

WHAT'S THE SCORE

www.score-group.com

January 2017



Score Apprenticeship Awards 2016

Pages 3, 4, 5, 6 & 7



Also in this issue:

- Page 8 Ministry of Defence's Silver Awards Dinner
- Page 10 Score Training Open Day
- Page 11 Valve World Exhibition and Conference

Success • Commitment • Ownership • Respect • Excellence

In this issue...

On the Cover

Page 3,4,5,6&7	Apprenticeship Awards 2016
Page 8	Ministry of Defence's Silver Awards Dinner
Page 10	Score Training Open Day
Page 11	Valve World Exhibition and Conference

Quarterly News

Page 9	Score Canada Secures Major Work Scope
Page 12	TAQA Talk Europe
Page 13	MSP Apprentice Lecture
Page 14	Leaders of The Future

Score Peterhead Apprenticeship Awards 2016

Score Group plc once again celebrated the success and achievements of its apprentices at the annual awards ceremony and Christmas meal on 22nd and 23rd December.

Across the two days, over 250 trainees were joined by their team leaders, managers and company directors to recognise their hard work and dedication and to celebrate their successes as part of the company's award winning apprenticeship scheme.

A range of awards were presented including Apprentice of the Year (Engineering), Administration Trainee of the Year, Apprentice Ambassador of the Year, Most Dedicated Trainee, and Annual Safety Award.

The ceremony also saw 36 Engineering apprentices and 7 Administration trainees being presented with their "Time Served" papers - Recognition that they have completed their apprenticeship training programmes and are now fully qualified in their chosen fields.

The event held at the Tufted Duck Hotel, St Combs was opened by James Geddes, Commercial Director of Score (Europe) Limited, who gave a brief overview of the company's commercial development over the last 20 years and also his own progression from apprentice through to his current role within the company. He concluded by wishing all a very safe and happy Christmas and New Year. Conrad Ritchie, Managing Director (Score Europe) then announced all award winners assisted by Fiona Johnston Apprentice Co-ordinator.

Several of those who completed their apprenticeship programme in 2016 are now working at Score's global locations including Gladstone in Australia. With apprenticeship numbers close to 300 in Peterhead and well over 400 worldwide, Score is intensely proud of its young men and women. Score will continue to provide these vital opportunities both locally and globally.

Following the awards and celebratory meal, a number of other presenters from Score Group plc addressed the gathering on matters of training, financial overview, and safety. The company has always taken its responsibility to educate on safety and social issues seriously not only for the apprentice cohort but for the employee base as a whole. This year, the special guest speaker was Inspector George Cordiner of Police Scotland who gave a short talk on safety especially surrounding the Christmas and New Year period including safe driving, alcohol consumption, and also personal safety, whilst throwing in some funny anecdotes and Christmas cheer. He also gave a very clear and strong message on drug use regardless of classification; in short – keep clear of it as it is a path that can lead to disaster be it criminal record, employment consequences or serious health issues.

On the Friday, Peter Chapman MSP, who was also in attendance gave a short word saying that he thought it was tremendous that Score Group placed so much value in the training and development of so many young people through apprenticeships.

On each day, Charles B Ritchie, Chairman of Score Group plc, took the opportunity to give a short talk touching on matters that can benefit both the individual and the company as a whole. Upon closing, all presenters took the opportunity to wish employees the very best for the festive period and a safe, successful 2017.

Following the two-day event, Conrad Ritchie, Managing Director of Score (Europe) Limited, commented, "These young men and women are the future. We are proud of their achievements and are focused on rewarding those that apply themselves with the vision of being the best they can be. Our MA programme will continue to be the corner stone of our company".



