

## World class

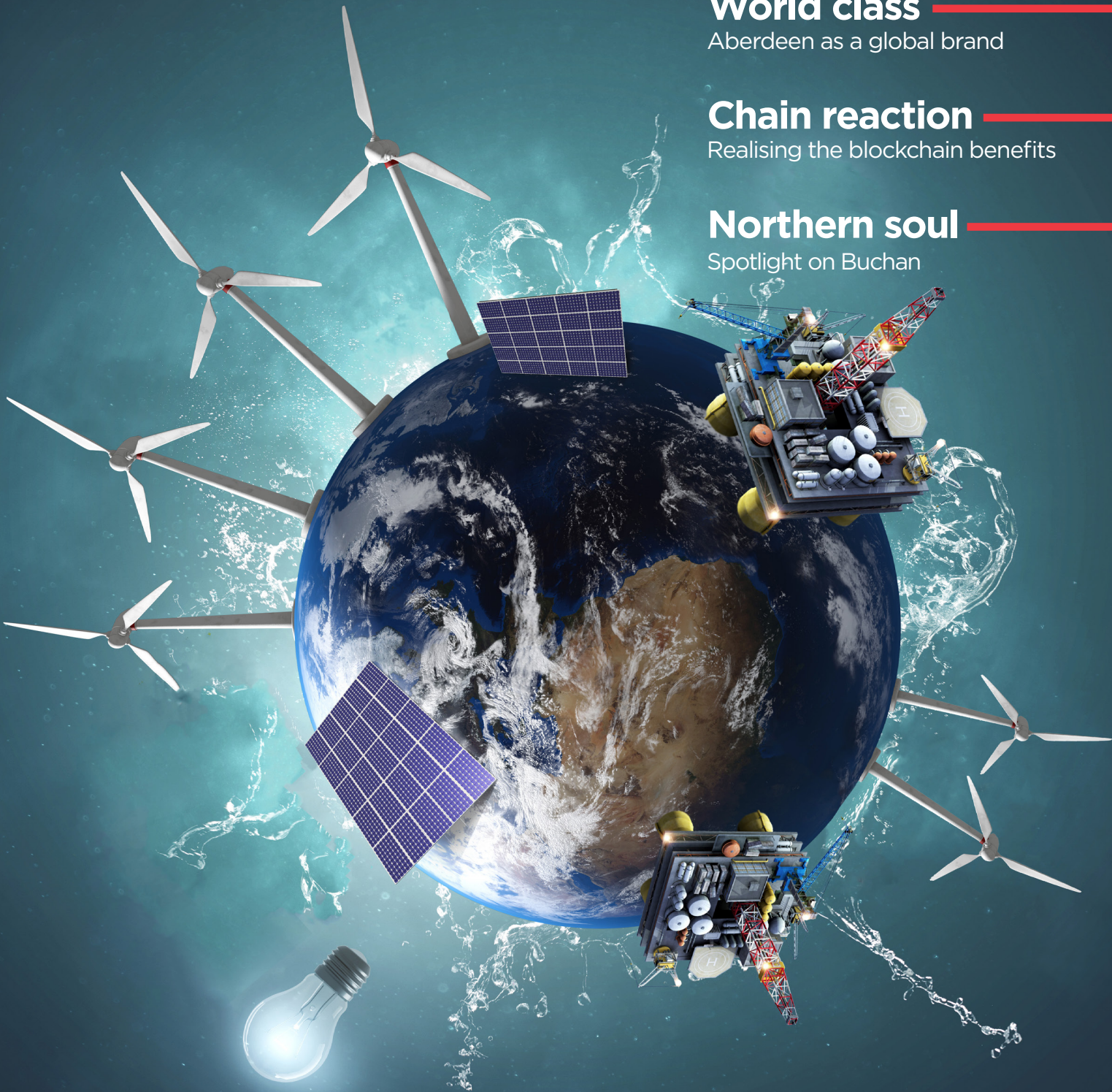
Aberdeen as a global brand

## Chain reaction

Realising the blockchain benefits

## Northern soul

Spotlight on Buchan



# Fully charged

**ALL ENERGY  
THIS MONTH**



# MANAGE YOUR WASTE, LIKE YOU MANAGE YOUR WAIST

Cardio Workout



Warm-Up

It's a messy business  
offshore waste.

**If pays to prepare**

Carbon Reduction Workout



Spin

Waste minimisation  
at source.

**Know your goal**

Cool Down

Reduce your  
carbon footprint.

**We all cool down**



oil



water



environment

technologies

clean

Visit our stand **2K20** at **Offshore Europe 2019**

† +44 (0) 1224 772918

f +44 (0) 1224 772193

e info@centrifuges-unlimited.co.uk

[www.centrifuges-unlimited.co.uk](http://www.centrifuges-unlimited.co.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**  
Laura Grant  
T 01224 343926  
E business.bulletin@agcc.co.uk



**News features**  
Graeme Smith Media  
T 01224 275833



**Advertising**  
Jim Bruce  
T 01224 343905  
E advertising@agcc.co.uk



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



**Editorial support**  
Michelle Walker  
T 01224 343907  
E michelle.walker@agcc.co.uk



Taylor-Ann Robertson  
T 01224 343918  
E taylor-ann.robertson@agcc.co.uk

Cover image  
All Energy

October's theme  
Economy and Growth

# Contents

SEPTEMBER 2019  
Focus on **ALL ENERGY**



## Regulars

	PAGE
<b>TRAINING CALENDAR</b> Upcoming courses	40
<b>POLICY UPDATE</b> Shane Taylor, research and policy manager	54
<b>BUSINESS LESSONS I'VE LEARNED</b> Dave Acton, managing director, Motive Offshore Group Ltd	61
<b>PHOTO DIARY</b> Round up of recent events	72
<b>INTERNATIONAL UPDATE</b> Seona Shand, membership and events director	74
<b>EVENTS CALENDAR</b> Dates for your diary	78
<b>ON THE MOVE</b> Who is going places in the region?	84

## Our partners

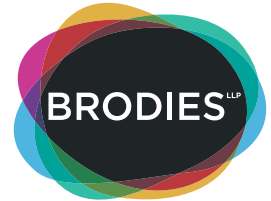
As well as helping our member businesses to be better through a range of activities, the Chamber is committed to investing a significant amount of energy in moving forward the economic growth agenda and lobbying for change on key issues to create the conditions for success. Our regional renaissance.

