

BUSINESS BULLETIN

Midnight train to Hatton?

Meet the men on a mission to bring trains back to Buchan.

Page 8

Come fly with me

New flights for Aberdeen Airport as region bounces back.

Page 28

Together in electric dreams

Stagecoach invests over £11million on new electric buses for Aberdeen.

Page 54



Northern Stars: The winners take it all at Chamber awards night



Aberdeen &
Grampian
Chamber of
Commerce



Developing global thriving minds

ISA is locally and internationally recognised for providing excellence in education and exceptional care for every child.

Our students are challenged to reach their maximum potential through academic success and personal growth, becoming multi-cultural life-long learners who are self-aware and technologically minded.

www.isa.aberdeen.sch.uk

Aberdeen & Grampian Chamber of Commerce

The Hub
Exploration Drive
Aberdeen Energy Park
Bridge of Don
Aberdeen
AB23 8GX

T 01224 343900
E info@agcc.co.uk
www.agcc.co.uk

Affiliated Chambers
Moray

Bulletin Team



Editor

Ryan Crighton
T 01224 343926
E business.bulletin@agcc.co.uk



News features

Graeme Smith Media
T 01224 275833



Advertising

Neil Burr
T 01224 343901
E neil.burr@agcc.co.uk



Design & production

Andrew Taylor
T 01224 343934
E production@agcc.co.uk



Editorial

Cody Mowbray
T 01224 343936
E cody.mowbray@agcc.co.uk

**Not a member yet?
Come join our network!**



Contents

MAY 2022

Focus on Transport



8

North-east rail campaign gains traction



17

Nothern Star 2022 Business Awards Winners



28

Airport reaching for the sky again

Regulars

PAGE |

HOT TOPIC

Your thoughts on the burning issues of the day

12

POLICY UPDATE

Fergus Mutch, AGCC

32

TRAINING CALENDAR

Upcoming courses

34

BUSINESS LESSONS I'VE LEARNED

Edward Obi, HR Hub Plus Limited
& Peridot Recruit Limited

40

EVENTS CALENDAR

Dates for your diary

46

ON THE MOVE

Who is going places in the region?

48

Our premier partners

As well as helping our member businesses to be better through a range of activities, the Chamber is committed to investing a significant amount of energy in moving forward the economic growth agenda and lobbying for change on key issues to create the conditions for success. Our regional renaissance.

Without the support of our Premier Partners, we would not be able to undertake much of the good work that we do. Their engagement is hugely valued and appreciated.

If you'd like to find out more contact our commercial director, Seona Shand on 01224 343929.



Green ambition must be matched with investment

It's Planes, Trains and Automobiles in this month's Business Bulletin, as we focus our attention on all things transport.

However, you'll find that many of the issues debated in this month's edition lend themselves to another film title, and us going Back to the Future.

Back to a time when railways weaved their way through our towns and villages, connecting them seamlessly with one another, and the regional centre of commerce and trade in Aberdeen.

A time when these connections made moving goods easy, and when the great and the good of Victorian England would frequent places like Royal Deeside and Cruden Bay during their summer holidays.

It is now almost 60 years since Dr Richard Beeching presented his report "The Reshaping of British Railways", which in the summer of 1966 (a difficult summer for many reasons) led to the closure of many rural Aberdeenshire rail links.

This has left Aberdeen, the third largest city in Scotland, with the fewest rail connections of all seven.

Only two lines survived, one to Dundee, and another to Inverness. Only stations that happen to be on the routes between these cities are lucky enough to have access to rail. Only five of the region's 15 largest settlements have a railway station.

Undoing what was one of the biggest public policy follies of the 20th century has always seemed impossible, given the staggering level of investment required to reinstate the 2,363 stations and 5,000 miles of track lost to the closures.

However, as we wrestle with the climate emergency, people are now asking whether we can afford **not** to reinstate some of these rail links.

Our feature interview this month is with the group campaigning to

reconnect Peterhead and Fraserburgh – now the two biggest towns in the UK without rail links – to Aberdeen, as well as much of the Deeside line.

Their intervention is timely, as Scotland's public policy shifts towards reducing car use.

The Scottish Government wants to reduce car kilometres by 20% within eight years, and Transport Scotland has also made crystal clear where cars sit in the transport hierarchy – bottom of the pile.

Alongside this, a number of interventions to actively discourage car use are pending, namely the workplace parking levy and low emission zones.

This Chamber questions whether a workplace parking levy could ever be a viable option in a region such as ours, where many chose to live in Shire and work in the city.

Our position is simple; you can't penalise the car in this part of the world until there is a viable and frequent alternative to using the road.

The business backlash to these proposals from within our membership has been substantial, and many are incredulous that they are facing yet more upfront business costs, just as the economy is beginning to recover from the impact of the CV19 pandemic and employers are getting back on their feet.

There must be a greater focus on how to get more people into our cities and towns without penalising them for choosing to drive.

If axing thousands of miles of rail in the 1960s was short-sighted, I'm not sure investing £3billion in dualling the A96, while demonising car use, makes much sense now.

But that's the road we're on. Therefore, our government's admirable green

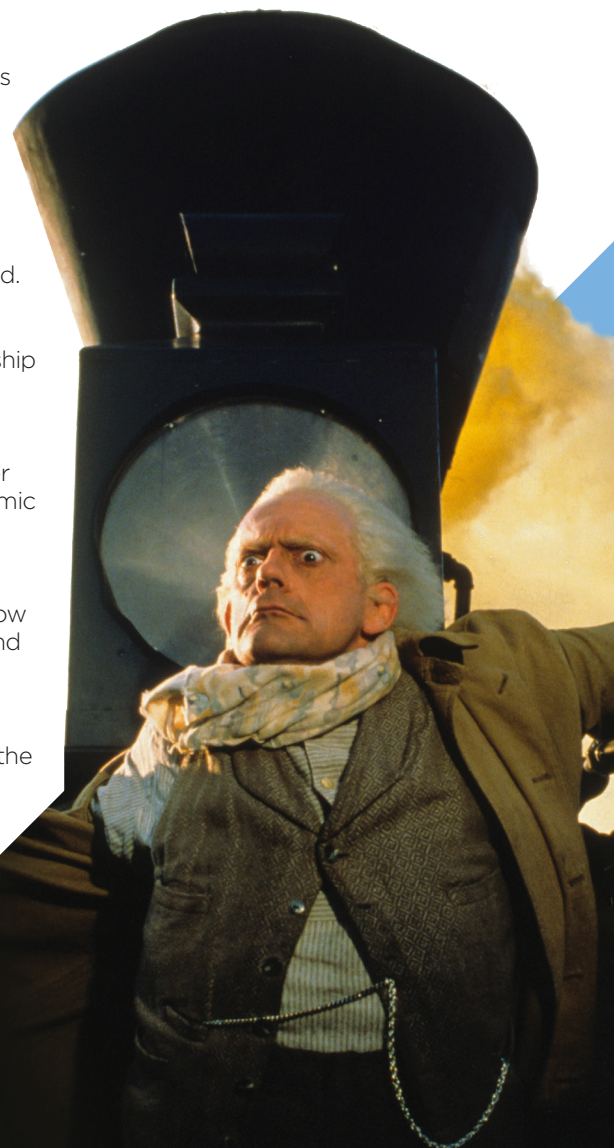
ambition needs to be backed up by substantial, once in a generation investment in our transport infrastructure.

Aberdeen is a global hub, serving an interdependent region.

Our connectivity by air, road, rail, sea and online must reflect that, but right now it falls well short in terms of delivering maximum economic potential for the region.



Russell Borthwick
Chief Executive





Mackie's scoops record returns

MACKIE'S of Scotland has posted record revenues and profit despite the dual challenges of rising costs and CV19-lockdown restrictions. Turnover at the family-owned company increased by 11% to £18.5million (up from £16.7million) while operating profit rose by 19% to £4.1 million (compared to £3.4million for the year to May 31, 2021).

Growth in the UK premium ice cream market was spearheaded by a 40% increase in sales in England and Wales, with breakthrough second and third listings of its ice cream range proving popular in major superstores including Sainsbury's, Asda, the Co-op and Marks & Spencer.

Mackie's range of chocolate bars enjoyed a 15% uplift in UK sales, while Mackie's generated income from its investment into renewable energy, which delivers surplus energy into the grid and comprises a 7,000 panel solar farm, four large-scale wind turbines at the fourth-generation Westertown Farm as well as a biomass plant.

Mackie's continued to invest in its biggest ever project – a £4.5million innovative low carbon refrigeration facility. Supported by the Scottish Government's Low Carbon Infrastructure transition programme, it is due to complete this spring and should enable a reduction in energy use of up to 80%, contributing to the company's objective of being 100% self-sufficient in renewable energy.

Mac Mackie, Managing Director and one of three family owners at Mackie's, said: "Against a backdrop of the pandemic's impact on consumer confidence and rising production costs, we are very pleased to have delivered a robust performance and positive financial results which show steady growth for the eighth consecutive year.

"Our focus for the current year will be to build on the improvements that we have made to our production plant and systems to deliver increased output volume, improved quality, and greater cost control and efficiency throughout the business.

"The company continues to make Scotland's favourite premium ice cream and plans to continue to grow the brand offering to our customers with two new flavours launching this year whilst improving efficiency and returns from all areas of the business.

"For the current trading year, sales to our major retailers remains strong, but overall company performance will be affected due to continuing cost increases, and profit is forecast to be lower than in 2020/21."

Boozy Events partners with Savora Drinks

BOOZY Events are partnering with Edinburgh-based tequila mixer brand Savora Drinks.

Gregor Sey, Director at Boozy Events commented: "By any metric, tequila is gaining popularity fast and I've been keen to develop our offering at Boozy Events to take advantage of it and give the guests what they want. Additionally partnering specifically with a mixer brand, leaves the playing field open to working with multiple tequila brands while still working alongside a consumer brand in the tequila space".

The partnership will involve collaboration from both companies working together to promote the tequila category, host tequila focused events and through their expanded networks secure further partnerships with tequila brands.

IKM secures bp contract

INDEPENDENT integrated solutions provider IKM Testing UK has been awarded a multi-year contract to deliver well integrity services across bp's portfolio of North Sea assets.

The contract also has future provision for supporting bp's international assets with similar work scopes.

The agreement, the first well services contract between the companies, includes well integrity remediation services, which includes sustained casing pressure mitigation (SCP).

SCP is excessive pressure in any well annulus that requires regular bleed down and often can be managed during normal offshore operations, depending on the severity. It also requires remediation during P&A operations if not addressed during the normal well lifecycle.

The new contract looks to address the issue of SCP in a more permanent manner, reducing the requirement for continual management.

Under the contract IKM will provide engineering, determination of applicable chemistry/methodology, and deployment of equipment and personnel offshore.

Scottish winner takes on UK

MICROSOFT 365 consultancy Appetite for Business was Scottish winner of the High Growth Business of the Year and will now represent the region at the UK national finals held on May 19.

The Aberdeen based consultancy received the honour at a Federation of Small Business (FSB) Awards ceremony.

Each year, the FSB celebrates the achievements and contributions of smaller businesses with up to 250 employees and the self-employed through its UK awards scheme.



Josie Steed

First female member of Tailors Incorporation

SENIOR Lecturer from Robert Gordon University (RGU), Josie Steed, has become the first ever female member to be admitted to the Aberdeen Tailors Incorporation.

The Aberdeen Tailors Incorporation is one of the Seven Incorporated Trades of Aberdeen, an ancient society of craftsmen in Aberdeen. Founded in the 13th century, the organisation brings together craftsmen of similar skillsets to set and maintain standards of their craft; to ensure their skills are passed on to future generations; and to support and look after fellow members.

"I have a passion for design and the craft of fashion tailoring and look forward to promoting the trade and its value to society," said Josie. "I feel very honoured to be the incorporation's first female member and look forward to promoting the craft and its value to the North-east and beyond.

"We work very hard at Gray's School of Art to forge links with those in the creative sector and with members of the Incorporated Trades, as borne out through the Career Enhancement Awards which support the development of students as they prepare for a career in fashion and textiles. My membership to the Tailor's Incorporation will strengthen this relationship and open up new opportunities."

Scotland leads the UK in hybrid working

SCOTTISH organisations and employees are embracing hybrid work more than anywhere else in the UK, according to a Virgin Media O2 Business study.

On average, Scottish employees want to work 2.8 days a week from home – a rise of 254% compared with before the pandemic. The UK average following the lifting of all CV19 restrictions is 2.35 days.

Mike Smith, Director of Large Enterprise and Public Sector at Virgin Media O2 Business, said: "Embracing hybrid working can have concrete economic and societal impacts for Scotland and no doubt other areas of the UK. Now, business leaders need to ensure they are listening to their workforces and offer choice."

Launch of Women's Insolvency & Restructuring Confederation

THE International Women's Insolvency & Restructuring Confederation (IWIRC) is launching its first ever Scottish network, to connect and promote the success of women in insolvency and restructuring professions.

IWIRC Scotland is the Scottish branch of IWIRC, which fosters national and cross-border relationships and has networks operating in Asia, Europe, North and South America.

Co-chairing the new network are Lucy McCann and Elaine Petterson, both partners at law firm Brodies LLP, specialising in insolvency and restructuring. The group is keen to attract new members from across the insolvency and restructuring sector, at all levels in their careers.

Lucy McCann said: "The launch of IWIRC Scotland aims to provide members with a platform to reconnect with each other and to provide opportunity to those who may have missed out on vital networking over the past two years. It's also a forum through which relationships can be built, within the Scottish market and beyond."

Elaine Petterson added: "Circumstances over the past two years have resulted in significant change for our sector, including unprecedented market trends and new regulations to help businesses and individuals manage the challenges of the pandemic. The network will promote discussion around the topics that matter most for our sector, as well as the sharing of knowledge, views and ideas."

J+S Subsea given renewables opportunities boost

J+S Subsea has been selected for Fit 4 Offshore Renewables (F4OR), a 12-18 month ORE Catapult programme which will support its expansion into the offshore renewables sector by helping access significant supply chain opportunities.

J+S Subsea is one of 20 businesses based in North-east Scotland on the latest round of the programme, which is funded by the Energy Transition Zone (ETZ) Ltd and delivered in partnership with the Nuclear AMRC and Opergy.

On completion of the programme, the company will have proven it has the relevant knowledge, capability and competence to meet the required standard as expected to do business in the sector.

J+S Subsea Managing Director, Phil Reid, said: "Demand is high for places on F4OR, with fewer than half of applications being successful, so we are incredibly pleased to be taking part."

Exclusive:

North-east rail campaign gains traction

A CAMPAIGN to persuade the Scottish Government to look again at plans to regenerate businesses and revitalise North-east communities by connecting them with an expanded rail network is gathering momentum.

Campaign for North East Rail (CNER) has arisen out of the frustration of two engineers and a train driver at the slow progress in developing what they believe is vital and deserved - a cohesive and integrated transport network for the area.

They believe a study which examined the potential for the restoration of the Aberdeen to Ellon line, but was subsequently shelved, was flawed and they have gathered significant amounts of evidence to back their case.

It is now almost 60 years since Dr Richard Beeching presented his report "The Reshaping of British Railways" which led to the closure of 5,500 miles of track and the closure of more than 2300 stations with the loss of 70,000 jobs.

The North-east network was decimated and the hope of engineers Wyndham Williams and Craig Leuchars, and train driver Jordan Jack, is to transform 10 of Aberdeenshire's largest towns by reconnecting them to "fast reliable public transport, providing an utterly transformative system that will result in massive modal shift for thousands of people in the region."

Restoring the Deeside Railway as far as Banchory, with an integrated bus link to Braemar to meet every train, is one of their targets.

"This would provide competitive public transport for commuters into Aberdeen as far as Banchory and will create a bus link further

into Deeside that will meet every train, every time," said Wyndham Williams, Co-founder of Campaign for North East Rail. "It will connect isolated residents and support the region with the forthcoming surge in tourism it will enjoy as Aberdeen begins to accept larger cruise ships."

