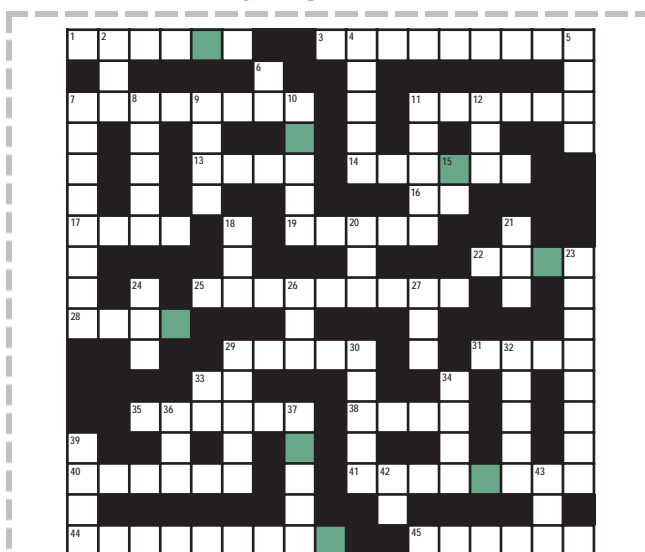
This issue's competition, to accompany the Health and Safety week, is to find the answer hidden in the green squares. Send it to **Brian Timson**, HSE Department, Clare House, Coppermill Lane, Harefield, Middlesex, UB9 6HZ by **December 9th**. The first correct answer drawn out of the hat, will win a bottle of champagne.

ACROSS

- 1** 2nd action level in decibels where noise protection worn by person of four score years and ten (6)
- 3** Oscillation of a body. Was one of these good for the Beach Boys? (9)
- 7** Loss of hearing (8)
- 11** Sound pressure to be found in a clasp (6)
- 13** You may say this if you cannot hear properly (4)
- 14** Noises (6)
- 16** Get the green light (2)
- 17** see 30D
- 19** Base and bongo are found in the ears. (5)
- 22** Commercial vehicles. (4)
- 25** A reverberation of sound found in reason and the National Exhibition Centre. (9)
- 28** 41A and 32D One of the half round waterways in the inner ear. (4) (7) (5)
- 29** These could be worn on the ears or on the hands. (5)
- 31** A bachelor could hide this pain. (4)
- 33** Exist (2)
- 35** Noise diminishes in strength. (6)
- 38** You could be close if you earn. (4)
- 40** A skilled speaker in a rotor? (6)
- 41** see 28A
- 44** The back four of a football team will protect you. (8)
- 45** You can be confused by this silencer. (6)

DOWN

- 2** Frozen water (3)
- 4** Bone in the middle ear sounds like ancient Peruvians (5)
- 5** No legal or binding force or validity (4)
- 6** Expressing equality in passing (2)
- 7** Slice bed about to find sound measurement (8)
- 8** To hear (5)
- 9** Noise At Work Regulations will provide the answer (4)
- 10** Contained and placed in diets (5)
- 11** see 21D
- 12** Affected with grief (3)
- 15** A word of denial (2)
- 18** Goggles, ear defenders, helmet & gloves are this (3)
- 20** America (Abbrev) (3)
- 21** and 11D These might save an ear bashing! (3) and (5)
- 23** Reduces sound levels on an engine (8)
- 24** Seek out sample & find the electrical measurement (3)
- 26** The opposite to on (3)
- 27** Initially this feline looks for buried cables (3)
- 29** Noise, gas, water and electricity are measured by this instrument (5)
- 30** and 17A Breaking the sound barrier will cause one of these (5) and (4)
- 32** see 28A
- 33** This initially must be part of the kit used in confined space work. (2)
- 34** Eliminate, Reduce, Isolate and Control is this main way of preventing accidents. (4)
- 36** This part will be found in a chuck. (3)
- 37** To guide a young bull. (5)
- 39** Extremely noisy. (4)
- 42** You would be opposite if you were out. (2)
- 43** You have everything in that stall. (3)



Answer..... Name.....
Office/Department.....
Telephone No.....

NEW GUIDANCE INFORMATION

New Health and Safety Guidance on Mechanical Lifting Operations, is about to be published on the BMS. For more information, please contact Richard Ryder on 07884 473 734.

COMPETITION WINNER



The winner of the Issue 8 Sudoku competition was Paul Neal from our Grantham office. Congratulations Paul! See pages 10 and 11 for this issue's competition, which centres around the recent European Health and Safety Week.

LITTLE ADDITIONS

Congratulations go to Trainer Holly Hatch and her husband Dick, who celebrated the birth of their daughter Maggie on the 18th September. Maggie weighed 5lbs 15oz and is a sister to the couple's other daughter, Ruby.



Holly, Maggie & Ruby

TOMMY RETIRES

A much loved, long standing member of staff retired on the 20th of September. Carpenter Tommy Coyle had been with the company for almost 28 years and has witnessed the growth and development of the company over almost 3 decades. Tommy will now enjoy his retirement with his wife Mary and the rest of his family and we wish him all the best.



Tommy & Wife Mary

50TH BIRTHDAY CELEBRATIONS

Accounts Clerk, Diane Ing celebrated her 50th birthday on the 5th September. We hope you had a wonderful day!



Diane Ing

SUPPORTING YOUTH FOOTBALL

Clancy Docwra is proud to be sponsoring local Scottish youth football team- Methven Socca. The team is a small village club that relies on donations and sponsorship, and Clancy Docwra is sponsoring the team's kits bags for the 2005/6 season.

LIGHTING UP A WINNER

Bought Ledger Jackie Carey, recently won an unusual prize with London radio station, Capital

FM. She won a weeks stay in a lighthouse in the Orkney Islands, £300 spending money and a Harrods Hamper. Well done!

INTERNAL RESOURCES BOWLING NIGHT

On the 14th October, Internal Resources held a bowling night at the Hollywood Bowl, Watford. While everyone played very well, the winners, who walked away with the cup, were Health, Safety & Environmental.



HSE Winners- Brian Timson, Martin Cross, Fiona Fynes, Sharon Mungovan

WATER AID REGATTA

On the 18th of August, a Clancy Docwra team took part in the Anglian Water Regatta to raise money for Water Aid. The regatta was held at Rutland water, with twenty five teams from various contractors entering the races. The Clancy Docwra team consisted of Team Leader, Sara Mitchell, Administrator Sureya Brewster and District Manager, Steve Holmes.



Sureya, Steve & Sara

CHARITY GOLF COMPETITION

On the 13th September, Clancy Docwra took part in a charity golf day, in aid of the Stoke Mandeville Hospital Cancer Care and Haematology Unit. Robin Rowland and Mike Halpin were in the winning team; 'Snookered' with snooker player Willie Thorn and Finance Director of Wayside Audi- Andy Green.



Robin Rowland, Willie Thorn, Mike Halpin & Andy Green

The day raised £7700 and was donated in the memory of Cancer Patient, Robert John Edwards, who, while ill, wanted to help others battle through cancer.

For input into the magazine, please contact the Marketing Communications Team on 01895 823711 or kelly.monger@theclancygroup.co.uk
Remember, this is your magazine so we need your input