Tufted Duck Hotel, St Combs

Score Peterhead Apprenticeship Awards 2016 - Continued



1-3 Admin Trainee of the Year



1-3 Safety Award



1-3 Top Logs



1-3 Top Vital



4-6 Annual Safety Award



4-6 Apprentice of the Year



4-6 Competency Progress Award



4-6 Top Logs



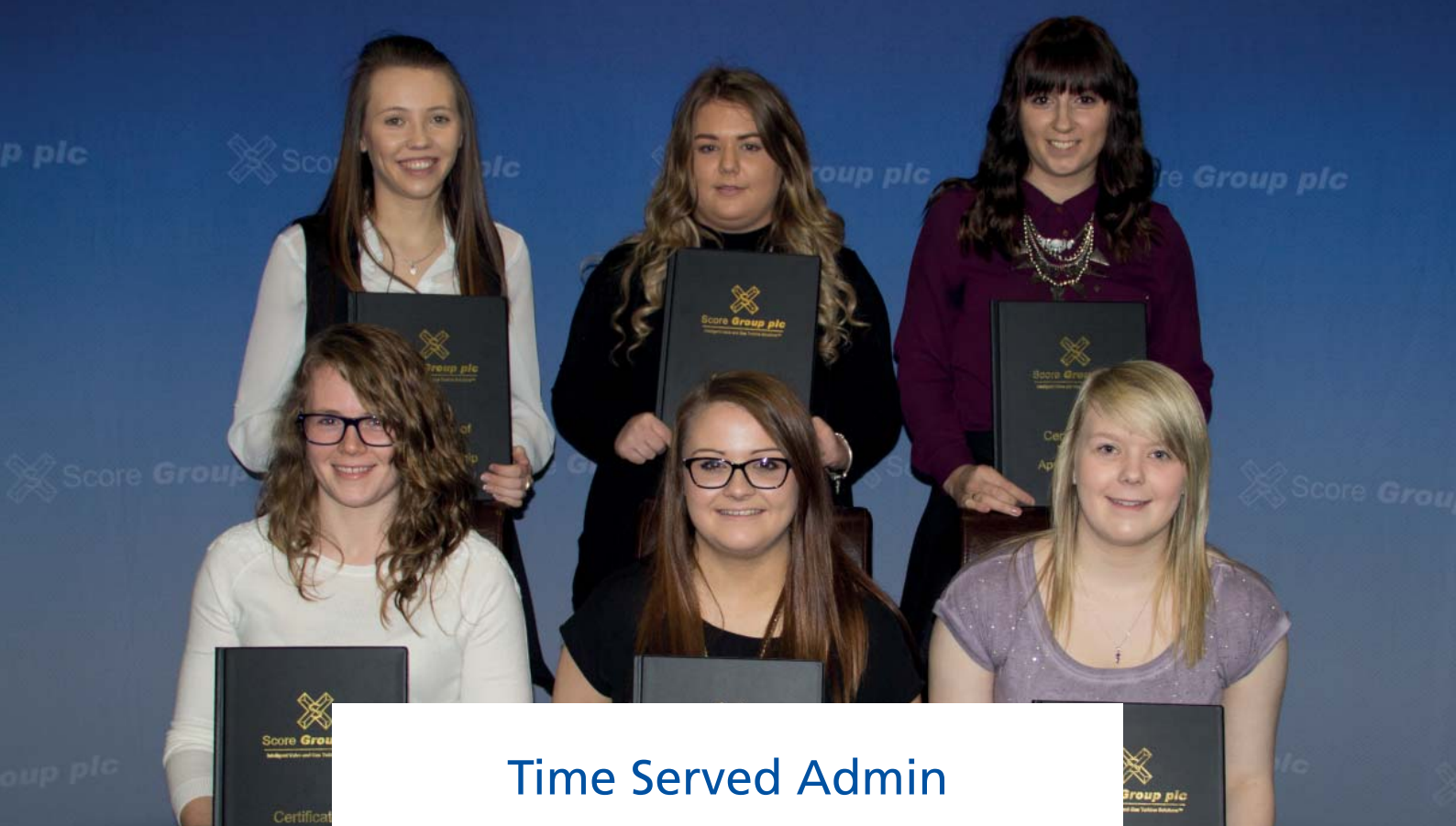
4-6 Top Vital Performers



4-6 Apprentice of the Year



Time Served Engineering



Time Served Admin

Score Trinidad Apprenticeship Awards 2016

Score Trinidad held their annual Christmas Lunch and Awards ceremony on December 15th, 2016. Their twenty seven apprentices were in attendance along with all of the Managers and Team Leaders. A delicious Christmas lunch was had by all, and following this, awards were presented to the apprentices for various categories. Congratulations to all our awardees for 2016!