However, because of the strength of the business case, they are currently focussing their efforts on a railway linking Fraserburgh and Peterhead with Aberdeen, two towns they say are isolated and in decline. Their research has shown that Peterhead is the largest settlement in mainland UK furthest from a railway station. Fraserburgh is second.

"The government's plans for the next 20 years outlined in the Strategic Transport Projects Review 2 (STPR2) published earlier this year are totally unacceptable.

Despite a clear commitment in the SNP/Green cooperation deal to study the reconnection of Ellon, and Buchan rail being an option in earlier drafts of this document, the Scottish Government and Transport Scotland have decided the North-east doesn't need any new rail infrastructure. This is in direct opposition to the public response evidencing that the precise opposite is in fact the case.

"We view with deep scepticism The Ellon Rail Study's £340million estimate for the cost of providing a line. For example, it appears there is £50million of additional

costs loaded onto the line from works at Aberdeen station - and the line doesn't start until Dyce.

There are also massive contingencies on cost overruns which is fairly typical for engineering consultancies until detailed ground works and appraisals can more accurately predict what things are going to cost.

"We have estimated it will cost around £400million to go all the way to Peterhead. That is a town with a much larger population and a much larger industrial base which means there would be a much stronger business case for releasing funds - which is the basis on which all government departments release funds.

"It's important to stress that public money is already used to subsidise public transport. We subsidise both city and





Drone view of Peterhead

regional bus services and we put considerable public money into the road network – but we believe that the greatest impact of that money would be in a rail service to Peterhead.

“The North-east coast has already lost jobs and businesses to Ellon because of the lack of good transport links. Power Jacks and BrewDog both originated in and operated in Fraserburgh for many years before making the decision to relocate only 25 miles closer to Aberdeen.

If there had been a railway connection, then attracting skilled



We have estimated it will cost around £400million to go all the way to Peterhead.

Wyndham Williams,
Co-founder,
Campaign for North East Rail

people to work in the area would have been much easier. Connecting only Ellon to the railway will exacerbate this problem and encourage more employers to shift away from the coast, straining the regeneration of Fraserburgh and Peterhead.

“The new line North would mostly make use of the disused Formartine and Buchan Way, but rather than branching at Maud, the line would branch at Ellon and follow the abandoned Boddam branch to Peterhead. A railway completed in this way would allow for competitive travel times compared with the car, while stopping at all of the largest settlements in the area. This particular solution has never been investigated in the past.”

CNER has received an indication that Scottish Transport Minister Jenny Gilruth is amenable to travelling to the area to discuss the proposals – although no date has yet been fixed – and Wyndham said he was hopeful of changing her mind by simply presenting the facts.

“We will say to Jenny Gilruth that restoring a line Peterhead hasn’t been assessed in a comprehensive and fair manner. The Ellon study was pretty marginal, but the now very successful Border Railway study was very marginal and still went ahead. It contained huge underestimates and passenger

Jordan Jack
Train Driver,
Campaign for North East Rail

footfall turned out to be as much as 2000% higher in reality than the business case predicted. Almost every railway station reopening or line reopening in Scotland has exceeded expectations and we are convinced the impact on the North-east is being underestimated.

"It was when the Ellon study was published and then quietly dropped that Craig, Jordan and myself were spurred into action. We thought 'this isn't representative, it isn't accurate and it isn't right'. How about you actually assess this thing in the round and look at all the facts.

"It hasn't been comprehensively assessed and leaves a lot open to interpretation and Peterhead really does need development, something which has been recognised by the Scottish Government."

He said the environmental case is also compelling.

"We have calculated that in the first year alone, we would remove 30,000 tonnes of CO₂ between passenger and freight flows which is the equivalent of more than 80 million miles in an average car and probably a very conservative estimate. We would like to integrate within this network the ability for anyone within five kilometres of the line to be able to walk or cycle to a station. We haven't calculated how many small regional journeys that would soak up but instead of someone jumping in the car and driving to Aberdeen they would walk or cycle to their nearest station and then take the train.

"We would also like to see the line electrified and run on renewable power. It is difficult to place credibility in Scottish Government commitments to reduce car journeys by 20% without investing in new rail infrastructure and improving connectivity across the North-east. This is a geographical area that Transport Scotland highlight has above average levels of car ownership compared to the rest of Scotland. We think the

environmental benefits are massive and can't be overstated.

"One of the things we really want to emphasise is that this is not a campaign about nostalgia. These are modern lines which would meet the requirements of residents in modern communities. We want to have a park and ride and want it so that you can board a train at Peterhead and end up in Glasgow or Edinburgh or even London.

"This is about connecting communities in Scotland and of course further afield. Let's open a modern railway and have it have it meet the needs of businesses and individuals in the modern era.

CNER was recently one of 10 ideas pitched to Richard Lochhead, the Scottish Government's first ever Minister for Just Transition, Employment and Fair Work at an event organised by Aberdeen & Grampian Chamber of Commerce.

Those present voted on the ideas to deliver jobs and prosperity for the area using the Just Transition Fund, a £500million pot of cash earmarked for the North-east and Moray. CNER's proposal topped chart gaining 16% of the votes cast.

"We have been delighted with the reaction we have received since we launched CNER and this was a very encouraging endorsement," said Wyndham. "We hope we can now progress our ideas with the backing of Chamber members."





Tom Hutchison, Bill Main and Dave Doogan MP

New port facility means jobs boost for Montrose

MONTROSE is to be given a major jobs boost by a new manufacturing facility to be established at the town's port by Aberdeen-based Balmoral Comtec.

The company has agreed to invest a seven-figure sum to create an advanced composites manufacturing facility on the quayside where large scale components for the offshore energy sector will be built.

To house the new facility, Balmoral has leased almost 1700sqm of warehouse space from Montrose Port Authority and will install machinery and equipment required to build and manoeuvre the massive parts destined for the North Sea and other energy markets.

Tom Hutchison, CEO and Harbourmaster at Montrose Port Authority, said: "Balmoral joining the port community is a fantastic thing, not just for us as an organisation, but for the whole of Montrose and the wider region. Not only will they bring new jobs to the town, but their services will also be used by other local businesses giving a further boost to the regional economy."

Martina Chukwuma-Ezike officially installed as Rector

THE new Rector of the University of Aberdeen was officially installed in the role in time-honoured tradition.

Martina Chukwuma-Ezike was installed as Rector in a ceremony at King's College Chapel, before being carried through Old Aberdeen atop student mascot Angus the Bull.

Martina was voted in by students following an election in November and began her three-year tenure on January 1. A University graduate, she is Chief Executive of the Asthma and Allergy Foundation, Scotland's only dedicated asthma charity, which she founded in 2009.

Martina said: "As a graduate of the University, it is an honour to represent its students and I look forward to working with AUSA and the student community to deliver on all the key issues raised in my manifesto, including mental health support, student safety and welfare, and employability skills.

"I'd like to thank all those who worked alongside me and who voted for me in the Rector elections, as well as everyone who has worked tirelessly in making today's ceremony a memorable experience for our students, staff, guests, myself and my family."

JFD awarded contract to support Spanish Navy

JFD was awarded a contract by Navantia to conduct a Ship Survey and Suitability Assessment of the Spanish Navy's new Submarine Rescue Mothership (BAM-IS).

Navantia, the Spanish state-owned military shipbuilding company, is in the process of completing the preliminary design for the BAM-IS. The new Mothership (MOSHIP) will replace the Spanish Navy's existing vessel which is not adapted to host submarine rescue systems.

The contract gave JFD responsibility for completing an initial assessment of the design, to ensure the new vessel will be capable of embarking such systems.

Greg Cotten, Head of Operational Capability and Technical Authority, JFD said: "This contract highlights JFD's position at the forefront of submarine rescue, and our commitment to keeping submariners around the world safe.

"JFD is proud to work alongside Navantia and assist the Spanish Navy in taking proactive action to ensure that they can support international submarine rescue systems by assessing and surveying their Rescue Motherships or Vessels of Opportunity (VOO) which operate in the waters. With experienced operators and Naval Architects, JFD can be called upon to assess vessels for suitability and safeguard against any potential setbacks in the event of an emergency."

AAB in student assessment project

THE Consulting arm of Anderson Anderson & Brown (AAB) has partnered with the University of Glasgow to co-author a paper about the transformation of student assessment and feedback in Higher Education (HE).

This latest project involves Glenn Hogg, Managing Consultant at AAB Consulting, collaborating with Dr Amanda Sykes, Academic Design Lead for the University of Glasgow Transformation Programme, to produce a paper which identifies the ways in which institutions are transforming assessment and feedback to inform future programmes at the university.

Sensia acquires Swinton

SENSIA, a leading automation specialist in oil and gas production, transportation and processing, has acquired Swinton Technology, a market leader in metering supervisory systems and measurement expertise in the oil and gas industry.

The acquisition will incorporate Swinton Technology products and solutions into the Sensia portfolio, expanding Sensia's metering opportunities and measurement domain expertise to support accelerating its customers on their digital transformation journey.

HOT TOPIC

If you could have new road or new rail links in the North-east, which would you pick?"



95% of Enerquip's revenues are generated from international markets but a considerable amount of that begins with the manufacture of our torque machines at our bases in Aberdeen and at Lybster in Caithness. For us, improved links between Aberdeen and the North would allow for increased efficiency in our logistics therefore dualling of the A9 and A96 would feature high on the wish list. At a time of increasing fuel costs and carbon considerations, improvements to these important arteries may reduce financial and environmental cost, as well as time when travelling between sites. For us to continue our global growth journey from a consolidated domestic presence, it is imperative that we have the correct foundations here at home and any improvement in transport links will undoubtedly be an important piece of the growth plan.

Darren Bragg, *Global Sales and Business Development Manager, Enerquip*



The AWPR opening has improved things for the local area and removed a lot of heavy traffic from the city centre. So, my focus would be on the rail network. I am not being specific on freight routes to Aberdeen alone, but the UK as a whole. We move a lot of container traffic from the South of the UK to Aberdeen and at the moment there is only very small savings to be had, and often a lot of delays and time lost, in using the current rail infrastructure. We should be looking to improve this across the UK to help reduce CO₂ emissions and help ease the current road freight supply chain issues. Not only would this ease pressure on the road network, but it would help the environment and reduce some costs, which are spiralling at the moment.

Steve Petrie, *Business Development Manager, Pentagon Freight Services*



The AWPR has made a massive difference to the flow of traffic around Aberdeen, so improved rail links would be my priority. Some of our competitors have a great advantage being so near to Aberdeen Railway Station while our guests have to either travel right into Guild Street or get off at Portlethen. I think for some corporate guests and some tourists that might be a deterrent. The railway line passes close by the hotel but unfortunately there is no station. To have one at Cove would be a great boost, not just to the hotel but to the whole community. It would also be of benefit to the Energy Transition Zone which is being established in the area and is expected to create hundreds of jobs. Having a rail link close by would also offer a much more environmentally friendly means of travelling there, especially if there was a local line to Aberdeen.

Barry Dalgarno, *Reservations Manager, Aberdeen Altens Hotel*



Kevin Wyness

Major contract for Escone

FINANCIAL applications support company Escone Solutions has been awarded a major new contract win with Newport City Homes, one of the UK's largest housing associations.

This agreement will allow Newport City Homes' staff to benefit from Escone's expertise with a focus on support and maintenance consultancy work. The project will involve a review of the housing association's financial management systems with the aim of improving and streamlining operations.

The contract is a major deal in the housing market for Escone and is in line with the company's strategic growth plans as it expands its diverse client portfolio.

Kevin Wyness, Director and Co-founder of Escone Solutions, said: "This contract win demonstrates that we are gaining traction in cross-sector industries and marks another exciting milestone for Escone as we establish a solid platform for further growth throughout 2022 and beyond."

Another decommissioning project for Lerwick Harbour

LERWICK Harbour is the location of a further decommissioning project following the award of another major North Sea contract to international partnership, Veolia/Peterson, to dismantle and recycle a Northern North Sea platform jacket.

The partnership earlier won the contract to decommission the 14,500-tonne topside for the same platform, the biggest to date at the port's Dales Voe Base and recently successfully completed on time, with Veolia/Peterson achieving its target of more than 98% materials recycled.

The latest project was awarded by international contractor Allseas. The 83-metre steel jacket, weighing around 8,500 tonnes, was delivered by Allseas' Pioneering Spirit, the largest and most sophisticated construction vessel in the world.

Unity technology cuts costs by two thirds

UNITY, Europe's largest provider of well integrity solutions, is supporting a North Sea well decommissioning programme for a major international operator using its uniquely compact and multifunctional Surface Intervention System (SIS).

Unity's work on this multi-well campaign is worth an estimated six-figure sum.

Its stand-alone technology replaced the need for traditional intervention equipment and delivered significant savings to the operator in cost, time and efficiency, by working below deck while P&A drilling operations were ongoing. Compared to traditional methods, the intervention was performed around 60% faster and delivered a cost and personnel package saving of 66%.

Neptune's record support for European economies

NEPTUNE Energy has announced record levels of support for European economies with the company's activities contributing \$3.3billion gross value added (GVA) and more than 9,700 jobs.

Economic impact analysis by Oxford Economics revealed the company's overall European economic impact increased significantly in 2021 - up from \$2.1billion in 2020 - due primarily to increased earnings resulting in higher taxes paid.

Since its inception in 2018, Neptune has invested more than \$6billion in development, exploration, and acquisitions to grow the business.

Neptune Energy's CEO, Pete Jones, said: "The research demonstrates the important contribution Neptune makes to the communities where we operate, not only directly but also throughout the supply chain with more than \$1billion spend in 2021, supporting the post-pandemic recovery of local and national economies."

Five star Dandara

INDEPENDENT developer Dandara has achieved five-star status in the latest Home Builders Federation (HBF) annual New Homes Survey. This is the second consecutive year the company has achieved this, after entering for the first-time last year.

It follows major growth over the last year, including in Scotland. The survey is one of the largest of its type and was completed by nearly 50,000 people who have recently bought a new build home.

It awards housebuilders with a star rating based on responses to the question "would you recommend your builder to a friend?" To have been awarded the maximum five stars more than 90% of Dandara's customers said they would recommend their homes to a friend.



Why Choose St Margaret's Junior School for Your Daughter?

Choosing the right school for your daughter, at any stage of her development, is never an easy decision, but here at St Margaret's we understand girls – how they learn, how they play and how they develop. Our school values of **respect**, **equality**, **hard work**, **ambition** and **community** are at the heart of all that we do.

In a bright, spacious well-equipped building, with secure, grassed playground facilities, from the first day of 1 Junior, we are nurturing the communication skills, resilience, self-confidence and global outlook necessary for our pupils to thrive in an ever-changing world. We believe that a single-sex education offers girls the space in which their intellectual and physical identity can blossom, a space which is free from stereotype, full of challenge and rich with opportunity and care.

Individual attention

From 1 Junior girls benefit from individual attention in small classes. Our school is large enough to offer flexibility and choice in terms of the curriculum and extra-curricular activities, but it is small enough to ensure that all girls are well-known by their teachers and classroom assistants in order that individuals receive the support and challenge which they need to thrive.

A rich curriculum with specialist input

Strong foundations in literacy, numeracy and health and wellbeing are complemented by the wide range of specialist teaching from which our junior pupils benefit: specialist teaching in French, PE, music and drama is enjoyed from 1 Junior. In 5 Junior, specialist art teaching is introduced and, in 7 Junior, the girls begin lessons in Latin and the three sciences of biology, physics and chemistry which are taught in our state-of-the-art science block as part of the seamless transition to senior school. We provide every pupil with their own Chromebook and from 1 Junior the development of digital skills is embedded in the curriculum along with an appreciation of diversity and sustainability.

Extra-curricular activities

Our staff are experts in teaching girls and are committed to supporting each girl to be all that she can be both inside and outside the classroom, and this includes the rich variety of extra-curricular activities that are available for 1 Junior.