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 membership and events director, Seona Shand

T 01224 343929

E seona.shand@agcc.co.uk



# Transition revamp

## **GOVERNMENTS in Westminster and Holyrood have now set legally binding net zero carbon targets and Nicola Sturgeon has gone further to declare a climate emergency. So, what next?**

Aberdeen is known worldwide as a city that's entrepreneurial, dynamic and innovative; a place that likes to get things done. Having been a global leader in the oil and gas sector for over half a century, we're now utilising our incredible skills and research strengths to develop new energy technologies.

An iconic symbol of this great transition is the construction of the world's first floating windfarm by Equinor, off the North-east coast. And in Aberdeen Bay, Vattenfall's offshore wind test and research centre will help establish which way the wind is blowing for this rapidly growing part of the UK energy mix.

These renewable innovations sit alongside NorthConnect, a £1.5bn project providing an electricity link between Scotland and Norway to support the growth of renewable power. In addition, the UK and Scottish Governments have committed funding to develop a world-leading carbon capture and storage project based at Peterhead.

We also have the new National Decommissioning Centre in Newburgh, a £38m partnership between the Oil & Gas Technology Centre and the University of Aberdeen, which aims to position Scotland as the global leader in technologies related to the decommissioning of existing oil fields enabling the re-use of infrastructure to support the development of hydrogen and carbon capture and storage (CCS) initiatives.

Much of this is underpinned by our expertise in subsea engineering. We already have the world's largest cluster of businesses in this sector in the region and plans are well advanced for the creation of a global underwater hub that will put our supply chain at the centre of the emerging blue economy.

There's a well-developed programme led by Aberdeen City Council and partners to position the area at the forefront of hydrogen technology in Europe. It's hydrogen bus fleet which emits only water vapour recently passed the million-

mile mark and there are plans for piloting a residential development with homes powered by hydrogen fuel cells. For those of you attending Offshore Europe at P&J Live this month you'll be in the most sustainable events complex in the UK, powered by local renewable energy sources and featuring the country's largest hydrogen fuel cell installation.

And the Chamber is working alongside Zero Waste Scotland to deliver a business engagement programme promoting the adoption of circular economy practices and motivating practical behaviour change to create a society where resources are valued and nothing is wasted.

We recently wrote to the new Prime Minister with 10 key asks on behalf of this region.

### **These included:**

- Continued UK Government support towards maximising the economic recovery of the UK's offshore oil and gas resources, with a commitment to maintaining a stable and competitive tax regime which supports both investment in the sector and progress towards a net zero North Sea.
- To champion Aberdeen's role at the heart of the energy transition agenda and a specific commitment to see the region involved in the delivery of the United Nations COP26 conference to be hosted in the UK in 2020.

The future success of the Aberdeen city region will no longer be linked to the rise or fall in the price of a barrel of crude. Europe's oil and gas capital is utilising the expertise, transferable skills and supply chain here to make a significant contribution to the creation of a net zero carbon economy.



**Russell Borthwick**  
*chief executive*



# Vision of the future



**By Michael Borrell,**  
*SPE Offshore Europe 2019 conference chair  
and senior vice president, North Sea and  
Russia, Total*

**THE Aberdeen & Grampian Chamber of Commerce has had a long and close relationship with the offshore oil and gas industry. For decades the industry, the city and Aberdeenshire have worked symbiotically to meet the UK's energy demands and together grow a prosperous economy here in the North-east of Scotland. Now, as we welcome the world to the biennial Offshore Europe conference and exhibition, we can see that we have never been better together than we are now.**

This year's event is particularly special as we meet for the first time in the impressive new P&J Live arena. To look at its modern facilities, it is hard not to see it as anything less than a vote of confidence the city region has in its future.

2019 has seen a renaissance of innovation, with new levels of operational excellence making the North Sea safer and less expensive. Firms that have been part of this new phase in the North Sea story are now perfectly positioned to maximise international opportunities. But we still face extraordinary challenges and I want Offshore Europe to meet them directly. That's why I chose 'Our license to operate: breaking through to excellence' as the conference theme. It covers three major challenges:

First, we need to talk about our license to operate. It has never been more important that we clearly show what we are doing to move to a lower carbon world as part of the energy transition. 2019 is possibly the first year that audiences in Aberdeen might be more interested in hearing from a Swedish school girl than from the offshore industry about the future of energy. That's a remarkable state of affairs; testimony to both Greta Thunberg's campaigning skills but also my industry's need to get across its own compelling vision of the future.

Secondly, over the last two years there has been a strong focus on improved technical excellence offshore. Across the UK there is a clear requirement to improve productivity through innovation in all sectors of the economy. I think the offshore industry has a good story to tell. There is a lot of best practice for us to share with one another and this is the perfect opportunity to do so.

Finally, we need to talk about the longer-term future. We need to discuss what has to happen to ensure that young people from diverse backgrounds choose to join our industry. In the last two years we have been publishing UK gender pay gap data. It shows we have work to do in terms of bringing young women into the industry in greater numbers so that

our future leadership is more gender balanced.

It's not a light agenda. It ranges from the technical challenges we face offshore, to how our companies must reflect the society it seeks to serve. And all under the ever-present challenge of providing energy that is clean but also reliable and affordable. It's a lot to talk about but Aberdeen is the place to be to do so.

“

**“A great deal of international business is carried out from our office in Aberdeen as many of our clients in the city have operations globally.**

**Jonathan Lints**, *divisional director subsea*, *Clarksons Platou*

# Thinking big

**ABERDEEN is a global brand. From its position high on the east coast of Scotland, the city region has exerted its influence right around the planet. Our long and proud tradition of invention and discovery – from subsea technology and the discovery of insulin, to treatments for Cystic Fibrosis and even the first MRI scanner – demonstrates a fundamental element of our region’s DNA, to blaze new trails and shape the future for all of humankind. We’re open to the world.**

The region’s global standing as an energy centre of excellence is reflected in the fact that this month the city will host the AGM of the World Energy Cities Partnership (WECP) which coincides with Offshore Europe.

The WECP was established almost a quarter of a century ago and is a non-profit organisation whose member cities are globally recognised as international energy capitals. Its aim is to develop opportunities to learn, exchange and engage in activities which strengthen multilateral ties.