Score Trinidad Apprenticeship Awards 2016 - Continued Award Winners

Golden Spanner Award
Best Attendance
Safety
Initiative
Best Quality Logs
Quality Award
Timeliness
Top Vital Performer
Most Enthusiastic

Clint Sisnett
Jorden Gunpat
Jeaughn Holder, Jivonne Gill
Darren Henry, Jeron Cyril, Matthew Williams, Shaquille Ferrier
Daniel Wade
Daniel Wade, Matthew Williams, Stefon Bain, Tevon Rawlins
Clint Sisnett, Kern Scott, Luke Ramoutar
Amaru Cox
Kiran Singh

We would like to congratulate all award winners with special mention to Clint Sisnett who won the Golden Spanner Award, the equivalent to Peterhead's Apprentice of the Year. Every one of the apprentices are winners in our eyes. Keep up the good work and very well done.



Golden Spanner Award Winner, Clint Sisnett



The successful year 1 intake

Score Trinidad is pleased to advise that our year one intake of apprentices were all successful in their first semester examinations. A special commendation to the following employees who achieved results of distinctions in their exams:

Khadija John
Chez-Lee Wells
Jeaughn Holder
Jivonne Gill
Kiran Singh

Keep up the great work!

MINISTRY OF DEFENCE'S SILVER AWARDS DINNER



Twenty-two employers from across Scotland were treated to a glittering evening reception in The Great Hall of Edinburgh Castle, on Thursday 10th November. The Reserve Forces Employer Awards Dinner, hosted and organised jointly by Lowland and Highland Reserve Forces' and Cadets' Associations, was to award employers for their supportive attitude towards the Armed Forces and their personnel over the last twelve months.

The main part of the evening, was an opportunity to publicly acknowledge employers in Scotland who support the United Kingdom's Armed Forces by employing reservists, veterans, disabled veterans, Cadet Force Adult Instructors or the spouses of members of the Armed Forces. The Employer Recognition Scheme is awarded at three levels: The Bronze award can be gained by signing an electronic

pledge on line. The Gold award is presented nationally in London but the Silver awards presented on this occasion are decided regionally. Employers can be nominated on line by anyone who believes that the company or organisation satisfies the criteria. Once nominated a regional board determines which of the nominations will go forward to receive the award. In Scotland a total of twenty-six were made this year, however not all were able to accept the award at this reception.

The Vice Chief Of Defence Staff General Sir Gordon Messenger KCB DSO OBE ADC, presented employers with Silver Award certificates on behalf of the Secretary of State for Defence and spoke to the gathering about the value of reservists in the workplace and the additional skills and training they bring to employers through their military service.

The employers represented most sectors of Scottish Business and included both the public and private sectors. The following employers were presented with awards:

Abertay University
Billy Bowie Special Projects
Dumfries & Galloway Council
East Ayrshire Council
East Renfrewshire Council
Highlands & Islands Airport
Highland Spring Ltd
Lloyds Banking Group
Moray Chamber of Commerce
Moray Council
NHS Ayrshire & Arran

NHS Lothian
NHS National Services Scotland
Orkney Islands Council
Robert Gordon's College
Score Group plc
Scottish Borders Council
Shetland Islands Council
University of Aberdeen
Western Isles Council (Comhairle Nan Eilean Siar)
West Lothian Council

Support from employers is vital to those members of their staff serving with the Reserves. Companies gain a great deal from employing reservists on their staff such as training in leadership and teamwork and development of skills including communication and decision-making – all essential to successful companies. As well as these soft skills, the reserves carry out a lot of training that is readily transferable to the civilian workplace, such as driving licence acquisition, Health and Safety training and a plethora of other hard skills.

The Volunteer Reserve Forces is an integral and vital part of the UK's Armed Forces. The Volunteer Reserve consists of the Royal Navy Reserve, the Royal Marines Reserve, the Army Reserve and the Royal Auxiliary Air Force. Members of the Volunteer Reserve, train one evening per week, approximately 2 weekends a month and a two-week annual camp and are paid at equivalent rates to the Regular Forces. Anyone who joins the Volunteer Reserve does so in the expectation that they are liable to be mobilised at some time to serve alongside their Regular counterparts.

