



e-PRIME

THE MONTHLY E-NEWSLETTER FROM BIS SALAMIS (M&I)

SEPTEMBER 2009

SUSAN INGRAM COMPLETES JMT

We are pleased to tell you that Susan Ingram, Project Engineer at BIS Salamis (M&I), recently completed the Junior Management Training (JMT) programme.

Paul Matthews, HR Director, was on the selection panel that awarded Susan with a place on the programme in April 08 and told us, "The JMT is an ongoing initiative which was introduced by Bilfinger Berger Industrial Services to identify and develop the skills of high potential personnel.

"BIS Salamis has always fully supported the initiative and we were delighted when

Susan was awarded one of the 21 places available on this 2 year course.

"This was a significant achievement for Susan given the high level of competition which she was up against and we have continued to be impressed with the commitment which she has shown towards the initiative."

Susan, 27, tells us more about her experience.

How did you get involved with the JMT Programme?

Brendan Hynes, Operations Manager for Specialist Services, nominated me for a place on the programme. I was absolutely

delighted, but as I hadn't heard about the programme before I was interested to find out more about what the training would involve.

What was the next stage in the selection process?

Having met the criteria of the initial screening process, I was asked to participate in an extensive selection process in Munich where candidates came from all over Europe to compete. This was a daunting experience where I was required to do a 15 minute presentation, a group assessment and a final interview with the panel. *Continued on next page* →

RUSSEL COULL ACHIEVES A1 ASSESSOR AWARD

Congratulations to Russell Coull, BIS Salamis representative at Nigg Oil Terminal, on achieving an SQA accredited A1 Assessor Award.

Jayne Simmons, Competency Manager, told us that A1 assessors are imperative to the success of the BIS Salamis Task Achievement Competence System.

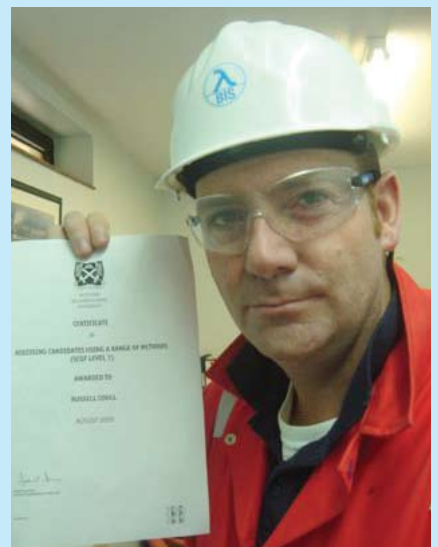
She said, "The SQA approved Task Achievement Competency System was introduced by BIS Salamis to support personnel to achieve an internationally recognised SQA Task Achievement Award - certification which proves their high level of ability in one or more of 36 Trade Competency Units including blaster, painter, banksman slinger, advanced scaffolder and HP water jetting operative.

"With this certification Russell can identify, support and encourage personnel at the Nigg Oil Terminal towards achieving an SQA Task Achievement Award. In his new role as A1 Assessor, Russell

will provide delegates with a direct point of contact to guide them successfully through the process.

"To achieve this award Russell had to participate in a 2 day training course at the BIS Skills Centre which developed the core skills required to be successful in the role. His ability was assessed with an end examination and V1 Verifiers will frequently evaluate their ongoing performance on behalf of the BIS Skills Centre to ensure Russell delivers at a consistently high standard.

"We expect all employees to be working towards, or to be in possession of, a Task Achievement Award and need the support of A1 Assessors to help us meet this objective. I am delighted with the commitment which Russell has demonstrated towards the Task Achievement Competency System and encourage anyone interested in working towards an SQA award to get in touch."



If you would like to find out how you can support the Task Achievement Competency System please contact: jayne.Simmons@salamis.com.

→ Continued from previous page

As a successful candidate, what training did you receive?

The course was split into specifically designed modules which developed our team building, leadership and management skills. Each module lasted 5 days and took place every 3 months across various locations in Europe, including Germany, Poland and Aberdeen. The decision to deliver the modules in different countries gave us an ideal opportunity to find out about other organisations within the BIS group and enabled us to establish strong international relationships and networks.

What was the highlight of the JMT for you?

The most memorable module for me was the team building exercise which took place in Munich. In this exercise we were split into two teams, separated and then deserted in the mountains with only a compass, a walkie talkie and a map.

To complicate matters, the directions given to us were for the other team, meaning that we had to stay in constant communication and direct each other back to camp. As English is my first language I was nominated to take on the leadership role. This was out of my comfort zone and instantly challenged my leadership skills.



If you would like to find out more about the JMT please contact eprime@salamisadmin.com.

Was there any other module which you found particularly challenging?

In general the whole process was a challenge however, for me the most testing task was preparing for the finance and controlling module which was hosted in Aberdeen. As the only candidate from Scotland I had to organise the event, which was a particularly daunting task given the high precedent which was set by previous events. However, the event went well and everyone seemed to enjoy their time in Aberdeen.

What key benefit do you feel the JMT has given you?

I have learned a lot about my capabilities, leadership style and my confidence has significantly increased. I have made a great deal of friendships through this experience and developed some strong relationships throughout the BIS Group.

The JMT has been an experience of a lifetime and I would like to thank Brendan and everyone else from BIS for giving me this opportunity.



MEET JOE COMPETITION

Thank you to everyone who has entered the Meet Joe Competition!

We have been delighted with the response so far. 'Little Joe' has been popping up in some very interesting locations, including the BIS Salmis Innovations Showcase.

Remember, for your chance to win an iPod Touch simply send your photograph of Joe with a supporting safety message to eprime@salamisadmin.com.

You have until 11th December 2009 to send us your entries and the lucky winner will be announced in December's edition of ePRIME.

Good Luck!!

Aberdeen

Greenhole Place,
Bridge of Don
Aberdeen AB23 8EU
Tel: +44 (0) 1224 246 000
Fax: +44 (0) 1224 246 100

Lowestoft

46 Pinbush Road,
Lowestoft
Suffolk NR33 7NL
Tel: +44 (0) 1502 589 227
Fax: +44 (0) 1502 511 390

Loughborough

34 Bakewell Road,
Loughborough
Leicestershire LE11 5QY
Tel: +44 (0) 1509 235 189
Fax: +44 (0) 1509 239 554

Cheshire

Innospec Manufacturing
Park, Oilsites Road, Ellesmere
Port, Cheshire CH65 4EY
Tel: +44 (0) 1513 486 884
Fax: +44 (0) 1513 486 885

Grimsby

Scandinavian Way, Kiln Lane
Stallingborough, Grimsby
NE Lincs DN41 8DT
Tel: +44 (0) 1469 575 855
Fax: +44 (0) 1469 577 026