The North Sea continues to be vital

for Aberdeen’s economy but its skills and expertise now spread around the globe. MDT International is an example of a small company with a massive reach from its Albert Street office. Established in 1992 it delivers a range of oil and gas industry-focused finance, commercial and management courses. Indeed 85% of its revenue is generated from outwith the UK and it has delivered courses to more than 500 clients in more than 80 countries. Managing director Drew Leitch spent more than 20 years in the oil and gas industry working around the world in finance and accounting and finally as a country manager for Brazil before joining MDT in 2004. Seven years later he bought the company.

“I think one of the secrets of our success is that all our trainers are practitioners, many with more than 30 years’ experience in the industry,” he said. “We are steeped in industry experience and practical knowledge with a combined total of more than 300 years of experience in the industry and more than 100 years of training delivery.

“Around half our revenue comes from

open public courses which we offer in Aberdeen, London and Dubai and half from clients who engage us to carry out training for their personnel. That takes us all over the world.

“Africa is number one in terms of activity and revenue generation and particularly Nigeria, Ghana, Uganda, Kenya, Tanzania, Mozambique, Algeria and Tunisia.

“In the Middle East we get good support from Kuwait, Oman, Qatar, UAE and Bahrain; and in Asia from Malaysia, Pakistan, Japan, South Korea, Taiwan, Vietnam, India, Kazakhstan and Turkmenistan. The UK is still our biggest single source of revenue but in Europe we also work in, or with personnel, from the Netherlands, Spain, Germany, France, Romania, Denmark, Austria, and Albania.

“Our business success to date and hopefully in the future is absolutely linked to repeat referrals. People come to the courses and enjoy the experience. They may then wish to return for further training or they speak to their colleagues and suggest they come. Some may then move



to different companies and different countries and we receive further referrals.

“The North Sea is definitely picking up again with business from companies like Chrysaor and Spirit Energy but there are also a number of new players who create opportunities for us as recognised oil and gas industry subject matter experts.”

Aberdeen’s offshore engineering and project management expertise is recognised globally. International markets have been key to the success of the Aberdeen oil services sector and the technology and methods pioneered in the North Sea and West of Shetland continue to be exported globally.

The same can be said of legal expertise. The North Sea is characterised by complex joint venture and infrastructure arrangements, with most fields utilising third party owned platforms, pipelines and terminals governed by agreements which are intended to deal with all of the issues that arise up to the end of field life. Lawyers have taken the

expertise gained in negotiating in the North Sea environment and applied it internationally.

Bruce McLeod is one such expert. He worked for BP for eight years, largely in commercial roles, before returning to the law when he joined Burness Paull’s predecessor firm in 2003.

Bruce led the Burness Paull team which negotiated two of the largest Egyptian exploration and production deals in recent years. The team acted for Dragon Oil, a subsidiary of the Emirates National Oil Company, on its acquisition of BP’s interest in the Gulf of Suez Petroleum Company (GUPCO) and related concessions.

“The GUPCO name is well known throughout the industry,” he said. “It was established in 1965 as a joint venture between EGPC and Amoco (now BP) and has operated some of Egypt’s largest fields. It currently produces around 70,000 barrels of oil per day and 0.4 billion cubic feet a day (bcf/d) natural gas. The deal is expected to complete later this year.

“Before that, our team acted for

RWE DEA (now Wintershall Dea) in the negotiation of the agreements for the \$12bn West Nile Delta project, including the joint venture arrangements and the agreements for two separate export routes. West Nile Delta is a five-field development and was the second largest upstream project sanctioned by IOCs (international oil companies) globally in 2015.

“Taurus Libra began production in March 2017 and Giza Fayoum in February 2019. Raven is expected to begin later this year.”

Total gas production from these fields is expected to reach up to 1.4 bcf/d in 2020, equivalent to about 20% of Egypt’s current gas production.

“Being E&P specialists is key to bringing work to Aberdeen that might otherwise go to London or US law firms,” said Bruce. “Since the sanctioning of the West Nile Delta project, there has been significant further investment in Egypt and the wider East-Med such as Zohr in Egypt, Leviathan and Tamar in Israel and Aphrodite and Glaucus-1 in Cyprus. We





see great opportunities in this exciting region.”

From its office in Aberdeen city centre near the harbour, Clarksons Platou links up those who require vessels with those who have vessels all over the world.

Clarksons is the world’s leading provider of integrated shipping services, bringing its connections and experience to an international client base.

The Aberdeen office focuses on the chartering of conventional anchor handling tugs and platform supply vessels as well as more sophisticated subsea construction vessels, both in the North Sea spot market and internationally.

Jonathan Lints, the divisional director, subsea, explained that the company has a significant history, almost 1,600 employees in 50 offices around the world and has a long pedigree in the North Sea.

“A great deal of international business is carried out from our office in

Aberdeen as many of our clients in the city have operations globally. We have not only reacted to their needs but have been proactive in operating in the regions our clients are targeting so we can facilitate and help them since not all necessarily have worldwide offices.

“Although we are shipbrokers by trade we have a major research service providing vital intelligence on global shipping and this is becoming increasingly important.

“Our clients include operators and contractors and we are engaged to identify and source vessels wherever they have operations, whether the North Sea, West Africa, the Mediterranean, US Gulf, Asia or anywhere else. For example, it may involve providing a vessel for an oil major in West Africa with an owner located in Greece or further afield, but that can all be coordinated and managed by our Aberdeen office.

“Our clients are now looking beyond the North Sea oil and gas market which may no longer provide sufficient work opportunities and, by diversifying into offshore wind,

other forms of renewable energy and decommissioning, it creates a much better chance of securing work.

“Many rely on our research, up-to-the-minute market intelligence and knowledge of the market to advise them of the vessels that are available, guidance on the market day-rates and any other intel which will benefit them. It’s a lot more than simply identifying vessels.

“Our clients include the major subsea contractors and while they may have their own internal vessels, they sometimes require additional vessels which we will identify and negotiate on their behalf.

“We are able to help our clients develop their global footprint and link them up with opportunities. For example, there may be instances where a subsea contractor has a vessel with some availability in the North Sea and we are able to bring a work-scope in a different region to help fill the gap.”