Score Canada Secures Major Work Scope

The Hebron topside facilities were mated to the concrete gravity based structure (GBS) recently at Bull Arm in Newfoundland, Canada. This marks another major milestone for the project, as it nears completion for first oil, planned at the end of 2017. Hebron which will be operated by ExxonMobil is a major project that is delivering significant benefits to Newfoundland and Labrador in terms of engineering, fabrication and construction, employment and training of a diverse workforce, research and development opportunities.

Score (Canada) Limited has been highly involved in various aspects of the project delivering complex valve packages to both the Hebron Topsides and the Hebron GBS Ballast systems, the construction of which has been ongoing for the past four years.



The Hebron platform is to be sited on the Hebron oil field which is located offshore Newfoundland and Labrador, Canada in the Jeanne d'Arc Basin 350 kilometres southeast of St. John's. The field was first discovered in 1980, and is estimated to produce more than 700 million barrels of recoverable resources. The Hebron platform is being developed using a stand-alone concrete gravity based structure (GBS). The GBS consists of a reinforced concrete structure designed to withstand sea ice, icebergs and meteorological and oceanographic conditions. The GBS is designed to store approximately 1.2 million barrels of crude oil, and additionally supports an integrated topsides deck that includes a living quarters and facilities to perform drilling and production.

Score (Canada) Limited's involvement in the Hebron project does not stop after the construction is completed, having just been awarded a 5 year 'Valve Management Services' contract for ExxonMobil's Hebron and Hibernia Platforms. This is a significant achievement for the Score Canada team and a major success for the company.

To find out more about the Hebron project, visit www.hebronproject.com including a time-lapse video of the GBS build and construction.

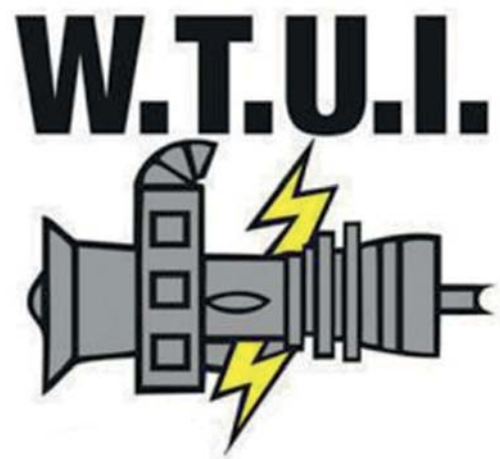
Score Energy exhibiting @ Western Turbine Users, Inc

Las Vegas, Nevada
South Point Hotel & Spa
March 19 - 22, 2017

Contact us for more information!



Score **Energy Limited**
Intelligent Gas Turbine Solutions™
www.score-energy.com





Score Training Customers Enjoy Training Course Taster Sessions

On Tuesday 25th October, Score Training opened its doors to old and new customers to provide a taster of the services that they can provide.

Customers were invited to see the range of services provided by Score Training, along with some complementing services provided by Score (Europe) Limited.

The event included theory based sessions on a range of valve types and failure modes as well as an open exhibition and networking lunch.

A series of short workshop-based demonstrations sampled some of Score Training's courses. Activities included the familiarisation and rebuild of various actuators, rebuild and reset of PSVs and the use of hand and hydraulic equipment for breaking and assembly of various joint types.

Score (Europe) Limited demonstrated their mobile PSV testing containers, and non-destructive testing services. The onsite services mobile unit (a unit that can deliver PSV re-certification, pressure testing, joint integrity and machining services at any site) was also showcased. The unit is designed to eliminate the need to send equipment away for repairs.

An exhibition area showcased the range of services offered externally by Score Training. These include presenter-led training courses as well as video, website and graphic design services. There were also demonstrations of the VITAL system, which can now be sold to external companies for the first time.

The main focus of the event was to provide an insight into Score Training courses and to showcase new services. Staff highlighted the fact that Score Training can develop customer-focused course content and that courses can help personnel to diversify and save costs in the long term.