Join us at our next open day – 13th May
www.st-margaret.aberdeen.sch.uk
email – admissions@st-margaret.uk

Register Here



Business spotlight



Stuart Bowlerwell

ITWORX UK secure eight new projects

ITWORX UK have been awarded eight new projects over the last quarter to deliver Cloud Telephony Solutions. The company has reported seeing an increase in demand for this technology as clients look to move away from ageing on-premise phone systems to more agile and flexible cloud-hosted systems.

There has been strong focus and investment by the company in this area in response to the changing landscape which will see traditional business phone line services cease as part of the national phasing out of legacy analogue and ISDN technologies.

Stuart Bowlerwell, Solutions Architect, said: "It is important that the correct solution is designed for each customer to ensure it meets the needs of the business. Integral to this design is not just the telephony platform itself but ensuring the correct connectivity and network security measures are also in place.

"We are delighted to have been awarded these projects as we continue to expand and grow our services. Good communication is the lifeline of modern business. The move to hybrid working is also driving an increase in companies looking to make the switch. Having a simple and centralised platform, accessible anytime and on any device helps to drive efficiency and productivity in the modern workplace."



Calvin Burnett,
Profit Center Manager,
Electric Center Aberdeen

When was your business established?

Electric Centre was formed back in October 2006 following the merger of AC Electrical and William Wilson electrical branches. Since then, we have expanded our network and developed new branches throughout the UK to offer our customers a better, brighter service from over 110 branches nationwide.

What does your business do?

We supply everything electrical to trade and the public from oUr Alten's branch, we can offer same day delivery on the majority of stock and can source solutions for any electrical project. We also work closely with customers to bring down their carbon emissions through our solar panelling, LED lighting, and electric car charging solutions.

What sort of companies do you do business with?

Any company or individual that needs electrical equipment for a project big or small. We work with individuals who need electrical equipment when renovating their homes and keep up to date with the new smoke alarm regulations. Companies come to us as they know we can find a solution for any of their electrical needs from installing electric charging points to designing bespoke LED lighting designs. Our branch has a busy trade counter where people know they can get the expertise and service they wouldn't get at a generic hardware store.

What is the biggest challenge facing your business at the moment?

Getting certain types of stock is proving tricky so we have invested heavily to be able to service our customer base. In Altens at the moment we have over £1million worth of products.

And the biggest opportunity?

Renewables is by far our best opportunity to grow. With the world making changes we are trying to be at the forefront as people change to greener products such as solar panels and EV car chargers. We are soon to be opening our new EV Showroom showcasing suppliers and their chargers on the walls. There is currently nowhere in Aberdeen you can go and get info. or see units so looking forward to something new and exciting at Electric Center Altens.

What are you most passionate and proud of when it comes to your business?

Customer service and my staff's attitude towards it is what I am most proud of. All of my staff will go out their way no matter how busy to help out a customer, be it a trade customer or a member of the public.

Wood technology to reduce CO₂ emissions

WOOD, the global consulting and engineering company, has unveiled its new steam methane reforming (SMR) technology, which can achieve 95% CO₂ emissions reduction, compared to a traditional hydrogen production plant.

The technology aims to counter inefficiencies in energy, heat production and industrial processes, which together account for more than half of all global greenhouse gas emissions. Wood believes the pathway to reduce these emissions and create a more sustainable future, while meeting increasing demand for energy, lies in reducing the carbon intensity of hydrogen production.

Valentina Depetri, Wood's Hydrogen Process Lead, revealed the technology at the Energy & Sustainability Forum (ESF) in Berlin, while presenting a comparison of blue hydrogen production technologies to downstream industry leaders from across the world.

Wood's new SMR technology, applicable for both greenfield and brownfield projects, will reduce CAPEX and OPEX for operators while improving the environmental footprint and efficiency of new or existing hydrogen production assets through integrated pre-combustion carbon capture. The evolution of this technology builds upon Wood's extensive track record in hydrogen production, having designed and built more than 120 hydrogen plants globally.



Valentina Depetri

KR BON REDUCTION

An innovative, circular economic solution to cladding waste. 'KR BON Reduction' is KR Group's pilot-scheme initiative, repurposing used construction materials into new product.

To donate your cladding waste, or to buy repurposed products:

Phone: 01358 788907
Email: info@krgrp.co.uk
Website: krbon.co.uk

Reduce Co2 emissions by 7,736 tonnes, equal to removing 4,460 cars from UK roads for one year

In the next five years, we aim to:

Repurpose 202,500m² of PIR panels, which could insulate over 675 new homes, with clients saving up to £2.5Mil

Divert 2,498 tonnes of cladding waste from landfill, equal to 8 Olympic swimming pools

Offset Co2eq emissions to equal planting 7,736 trees and allowing them to grow for 100 years

RETHINK - REFUSE - REDUCE - REUSE - REPAIR - REPURPOSE - RECYCLE

KR Group



NORTHERN STAR2022 BUSINESS AWARDS



More than 700 people packed P&J Live on April 22 for the Chamber's annual Northern Star Business Awards, the region's biggest business awards dinner.

The glittering ceremony celebrates the exceptional accomplishments of organisations across the North-east of Scotland.

Russell Borthwick, Chief Executive of Aberdeen & Grampian Chamber of Commerce, said: "Northern Star provides a

unique stage to showcase and celebrate the brilliant work being done by businesses of all sizes, from all sectors and across the length and breadth of our fantastic area.

"And never has this been more the case than in the last two years when, faced with a seemingly never ending and diverse range of challenges, many companies saw this as an opportunity to do some great things, turning adversity into triumph."

Let's meet the winners...

Business of the Year

In recognition of the company which has shown excellent practice and inspiration to all businesses by being a market leader.

Winner – Gray & Adams

Gray & Adams was founded 65 years ago in Fraserburgh and has grown to dominate the UK cold chain from farm to fork and supplies bespoke temperature-controlled vehicles to all major supermarkets.

It pioneered temperature-controlled lifting deck trailer technology in the 90s and the company continues to be at the cutting edge of technology.

Having won the Queen's Award for Enterprise in Innovation in 2020 for its double deck trailers, the business went on to move the whole industry towards a greener future.

In collaboration and partnership with Carrier Transicold, it brought the first ever fully electric trailer to UK roads - The Vector E-Cool - the industry's only fully autonomous, all-electric refrigerated trailer system and uses a new energy recovery and storage system. It converts kinetic energy generated by the trailer axle and brakes into electricity, which is then stored in a battery pack powering the refrigeration unit. This loop creates a fully autonomous system which produces no direct carbon dioxide or particulate emissions.

Gray & Adams is also committed to the next generation of local talent. It supports around 40 young people annually through its apprenticeship scheme and continues to invest in attracting and developing apprentices.

Gray & Adams has won multiple awards for innovation, one of its core values, and constantly strives to develop solutions to meet evolving market needs and customer requirements.

On time delivery is another value, a guarantee it has met for customers since 1957. By providing bespoke products and never selling off the shelf, it aims to build the best products on the market, whatever the customer requirement.

Gray & Adams works hard to engineer the best quality products, which often last several years longer than those of its competitors. It takes time to understand its customers and their businesses and provide exceptional service. It listens, identifies challenges and focuses on their precise needs.

All this is possible because of its great people, a dedicated team of experts, passionate about their products and customers and this translates into service excellence.

Sponsored by



Customer First

To celebrate an exceptional company which puts the interests of customers at the heart of everything it does.

Winner – QHSE Aberdeen Ltd

QHSE Aberdeen Ltd, led by Directors Dave Rusling and Angela Scott, was founded in 2015. It specialises in the creation and implementation of quality health and safety and environmental (QHSE) management systems which comply with the latest ISO standards and help clients document their operations in a logical, no-nonsense way.

The company builds and maintains positive customer relationships through the continuous development of value-added solutions which help organisations achieve significant process improvements and cost-savings.

It blends the expertise of a large organisation with the personal touch of a small company which has allowed it to extend its reach throughout the UK and into several European countries. QHSE Aberdeen Ltd is extremely proud of its client satisfaction feedback and certification first-time pass results, with perfect scores (100%) recorded for both.

Its business plan and accompanying SMART objectives are reviewed annually and tracked quarterly to help exceed clients' expectations and support their evolving needs. Similarly, KPIs - including performance feedback and QHSE improvement - for client projects and internal processes are integrated within company systems.

Customer experience has also been improved through a client portal which offers easy access to company documentation and the innovative use of SharePoint workflow systems, e-commerce materials and enhanced training.

The Directors have invested profits back into the business to diversify its service offering, provide continuous staff training and create on-site training facilities.

QHSE Aberdeen Ltd empowers clients' staff to take responsibility for their own systems and, once implemented, provides ongoing support to maximise the benefits. The company now supports around 50 clients and its priority is to provide them with value-for-money services. Its client retention rate of 95% is a source of immense pride.

As its client base has grown, the company has invested heavily in talent with the appropriate skills to drive business growth. It has also invested in developing the shared values of integrity, respect, loyalty, honesty and accountability and ensuring they are adopted by all the team.

Sponsored by

Bancon Construction



Driving Sustainability

Recognition of a business which is passionate about environmental sustainability, reduces impact on the environment, is engaged in reducing waste and carbon emissions or is helping drive the energy transition.

Winner – Stagecoach Bluebird

Stagecoach Bluebird provides safe, reliable, comfortable value for money local bus services in the North-east of Scotland and aims to provide a credible alternative to the use of private cars.

A fleet of almost 200 vehicles cover more than six million bus journeys annually.

Stagecoach Bluebird is a major local employer and more than 500 staff work across its eight depots – Aberdeen, Stonehaven, Ballater, Inch, Peterhead, Fraserburgh, Elgin and Macduff. The company has recently been recognised for being an industry leader in gender equality with one in five of its bus drivers women, more than three times the industry average.

In the last five years, the company has invested heavily in technology including contactless payments for all buses as well as a mobile app with live bus tracking.

Last year, Stagecoach Bluebird committed to an £11million investment in 22 fully-electric vehicles for Aberdeen city, plus a further £1million for charging infrastructure. In total 100 buses are based out of Aberdeen depot, of which 24 are electric hybrids.

In 2021 Stagecoach Bluebird was awarded the GreenRoad depot of the year award for the sixth consecutive year. Using a traffic-light LED system on the dashboard, the system gives drivers instant feedback on their driving manoeuvres, encouraging smoother, safer and more fuel-efficient driving.

To date, use of GreenRoad's system and Stagecoach's comprehensive driver training programme has helped deliver an improvement in fuel efficiency and a reduction in CO₂ emissions across Stagecoach UK operations.

The company's desire is for short distance single person car journeys to become as unacceptable as the use of single use plastic bags. Eliminating these journeys and moving people to mass transit such as buses and coaches will play a pivotal role in addressing the climate emergency and creating better places to live and work.

Stagecoach Bluebird is committed to "green" its bus fleet by investing in low and zero carbon alternatives to conventional diesel buses and no longer purchase even the cleanest diesel buses by 2035.

Sponsored by



Family Business

Recognition of a fantastic family business with an outstanding reputation and true integrity.

Winner – Gray & Adams

Gray & Adams was founded by Jim Gray in 1957 and has grown to become the UK market leader in temperature-controlled manufacturing.

It has an annual turnover of more than £115million and more than 700 employees, 500 of them at its world-class headquarters in Fraserburgh.

It supplies bespoke temperature-controlled vehicles to all major supermarkets as well as blue-chip household brands like DPD, John Lewis, Waitrose, M&S and Warburtons.

Having founded the company, Jim Gray passed the role of Managing Director onto his brother Lewis Gray Snr and when he retired this role went to Jim's two sons, James and Peter Gray as joint Managing Directors. Jim's daughter, Marie Gray is also a Director of the business. There are multiple generations of the Gray family working throughout the business, including Jim's great grandchildren.

The succession planning for the next generation is an ongoing consideration for the board and is regularly reviewed, alongside other contingency planning.

This truly "family" business is proud to have multiple generations of previous employees working at Fraserburgh, with the children and grandchildren of some of the very first employees still engaged in the business today.

The commitment to ensure the business retains its family-feel culture and building close and trusted relationships with customers, is one of the most frequently mentioned aspects of the customer experience.

Community engagement and support have been taken very seriously but offered discreetly. It has included paying medical bills for staff with long-term illnesses, supporting countless local families and giving back to the NHS throughout CV19 by delivering PPE materials and hot meals.

Gray & Adams brand and marketing strategy is to offer customers "a lifetime of value" backed by the strategic pillars of success: customer value, innovation, quality, people, and sustainability. Each of these brand pillars presents Gray & Adams with opportunities to deliver valuable and meaningful stakeholder stories and drive the business forward to remain at the forefront of the UK industry.

Sponsored by



Going Global

Recognition of a company which has been successful in growing internationally.

Winner – Arnlea Systems Ltd

Arnlea was founded in 1994 and its vision is to be the global leader in software as a service (SaaS) delivered mobile apps for asset management efficiency to the energy industry.

Arnlea's Intrinsic software is the culmination of more than 25 years of customer intelligence integrated within its solutions.

In the past two years, Arnlea has become market leader on the UK Continental Shelf and is operating and trading around the globe from Angola to Argentina, from Gabon to Guyana and from the UAE to the USA.

Intrinsic is providing multi-million-pound savings for clients, and payback of the system within a year, while improving operational excellence, compliance, asset integrity and reducing OPEX.

It is continually improving its systems, processes and software brands and the global pandemic has prompted many oil and gas operators to embrace digital transformation such as cloud-based Office 365. By taking that step, moving inspection software and its data to cloud-based platforms suddenly becomes a more natural move forward and, Arnlea believes presents exciting opportunities.

The changing industry allows it to create and reinforce its overall market position while continuing to grow, develop and provide the necessary return for shareholders. One key aspect of these changes will be that every operator, major contractor, sub-contractor and supplier will be faced with new and different challenges ranging from cost control, through local restrictions and liability sharing and on to an aging workforce and an expected expanding technical capability through digital transformation.

Arnlea is actively marketing its cloud-based web applications for international growth and with the market more willing to listen, has a far more receptive audience.

Its products are designed to be configurable worldwide and £20million has been invested in the last five years to ensure its base product could be used, irrespective of the country of operation.

Having a good structure with a continuous improvement philosophy has meant it has been able to create common code libraries to make its development processes more refined.

Sponsored by

**Aberdeen International
Airport**

Inspiration from Innovation

Recognition of a company which is at the forefront of the latest thinking and is using technology or innovation to drive the future.

Winner – Balmoral

For more than 40 years Balmoral has enjoyed an enviable reputation for innovation in the design, development and delivery of buoyancy, protection, and insulation products for the offshore energy sector.

The company, which has a presence spanning Europe, North and South America and the Asia Pacific, helps clients resolve their technical challenges by working closely with them from concept development through design, manufacture, testing, delivery and support.

A recent innovation is its Balmoral FibreFlex™ cable protection technology for the offshore wind market.

Balmoral's unique industry knowledge of designing and manufacturing in polymers and GRP structures enabled it to produce a novel composite of highly elastic polyurethane and polyester fibres. It has effectively created a braided hose style system for the protection of subsea fixed wind power cables.

It's a game changing technology in the subsea environment which takes advantage of the polymer's highly elastic behaviour, its long-term subsea durability, excellent abrasion and impact properties, and combines them with the mechanical strength properties of the fibre.

Balmoral identified the individual advantages of each material and conquered each material's technical challenges by combining them into a composite structure, providing a solution which is greater than the sum of the constituent parts.

Balmoral sees significant global opportunities for FibreFlex™ technology to play a key role in the developing offshore energy transition movement.

While proud of past achievements, Balmoral's eyes are firmly on the future. With exploration and production moving into ever deeper and more inhospitable waters the company's products will continue to play an enabling role in the future success of the industry. Subsea materials and product development lie at the very core of what Balmoral does as clients demand higher performing, lighter, stronger products for their deepwater projects.

With a high-specification laboratory staffed by multi-skilled technicians the firm is constantly developing the materials used in its products and innovation will play a central role in the company's future.

Sponsored by



Inspiring Futures

Recognition of an employer which is working in partnership with a school or schools to ensure young people are inspired and supported to find fulfilling careers.