# HSE CONFERENCE 2019

6 November | P&J Live, Aberdeen

OGUK is hosting a one-day conference on November 6 that will explore how the industry is taking the **health and safety agenda forward into the next decade**, alongside the practical steps needed to reduce greenhouse emissions and continued efforts to reduce environmental risk, whilst highlighting OGUK's recent flagship Health and Safety and Environment reports.

Health, safety and environmental management remain a core focus for the UK's offshore oil and gas industry as it looks to a **net zero future** alongside meeting **increasing UK energy demand**.

Distinguished keynote speakers include **Martin Temple of HSE, Wendy Kennedy of OPRED and Janice Milne of SEPA**.

For more information and to book online please visit the event website at

[OGUKHSEconference.co.uk](http://OGUKHSEconference.co.uk)

# HSE conference to tackle key industry themes

**By Trevor Stapleton,**  
*health and safety manager, OGUK*



**THE UK's offshore oil and gas industry is supported by hundreds of thousands of talented and highly skilled people – therefore safety is at the heart of operations so that we can minimise risk and improve performance.**

OGUK will host an HSE Conference on November 6 which will explore how we take health and safety forward into the next decade, alongside the practical steps needed to reduce greenhouse emissions in support of a net zero future and continued efforts to reduce environmental risk.

The prevention of hydrocarbon releases, control of major accident hazards, emissions reduction and the mental health of the workforce will be some of the key themes of the conference. It will shine a spotlight on where improvements have been made and what the future looks like for everyone working in our industry.

OGUK continues to champion industry's drive to prevent hydrocarbon releases across the UK Continental Shelf and is co-ordinating action in partnership with Step Change in Safety and the Maximum Economic Recovery (MER) Asset Integrity Task Group. We are all too aware of the personal and long-lasting consequences if things go wrong.

As we highlighted at last year's Safety 30 event, it's not all about plant and process. Having people with the right skills, experience and knowledge to do their job properly and safely is a key element in making sure the worst doesn't happen.

We have a clear duty of care to protect the workforce as they carry out their vital roles, and this includes areas such as personal safety, aviation and health.

As one of several key areas OGUK has focused on this year, the ongoing conversation about mental health and wellbeing is only the beginning of a wider discussion. It's important that we build on our successful approach which has made big improvements elsewhere – that is, working together, sharing lessons and listening.

In the aviation safety arena, we brought together specialists, helicopter operators, duty holders, the regulator and others at OGUK's aviation seminar in June, which explored how we can prepare for the future, and some of the new technology which is playing a big part in aviation.

The Health and Safety Executive (HSE) conference aims to attract in excess of 400 people and will also feature a number of distinguished keynote speakers, including Martin

Temple of HSE, Wendy Kennedy of Offshore Petroleum Regulator for Environment and Decommissioning (OPRED) and Janice Milne of Scottish Environmental Protection Agency (SEPA).

While it will reflect on past events, the one-day conference will also focus on how far the industry has come in terms of major hazard management and more importantly, will highlight the ongoing efforts to continuously improve to secure a safe and sustainable future for the UK Continental Shelf.

## The Aberdeen city region is a world leader in oil and gas – in what else could it lead the world?



“Scotland was, for many years, at the heart of the traditional shipping industry. Now, other than vessel operators, drydocks and a few bright spots focused on the central belt, there are few areas where Scotland can make inroads back into an industry that is now dominated by overseas players. Maritime technology however is one area of growth in Scotland. Why not Aberdeen city region which already has a history of developing innovative technologies?”

“The opportunities are there, whether it is applying existing oil and gas technologies or using the accessible competencies to develop new technologies. As an example, at Tymor Marine we utilised the time available during the downturn to redevelop our stability measuring technology MOSIS for the mainstream shipping industry. There are many other companies in the Aberdeen area in the same position.”

**Kevin Moran**, *managing director*, Tymor Marine Ltd



“Aberdeen is the first city in Scotland to benefit from a Gigabit-capable full-fibre broadband programme so why not lead the world in a digital transformation? As an IT support and public wi-fi provider, there is nothing more frustrating for us when one side of a street benefits from super-fast broadband or FTTP (Fibre-to-the-Premises) but the other side of the street can only get a terrible ADSL connection.

“The new CityFibre programme has the potential to revolutionise the way we work by providing a more consistent service for everyone. With a faster internet connection, businesses will have better opportunities to modernise and work more efficiently by making use of cloud-based solutions. This can reduce costs and allow more flexible, responsive working for employees. Businesses like ourselves will also be able to provide faster internet services to local companies.”

**Steve Brand**, *managing director*, G5 Technologies Ltd



“I think Aberdeen has the potential to be a world leader in Scottish tourism. Currently that honour is shared between Glasgow and Edinburgh because Aberdeen’s focus was solely on being a world leader in energy for so long. It doesn’t yet have the right offering for inbound tourists, however, it has the potential to challenge them.

“Aberdeen has begun its transformation in recent years with improvement programmes and major infrastructure projects including the Aberdeen International Airport re-development, the Aberdeen Western Peripheral Route as well as investing in the new South Harbour to open up cruise liner opportunities. These major programmes combined with creative initiatives like NUART as well as providing some of the best value accommodation in the UK, tells me that Aberdeen is a real contender for the tourism market.”