The event was attended by oil and gas industry engineers, technicians and maintenance personnel. Amongst these were some previous training customers and some new. Score Training looks forward to working with both groups in the near future.

Valve World Exhibition and Conference

Score Diagnostics Limited attended the Valve World Exhibition and Conference in Dusseldorf, which ran from 29th November to 1st December 2016.

There was a busy flow of visitors throughout the event, with most showing interest in the products and services offered for valve condition and performance monitoring. The focused "valve diagnostics" display worked very well and generated high levels of interest. There were over 100 visitors that registered with business cards at the stand, generating 71 qualified leads and 5 requests for MIDAS Meter® Quotes.



The very latest technology / innovations from Score Diagnostics which were promoted and demonstrated at this show included :-

- MIDAS Meter® Risk-Based Inspection Software (RBI) for guiding valve owners on valve survey periods / frequencies, based on risk. (Also generates overdue & look-ahead reports for valve surveys). This is a key development for reliability teams that are looking for help and support to maximise the benefits associated with enhanced Valve Asset Integrity Management.
- MIDAS® Sensor Wireless – Effectively removing the cable between the in-field, permanently installed, intrinsically safe, certified leak detection and quantification sensor and the control room reduces installation complexity and costs, thus making it more affordable and accessible for would-be adopters of the technology.
- V-MAP® Portable – Designed for customers who cannot currently afford to install on new or retrofit to existing valves in field, but still want access to all the advantages and benefits V-MAP® can deliver, this portable unit is deployed on a site, working on a hot work permit, to identify developed or developing failure modes in critical valve and actuator assemblies.
- V-MAP® G3 – SPU Touchscreen – This new development allows users to access sensor configuration and outputs information locally during set-up or normal operations.
- Dove II Flush / Lube / Leak Seal Injection Fitting – This enhanced fitting (patent pending) facilitates a much safer, environmentally friendly and reliable fluid injection capability during valve maintenance routines.
- Remote Training Services – It was highlighted that Score Training Instructors can now deliver a range of training courses to our customers in remote locations.

As well as the product demonstrations and promotions on the exhibition stand, Score Diagnostics Limited presented a paper at the conjoined conference. Just under 300 delegates registered for the conference and around 50 attended the break-out session to watch our paper presentation entitled "Valve Condition and Performance Monitoring – Why Bother?". The conference session was chaired by Ray Bojarczuk of ExxonMobil, Houston and it was pleasing to note that conference delegates specifically visited our stand following attendance at the presentation.



Both elements of this event gave Score Diagnostics Limited a good opportunity to engage with existing and potential new customers. Score Diagnostics Limited (and our remote locations' personnel, where appropriate) are already engaged in following up on all opportunities generated. Conversion to sales of all opportunities identified remains, as always, the key target moving forward.

Every Little Helps with Valve Contract

Article taken from TAQATalkEurope

The marginal gains concept certainly paid dividends for the Great Britain cycling team at this summer's Rio Olympics, and it's standing us in good stead too.

The model - based on the idea that lots of small gains can add up to big benefits - has long been applied by our medal winning cyclists.

It's also a feature of our transformation programme at TAQA, where its latest application has produced a seven-figure saving in our UK valve healthcare contract.

A specially devised workgroup was set up with contractor Score Group to see how we might achieve efficiencies.

Peterhead based Score looks after everything from valve procurement through to stockholding, repair and overhauls - as well as valve integrity, which helps us pinpoint and address failure risks.

During 2015 we realised savings totalling over £1 million through a focus on procurement, greater scrutiny of valve specifications, and better scrappage and repair practices.

This year we're targeting further savings by continuing to look at procurement as well as issues like inventory management.

We're now looking to apply the same model in other areas, such as crane maintenance and flexible hoses, while, more broadly, other operators have expressed an interest in adopting the model.

"We've got a good working relationship with Score and a shared appreciation of what we can achieve together in terms of sustainability." says senior mechanical engineer Richard Kidd, who has led the initiative for TAQA.

Adds mechanical TA Geraint Rhys Davies: "It's a simple model and Score people are very much on board because they've seen the long-term appeal of a strategic partnership. They, like us, are looking at the long game."