Winners – Balfour Beatty

Balfour Beatty is a leading international infrastructure group which finances, develops, builds and maintains innovative and efficient infrastructure which underpins daily life, supports communities and enables economic growth.

It is currently delivering the renovation of Union Terrace Gardens; is responsible for the ongoing operations and maintenance of the AWPR; and is constructing the new SSEN Power substation in Peterhead.

Balfour Beatty is a patron of The 5% Club, a movement founded by its CEO in 2014, which is committed to addressing youth unemployment through a confederation of like-minded businesses by ensuring that at any one time 5% of their workforce are in earn and learn positions.

It supports a number of education providers in the North-east of Scotland through delivering sector awareness sessions, developing bespoke education activities and supporting work placements with the aim of encouraging young people to consider future careers within the construction and engineering sector.

Through virtual work experience programmes and virtual events Balfour Beatty has engaged with a broad range of schools and a diverse range of pupils across the North-east.

Of these, 36% of pupils were girls and 64% boys; 41% of pupils completing programmes attended schools predominantly within areas of deprivation and 82% of the pupils were from Aberdeen city schools and 18% from Aberdeenshire.

As well as virtual sessions for schools the group developed a new virtual work experience model which was offered to all secondary schools in the region. The programme was fully accredited by the Engineering Development Trust and pupils who completed the five-week programmes were eligible for industry recognised silver Industrial Cadet certificates.

At the start of the first lockdown Balfour Beatty promoted the Scape Learning in Lockdown programme, the first collaborative virtual work experience approach delivered by the construction industry in the UK and supported and funded four pupils in a model creating challenge. The group also created and shared free education resources containing construction activities for primary and secondary schools.

Sponsored by



Making the Difference

Recognition of a company with a big heart which is committed to positive change within the community.

Winner – Sport Aberdeen

Sport Aberdeen is an award-winning charity and the largest sport and leisure provider in the North-east who is committed to creating opportunities, inspiring people and changing lives through sport and physical activity.

Established in 2010, it manages sport and physical activity services on behalf of Aberdeen City Council.

Every penny is reinvested back into the communities it serves and it has more than 500 employees, more than 30 venues and two million customers annually.

Strategically forged partnerships with public and private sector bodies help deliver focused programmes targeting typically inactive groups.

They have launched a host of targeted initiatives. These include

- The Active Girls Committee, run by girls from secondary schools across the city and one of the first of its kind in Scotland. Its main aim is to reduce the inequality gap between the participation of girls and boys in sport and physical activity throughout Aberdeen city;
- additional support needs (ASN) opportunities are key to helping everyone to get active and, alongside swimming and ice skating ASN programmes, 787 ASN participant visits were recorded by Adventure Aberdeen Snowsports between 2019-2021 on the pathway programme specifically developed in partnership with Special Olympics;
- the Active Lifestyles programme provides opportunities for over 65s and anyone living with a health condition to take part in specialist classes and activities to suit all ability levels;
- and SPACE (Supported Physical Activity for Care Experienced) is an innovative, award-winning project which uses the positive benefits of sport and physical activity to help care experienced children and young people reach their full potential through bespoke interventions.

During lockdown, Get active @ Home was established - a free online resource with live and recorded exercise classes and wellbeing tips for all ages and abilities which were accessed thousands of times. Exercise equipment was also loaned to as many customers as possible, free of charge.

It has launched many more initiatives and hopes to increase its presence on the local and national stage, allowing for further partnership opportunities.

Sponsored by



Marketing Magic

Recognition of a company which has created a successful marketing campaign which has driven customers through the door or grown exposure.

Winner – Clan Cancer Support

Since 1983 Clan has provided a lifeline through emotional and practical support to people affected by cancer across the North-east and Northern Isles.

Over that time the charity has developed specialist knowledge and understanding of how a diagnosis of cancer impacts not only the person but their wider circle of family and friends. Its range of free, person-centred services are delivered using qualified and experienced counsellors, therapists and support volunteers, all focused on improving the wellbeing of its clients.

Clan helps people to live with and beyond a cancer diagnosis and in May 2020 launched its “Here for You” Appeal to ensure continuity of service.

With Clan’s major fundraising events cancelled and charity shops closed because of the pandemic it faced a significant drop in income overnight while demand for telephone support, counselling and online services continued.

Within a week of its 11 centres closing, Clan provided more than 500 telephone support calls, counselling sessions and contact with its children and family clients.

The first aim of “Here for You” was to ensure people facing a cancer diagnosis knew that Clan’s services were still operating so no one needed to face cancer alone. The second objective was to generate income in new, innovative ways to sustain Clan’s services while established funding streams were no longer an option due to the restrictions.

An omnichannel approach was adopted with social media, email and mail and using client case study videos as the pillar content.

There was also a video of staff outlining the challenges and calling for support and a special video from Emili Sandi with an acoustic version of her single “Next to Me.”

The marketing activities from the campaign directly led to £77,000 of self-generated income.

“Here for You” was the first time Clan has made a direct call for donations online and it proved especially successful with £17,900 of online donations within the first three months of the campaign.

Rising Star

Recognition of a future star who is destined for great things having made a significant impact in an organisation.

Winner – Emma Clark, ITC Hydraulic Services Ltd

Emma Clark is ITC Hydraulic’s rising star and an outstanding talent having become a huge asset to its team since joining straight from school. Her hard work, diligence and desire to succeed have enabled her to rise to become procurement manager at just 22, responsible for the purchasing team with an annual budget of more than £1.8million.

Emma has established herself as the single point of contact for all commercial matters. Her multi-discipline career progression plan has allowed her to gather valuable experience across all areas of the company, giving her a unique overview and understanding of its ethos and key drivers.

In spite of her busy and demanding role, Emma still manages to find time for her own personal development. She is studying towards CIPS Level 5 Advanced and has her sights set on then securing her CIPS Level 6 Professional Diploma.

Recently Emma has been the project lead for the reactivation of the Piper Bravo rig. Emma has overseen the procurement team’s activities in sourcing all the required parts and has also had to ensure the safety of the offshore technicians for every trip.

Sourcing the suitable components for the refurbishment of a 40-year-old drilling system to be compliant with current legislation has required Emma to spend considerable time and effort in discussions with suppliers to find the equivalent replacement parts and the client has been delighted with the work by Emma and her team.

Commitment, professionalism and a drive to succeed have empowered Emma to fast-track her career and to have reached such heights so young is inspiring, admirable and makes her stand out.

Despite her busy professional schedule Emma still manages to help others and her charity efforts have included climbing Bennachie every day for a month which raised more than £8,000 for Charlie House and won her the “Community Champion” title at the Pride of Inverurie awards.

Now she is reaching for the top of the world with a charity trek to Everest base camp later this year.

Sponsored by



Sponsored by



Staff Matter

Recognition of an organisation which takes care of its people, so its people take care of its business.

Winner – Stork Ltd

Stork, with a track record of more than 40 years, delivers a range of maintenance and integrity solutions during every stage of an asset's lifecycle from hook-up and commissioning, maintenance, operations and shutdowns through to late life management and decommissioning.

It promotes the coming together of colleagues through its core values, which are embedded in everything it does. Its core values inform thoughts, words and actions which helps support Stork's vision, shape its culture and reflects what the company stands for.

Stork aims to attract, develop, inspire and retain skilled, competent and customer focused people who are inspired to make the right decisions, further their potential and act as one team in an environment of continuous improvement.

Stork's management team has committed to providing an environment for learning and continuous development and wants employees to drive their own development to reach their full potential.

There are a range of initiatives to enable this including Investors in People which helps Stork provide clear opportunities to engage employees, develop their knowledge, competencies and personal growth to reflect the changing environment and society. This includes diversity and inclusion coaching on topics such as unconscious bias and LGTBQ+ awareness. Everyone in Stork has contributed to this journey of delivering not only upskilling but also personal growth at Stork and the company holds gold accreditation in both Investors in People and Investors in Young People.

Stork recently launched employee engagement platform, DRIVE. Its aim is to concentrate on: Development, Recognition, Inclusion and Diversity, Voice and Engagement.

Under the Voice pillar, Stork has committed to enabling open communication and a trusted and transparent opportunity to share views on matters such as employment, organisational concerns, policies and procedures. Stork has established employee representative forums as a means of consulting and communicating with colleagues and these are the primary platform for employees to influence matters which affect them at work. The Onshore Forum includes elected individuals from office locations throughout the UK and on each of its client's assets.

Sponsored by



Student Placement

This special award recognises the important contribution business makes to students through their participation in RGU's student placement programme.

Winner – CNR International (UK) Ltd

Having built up a great working relationship within the subsea department of CNR International (UK) during two summer placements, and keen to gain as much experience as possible, Jack Durkacz requested a further 14-week placement.

The company went above and beyond the normal call of duty and gave him a "special opportunity" to undertake the relevant offshore survival training to go offshore as part of the client rep team aboard a dive support vessel.

He was heavily involved with crucial parts of the campaign. He was not simply an observer but was given his own scopes to develop and then oversee while offshore which included sitting in dive control on the boat and instructing divers 134m below the surface.

"It was a surreal experience and I only felt comfortable because of the massive amount of planning and preparation that I undertook onshore," he said.

"Understanding, planning and preparing were reiterated to me many times by the engineers at CNR, a valuable lesson that I will use throughout my career."

CNR encouraged and supported his personal development by involving him in difficult, rather than easy tasks and responded to all his questions with in-depth answers – "I never felt like I was being a nuisance."

He was placed in dive control during a leak detection operation and, following the procedure which had been prepared in advance of the campaign, instructed divers through the dive supervisors.

"Ultimately this scope ended up using all the contingency plans I had helped develop during the onshore phase, teaching me a valuable lesson in being prepared for all eventualities," said Jack.

"This placement was proper engineering work from the start and the sky was the limit. A student intern getting to go offshore is a rarity and I am extremely grateful. CNR allowed me to define my own experience and take on as much responsibility as I could handle while also being there to support and provide valuable insight."

Sponsored by





Maggie's Grill takes last space at Marischal Square

A MUCH-loved local restaurant is to bring its home-cooked field-to-fork soul food to Marischal Square – filling the last empty leisure space at the development.

Maggie's Grill, which will be retaining its Holburn Street premises as a neighbourhood restaurant, is due to open in the Spring bringing favourites from America's Deep South to the east end of Aberdeen's city centre.

The restaurant will be in the former Prezzo site in the Marischal Square development which includes two city centre office buildings providing 173,500 sq ft of Grade 'A' office space with secure parking, seven restaurants and café bar spaces occupying the ground floor space, and a 126-room Residence Inn by Marriott.

ASCO strengthens renewables presence

ASCO has been appointed by Vestas to work on a significant North-east offshore wind project, strengthening its position in the renewables market.

The project on the Seagreen offshore wind farm, located 27km off the coast of Angus, will involve ASCO's ship agency division Seletar providing key services including crew transfer initially during the construction phase.

This latest project, which will be delivered from the port of Montrose, is the eighth awarded to ASCO, strengthening its presence in the renewables market where they have also delivered work on Hywind, Kincardine and the Moray East.

Service Delivery Manager for Seletar, Ross Irvine, said: "This latest contract win emphasises our position in the renewables landscape, something we have been committed to doing for some time. Over a period of a few years, we have seen a diversification in the industry and whilst our traditional core activities in marine and energy industries remain hugely important to us, we have evolved and developed skills to become more sustainable. The transferability of our skills and competences is a key strength in a market diversification strategy, enabling us to support the energy transition whilst enhancing the sustainability of our company."

Comic Con coming back to Aberdeen

AFTER the success of Comic Con Scotland North East in Aberdeen, the event will return to P&J Live on March 18-19 next year.

Monopoly Events CEO, Andy Kleek, said: "When we came to Scotland, our commitment to the Scottish public was that we promised to bring the best pop culture events North of the border and we are sticking to that promise. After an incredible first outing the public of Aberdeen have truly embraced this event and we look forward to an event bigger event in 2023."

Storegga and Mitsui in DAC development agreement

STOREGGA, the independent UK decarbonisation developer, and Mitsui & Co Ltd, the Japanese trading and investment company, have signed a Memorandum of Understanding on commercialisation of direct air capture (DAC) technology, supporting the development of the UK's first DAC facility in North-east Scotland.

Storegga has also entered into a memorandum of understanding with The EAUC, The Alliance for Sustainability Leadership in Education, to support its DAC development in Aberdeenshire.

The EAUC, a not-for-profit, member-based charity, helps post-16 education institutions assess the different options available to decarbonise and plot a path to net zero. The Carbon Coalition, part of the EAUC, is a consortium of higher and further education institutions based in the UK and Ireland that have joined together to offset their emissions.

Mitsui is already an investor in Storegga and this memorandum marks a closer working relationship to realise the first large-scale DAC facility in Europe, with the potential to extract one million tonnes of CO₂ from the atmosphere annually.

The UK Government has announced its ambition to deploy at least 5 M/T per year of engineered carbon removals by 2030. This direct air capture facility will be a major contributor towards this target. Once developed, the pioneering project will provide a model for deploying this crucial carbon reversal technology elsewhere in the UK and internationally to materially support global net zero targets.

The facility will be a vital component of both meeting the UK and Scotland's legally binding net zero targets by 2045 and 2050 respectively and will also have the ability to serve international customers. Early customers of the facility will include Virgin Atlantic.

The captured CO₂ will be transported to the Acorn Carbon Capture and Storage project for permanent geological storage in depleted North Sea oil and gas reservoirs and saline aquifers. The Acorn project is currently in the detailed engineering and design phase of development and is planned to be operational in the mid 2020's.

A word of advice



Kate Forbes tours new BioHub

BioHub receives fit-out funding boost

THE transformational BioHub project to accelerate the growth of pioneering life sciences companies in Aberdeen has received a £2million funding boost from Scottish Enterprise.

Cabinet Secretary for Finance and the Economy, Kate Forbes MSP, toured the construction site of the new-build BioHub in Aberdeen as the additional funding was confirmed.

BioHub is a £40million investment to double the size of North-east Scotland's high-value life sciences sector. It will be home to spinout, start-up and scaling businesses bringing new drugs, treatments, therapies and technology to market and creating high-skill jobs in the fast-growing industry sector.

Opportunity North East (ONE) is the lead partner and a co-funder of BioHub, which has secured £20million of capital funding jointly provided by the Scottish Government and UK Government via the Aberdeen City Region Deal. ONE has committed up to £5.6million to BioHub, and NHS Grampian and the University of Aberdeen are strategic partners in the project.

The £2million of new Scottish Enterprise funding will support the final fit-out of the building and the incubator space in BioHub for spinout and start-up businesses.

The BioHub building will open in late autumn and provide a combination of specialist space and support for the sector. It will house up to 400 scientific entrepreneurs and 40 tenant businesses at total capacity.

BioHub is a flagship addition to the city's Foresterhill Health Campus, one of Europe's largest integrated clinical, research and teaching sites for life sciences and medicine and will catalyse further collaborative innovation across the academic, commercial, and healthcare community.



Tom Malcolm,
Owner,
Grampian Training Services Ltd

Area of expertise?

We provide high quality, professional, cost effective First Aid training to businesses of all sizes as well as contract work for Aberdeenshire and Shetland Islands Councils. Our aim is to give something back to the communities we service. For every course we deliver, we provide free first aid training to school children across the region. Since 1996, we have trained more than 100,000 children and teachers across 90 schools.

What should people know?

There is no government funding for First Aid training in schools, yet we can prove that the training we deliver to Primary 5, 6, 7 schoolchildren can save lives. The kids love undertaking the training and learn life skills they carry with them into adult life. Raising awareness of risks enables the children to be more conscious of their own and others safety.

What's the biggest mistakes companies make?

Not investing and appreciating in their biggest asset, their staff. We help at the earliest stage of a young person's development giving life skills that gives them confidence and an appreciation of the importance of helping others. Giving people opportunity allows them to grow and benefit from the investment.

What's your top tip?

Always try and give back to the community. Business and the community rely on each other. Investing in the community is not just a CSR buzzword, investing in the community strengthens the community that the business relies on. Investing in the school pupils in the area resulted in several children directly saving lives as well as making a difference at many incidents.



