

Almost 40 years of service - and 30 of those were Billy's!

Last month saw the retirement of three colleagues who between them have given forty years of service to Hansons.

By far the longest server was **Billy Whiteley** from Howden, who gave us thirty valuable years.

Billy has seen many of our areas of work, and finished his employment with us at Caparo Merchant Bar.

November also saw the departure from the company of **Gareth James**, left, who joined over three years ago to develop business in South Wales area. Despite the problems at ASW he has completed this task exceptionally well.

Always with a smile, the good-humoured Gareth will be missed by his colleagues but we wish him well in his new life in Australia. Being a sports fanatic and ex-professional rugby player Gareth will relish the warmth and sporting opportunity that Australia offers -



Gareth James, centre, with Chris Riches and Peter Marsh. Right, John Lloyd.

but may well have struggled over who to support in the Rugby World Cup. "Good on yer mate." He's been replaced by a newcomer called, appropriately enough, **Richard Newman**. Welcome Richard.

Geoff Hurling, centre, retired in October, having started with us in 1999 as a metallurgi-

cal technician, which post he continued to fill diligently until his retirement.

And finally, congratulations to **John Lloyd**, right, who has just reached his 65th birthday. He started in 1998 as a metallurgical technician, before moving onto a safety secondment role and a position in OPP Services.

Take three girls...

Three Hanson employees have moved in, around and away from our organisation. **IN** comes **Joy Graves**, the new receptionist/accounts clerk at Scotter Road (left in our picture).

AROUND goes **Jolene Sowerby**, (right), who was the receptionist before Joy's arrival. Jolene is now the sales ledger clerk.

And **MOVING ON** is **Kelly McGovern**, (centre) who was with Hansons for two and a half years.

Inset: Kelly receives her leaving gift from financial controller **Robert Hewitt**.

"We wish all of them every success in their new roles," said Robert.





Newsletter 14

Issue number 14 • December 2003

Deb shows first aid is second nature

Everyone working at our Scotter Road premises can be secure in the knowledge that first-aiders **Deb Whiteley's** around if something should go wrong.

Deb earned her Red Cross certificate, which hangs in reception, after attending a first aid at work course - and she's now the person to turn to until the summer of 2006 if you, or someone near you at Scotter Road is injured or taken ill.



Christmas message from the Managing Director

There's never a dull moment

There is never a dull moment within the company, whether it be new business opportunities, implementation of new or revised legislation, day to day management issues or revisions to existing operations, and 2003 has certainly proved the busiest in all these areas that I can recall in my time at Hansons, **writes Peter Marsh**

Locally you will all have followed with interest, and maybe some concern, the media reporting of issues with our main client Corus during recent months. We should now wish them well for 2004 in achieving revised business targets.

For our part we need to continue to support them both efficiently and inventively in achiev-

ing these targets, it is in all our interests that we succeed together.

For Hansons then, our main focus during 2003 has been to consolidate and improve the efficiency of our main activities and core business, a process that we will continue to drive forward during 2004.

One area of the company which has witnessed significant growth during the past year and deserves recognition is the combined heating and electrical division where providing a complete package to clients has proved a success.

I congratulate all in this area for their efforts in achieving this success and look forward to what

can be further achieved next year.

Health & Safety will figure prominently again in all our thoughts and planning for 2004 and it is with pride that some of our efforts to date were recognised by the Scunthorpe Area Executive Group with the presentation of an award for better than average safety record for companies in providing our type of activities, well done to you all, we now need to try and win the award again next year.

Finally on behalf of myself, other company directors, and senior managers, could we sincerely thank you all for your commitment to the company during 2003 and wish yourselves and your families' best wishes for 2004.

Delighted Dave shows off proof of his skills

Pleased as punch - that's Hanson employee **Dave McSeveny**, showing off his City and Guilds certificate.

He's one of two employees who've won the same qualification - the other is **Dave McNeil**, our Sheffield operations Contract Manager.

Dave McSeveny, a Hanson's employee for three years, works at the ironworks in the Corus site, where he's currently putting his skills to use in training employees of both Hansons and Corus in the use of breathing apparatus.

"I've never had a certificate like this before," he said. "It proves I've got the knowledge, and that I can share it." His qualification in competences in training and development came after a course involving study at North Lindsey College.

Amateur referee Dave, who lists motorbikes as his main interest, is married with two children and four grandchildren.



Hanson employee Mick Daniels has got plenty to smile about - he's just won £15,000 on the Appleby-Frodingham Works Athletic Club Drum Draw. Mick is seen, left, with John McDonald, Operations Manager - Scunthorpe Works, centre, and Dan Lings, Coke Ovens Contract Manager.

Colleagues we shall miss

We regret to inform you of the death of **Jack Kennedy** on August 7 and **Alan Bosnell** on June 27.