**Sally Cassidy**, *UK head of sales*, Traveleads



# Choose Shell Energy for your home



**100% renewable  
electricity**  
as standard - on all tariffs



**Smart home  
technology**

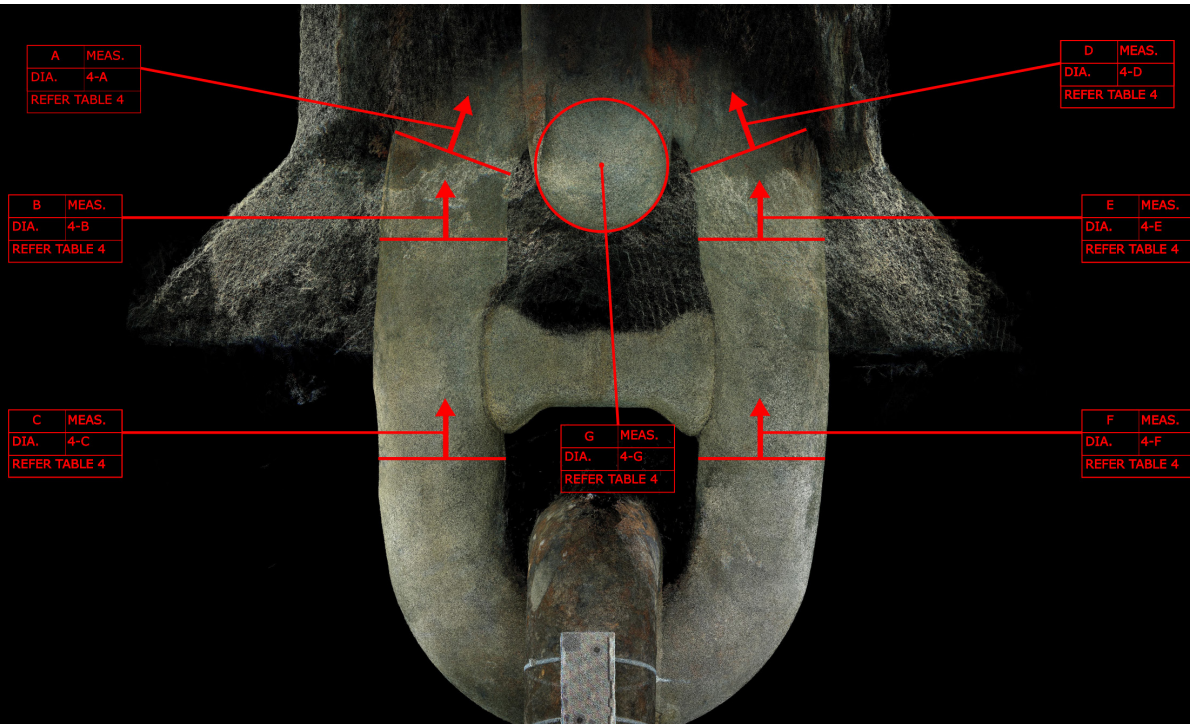


**Exclusive benefits  
with the Shell Go+  
rewards programme**



Switch today at [shellenergy.co.uk](https://www.shellenergy.co.uk)

**Home Energy Matters**



# From camera to report – streamline subsea scanning

**VIEWPORT3 specialise in providing underwater 3D scanning and reverse engineering services - using ROV or diver mounted cameras to obtain technical grade point-cloud data from subsea assets. We analyse this data to help our customers make measured and accurate decisions.**

We are very proud of the level of accuracy and reliability of the data we obtain on our clients' behalf – down to less than 1mm. We realise, however, that not everyone shares our enthusiasm for point clouds and pixels. That's why our reverse engineering service gives you the answers to your questions in the format you require, from scan through to final report or analysis.

Co-director Richard Drennan explains: "We take home sub-millimetric data that people can rely on - that's what matters. Delivering a recognisable shape is one thing but providing a high detail shape that we can have full confidence in, is something quite different.

"A point-cloud scan is the means to an end. We analyse and interrogate the data to reveal meaningful answers, which we then present in a final report. We want our clients to derive maximum value from our services, and that's why we see reverse engineering

and reporting as being paramount to the completion of a successful project. From the outset of the task, we'll have the end-report in mind, and customise the scanning service to ensure it's delivered. Helping our clients to understand and evaluate the data is a cornerstone of our service offering. Customers that ask for a 3D scan in order to take a single measurement generally don't want a point cloud; they want a number, and they know that the raw data remains available for future interrogations."

We also understand that it's vital for you to have full confidence not just in the accuracy of the data itself, but also in our process of interpreting that data, so you can rely on the answers we deliver and proceed with a clear understanding of the geometry in question.

With that aim in mind we have invested heavily in leading-edge software and high-powered PCs, rendering the whole process of commissioning a 3D scan, and understanding the resulting data as simple and as reliable as possible.

Equally critical though, is our industry experience and expertise in subsea scanning. Co-directors Richard Drennan and Chris Harvey have over 40 years of experience between

them in the subsea and IRM sectors. Drawing on that experience allows them to provide answers to complex questions and extrapolate information that the software alone cannot provide.

Chris Harvey adds: "Once our clients have confidence in, and a sound understanding of, the data they can design a single, reliable plan of action. Removing any need for a back-up plan saves time and resources."

That theme is woven through Viewport3's entire service offering. Right from the outset, we can deploy rapidly and hit the ground running once offshore. We ramp up efficiency and minimise disruption by integrating our high accuracy capture processes into the work-flow that has already been planned.

In an industry where the answers are often needed yesterday and where time is indeed money, Viewport3 are becoming the go-to firm for accurate, efficient and reliable subsea scanning and reporting. From scan through to analysis and final report, we streamline the whole process, allowing you to concentrate on maintaining your assets, protecting health and safety and maximising production.

# New kid on the block

**‘BLOCKCHAIN’ is a business buzzword at the moment but what is it? What impact will it have on the oil and gas sector – and could it really, as has been suggested, have a bigger impact than the internet?**

What it is not, which is a common misconception, is another name for cryptocurrency. However Kate McKay, director of 4TTUDE, which helps companies drive digital change and transformation, explained that it was developed because of the need for a digital platform (public transaction ledger) for cryptocurrencies like Bitcoin.

“However,” said Kate, who is also an Aberdeen & Grampian Chamber of Commerce trainer, “it has now gone far beyond that.

“It is an open, distributed ledger system applied now in a variety of different sectors, FinTech for one. A recent surge of investment to discover how blockchain can impact supply chains and contract management could have a major impact on the oil and gas industry.”

The ‘blocks’ on the blockchain are made up of digital pieces of information and each time-stamped block is connected to the one before and after.

“What is inhibiting its growth at the moment is that fact that very few people are aware of the possibilities it offers,” she said.

“A Deloitte survey in 2016 showed that two in five senior executives in large companies had little or no knowledge

“

**“Blockchain provides an open and decentralised database of every transaction involving value and creates a record which can be verified by the entire community.”**

**Kate McKay**, *director*, 4TTUDE

about blockchain technology. As yet it hasn’t had a significant impact on the oil and gas industry which has often been slow to adopt new technology but it has the potential to reduce costs, improve data security and speed up transactions and I think it is only a matter of time.

“Blockchain provides an open and decentralised database of every transaction involving value and creates a record which can be verified by the entire community.”