INDUSTRIAL SERVICES

- Water Jetting (UHP & HP)
- Tank & Vessel Cleaning
- Vacuum Transfer
- Pumping Solutions
- HVAC & Camera Inspection
- Surface Preparation
- NORM Management
- Cold Cutting
- Equipment Hire
- Support Services

***Innovative
Solutions for
Renewable
Energy in
Operations
and
Maintenance***

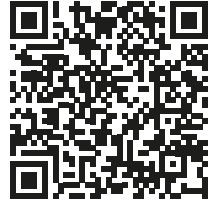


e: sales@nrcc.com

t: 01651 869349

w: www.nrcc.com

GLOBAL ENERGY SUPPORT SERVICES



EMERGENCY RESPONSE

- Spill response, management and clean-up
- Establishment and management of response bases
- Equipment rental and supply
- Supply of emergency response teams
- Standby response services
- Associated waste handling, transportation & disposal
- Pipeline support
- Onshore & offshore support
- Training & Consultancy

Airport reaching for the sky again

ABERDEEN International Airport is climbing back to pre-pandemic heights – but it is going to be a long slow ascent.

The travel industry was one of the first sectors to feel the impact of CV19 and one of the last to begin its recovery.

In April 2020 there was a drop of more than 97% in UK passenger flights to just 5,800 compared with 201,000 in the same month a year earlier.

Although the oil and gas industry did provide something of a buffer for Aberdeen it also experienced a dramatic decline.

Even before the pandemic began the airport suffered a body blow when, on March 5, 2020, Flybe collapsed with the loss of five routes to Aberdeen.

11 days later, as the impact of CV19 began to accelerate, all unnecessary travel was discouraged and then, on March 23, the nationwide lockdown was imposed.

In 2019, Aberdeen handled three million passengers and in the subsequent 12 months that fell to below one million, with the consequential loss of 400 jobs.

Around 900,000 of those remaining passengers were linked to the oil and gas sector - 300,000 on helicopters and 600,000 fixed wing - an annual statistic which remains fairly steady. Last year the passenger total climbed to around 1.1 million and this year the figure should be around 2.1 million.

Airport Operations Director Mark Beveridge is optimistic about the future as he is seeing people returning week by week but warns that it could be 2025 before the airport fully recovers.

While Aberdeen has had the oil

and gas cushion, he warns it will not enjoy the same rapid recovery tourists are expected to bring to Edinburgh and Glasgow over the summer months.

“The likes of Edinburgh and Glasgow will increase by a million passengers a month, whereas in Aberdeen it will be a much slower but sustainable 200,000 to 300,000 a year for the next few years.

“For many people, who have not flown for a couple of years, it will be a very different and much better experience. The airport just been through a terminal transformation, the airport facilities have improved tremendously and the retail outlets have now all reopened.

“We also have the western peripheral route so connectivity is much better and many passengers will be discovering just how easy it is to get here now.

“One thing we have been determined to do is to ensure that as people come back they enjoy a good experience and we have been working with all the organisations connected with the airport to ensure that.

“It means having the right resource at the right time so the ground handlers, our security teams, car parking and retailers have been recruiting for the last six months and have probably moved back 100 jobs. That will continue to increase but before we get the 400 jobs back it might be about 2025.

“This will be the first summer season with Tui back operating five routes. We lost most of their business last year and we have lost a lot of the connectivity through Charles de Gaulle and Air France has not come back.

“Flybe was a big factor but thankfully Loganair has stepped in and put a lot of those routes back in for us. We have seen

“

The airport just been through a terminal transformation, the airport facilities have improved tremendously and the retail outlets have now all reopened.

Mark Beveridge
Airport Operations Director,
Aberdeen International Airport

our domestic travel hold up and we're still punching above our weight from a regional airport perspective given that we connect with Schiphol, we've got Luton, Gatwick and Heathrow all available from Aberdeen and we have added Manchester and Birmingham.”

In addition to the pandemic problems the airport faces other challenges like rising fuel costs.

“That's having an impact on everyone's lives, including for the staff getting to work,” He added.

“Our costs had already risen because the government removed the relief on red fuel (off-road diesel) which airports used for much of the back staff fleet.

“Over the last two years we have been starting to move to electric and that's going to be a big driver for us, but the fuel price rise and the loss of that relief is certainly having an impact.

“Some airlines have managed to hedge their fuel quite cleverly year on

year so they won't see the impact of the price in the short term. However, some haven't and we're starting to see additional duties being passed on to the passenger. I think by next year if fuel remains at this level we're going to see that being passed back to the customer.”

Mark said he would like to see the UK government support the acceleration of the production of sustainable aviation fuels (SAF) which has been demonstrated to be a viable product and one which helicopter operators at Aberdeen Airport are also investigating.

He is also hoping the Scottish government will support the airport by providing a level playing field for Air Passenger Duty. APD is a tax on passenger flights from UK airports, first introduced in 1994.

Passengers flying from Inverness are exempt - in part, to ensure people living in Shetland and Orkney are not unfairly penalised when they attend hospital appointments on the mainland



- while passengers flying from Aberdeen have to pay around £26 for each return journey.

“The government has promised a review next year and are talking about splitting it into domestic and long haul and applying different rates for certain things,” said Mark.

“Right now, all we would like is parity across Scotland which would remove that element of Inverness having a more competitive edge over the airlines choosing them.

“We obviously lose footfall to Edinburgh because of the wide selection of routes but we are losing footfall to Inverness because people can get cheaper flights.”

Another government initiative he would like to see is the reintroduction of the Air Route Development Fund which was abandoned in 2007 because of the then prevailing EU competition laws.

“We would like them to stimulate the market with a regional based activity review and look at creating a fund to help us support the airlines and encourage new routes.

“The one thing we lack in Aberdeen is that element of leisure travel and

not only for outbound. We could be the gateway to the Highlands given our position and all the activities on our doorstep.

“We would like to see some wider European routes. Frankfurt was a route we had a number of years ago and it’s one we would like to see back as it was really well utilised and connected to a great hub which offered quite a bit of choice.”

He said that as the airport builds back the strategy is to introduce routes with longevity.

“I don’t want to bring in an airline to try it for two years and then move on. I am looking for routes which businesses can rely on and want to avoid a situation where people buy a second home and then find a couple years later the route disappears and they can’t easily access it.

“We shall be very, very careful about the routes we do pick.

“Our new Chief Commercial Officer, Matt Hazelwood, has a bit of insight having worked on airline route planning for the likes of easyJet, Wizz Air and Norwegian so he understands the data and the science that goes at the back of why airlines pick certain routes.

That’s helping us understand exactly what the offering needs to be. Some sort of government funding could tip the balance in favour of the airport establishing these type of routes.”

One thing the airport is focussing on this year, with an electrification review underway, is improving even further its carbon footprint.

“We are already carbon neutral for the emissions under our direct control (Scopes 1 and 2) and we aim to achieve net zero carbon for our direct emissions by the mid-2030s,” said Mark.

“We continue to invest in our long-term sustainability strategy and introducing an electric vehicle registering scheme to provide 10-minute free access to our express drop off is the first of many measures.”



Working together to make the energy transition work for all

Professor John Underhill,
Director,
University of Aberdeen's Centre
for Energy Transition



PROFESSOR John Underhill, Director of the University of Aberdeen's Centre for Energy Transition, considers the UK's new energy strategy and highlights how the University is working across academic boundaries to help realise net zero ambitions.

Last month's publication of the UK's new energy strategy has set out a vision for the country's long-term energy security that is long overdue but nonetheless welcome.

Arguably it is the first time for decades that there has been a deep appreciation of where and from whom we get energy, the role oil and gas plays in the UK energy mix, and how we move towards a low carbon energy future compatible with a reduction in greenhouse gas emissions and our net zero targets.

It will also go a long way to reassuring communities in Aberdeen and the North-east that there is a renewed commitment to jobs associated with and investment in the oil and gas industry. The hope is this will translate into new employment opportunities linked to the growth of renewable technologies to ensure a just transition, as set out a year ago in the North Sea Transition Deal.

Although the strategy includes a commitment to a new North Sea

licensing round in the Autumn, it is worth emphasising that any gas and oil production that follows from an exploration licensing round is years away and so, is not a short-term solution for the UK's gas supplies.

The tragic events in Ukraine have shown us that we are too dependent on imported gas from potentially insecure sources, be that from Russia or elsewhere.

In the short term there may be a need to develop existing gas discoveries in the North Sea and West Shetlands and re-purposing depleted gas fields in the Southern North Sea as new sites for gas storage.

These options also carry a lower carbon footprint than imports, are proven technologies, have lower environmental impact and are cheaper allow existing infrastructure to be used.

At the heart of the new strategy is a commitment to North Sea oil and gas recognising that, despite the need to reduce our reliance on fossil fuels, we can't switch immediately as this would lead to fuel poverty and unprecedented challenges to our way of life.

It must be a transition, not a cliff edge, and the pace of change needs to be carefully managed as we work towards building capacity in areas

identified in the strategy as key to our future energy mix – principally hydrogen, nuclear and offshore wind.

Delivering this will require a multi and interdisciplinary approach to address, critically evaluate options and seek the right solutions that guarantee energy supply yet allow us to decarbonise.

Through the University's Centre for Energy Transition we are doing just that, drawing upon expertise across academic disciplines, as well as strong industry partnerships, to fully understand, critically evaluate and identify sustainable solutions.

Our geoscientists, engineers, biological scientists, law experts and economists collaborate to approach issues from a variety of perspectives. In doing so, we arrive at solutions that consider the whole picture, helping to deliver a just transition that protects jobs, livelihoods and quality of life on the journey to meet net zero emission targets – in which oil and gas technologies will continue to play a valuable part.

This month the University is focusing on its energy transition research, highlighting the breadth of our world-leading research via our social media channels and elsewhere. Keep an eye on our updates to see how we are playing our full part in the energy transition.

It's time to get to work

ELECTION season is upon us again, and Aberdeen & Grampian Chamber of Commerce has unveiled its business priorities manifesto ahead of the council vote on May 5.

With an emphasis on delivery, our proposals call on local politicians to create the conditions for growth and enterprise in the years ahead, seize the opportunities of energy transition, transform city and town centres and build the infrastructure needed for the North-east to realise its economic potential.

The document contains some longstanding Chamber priorities such as reform of non-domestic rates and working with local schools, colleges and universities to develop the skills needed in the growth industries of the future.

In addition, it sets out proposals for a regional Net Zero Jobs Strategy led by local authorities in partnership with business to unlock employment opportunities in the years ahead.

Proposals to breathe new life into city and town centres include the appointment of a Regeneration Director to lead public debate and delivery on transformational plans, with practical solutions on bringing land and buildings back into use, securing finance for city centre buyers and a pilot scheme to boost Aberdeen's night-time economy

through extending free public transport.

Infrastructure priorities include securing the North-east's bid for a Green Freeport, upgrading rail infrastructure to the central belt and to the North of Aberdeen, besides action on decarbonising travel by road and better mobile and broadband connectivity.

As we recover from the pandemic, the next five years will be a critical period for the North-east of Scotland.

We want to see bold leadership from local authorities in creating the business environment we need to enable the region to flourish. And this starts now, as parties and candidates set out their respective visions ahead of this month's local council elections.

More important still, is how they will put those promises into action once the results are in.

The decisions taken in the coming months will set the course for how we recover from the pandemic, create the conditions urgently needed for growth and enterprise, realise the potential of our city and town centres and ensure the necessary investment and infrastructure is in place to support these challenges.

Our collective mission is to transform Aberdeen and Aberdeenshire into the Net Zero Energy Capital of Europe

while diversifying our economy, building on other key sector strengths in tourism, life sciences, food, drink, agriculture, digital and creative industries.

Ambition is nice, but delivery is everything.

Governments and opposition parties at all levels - local, Scottish and UK - must work together to create the conditions that will allow the private sector to take the lead on delivering this vision.

We wish all the candidates good luck on May 5. **And then it's time to get to work.**



Fergus Mutch
Policy Adviser,
Aberdeen & Grampian
Chamber of Commerce





Aberdeen &
Grampian
Chamber of
Commerce

2022 Local Election

Business priorities manifesto

Get to work

Scan here
to download
the manifesto



Aberdeen & Grampian Chamber of Commerce 2022 training calendar

Skills for Business	May	Jun	Jul	Aug	Sep	Oct
Assertiveness at Work Learn to communicate your point of view without causing conflict	11			30		
Communication and Interpersonal Skills Develop effective communication techniques	24					
Customer Service Excellence Discover the techniques to excel at customer service	2					
Dealing with Difficult Situations Understand the variety of personalities and determine how to alter your approach						
Emotional Intelligence Develop situational awareness and manage emotion in self and others		7				4
Improve your Professional Confidence Promote a positive and confident self-image in a professional manner		8			13	
Negotiating and Influencing Skills Learn tactics and skills of persuasion that lead to success					15	
Personal Effectiveness Improve your self-management by changing the way you work						
Presentation Skills Deliver a dynamic and motivational presentation confidently	4				8	
Project Management - The Fundamentals Understand the principles of project management and the complexities of scale	6					
Report Writing Learn to produce clear, concise and effective reports						
Taking Notes and Minutes (half day) Record meetings effectively and accurately with high quality minutes						
Time Management Identify time wasting activities and manage your day more effectively		22				
Train the Trainer Feel confident whilst developing and presenting different types of training				31		

International Business and Exporting	May	Jun	Jul	Aug	Sep	Oct
A Beginners Practical Guide to Exporting Gain a high level overview of the exporting process				23		
Understanding Export and Export Documentation Demystify what is involved to save time and money					14	
Customs Procedures and Documentation Learn how to navigate the various customs systems, procedures and documentation						5
Import Procedures, Inward and Outward Processing Avoid pitfalls when importing, understanding methods of claiming relief						20
Incoterms 2020 Benefits of International Commercial Terms for buyers and sellers						
Methods of Payment and Letters of Credit Ensure your Letter of Credit is not rejected and compare payment methods						
Preference Rules of Origin Understand the importance and rules of Preference Rules of Origin	18					
Understanding Commodity Codes Guidance through the international coding process and the paperwork involved		9				

Business Development	May	Jun	Jul	Aug	Sep	Oct
Business Development Accelerator Develop a powerful strategy to drive sales	5					
Sales and Account Management Develop a structured approach to selling	9					
Social Media - Developing Your Recruitment Profile See the importance of a personal and corporate brand using social media						

Content correct at the time of printing.

For a full and up to date list of courses visit agcc.co.uk/training for full details.

Contact us: **01224 343902** or training@agcc.co.uk

Finance	May	Jun	Jul	Aug	Sep	Oct
Budgeting and Planning - An Introduction Learn how to establish and maintain budgets	12					
Finance - The Basics Develop a broad understanding of business finance					2	
Finance for Non-finance Managers Gain an understanding of many aspects of finance and how it impacts business					29	

Management and Leadership	May	Jun	Jul	Aug	Sep	Oct
Advanced Management Skills Grow as a manager and improve the performance of your team		23				
Building Effective Teams Understand what makes a great team and learn how to build one						
Essential Management Skills Become equipped with the knowledge and skills required of a manager	30				20	
Essential Supervisory Skills Bridge the gap between doing and supervising		28		24		5
HR for Non-HR Managers Understand responsibilities and techniques in relation to HR requirements		16				11
Motivation and Delegation Create a motivational environment and use effective delegation						
Reviews and Appraisals Assess performance constructively and increase reviewee's motivation		17				13
Stakeholder Engagement and Relationship Management Identify and engage with stakeholders to build effective and lasting relationships						
Supervisors Next Steps Improve techniques and add new areas of awareness and understanding						

Chamber members* save on all training courses

*Silver level membership and above

Training delegate fees

Course	*Members	Savings	Non-members
Half day	£245 +VAT	£125	£370 +VAT
Full day	£295 +VAT	£145	£440 +VAT
Two day standard	£560 +VAT	£280	£840 +VAT

“We have been regular participants in various Chamber of Commerce training courses for developing the skills of our employees (at all levels). We would have no hesitation in recommending them to others looking for staff development training programmes”.