Jack, who retired in 1998 at the age of 65, was a very valued part of the Scunthorpe steel industry scene with 35 years service with us.

Alan sadly died one day before his 52nd birthday after suffering from a rare bone disease for about nine months. He had started his career with Hanson in 1989, with positions in the roof cleaning squad, high-pressure water jetting and finally crane driving.

No hearth measures

Not only does Hansons work flat out to make sure homes and schools stay cosy throughout North Lincolnshire, but we're busy on behalf of business too

Here at Hansons we're turning up the heat in hundreds of North Lincolnshire homes and most of its schools.

And we've also been making a huge difference with electrical installations for some major business clients too.

The work's being done by almost 30 men working for **Graeme Scott** in our Plumbing/Heating and Mechanical division, and **Martin Ridgely** in the Electrical division.

Plumbing and Heating has seen a dramatic growth over the last eighteen months, expanding to 17 employees from just four, with volumes of work to match.

Heating - no matter if it's gas, electric, or oil - has been upgraded or installed in more than 500 properties, and we also look after maintenance of home heating for North Lincolnshire Council.

"We also look after heating in privately-rented properties on behalf of some of Scunthorpe's leading letting agents," said Graeme.

The expansion has meant employment opportunities for some for the area's teenagers. "We like to think we've taken them from 'schools to tools', giving them invaluable training and skills that will last a lifetime," he added.

Meanwhile, Plumbing/Heating and Mechanical's

Scotter Road next-door neighbour the Electrical division has had an equally successful year.

"We've been extremely busy on a number of projects," said Martin. "The work is usually demanding from the point of view of the time-frame we must work in, and of course it has all to be done to the highest standards; commercial customers have to keep operating, and rely on us to deliver reliable working equipment when they want it."

He's particularly proud of a project for Humber Quality Foods, who prepare vegetables for the catering trade.

"They were based on High Street East in Scunthorpe, and wanted to move from there to the former Thornton's premises on the Flixborough Industrial Estate," he explained. "We worked right through the weekend (working 24 hours) and they were up and running again on Monday morning."

Another major project has been the installation of a sophisticated piece of equipment for Woodside Concrete, who make pre-cast 'stone' to enhance modern building developments.

"We were able to do exactly what the company wanted when they wanted it, and when the work was done we very quickly received a letter of congratulation, and we're likely to be asked to install a second machine for them," he added.

Skill-sharing initiative hailed as huge success

Work done by Hansons and other North Lincolnshire companies to enhance skill levels has been hailed as a huge success by our personnel manager **Mick Glover**.

The work's been achieved through the University Foundation Awards (UFA) by candidates from four North Lincolnshire companies. As well as Hanson's those involved were Lebus, Singleton Birch, and Corus.

The initiative, supported by Yorkshire Forward and the Learning & Skills Council, has led to the development and delivery of a range of industry-driven, intensive work-based learning programmes centred on Core Management Skills, and has been three years in development and delivery.

Mick explained that the companies involved looked at the issue of core skills, and then put staff through training. The companies shared resources, and the work has led to the development of a good package suitable for different levels of employee.

Hansons put a group of managers through the



Hanson's achievers: from left, **Simon Cooling, David McNeil, Glenn Harwood, Mick Moore, and John Todd.**

more senior end of the programme. Mick said the programme offered a chance to 'plug the gap' for managers, some of whom had undergone little formal training since leaving school.

"This offers them new horizons, and the possibility of going on to degree-level study.

"I consider this programme to have been a huge success, and intend to carry on with it."

One student said; "The content of this six week

programme has been really relevant and interesting; it enabled me to look at myself and the way I work in a different way, both on my own and with my team.

"It has changed the way that I do things; I evaluate situations and think before I jump in. "Benchmarking with another company has given me a better outlook and understanding and I hope different approach to my own work."

Keeping up appearances

A group of our employees have scored full marks for the high standard of their housekeeping at the Corus Plate Mill - against stiff opposition from other Hanson employees!

The 17-strong team has won the Good Housekeeping trophy for their efforts in keeping the mill tidy. Joint second was the OPP team, and fourth was the Rod Mill, both of which we manage.

Glenn Harwood said Contract Supervisor John Sowerby and his Plate Mill team had worked wonders: "The lads here have worked really hard and put in loads of effort, and they deserve a huge pat on the back for doing so well.

"We've given them all a little bonus, and they've really deserved it - they're prepared to stay out working until everything's done to the standard Corus wants. Chris Webster, the mill manager, could spring a visit on us at any time and we'd be ready."

This is not the first time the Plate Mill has won the Good Housekeeping trophy. The last time was several years ago when the late Phil Kenyon was still involved.



Tidy job: Most of the Hansons team members who won the Corus Good Housekeeping trophy at the Plate Mill.