In traditional transactions each participant has its own separate ledger which increases the possibility of human error or fraud. They also rely on third parties like banks or lawyers for validation and delays are commonplace which can be costly for all involved.

“Blockchain creates a single, shared, tamper-evident ledger because once recorded transactions cannot be altered, perfect for the global supply chain as it eliminates or significantly reduces paper processes, speeding up transaction times and increasing efficiencies,” said Kate.



“It does so by writing a ‘smart contract’ and its conditions into the blockchain as code. When an event such as a due date or expiration date is triggered, the contract is interpreted and automatically executed according to the terms written in the code.

“In the short term, blockchain isn’t without its issues due to lack of understanding hampering investment. However, once mature, the problems in supply chains are important enough that new solutions will be built and blockchain will play a critical role.

“The key message here is the oil and gas sector needs to understand the potential of blockchain now so as not to suffer the fate of being exploited by those who do in a future not far from now.”

Tyler Welms, one of the experts in the Deloitte blockchain team said it is already being explored and increasingly used across the oil and gas industry in a variety of ways.

“The strategy for the technology’s implementation can vary considerably between organisations, ranging from



**“It does so by writing a ‘smart contract’ and its conditions into the blockchain as code. When an event such as a due date or expiration date is triggered, the contract is interpreted and automatically executed according to the terms written in the code.”**

**Kate McKay**, *director, 4TTUDE*

less ambitious plans that deliver benefits quickly, to highly ambitious projects which require larger amounts of time and investment but which aim to fundamentally shake up traditional market operations and offer the potential for higher returns.

“In general, blockchain adoption is likely to build upon existing capabilities such as notary solutions, smart

contracts, tokenisation and identity verification, which are maturing at different rates and which are independently valuable but particularly useful when they work in combination with each other.

“For instance, notary solutions address the management of data integrity across and between organisations meaning reconciliation tasks are faster and less prone to error.

“Meanwhile, digital identity services enable things like efficient ‘know your customer’ verification. Tokenisation, the secure representation of cash or commodities as transferrable tokens on a blockchain, then unlocks new use cases involving value transfer, anything from simple payments to entirely new trading models. Finally, smart contracts allow end-to-end business processes to be automated, from both operational steps and financial tasks such as invoicing and settlement.

“Blockchain adoption has progressed slowly, with a select number of innovators pioneering the development of new platforms, which, after waves of market adoption, are



likely to be used widely. Often the scale of effort required to develop and launch new blockchain platforms before adoption can happen is underestimated.

“Progress shows the reality that

“

**“Progress shows the reality that building, launching and, crucially, attracting users to a new, shared platform solution is hard. They can require competitors to collaborate, co-invest, develop shared governance model, and even form entirely new legal entities, all before the task of creating the technical platform even begins.”**

**Tyler Welmans**, *blockchain expert*,  
Deloitte

building, launching and, crucially, attracting users to a new, shared platform solution is hard. They can require competitors to collaborate, co-invest, develop shared governance model, and even form entirely new legal entities, all before the task of creating the technical platform even begins.

“But, despite the pace of change, there are plenty of examples of successful adoption in the oil and gas sector. One such live example is VAKT, formed through investment from nine of the largest organisations in the global oil market. The VAKT platform, which went live towards the end of 2018, offers a secure network for global commodities traders. Focussed on post-trade activities, VAKT allows organisations to move from messy documentation silos towards the adoption of real-time digital records which can be accessed, verified and updated by multiple organisations in real time.

“Initiatives such as VAKT are paving the way towards the adoption of blockchain across the oil and gas industry.”



# Double decommissioning highlights at Lerwick

**THIS summer has seen Lerwick Harbour achieve another major milestone in the continuing development of the Shetland port as a leading location for decommissioning redundant oil and gas structures.**

Spirit Energy's Markham Field ST-1 platform is a double first for Lerwick – the first to arrive from the southern North Sea and the first single lift of a platform to the quayside at the port by a crane vessel.

The steel jacket and topsides, weighing approximately 2,600 tonnes, were removed in single lifts and shipped by Seaway 7's vessel, Seaway Strashnov, to Lerwick Port Authority's deep water Dales Voe Base.

Dismantling and disposal by the Veolia/Peterson partnership is aiming to achieve a recycling target of 97%.

Port Authority chief executive, Captain Calum Grains, said: "The Veolia/Peterson partnership's latest success is another significant milestone in Lerwick Harbour's extensive involvement in decommissioning.

"As well as providing employment in Shetland, it demonstrates for the first time that, with the use of cost-effective crane vessels rather than barge transfers to move offshore structures, the port can compete well-outside our immediate markets in the central North Sea and northern waters.

"The ST-1 project strengthens the case we and others have made for Lerwick to become the location for the UK's ultra-deep-water decommissioning facility, using this technique.

"What we need now is the go-ahead for the facility, building on our capacity, capability and competitiveness to meet the industry's – and the country's – future requirements."

In 2018, a Scottish Government-commissioned feasibility study identified Dales Voe as the optimal location in the UK for such a facility. Discussions are ongoing between the Port Authority, industry, governments and their agencies.

Another heavy duty concrete pad, extending to approximately 20,000 square metres, is being created at

Dales Voe by the Port Authority to support decommissioning.

The port is currently the location for various decommissioning projects – Buchan Alpha, Dunlin and Leadon – with the Ninian Northern platform due to arrive in port early next year.

Lerwick's long-established wider industry role is showing signs of recovery after the sector's downturn, with a busy first-half to 2019. Oil vessel arrivals increased 25.4% to 163 in the six months to June, compared to the same period in 2018, with the tonnage jumping 73% to 868,212 million gross tonnes due to more supply, diving and anchor-handling vessels using the port. Cargo handled for the sector rose 156% to 33,731 tonnes.

[www.lerwick-harbour.co.uk/decommissioning](http://www.lerwick-harbour.co.uk/decommissioning)

## OUR UNDERSTANDING OF DECOMMISSIONING GOES DEEP



(over 50 metres in fact)

A NEW WAVE

+44 (0)1595 692991 [info@lerwick-harbour.co.uk](mailto:info@lerwick-harbour.co.uk) [www.lerwick-harbour.co.uk](http://www.lerwick-harbour.co.uk)

**LERWICK**  
PORT AUTHORITY

# The North Sea in 2019 - an era of transition?

**By Alasdair Green,**  
*head of E&P strategy,*  
Anderson Anderson & Brown LLP



**NEW levels of North Sea upstream deal activity in 2019 are giving us many reasons to be positive and optimistic about the future of this basin.**

Following a period of uncertainty for all of us in the sector, no one can deny now that favourable conditions and levels of attractiveness are reaching new highs.