Aberdeen Football Club and AFC Community Trust



FORREST TRAINING

#never dull #never boring #neverforgotton

- One stop shop for training
- Full range of First Aid Qualifications
- Mental Health First Aid at Work
- Safe Handling of People

For more information and to book a training course:
info@forresttraining.co.uk
www.forresttraining.co.uk



Tel: 01224 619227



FORREST TRAINING
YOU'RE IN SAFE HANDS



ST. JAMES'S PLACE
WEALTH MANAGEMENT

Investing in your dreams

For some, 'investing' can seem like a daunting concept: where is the best place to put my money? What level of risk am I willing to take? How do fluctuating markets affect my investment and how can I monitor performance?

With access to the St. James's Place distinctive approach to investment management, which calls upon the expertise of some of the world's leading fund managers and offers the opportunity to achieve superior investment performance over the long term, we aim to take the stress out of the process.

Call us today to find out more.

The value of an investment with St. James's Place will be directly linked to the performance of the funds you select, and the value can therefore go down as well as up. You may get back less than you invested.

MARK MCCUE MA (Hons)

Chartered FCSI

Director

MCCUE WEALTH MANAGEMENT LTD

Partner Practice of St. James's Place Wealth Management

01224 745200 | 07596 196084

mark.mccue@sjpp.co.uk

www.mccuewealthmanagement.co.uk



The Partner Practice is an Appointed Representative of and represents only St. James's Place Wealth Management plc (which is authorised and regulated by the Financial Conduct Authority) for the purpose of advising solely on the group's wealth management products and services, more details of which are set out on the group's website www.sjpp.co.uk/products. The 'St. James's Place Partnership' and the titles 'Partner' and 'Partner Practice' are marketing terms used to describe St. James's Place representatives.





Andy Grieve

Major announcement during landmark event

ABERDEENSHIRE-born entrepreneur, Andy Grieve, has announced a multimillion-dollar expansion of his flourishing Houston co-working industrial property business during a landmark transatlantic business event.

Andy used the occasion of the recent milestone 10th Aberdeen-Houston Gateway to announce expansion of a diversification from his engineering firm, Hampco. With the initial phase of investment exceeding \$5million, the move will spearhead an eventual doubling in size of the G-Tech Innovation Center in Brookshire to more than 100,000 square feet in the next three years.

Andy's G-Tech Innovation Center gives overseas companies a launch-pad from which they can explore the US market, with business support and mentoring based on his own corporate journey also available.

Offshore Achievement Awards winners

MORE than 400 guests celebrated the exceptional achievements and outstanding performance of companies and individuals in the offshore energy industry the recent 2022 SPE Aberdeen Offshore Achievement Awards.

Dr Melfort Campbell, Chairman and Chief Executive of IMES Group won the Significant Contribution Award for his outstanding services to the industry. Over the last 15 years he has quietly "given back" to the industries that have helped him to succeed.

The other winners were: Emerging Technology – ARC Marine; Innovator – Organic Oil Recovery; Digital Innovation – Fennex; Internationalisation and Diversification – Motive Offshore; Skills Development – Wood; Net Zero – Serica; Diversity and Inclusion – Baker Hughes; Great Company – Exceed; Young Professional – Dan Millard, Eserv.

NESCOL wellbeing initiative

STUDENTS at North East Scotland College have received a share of £10,000 in grant funding and more than 100 new iPads have been distributed in two initiatives designed to enhance wellbeing and ensure digital equality.

The launch of the Student Wellbeing Grant Scheme led to 145 applications being approved. Students will use the funding in a wide range of ways, all with a wellbeing focus. Examples include grants to purchase exercise equipment and art supplies and funding to improve home environments.

Archie Foundation extends service

THE Archie Foundation is extending its crucial child bereavement service for children, teens and their families to Tayside and the Highlands.

The charity is creating three new bereavement coordinator posts to oversee delivery of the service, ensuring all children in the North of Scotland have access to tailored support when a loved one dies.

In 2019 the Aberdeen-based charity, Grampian Child Bereavement Network joined forces with The Archie Foundation. The service is now known as Archie's Child Bereavement Service (ACBS). ACBS has been providing emotional support to children and their families who have experienced the death of a loved one for the past 13 years.

Paula Cormack, Chief Executive of The Archie Foundation said: "Expansion into Tayside and Highlands is part of Archie's strategic aim to offer our core services in each of the regions we support. The continued increase in demand for child bereavement support in Grampian and the overwhelmingly positive feedback demonstrates to us the vital need for this service.

Flexibility top 10 for Cameron Intellectual Property

CAMERON Intellectual Property has been named as a Top 10 Flexible Employer in Scotland's Flexible Working Awards 2022.

The Top 10 are a combination of "flexperts" who have been offering extensive flexibility to workers for more than two years, as well as "new-found flexers," who have substantially increased flexible and other new ways of working since the start of the CV19 pandemic.

START YOUR DAY INFORMED



Get the essential morning briefing straight to your inbox at 8.30am every weekday.

Featuring:

- Local business news
- National business news
- The latest market and energy price news
- Policy updates from those in the know
- Blogs and opinion
- Plus much more!

Scan the QR code below to register



Business spotlight



Keith Skinner,
Director,
Subsea Pressure Controls Ltd

When was your business established?

Subsea Pressure Controls was founded in Singapore in 2008, and in Aberdeen in July 2019.

What does your business do?

We provide alternative engineering solutions to the global energy industry, supporting the oil and gas, renewable, and marine sectors. We specialise in the repair, refurbishment, manufacturing, and sale of drilling and well control equipment. Our engineering department provides R&D, design from concept to detailed and draughting, project management, manufacturing, commissioning, and site support are all available as solutions. Additionally, as a solution provider our mobile support units assist with pressure testing, flushing, bolting, hose management and assemblies up to 4" to allow for equipment recertification and preservation.

What sort of companies do you do business with?

We primarily support operators in the energy sector and collaborate with tier 1 contractors to deliver solutions for various operations. From drilling to decommissioning and participation in the energy transition to a greener, more renewable, and sustainable environment.

What is the biggest challenge facing your business at the moment?

With exciting challenges ahead of launching our new services in mobile solutions and additive manufacturing, we face various technical challenges. Complying with legislation and regulations due to being visible on all energy sector, is part of our daily routine.

And the biggest opportunity?

We believe that the North Sea will benefit from our track record in Southeast Asia and the efficiency that our engineered solutions bring to the decommissioning sector, allowing us to seize market opportunities. We are also very excited about the new harbour plans and the opportunities consumers will bring for our design, engineering, and additive manufacturing teams, as well as our mobile solution units, all of which are located very close to the development.

What are you most passionate and proud of when it comes to your business?

We are very passionate and proud of our people and culture, and with such a diverse group of people in our global operations, it is critical that we do things for the right reasons. We enjoy the daily experiences and allowing our teams to be creative.



Union Street homes win regeneration award

A RESTORATION project which transformed abandoned Union Street offices into luxury homes has won a regeneration award.

City Restoration Project (CRP) has been bringing fresh sparkle to Aberdeen's famous "Granite Mile" with a series of investments.

The firm's transformation of the disused floors above 139 Union Street - once home to fondly-remembered city centre shops - has now been recognised by the Aberdeen Society of Architects.

TINTO Architecture, which worked alongside CRP Directors Dean and Darren Gowans to deliver the apartments, won Best Renovation Project at the Aberdeen Society of Architects Design Awards 2022.

They painstakingly restored original period features, such as ceiling cornicing and herringbone oak flooring and fused them with luxurious modern touches including marble bathrooms, German-engineered kitchens and Silestone quartz worktops.

The homes all have enhanced acoustic sound insulation throughout to silence the hustle and bustle of the city centre outside - and the building itself has a rare triple-aspect, offering views of Union Street to the front, Back Wynd to the side and The Green to the rear.

The project is now sold out and fully occupied, highlighting the strong market for a urban repopulation of the city's most famous street.

Since completing 139 Union Street, CRP has transformed another property on Crown Street into "Crown & Cottage." Phase one of the project has sold out.

The Gowans brothers say they are still looking to invest further in the regeneration of Aberdeen city centre.

Business lessons I've learned



Edward Obi,
Director, HR Hub Plus Limited & Peridot Recruit Limited

What does your company do that others don't?

Product and service differentiation. HR Hub Plus Limited is set up as an all-in-one HR consultancy while Peridot Recruit Limited is not a recruitment agency but a recruitment online advertiser. From a fixed fee of £299.00 plus VAT your advert is posted on all the major job boards no commission just one fair fixed fee. Both companies are fast becoming the preferred options to local business owners within the North-east. Our service offering consists of HR, payroll, E-learning, HR software, training and health and safety, making it easier to support local business owners from one source.

What are the most pressing challenges that your industry sector faces today, and why?

Equality and inclusion for sure. Employers are increasingly looking to improve equality and inclusion as awareness of the issues grows, and as more organisations recognise the real value a diverse workforce can bring. Equality of opportunity, pay and progression should run through your business from the top down, with inclusive approaches incorporated into all people practices from recruitment of entry level roles through to the appointment of a

CEO, and everything between. As well as the cultural and commercial benefits, a good understanding of diversity issues guards against claims of discrimination which can cost time, money, and reputation to defend. If your processes aren't rigorous and your managers not trained in diversity issues, you may risk claims linked to all protected characteristics including race, sexual orientation, age, disability, and gender.

What is the hardest lesson you have learned in your career to date?

Nobody cares about you more than you care about yourself. I grew up in a community and a family where I was set up to succeed. I would argue that at times, my parents cared more about my success and my future than even I did. From that, I've grown into someone who cares about my own success, my own wellbeing, and my future. And what I've learned in the last few years is that this kind of care and protection just does not exist in the adult world. You are responsible for making goals and you are responsible for sticking to them. You must talk about what you want because if you don't, the right people will rarely ask. You must make friends and professional connections. Nobody is going to do anything for you unless you give them a good

Quick fire round

What was your first job?

I was a paper boy

When would you like to retire?

I would like to retire at the age of 60

What did you have for breakfast?

Porridge, cranberry juice, and a banana

Who, or what, inspires you?

My largest inspiration comes from my parents

What's the last book you read / film you saw?

7 habits of highly effective people
– Stephen Covey and Uncharted

reason to do something for you. You are the only person who cares about you enough to truly move you forward.

What is the most valuable piece of business advice you have ever received?

There is no substitute for hard work. I learned the most valuable business lessons with a group of friends. The advice can really be summed up in two words: Work hard. I picked up early on that nothing will make up for the hours you spend hustling and working towards your goals — especially as an entrepreneur building a business. Nothing comes easy in business or in life, and you must work for it every day.

What's been your proudest career achievement to date, and why?

My proudest career achievements have been setting up HR Hub Plus Limited and Peridot Recruit Limited, to become not only an employer of a combined six employees but also winning multiple awards the most recent being, Most Client Focused HR Support & Advisory Business 2021 at the Scottish Enterprise Awards. When I look back those moments were extraordinary and highly rewarding.

HELP YOUR BUSINESS GROW

£5K OR £15K AVAILABLE FOR EVERY EMPLOYER*



Duncan Abernethy, Director of Business Development at NESCol said:

"There are many courses on offer dedicated to upskilling and reskilling which are relevant to all businesses that can be funded through the Flexible Workforce Development Fund."

"If you haven't already taken advantage of this fund I would urge you to get in touch. We have already helped over 100 employers, SMEs and larger companies, across the North East to access funded training."

OCURA HEALTHCARE LTD

"The FWDF fund has pushed our business forward. We've managed to upskill four employees, all self-paced and around work hours. We are already seeing the fruits of our training, some of our finance team have gone through advanced Excel and it's had an immeasurable effect on our efficiency."

- Claire Milne, Head of Marketing and Communications

BUSINESS & MANAGEMENT * COMPUTING AND IT SKILLS * CUSTOMER CARE * DATA PROTECTION
* EDUCATION AND CHILDCARE * ENGINEERING * MENTAL HEALTH & WELLBEING * HAIRDRESSING &
BEAUTY * HEALTH & SAFETY * HUMAN RESOURCE MANAGEMENT * SUPPLY CHAIN & TRANSPORT

Courses accredited by: NEBOSH; IOSH; ILM; CIPD; SQA and many more.

Visit: www.nescol.ac.uk/part-time-and-distance-learning

FOR FWDF INFORMATION PLEASE CONTACT:

Liam Ewen: lewen@nescol.ac.uk, call 07821 681211 or

Iain Cocker: IainCocker@nescol.ac.uk, call 07866 531733

* SUBJECT TO STATUS AND AVAILABILITY

**PLEASE NOTE: TIME IS RUNNING OUT TO ACCESS THIS YEAR'S
FUNDING, APPLICATIONS CLOSE IN JULY.**



Professor Mirela Delibegovic

Royal Society honour for professor

PROFESSOR Mirela Delibegovic has been elected to Scotland's prestigious learned organisation, The Royal Society of Edinburgh (RSE).

Professor Delibegovic is currently Chair in diabetic medicine and Director of Aberdeen Cardiovascular and Diabetes Centre. In 2019, she was appointed Dean of Research (industrial engagement and knowledge transfer) at the university.

She is one of 80 new fellows of the Royal Society of Edinburgh across the arts, business, public service, civic society and academia including award-winning singer, songwriter and activist Annie Lennox OBE and Mark Logan, the former Skyscanner chief operating officer for his business expertise.

Add Energy's industry first training academy

ADD Energy has launched an industry first training academy which will specialise in drilling and well engineering, operations and maintenance, safety and risk management and will strengthen the company's commitment to upskilling and training workforces around the globe.

Led by experts from the energy firm, The Add Energy Academy has been designed to enhance knowledge and skills of workforces to enable businesses, which are operating across the energy sectors, to be safe, efficient, and effective.

It has two new courses available – Relief Well Planning and NORSOK D-010 Well Integrity Standard Training, which is the first of its kind to offer e-learning modules based around blowout contingency and well integrity.

Courses have been developed to address skill gaps and upskill less experienced people looking to step into managerial positions, but also to support the energy transition.

Aker in Norwegian acquisition

AKER Solutions has agreed to acquire Rainpower Holding AS, a Norwegian technology provider to the hydropower industry.

The acquisition builds on Aker Solutions' growth strategy and will strengthen its offering within renewables. Aker Solutions sees strong industrial synergies in developing Rainpower into an innovative hydropower technology company to optimise hydropower developments and operations.

Optician expands portfolio

DUNCAN and Todd Group has added The Spectacle Company, which has two branches in Stonehaven and Montrose, to its Scotland-wide portfolio.

The latest acquisition takes the group's total branches to 43, retaining its position as the largest privately-owned optician and hearing care provider in Scotland.

It has also taken on patients registered at Gibson Opticians on Rosemount Viaduct in Aberdeen, which has closed due to retirement.

The Spectacle Company practice on Montrose's High Street will continue to operate as usual, while the existing Duncan and Todd branch on Market Square has moved to the larger Spectacle Company premises on Barclay Street.

Both will now trade as Duncan and Todd Opticians and the 13 staff, most of whom have at least 10 years of service, have transferred to Duncan and Todd Group.

POSH and FMS explore together

OFFSHORE marine services provider, PACC Offshore Services Holdings (POSH), is to partner mooring and marine service specialist First Marine Solutions (FMS) to explore growth opportunities for floating offshore wind in Europe.

The two companies signed a Memorandum of Understanding (MoU) to bring their combined expertise to market. POSH and FMS will work together on identifying, developing and delivering on relevant joint tender opportunities.

POSH, with assistance from FMS, will be responsible for the installation of offshore floating wind mooring systems and FMS will be responsible for designing and subsequently supplying the offshore floating wind mooring systems as the technical authority.

This MoU follows on from POSH's earlier announcement that it will be focusing on the development of the fast-growing floating wind market.