During 2015 we realised savings totalling over £1 million through a focus on procurement, greater scrutiny of valve specifications, and better scrappage and repair practices.



Pictured: Senior mechanical engineer Richard Kidd at Score's warehouse in Peterhead

Article used with permission

Apprenticeship Information Evening

Score Group plc & Peterhead Engineers Development Limited

Thursday 23rd March
5:00pm - 8:00pm



Registration is compulsory. Visit score-group.com/openevening



Member of Scottish Parliament Addresses Apprentices

An apprentice lecture was held in Peterhead on the 14th of November presented by Conrad Ritchie, Leighton Willox and also special guest speaker, Mr Liam Kerr, Member of the Scottish Parliament.

Mr Kerr was elected on 5th May 2016 to represent the North East of Scotland region which covers Peterhead, headquarters of Score Group plc. Liam began his working life as a chef in Edinburgh before moving on to become a telecom salesman and also as a session musician in London. This was before he became an accredited specialist employment lawyer, eventually operating his own practice. Mr Kerr has given lectures at a number of prestigious venues including both Robert Gordons University, Aberdeen and also Aberdeen University so we were delighted he could come along and speak to our apprentice group.



Mr Liam Kerr MSP

The lecture was begun by Conrad who gave a talk on the importance of respect in the workplace with specific reference to the need for respectful behaviour during times when others in the workforce may be experiencing difficult times. This was followed by Leighton who presented a safety moment on personal responsibility highlighting that most incidents recorded were ultimately caused by the injured person. Leighton then introduced the guest speaker Liam Kerr MSP.

Liam spoke about his relatively new career in politics, humorously telling of his shock at being elected after having stood for election solely for the experience! Liam discussed his times as a young person in the workplace, before he furthered his education and became an employment law solicitor prior to entering politics. He then gave a great insight into politics in Holyrood and why our vote is important. Discussing the Apprentice Levy he told of his fears that the Scottish SNP government will not spend the £200m+ raised by the levy on improving apprenticeships, before taking questions.

Mr Kerr's visit and presentation was very warmly received and we look forward to other high profile speakers in 2017.

Mock Interview Success

On Thursday 8th December 2016, mock interviews were held at Peterhead Academy. Jenna Buchan and Megan Simpson from HR attended the event on behalf of Score. Feedback from the event concluded that it was very beneficial to both parties as it gave an insight into the expectations of the pupils on entering the world of work.

Andrew Turnbull - PT Developing Young Workforce had this to say in terms of thanking the companies involved:

" Firstly, I would to again thank you for giving up your time to help us with our mock interviews for our S4 pupils. The event was a great success and a lot of that was down to your participation in the event.

From our pupil feedback we can say that all pupils who were involved enjoyed the experience and saw it as a positive step towards the future careers they are aiming for.



They all thought you were welcoming and made the experience as positive and beneficial as possible.

Focusing on the feedback we received from you, the main steps we will be taking is to make the questions more specific to careers paths that pupils might be taking as well as less support given in relation to the interview questions in the aim to shape the interview to a more realistic format.

Thank you to all who stated they would participate in future mock interviews as this will help build on this first step and further benefit our pupils. "

Leaders of the Future

As part of a wider achievement qualification designed to recognise the skills needed to successfully get ahead in today's world, nine young people from Score Europe and Score Energy have just completed the SCQF Level 6 Leadership Award.

Developed and delivered by Score Training the award is designed to enhance knowledge of leadership styles, skills and qualities by finding out about different leaders, compare different styles of leadership and consider their effectiveness. The knowledge gained helps individuals to reflect on their own leadership skills, qualities and experience and to allow them develop potential by taking a leading role in an activity.

To achieve the award, the group had to carry out research about leadership styles and the skills and qualities found in effective leaders and produce a report on their findings. They also had to evaluate their own potential for leadership using various techniques such as SWOT analysis and the Johari window.

The main part of the award was to develop their abilities through practical experience by taking the leading role in a STEM related activity. This was achieved by planning, organising and leading others in either a primary school visit to Score Energy or a week long work experience event at Score Europe for one of our local secondary schools.

The overall experience was reviewed and evaluated with the help of feedback from team members, school staff and pupils.