The deals we are seeing range across the spectrum in terms of scale. At the higher end, there are inspiring examples of belief and confidence in the North Sea, such as Ithaca's acquisition of Chevron UK, Rockrose acquiring Marathon Oil's North Sea assets, Chrysaor's ongoing growth through buying the UK ConocoPhillips business - and most recently Energean's acquisition of Edison E&P, giving them a North Sea position and the Petrogas / NEO deal with Total.

Further down the scale, there are similar levels of activity from businesses buying into development opportunities. Active players include relative newcomers Talon Petroleum and Corallian Energy; and we are

also seeing larger companies such as CalEnergy Resources, INEOS, Equinor and Shell increasing their positions.

Behind this there are increasing levels of activity from aspiring management teams who have acquired assets or licences and who are working up plans to execute new North Sea strategies.

Many of the larger deals follow the trend of 'smaller company acquires much larger entity'. What is crucially important is the successful delivery not only of the deal transaction but also the business transition. Handled badly, it can create uncertainty, can put careers at risk, drive up unnecessary costs and time delays; and depreciate investor confidence.

An early question needs to address the acquiring company's capability of executing the work. How strong is the leadership? What experience does the in-house team have? Do they have the capacity to take on extra workload that is time pressured and potentially complex?

Quite often, a team understandably has the confidence in believing that

they have everything regarding a business transition covered off. They might think they are aware of all the tasks necessary. Items that are sometime major and critical to success can be missed however and these suddenly become centre of attention at a later stage and greater expense than is necessary.

Lacking transition experience or firepower does not necessarily mean that a business needs to hire new staff in order to complete the project. This can be potentially unfavourable for both parties if the deal is still to complete. This is where experienced consultants and advisory firms can add value in filling crucial gaps from as early in the process as possible.

At AAB, our specialist E&P team offers recent hands-on experience, knowledge and tested methodologies in many aspects of North Sea upstream transaction and transition support and management. Our advisory and outsourced solutions span payroll and benefits, full lifecycle accounting, tax and consulting services.



**Pro-actively supporting your business throughout its lifecycle**

CORPORATE & TAX STRUCTURING • OUTSOURCED ACCOUNTING  
PAYROLL & EMPLOYMENT TAXES • AUDIT & TAX COMPLIANCE • CONSULTING  
JOINT VENTURE / CONTRACT AUDIT • M & A • WEALTH & TAX ADVISORY

t: +44(0)1224 625111 • [explore@aab.uk](mailto:explore@aab.uk) • visit: [www.aab.uk](http://www.aab.uk)

CHARTERED  
ACCOUNTANTS  
+ BUSINESS  
ADVISORS



## Expansion for Scott James Wealth Management

A LEADING investment specialist has extended its reach by opening a further office in Blairgowrie following a strong period of growth for the business.

Scott James Wealth Management (SJWM), a representative of St James's Place Wealth Management, was founded four years ago and is headquartered in the heart of Aberdeen's west end.

The business has benefited from a 40% increase in funds under active management during the past 12 months – rising to £53.5m following significant growth in each of the preceding two years.

This has allowed the business to open an additional office that will service the needs of customers in Perth, Kinross, Tayside, Fife and the Lothians.

Scott James said: "I am delighted to have been given this opportunity to grow the business into a new part of the country and look forward to the chance to meet, build and strengthen relationships with clients over the coming months."

---

## Stagecoach is official transport partner at P&J Live

P&J Live has secured Stagecoach North Scotland as its official transport partner. The major bus operator is the third confirmed partner at the venue after DC Thomson Media was announced as naming rights partner and John Clark Motor Group as car partner.

As official transport partner, Stagecoach will work closely with P&J Live to provide services to make it as easy as possible for those travelling to and from the venue.

The transport provider will operate its JET 727 service via P&J Live. The service operates between Union Square in the heart of Aberdeen city centre and Aberdeen Airport, calling at key destinations such as Broad Street, Great Northern Road, Bucksburn and now, P&J Live. The service, which runs up to every 10 minutes, was recently enhanced to offer journeys around the clock, operating every hour from 10.30pm until 3.30am.



## Spectra partner appointed

SPECTRA, Scotland's award-winning Festival of Light, will return to Aberdeen in February 2020.

Aberdeen City Council has announced that Curated Place has been appointed to deliver the festival following an open tender process.

Having produced Spectra in partnership with the council since 2015, Curated Place will seek to build on that experience and the relationships developed across the city over those years. Next year's festival will see them collaborate with Look Again Festival and other local partners in order to further develop the creative talent across the city and the legacy of the light festival.

With 2020 being the year of Scotland's Coast and Water, Spectra will be a glowing celebration of Aberdeen's rich history of seafaring and the city's important relationship with water.

Councillor Marie Boulton, Aberdeen City Council's culture spokesperson, said: "We are proud of the momentum our Aberdeen 365 events programme has built, with the city's reputation as a destination growing all the time. Spectra is an example of an event that has captured the imagination of visitors and residents, with the 2020 festival promising to enchant audiences once again."

---

## Crescent launches new e-learning courses

THE OPITO standards for Authorised Gas Tester training have changed and, as an OPITO-approved e-learning provider for Authorised Gas Testing, Crescent has released its new Authorised Gas Tester and Gas Monitor courses to replace the previous standards.

The core aims of the courses are to educate delegates in the requirement associated with gas detection. The changes include new course structures, new pass marks, and more extensive assessment questioning. Crescent's new learning management system, Know-How, has allowed for bitesize modules to be introduced to the new courses. This has allowed for improved flexibility and increased knowledge retention rates.

# 40 years' of evidence-based project success

**FOR close to 40 years Balmoral has built an enviable reputation in the design, development and delivery of buoyancy, protection and insulation products for the global offshore energy sector.**

Headquartered in Aberdeen, the company's energy-related business has over 300 people at its custom-built facility and a global presence spanning Europe, North America, South America and Asia Pacific. Overall, Balmoral Group employs more than 600 people.