Kirk Anderson and Andy Smerdon

LMS forms cost saving subsea joint venture

INTELLIGENT lifting equipment specialists, LMS, has formed a joint venture with subsea communications experts Aquatec Group designed to reduce the cost of subsea installation, maintenance and decommissioning in the offshore wind and oil and gas industry.

LMS designs, manufactures and rents intelligent load monitoring products for many industry sectors and Basingstoke-based Aquatec Group creates innovative instruments, services and solutions for measurement, monitoring and communication underwater.

The collaboration will result in a soon-to-be presented streamlined modular design created to monitor subsea loads and tension. The wireless subsea load sensing shackle will cater to different design applications, including visual monitoring of the loads on subsea moorings and winches using subsea displays or digital monitoring via signals transmitted wirelessly to the surface or ROV.

Outstanding CHeRry award for Willie

AMONG those recognised at the 2022 CHeRries Awards was Willie MacColl, who was awarded the Top cHeRry Award for Outstanding Contribution. This is presented to an individual nominated by peers within the industry, who is recognised as a leader in their field.

The awards, run by the Press and Journal and The Courier in association with Mattioli Woods, recognise excellence in the fields of human resources, organisational development, training and recruitment.

William, an Aberdeen & Grampian Chamber of Commerce member, is an organisational development specialist who runs his own business, Glenbrenx.

Willie supports the Chamber's in-house leadership development programmes and also, works onsite with companies and organisations as a facilitator, offering bespoke pieces for leaders at all levels as well as teams.

Electric car club vehicle for Bucksburn

RESIDENTS of Bucksburn can now access an electric car club vehicle, thanks to Osprey Housing Group.

Osprey secured grant funding from the Energy Saving Trust's Plugged-in Households programme for social housing providers. The scheme's set-up and the first year's running costs will be covered by the grant, with car club provider Co-Wheels running the operation.

Co-Wheels Scottish Business Development Manager, Tony, said: "Not having access to your own car doesn't have to limit where you can travel and who you can see. Car clubs give residents and businesses the convenience of owning a car, with none of the hassle."

Duncan Taylor Scotch Whisky expansion move

INDEPENDENT bottlers Duncan Taylor Scotch Whisky has signed a deal with Hammonds of Knutsford as its exclusive UK distributor.

The partnership will involve two family-owned businesses working together to distribute a selection from Duncan Taylor's portfolio. The agreement should result in the brands growing exponentially around the UK.

This partnership plays into Duncan Taylor's extensive plans for expansion and growth. In 2021 the company purchased the Castle Hotel and Bank Restaurant, both close to their HQ in Huntly, Aberdeenshire.

Fennex growth continues with new jobs

FOLLOWING recent contract wins worth more than £250,000 Fennex is continuing its growth campaign with personnel increases and entry into new markets.

Project wins over the last six months include an integration solution to support the rig start up for a major new offshore project off the coast of Mexico, the first for Fennex in the region. The company also recently developed a bespoke extreme weather software solution for a major drilling contractor in the Gulf of Mexico. The company's policy assurance and safety solutions are now operational across 65 global assets.

To support the increase in demand for its services, Fennex has increased its specialist software team by 40% over the last two years, bringing its staff to 12. Recognising the need to support the next generation of AI and tech specialists, the company also has a programme of graduate placements with six students given the opportunity to gain vital sector experience.

Adaptive Surveys off to flying start

A RECENTLY launched Aberdeen survey business secured more than £200,000 in contract wins in the first month of trading.

Adaptive Surveys, owned by Jamie Watt, is working with several clients and has a further 30 projects in the pipeline which could amount to an additional £500,000 in revenue for 2022.

Jamie launched the business, which specialises in dimensional point cloud surveys for the built environment, following a number of years working as a chartered surveyor in the private sector before moving to a global oil services firm where he managed the construction portfolio in Europe and Sub-Saharan Africa.

Jamie said: "We have seen a really strong start to the business as the services we offer are very specialised and we are the only survey business operating in Aberdeen which focuses on the built environment in this way. We have already been involved in the regeneration of Aberdeen City Centre by providing high-resolution 3D surveys of Union Street and the surrounds before developing further modelling of various statues and balustrades. It is a privilege to be part of the legacy for the future of the city.



Jamie Watt

Protect your hybrid workforce with a secure, underlying network you can trust.



Cisco Umbrella

[DISCOVER MORE »](#)



68 Queens Road, Aberdeen AB15 4YE
+44 (0) 1224 825088
info@4msnetworks.co.uk



A word of advice



Kevin Coll,
Managing Director,
Solab IT Services and Founder
of Onboard Tracker

Area of expertise?

As an experienced entrepreneur with over 30 years in IT services, digital innovation and SaaS (Software as a Service) development, I have a particular interest in crew management, personnel logistics, training and competence in highly regulated industries. My companies successfully transform the digital landscape worldwide for our energy, marine and renewables clients.

What should people know?

Building software is difficult, costly, risky and stressful. If experienced worldwide software houses with extensive development resources can't get products released bug free, on time, in budget and be exactly what the customer base wants first time, then how on earth is your company going to achieve that? Instead, reduce risk, buy off the shelf SaaS systems and amend your processes to fit where you can. Our Onboard Tracker software is constantly being developed to meet the changing needs of the modern business world.

What's the biggest mistakes companies make?

Digital transformation is not the creation of more enormous spreadsheets and scanning them for upload to a network drive or SharePoint. That's a huge opportunity missed! Also, not being the custodian of your own data is big mistake. It is vital to understand at the outset who owns the data and in what format you can retain it. Diligence on the service provider is essential. Lastly, getting early 'buy-in' from users who are going to benefit from the software is often forgotten. Without this, your 'Digital Transformation Project' will simply become a re-creation of your existing cumbersome, and often broken, workflows and processes.

What's your top tip?

Get the proposed new system into the hands of the actual users at the earliest opportunity and soft launch to small numbers. Avoid a Big Bang approach. I believe we also need to build Aberdeen's reputation as an exciting place to live and work for digital tech specialists as well as enabling stronger links between the Universities and industry.



Dave Cormack

AFC signs up to tackle climate change

ABERDEEN FC has taken a major step forward in its commitment to tackling climate change by signing up to the UN Sports for Climate Action Framework.

The club is joining a growing group of sports clubs, federations and other rights' holders who are taking responsibility for and seeking ways to reduce their carbon footprint. By signing up to the framework, organisations commit to reducing emissions by 50% by 2030 and achieving net zero by 2040, aligning the club's ambitions with those of the city.

The club is in the process of working with an independent consultancy to measure its current carbon footprint and develop a sustainability strategy with clear short, medium and long-term goals to dramatically reduce its impact on the environment.

Chairman, Dave Cormack, said: "We already have initiatives in place to reduce our impact on the environment, but we must go much further. With our widespread reach and unique impact, we can show real leadership on combatting climate change. Working with our partners, sponsors, corporates, suppliers and fans, we will explore even more ways in which we can make a significant, tangible difference and help drive change in our behaviours.

"This will be no easy challenge as some of our biggest impacts on the environment relate to travel and our ageing stadium. Any new stadium will be integral to meeting our emissions reduction targets. It's therefore our ambition to design and build a world-class, net zero facility and adopting the UN's framework will help us to achieve this."

What's coming up in 2022?

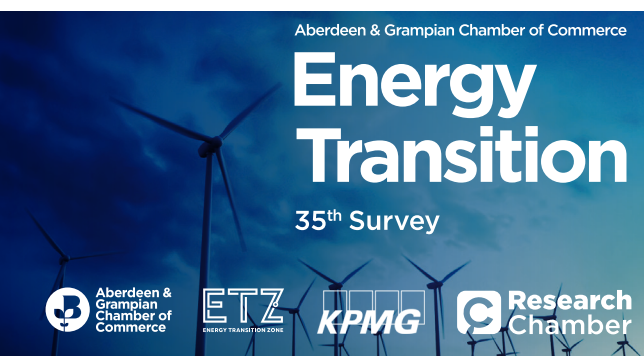


May 24

08:30 - 11:00
AGCC
Member: Free
Non-member: £55

Scotland's Urban AGE 2 Report Launch

Aberdeen, Glasgow and Edinburgh Chambers of Commerce are working with Brodies LLP, Anderson Anderson & Brown LLP and Glasgow School of Art on a new report looking at the role that Scotland's three principal city regions (the AGE cities) have to play in driving the country's economic recovery and the policy direction, conditions and support from government at all levels that is needed to enable them to succeed.



May 25

07:30 - 09:30
AGCC
Member: £36
Non-member: £55

Energy Transition Survey #35 launch

Aberdeen & Grampian Chamber of Commerce commenced this biannual study 17 years ago to both reflect the importance of the sector to the regional economy but also to understand industry confidence, plans, future challenges and opportunities.

Since then it has become a very well referenced data set to take the temperature of the industry and to trigger debate as to future direction of travel, necessary policy and other interventions.

THE ULTIMATE BUSINESS SHOW 2022

June 15

09:00 - 16:00
P&J Live
Member: Free
Non-member: £10

Attend The Ultimate Business Show 2022

Attend the North-east's leading business networking expo and explore the diverse offering of organisations from tourism, hospitality, PR & marketing, accountants, IT specialists, charities, security consultants, and much more. Get ready to connect, engage and do business.

The one-day event creates the perfect platform for you to source local products or services, helping you save money and keep our regional economy buoyant.

To see our full programme of events, visit agcc.co.uk/events



**COMPASSPRINT
COLLABORATIONS**
A REAL TEAM EFFORT

**PRINT • SIGNAGE
EXHIBITIONS & DISPLAY
PROMOTIONAL GIFTS
AUDIO VISUAL SERVICES**
E: info@compassprint.co.uk

THE ANNUAL EMPLOYMENT LAW CONFERENCE

22

Make sure you are across the latest issues facing employment law and personnel management professionals, with updates from industry experts and keynote speaker Caspar Glyn QC.

Date: June 23, 2022
Time: 8:30am – 4:30pm
Venue: The Marcliffe Hotel & Spa



**Aberdeen &
Grampian
Chamber of
Commerce**

 **Burness Paull**


Pinsent Masons



Greig Slatter

Greig Slatter has joined VSA as Business Development Manager. Greig brings his wealth of experience in account management and business development, managing clients across a vast range of sectors.



Shahid Ali

Ryden has recruited Shahid Ali as partner to support the growth of its Scottish planning team. The strategic appointment of Shahid strengthens the Glasgow offer. Shahid is a chartered town planner with 18 years' experience in planning and development consultancy.



Bob Hutcheson

A&J Robertson (Granite) Limited has appointed Bob Hutcheson as a Non-Executive Director. The business has been based in Aberdeen for almost 150 years and Bob will assist in developing a longer-term strategy for the company.



Steven Saunders

Imrandd has appointed Steven Saunders as Head of Business Development, with a focus on accelerating growth and increasing Imrandd's internationalisation efforts. Steven has more than 25 years' technical and leadership experience in the energy sector and has been with Imrandd in a consultative role for the past 12 months.



Marco Guanaes

Fulkrum has announced the appointment of Marco André Vandelli Guanaes as the South American General Manager to support the company's ongoing expansion strategy in Latin America. Marco has more than 25 years' experience working for key leaders in the energy industry and spent 15 years at Shell in various roles.



Claire Crawford and Alison Mitchell

Social landlord Osprey Housing Group has appointed two new board members who together bring a range of additional professional experience and expertise to the team. Claire Crawford is an Associate Director in the Scottish development team at estate agency Savills where her role involves working with social landlords and landowners to facilitate the sale of land to housing associations. Also new to the board is Alison Mitchell, who was co-opted following last November's transfer of engagements to Osprey, of Aberdeen Soroptimist Housing Society's 15 Beechgrove Terrace properties. Alison is now retired after a career spanning the private, public, and not-for-profit sectors and volunteers for a range of organisations, including Soroptimist International Aberdeen Club.



Jennifer Richmond

Wood has appointed Jennifer Richmond as Executive President of Strategy and Development and the latest member of the executive leadership team. Jennifer will assume executive responsibility for Wood's growth through strategic planning, business development, mergers and acquisitions, and marketing and communications.



Acumen
Financial Planning

READY FOR LIFE AFTER WORK?

- Pensions & Retirement Planning
- Investments
- Employee Benefits
- Estate Planning

Acumen Financial Planning Limited is authorised and regulated by the Financial Conduct Authority. FCA number 218745.



[ACUMENFP.COM](https://www.acumenfp.com)



Massimo Valsania

Massimo Valsania, Vice President Engineering and Group Hydrogen Sponsor at EthosEnergy, has been appointed Co-chair of Hydrogen Europe's skills working group. The working group is a cooperation between Hydrogen Europe and Hydrogen Europe Research.



Derek Forsyth

Derek Forsyth has joined Doqaru, the Aberdeen-based sales enablement consultancy, as Operations Manager. Derek has more than 25 years of business operations and sales management experience and will help develop and drive key operational metrics along with having responsibility for people and process management.



Laura Mathieson and Tom Edwards

Savills has expanded its Edinburgh residential sales team with the appointment of two new Associate Directors. Laura Mathieson joins Savills after five years working in the prime Edinburgh market with Rettie & Co where she played a key role in growing market share. Tom Edwards also has a strong track record selling homes in the capital, previously working with Coulters and latterly Strutt & Parker.



Mike Pettigrew and Simon Turner

ASCO has strengthened its leadership team to support its continued growth and energy transition with the appointment of two new General Managers. The global, integrated logistics and materials management company has appointed Mike Pettigrew as General Manager for both the freight management business and shipping agency, Seletar, and Simon Turner has been promoted to General Manager for the Southern UK business.



Alan McLean

Sport Aberdeen has strengthened its board with the appointment of Alan McLean as Trustee Director. Alan is a Chartered Fellow of The Chartered Institute of Personnel and Development (FCIPD) and has held senior positions in human resource management in both private and public sectors.



Si Mathavan

Johnston Carmichael has strengthened its leadership team with the appointment of an Internal Audit and Controls Assurance Partner. Si Mathavan, who will be based in Johnston Carmichael's growing London office, has 17 years' experience most recently as a director in the assurance team at a big four firm. Si will focus on expanding the firm's specialist financial services offering.



Acumen
employee benefits

EMPOWERING BUSINESS THROUGH PEOPLE

- Employee Benefits
- Flexible Benefits
- Business Protection
- Group Risk

Acumen Employee Benefits Limited is an Appointed Representative of Acumen Financial Planning Ltd who are authorised and regulated by the Financial Conduct Authority. FCA number 916905.





Kjerstin Kleene Braaten, Paal Eikeseth and Trine Svalestad

Aker Solutions has appointed Kjerstin Kleene Braaten as Senior Vice President of Aquaculture, one of the growth areas for the company. Kjerstin has broad industry experience and will cooperate closely with potential customers and other partners to develop new solutions for the large projects which are expected to be sanctioned in the future.

Paal Eikeseth has been appointed as Executive Vice President of Aker Solutions' electrification, maintenance and modifications business segment. In his new role, Paal will be part of the company's executive management team, reporting to CEO Kjetel Digre.

Trine Svalestad has been appointed to the new position of Senior Vice President for sustainability. Trine has experience from a range of management positions in Equinor, including leading compliance and governance processes, and heading the digitalisation of the large Johan Sverdrup offshore field development.



Steph McCann

Aberdeen Science Centre has appointed Steph McCann as Fundraising Manager to lead and develop its grant funding, sponsorship and other fundraising activities. Steph has more than 10 years' experience in various fundraising disciplines including events, corporate and community.



Tracey Bell

Space Solutions has appointed Tracey Bell as Senior Facilities Manager, to boost its expert facilities management division. Tracey's appointment expands the facilities management team to over 30 and builds on skills in supporting client operations from procurement and contract management to service delivery, performance monitoring and strategic reviews.



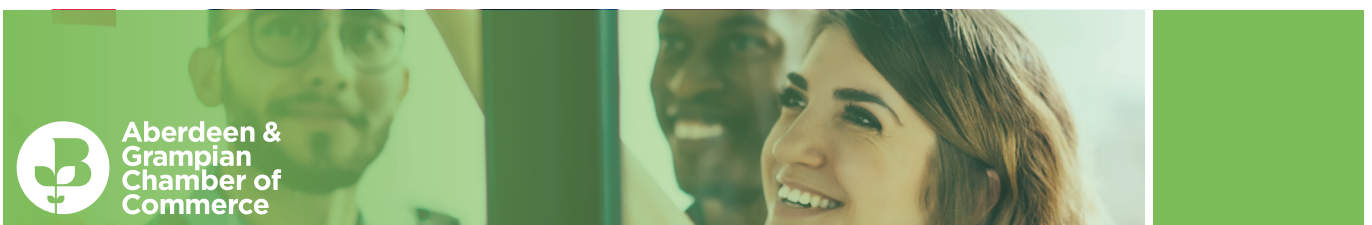
Emily Black, Fraser Laughton, Alison Lawson and Leanne

Aberdeen-based creative agency Hampton has moved its headquarters from Victoria Street to a new office at 34 Albyn Place. Emily Black, Fraser Laughton, Alison Lawson and Leanne Duffy have also joined the agency as it looks forward to a busy period following a number of recent contract wins. Emily and Fraser both take on the role of Account Executive, Alison as Financial Assistant and Leanne as Hampton's Marketing Manager.



Adrian Morley

SEM has announced the appointment of Adrian Morley as its new Chief Financial Officer as the business is poised for significant global growth. He joins SEM with more than 25 years' experience as a chartered accountant, having worked in senior financial positions ranging from technology start-ups to listed global brands.





Rhian Morgan and Kevin Mackenzie

The Financial Planning Group has strengthened its senior team with the promotion of Rhian Morgan and Kevin Mackenzie as Directors. They have been with Acumen Financial Planning, which is part of the parent group, for 17 and 14 years respectively. Already part of the senior management team, the pair will be instrumental in helping grow and develop the business in the years ahead.



Victoria Leslie (pictured), Sarah Londragan, Andrew Stott, Louise Simpson, Lois Craig, Emma McNay, Rosie Allan and Natalie Coll

Inverness-based partner Victoria Leslie has joined the board of Ledingham Chalmers. Senior Associates in the corporate team Sarah Londragan and Andrew Stott, based in Stirling and Inverness respectively, have been promoted to Partner. In Aberdeen, Louise Simpson from the private client team moves up to Senior Associate while Senior Solicitors Lois Craig (rural) and Emma McNay (defender reparation) step up to Associate. Rosie Allan from the family law team becomes a Senior Solicitor. Inverness-based Natalie Coll from the private client team also moves up to Senior Solicitor.



Claire Scott

Pinsent Masons has promoted six Scottish-based lawyers to Partner in a 23-strong promotion round, while three Senior Associates in Scotland have been promoted to Legal Director. They include Aberdeen-based employment law specialist Claire Scott, who supports the firm's extensive portfolio of international energy sector clients and has been promoted to Partner.



David Gray

Dales Marine Services Ltd has appointed David Gray as Chief Naval Architect, which will add to and broaden Dales Marine's services portfolio. David Gray brings a wealth of experience and expertise in ship and yacht design, culminating from over 30 years of industry experience, supporting defence and commercial shipping communities, and being a skilled CEO.



Joanne Sanni

Delmar, in partnership with Robert Gordon University, are pleased to announce that Joanne joins the team as a marketing intern. Joanne currently studies International Marketing (MSc.) and comes from a marketing background with experience in brand management and campaign strategy.

Want to raise your profile?

If you have new appointments or promotions in your business, we want to hear about them. Send the details, along with a high resolution image, to bulletin@agcc.co.uk and your business could be in the future issue.

New year, new skills

Enhance your skills through the Chamber's extensive portfolio of training courses



SCAN HERE TO FIND OUT MORE

Welcome to the Chamber



DF Communications

Established over 30 years ago, DF Communications has a proven track record for thinking outside the box to provide independent telecoms solutions. These include business mobiles, cloud telephony, phone systems, fixed line and connectivity solutions.

The company's vision is fully focused on telecommunications and how modern, electronic communications integrates with everyday business. DF Communications continue to build on our brand values and be recognised by industry partners as a respected industry specialist.

T 01224 588844
W www.dfcommunications.com
E craig@dfcommunications.com
C Craig Forsyth, Sales Director



MacRoberts LLP

MacRoberts is one of Scotland's leading law firms with a history and heritage tracing back over 150 years. Working with clients across the Scottish economy, from traditional sectors of banking, construction and local and national government to growth industries such as renewable energy, food and drink and technology, MacRoberts has an impressive track record in corporate and commercial matters, construction law, major infrastructure projects, property, employment and family law matters.

T 01312 482290
W www.macroberts.com
E jennifer.gibson@macroberts.com
C Jennifer Gibson, Senior Marketing & Business Development Executive



Satyam Technologies Ltd

Formed in 2011, Satyam Technologies is an expert organization in the field of software development, web development, graphic design, web design, SEO & SMO. Satyam Technologies deliver business sites that are appreciated for their optimal functionality plus ease-of-navigation.

T 01224 467757
E chetan@satyamtechnologies.co.uk
C Chetan Aggarwal, Managing Director



Trinity Hall

Founded in 1587 by Dr William Guild, Trinity Hall has been a consistent over the centuries in terms of collaborating various merchant trades to be one united voice for Aberdeen. The Seven Trades of Aberdeen consist of: hammermen, bakers, wrights and coopers, tailors, shoemakers, weavers, and fleshers.

Today, the hall is mostly used for trade meetings which are held on a regular basis. The hall is open to the public for event/corporate space.

T 01224 594250
W www.seventradesofaberdeen.co.uk
E manager@seventradesofaberdeen.co.uk
C Ewan Kirkpatrick, Manager



AdSmart Sky Media

AdSmart is the revolutionary approach to TV advertising from Sky which levels the playing field, so businesses of all shapes and sizes can benefit from the unrivalled power of TV.

T 07970 171529
W www.adsmartfromsky.co.uk
E sharon.asher@sky.uk
C Sharon Asher, Regional Sales Executive North Scotland



Neospace

Neospace is a flexible and serviced business centre offering fixed, and flexi office space, meeting rooms, virtual services, fitness and servery.

T 01340 134000
W www.neo-space.com
E ian@neo-space.com
C Ian Minor, Chief Operating Officer



Sanondaf

Sanondaf Aberdeen is a family run father & Son business, specialising in infection prevention and control. Sanondaf provides a touch-less disinfection system that kills 99.99% of harmful bacteria, viruses, fungi and mould delivered using innovative, cutting edge hydrogen peroxide fogging and electrostatic spraying system, combined with a patented and approved disinfectant.

T 07563 880060
W www.sanondaf.co.uk
E scottmacpherson@sanondaf.co.uk
C Scott Macpherson, Director



DJS Ventures Limited t/a Dor2Dor Aberdeen & Dundee

Dor2Dor are the UK's largest and longest established network of Leaflet Distributors established in 1987 by Jeff Frankling and present day over 70 franchise locations.

T 01224 605065
W aberdeen@dor2dor.com
E aberdeen@dor2dor.com
C Doug Stuart, Managing Director



Sonavision Ltd

Sonavision Limited are world leaders in the fields of seabed mapping, imaging sonar and acoustic communications and specialise in design, development and production of acoustic sonar and video technologies for underwater data acquisition.

T 01224 707737
W www.sonavision.co.uk
E ravi@sonavision.co.uk
C Ravi Chandu



Deeside Dental

Deeside Dental Care pride themselves on not only offering specialist treatment, but also being at the forefront of preventive and family dentistry.

T +44 1330 822788
W www.deesidedentalcare.co.uk
E enquiries@deesidedentalcare.co.uk
C Emma Bower, HR Manager



The Dental Practice

The Dental Practice is a highly skilled, friendly and patient focused practice in Aberdeen, dedicate to providing the best dental care possible. Established for over 70 years, the practice boasts a well-qualified team of dental and medical professionals.

T 01224 641773
W www.thedentalpracticeaberdeen.co.uk
E enquiries@thedentalpracticeaberdeen.co.uk
C Emma Bower, HR Manager



BM Steel

Barclay & Mathieson (B+M Steel) has over 130 years' experience as steel stockholders in the UK and now operate from 15 locations around the country, from Aberdeen down to Winchester and Sittingbourne across to Bangor.

T 01224 702771
W www.bmsteel.co.uk
E aberdeen@bmsteel.co.uk
C Gavin Morrison, Regional Manager Scotland



Ditch Debt with Dignity

Founded in Aberdeen in 2014, Ditch Debt with Dignity is a registered charity with a mission to provide free, non-judgemental, confidential, professional advice and support to people who are privately struggling with their finances.

T 07927188020
W www.ditchdebtwithdignity.com
E Karen.bain@ditchdebtwithdignity.com
C Karen Bain, Operations Manager



NRCC

NRC is an established international service contractor providing specialist and innovative solutions to the energy, utilities, civil engineering and construction sectors.

Specialising in high pressure and ultra high-pressure water jetting and its associated applications, NRC have developed a portfolio of services in support of our customers in commissioning, operation and maintenance, and decommissioning activities.

T 01224 707080
W www.nrcc.com
E Mshepherd@nrcc.com
C Mark Shepherd



BJSS Limited

BJSS is the UK's leading privately-owned tech and business consultancy. With nearly 30 years' software development and IT advisory experience, the company is renowned for technical excellence, cost-effective delivery and its BJSS Enterprise Agile approach (winner of the Queen's Award for Enterprise: Innovation).

T 01224 401701
W www.bjss.com
E richard.ferguson@bjss.com
C Richard Ferguson, Client Principal



ROC Health Services

ROC Health Services are an occupational health and private health provider. It's Aberdeen Private Clinic is located in Westhill Business Park, on the western edge of Aberdeen City. The clinic is led by GP and CEO Dr Cristina Romete, listed as one of Top UK Doctors by Spears 500.

A team of Private GPs and Consultant Specialists is dedicated to providing the highest quality of medical care in an environment that is relaxed, friendly and professional. Our doctors have significant experience in hospital medicine, general practice and occupational health.

T 01224 515254
W www.rochealthservices.com
E cristina.romete@rochealthservices.com
C Dr Cristina Romete, Chief Executive Officer



Uxo Groundworks

UXO Groundworks is a private limited company providing desktop and site support to assess and manage the risk from potential UXO (Unexploded Ordnance).

UXO Groundworks capability encompasses mitigation, ID, detection, demolition, clearance, consulting and marine service. This includes a low order system from an award-winning weapons systems manufacturer and a market-leading UXO GRAB with a Lift & Shift system.

The UXO Groundworks team is made up of ex-Royal Navy bomb disposal personnel with over 40 years of experience. The company has a solid base of theoretical and on the job knowledge from various parts of the world dealing with ERW (Explosive Remnants of War) both on land and at sea.

T 07788 552071
W www.uxogroundworks.com
E info@uxogroundworks.com
C John Hudson



RS Global Visas

RS Global is a team of experienced and certified consultants bringing immigration solutions to you, your family, and your business. RS Global provide immigration consultancy, travel document management and educational consultancy to individuals and businesses within and outside the UK, and its consultants are licenced by the Office of the Immigration Services Commissioner (OISC).

T 01224 443590
W www.rsglobalvisas.com
E info@rsglobalvisas.com
C Raphael Adebiji



Integrity ISS Limited

Integrity ISS is a specialist integrated services solution provider for plant turnarounds, operations and maintenance, plant integrity (find and fix), construction, commissioning and decommissioning projects. Established in 2017 and privately owned, the company boasts an experienced management team with unrivalled knowledge of industry.

Integrity ISS provides a focus on safe and efficient delivery while supporting its clients to increase uptime, improve asset performance and optimise operating expenditure. With an extensive track record of projects completed to date, Integrity ISS offers a diverse yet complimentary range of services across multiple industry sectors.

T 01224 968809
E stuart.sinclair@integrity-iss.com
C Stuart Charles Sinclair, Managing Director

E2 Partnership Limited

T 01799 487393
W www.e2partnership.co.uk
E e2.info@yahoo.co.uk
C James McConville, Director



Karen Slupinski and Nicky Carnie

Commsbank and Cognition Coaching merge

COMMSBANK, a communication and coaching facilitator, has merged with Cognition Coaching, a psychometric colour profiling and leadership specialist.

Both companies, based in Aberdeen, have a reputation for delivering impactful leadership development programmes and transformational coaching in North-east Scotland.

The combination of the two will provide significant benefits to customers in the form of increased accessibility, enhanced experience, and comprehensive qualifications.

Karen Slupinski, Chief Communicator at Commsbank, said: "We have been an associate of Cognition Coaching for many years and admire the business that has been built. With the combined background in communication and HR, we will be able to provide a breadth of knowledge and experience that is unmatched in the coaching industry."

Commsbank will continue to offer customers communications planning, marketing collateral and targeted PR through The Bank and leadership coaching via The Vault. Aligned to The Vault's growth strategy, the merger will offer group and one-to-one workshops in C-Me colour profiling and leadership development. The existing contracts at Cognition Coaching will be delivered by Commsbank with the continued support of Nicky Carnie and third-party facilitator, Teresa Robertson.

Clearwater secures deal

ABERDEEN-based Clearwater Electrical has secured a deal with international workplace solutions company, Fellowes Brands, to act as the selected Scottish partner for its AeraMax® Pro air purifiers.

Clearwater Electrical has been appointed as the approved reseller and installer for Fellowes' range of air purification units, covering Scotland and the Isles and the North of England, with an initial six-month exclusivity agreement covering the oil and gas and energy industries.

Clearwater Electrical and sister-company, Clearwater Fire Solutions, are working together on this joint venture, which is projected to produce a six-figure turnover in air purifier system sales during 2022.

Leading steel company acquires John Lawrie

ARCELORMITTAL, a leading steel company, has acquired recycling business John Lawrie Metals Ltd as part of the company's strategy of increasing the use of scrap steel to lower CO₂ emissions from steelmaking.

The business will continue to be run by the current management team including Dave Weston, Managing Director and Charlie Parker, CFO.

"Over the last four years we have been pushing the boundaries of metal recycling and reuse, building strategic relationships with our customers and suppliers as we go with the aim of reducing carbon emissions and supporting sustainability goals," said Mr Weston.

"We are proud to be the first metal recycling business in Europe to be purchased by ArcelorMittal as part of its decarbonisation strategy. Our objectives are aligned and we will continue to focus our drive on providing an end-to-end closed loop service to our suppliers for the removal, recycling and repurposing of industrial metals."

Stagecoach invest £11.2million in electric buses for Aberdeen

Local bus operator, Stagecoach Bluebird, has unveiled the electric double decker buses soon to be on the streets of Aberdeen.

The company has invested £11.2million investment in 22 electric buses for Aberdeen with £4million support from the Scottish Government Ultra-Low Emission Bus Scheme

The fleet of 22 electric buses will be based at the Tullos depot and will bring a breath of fresh air to high frequency routes in Aberdeen. Not only will the fleet reduce CO₂ levels in the city but they are also low-floor easy-access and will be fitted with leather seats – a material made entirely from recycled leather. The new buses are also fitted with on board stop announcements which will be welcome news for visitors to the city landing at Aberdeen Airport as well as anyone travelling with visual impairments.

Peter Knight, Managing Director at Stagecoach Bluebird said: "Sustainable transport is critical to the future of our planet: decarbonising local journeys, reducing road congestion, improving air quality and tackling climate change. Travelling by bus, when we can, is one of the easiest ways to address climate change through carbon reduction of our own journeys."

The electric buses will operate on service 59 and service 727 from the end of the month.

ALL
NEW

Electric

BLUE



**We've invested £11.2 million in 22 double deck
electric buses for Aberdeen**

Service 59

Balnagask - city centre - Northfield

Service 727

city centre - Great Northern Road - P&J Live - Aberdeen Airport

Find out more at stagecoachbus.com

Powered by  **Stagecoach**



PATEK PHILIPPE
GENEVE



TWENTY~4

BEGIN YOUR OWN TRADITION

Jamieson & Carry

142 Union Street, Aberdeen
Tel: 01224 641219