Sales director Gary Yeoman explains how the company is evolving to meet the challenges faced by today's offshore energy sector: "Working with clients around the world, we develop strong, successful relationships based on open and transparent communication. We help clients resolve their technical

challenges by working closely with them from concept development and advice through to product design, manufacture, testing, delivery and support.

"Core to our reputation is the vast industry and project knowledge within our team offering expertise across chemical science, mechanical and polymer engineering. This is critical in providing cutting-edge advice to clients at the initial stages of a project requirement or technical challenge."

As a privately owned company, Balmoral has invested heavily in its manufacturing capabilities as well as what has become known as the 'Balmoral Discovery Unit'. This comprises of custom-designed laboratories and hydrostatic and mechanical testing facilities at the Balmoral Subsea Test Centre - the most comprehensive commercially

available facility of its type in Europe.

Gary continues: "In changing industry dynamics new challenges are brought to us every day. With a proven track record in some of the world's deepest and most challenging waters, our products offer many distinct advantages including application versatility, industry-compliant accreditation and in-house testing. Additionally, because of the scale of our manufacturing capacity, quick turnarounds can often be achieved."

To find out how Balmoral can help solve your technical challenges, provide improved value for money and drive absolute surety in buoyancy, protection and insulation product development and delivery, contact Gary at [surety@balmoral.co.uk](mailto:surety@balmoral.co.uk).



## SURETY

Across buoyancy, protection and insulation product design, development and delivery

Join us on stand 3E51  
at OE2019

[balmoraloffshore.com/OE19](http://balmoraloffshore.com/OE19)



# Affordable, flexible space to help energise your business



Flexible office solutions with generous car parking



High specification warehouse, industrial & distribution space



Affordable co-working & hot desking - the ultimate workspace on flexible terms

Visit [aeip.co.uk](http://aeip.co.uk)  
to take a walk  
through today



Aberdeen Energy  
& Innovation Parks

For all new letting opportunities or to discuss site requirements please contact the joint marketing agents:



[Ryden.co.uk](http://Ryden.co.uk)  
01224 588866



**Parks Manager:**

Cherry Paton  
[cherry.paton@aberdeenenergypark.com](mailto:cherry.paton@aberdeenenergypark.com)  
01224 933 100

 @AberdeenEIP

Visit us at **Offshore Europe 2019**  
Stand 2K60 - part of the SDI pavilion



# Positive times forecast for Aberdeen Energy and Innovation Parks

**ABERDEEN Energy & Innovation Parks has provided a shining light amidst the challenges in the oil and gas sector over recent years.**

The parks owners have actively engaged with occupiers, to help them through tough times and have also invested significant capital for building refurbishments and park improvements, including ongoing extensive works at Crombie Lodge on the Innovation Park.

Around half the space at Crombie has already been pre-let to systems integration specialist, Servelec Controls. The facility is being designed to the occupier's bespoke specifications and will incorporate 4,800sq ft of office and meeting accommodation, with the remaining space earmarked for warehousing and storage.

Davidson House offers flexible office suites with additional services including a manned reception, concierge services and conference rooms. Occupiers include East Coast Oil and Gas, OGIC, Keenan Recycling and Appetite for Business.

There has been a flurry of activity for refurbished modern serviced office and co-working space. This formula, with onsite AV and conference facilities is proving popular with a range of SME and entrepreneurial businesses.

Occupier confidence has returned with major headquarter expansions at the Energy Park for award-winning Hydro Group and ICR Integrity. Existing occupiers including Murgitroyd and Viper are upsizing in the Enterprise Centre and Kettock Lodge respectively.

A range of office deals have also been concluded at the Enterprise Centre, with Genesis Personnel and Simblox both extending their lease terms.

The parks are also the base for other leading sector players including: Axis Well Technology, Rubberatkins and subsea specialists Ocean Installer. Aberdeen & Grampian Chamber of Commerce and Elevator, a £1m state-of-the-art centre for entrepreneurship, training and business support, are based at The Hub.

The parks offer occupiers room to grow, with development potential on around 60 acres of expansion land, with consent already granted for 500,000 sq ft on a 47-acre site at Aberdeen Energy Park and 13 acres of existing serviced plots, which can offer 'turnkey property solutions' to occupiers on both a lease or purchase basis.

Occupiers can enjoy a range of services including dedicated onsite park management, generous car parking, electric charging points and

access to high speed fibre-optic broadband. All this and set within a beautiful working environment that is easily accessible from the city centre and airport, as well as the new Aberdeen Western Peripheral Route.

That all-important 'work-life' balance is achievable at the parks, with nearby health and sports facilities. Other on-site facilities include Grub, the Energy Park's fresh food outlet at The Hub which offers on-site catering, a take-away service and a Wi-Fi touchdown zone, with Stompers Childcare Services located at the Innovation Park.

The Aberdeen Energy & Innovation Parks offer occupiers and their visitors more than a property solution. The dynamic community of organisations based across the two parks is testament to the ongoing investment in these green working environments.

For further information on Aberdeen Energy & Innovation Parks, please contact: Cherry Paton, parks manager on **01224 933100**.

UNCAN  
D TODD  
THALMIC  
TICIANS

Opticians

Specsavers

Opticians

Specsavers



TO LET  
PETERHEAD  
1224 202000

iceland

iceland

iceland

# Buch'in the trend

**TWO centuries ago Buchan was known as the 'Land of Cakes', the granary of Scotland. Last century the Doric poet John C. Milne dubbed it the 'Land of Plenty' because of its rich farmland and prosperous coastal towns.**

In the 21st century the area, which lies between the Ythan and the Deveron rivers, continues to thrive. Buchan's economy was built on agriculture and fishing which remain vital but, more recently, developments in the energy industry - such as the world's first offshore windfarm being located just off the coast - have succeeded these traditional employers.

Today the energy, retail, health, construction, accommodation and food services sectors all provide significant employment.

Peterhead is by far the biggest settlement followed by Mintlaw and Cruden Bay and, as well as being Europe's largest fishing port, it is home to international engineering company Score Group which now has around 2,000 staff worldwide, almost half of them in the Peterhead area.

Its founder, the late Charles Ritchie, appropriately had 'Buchan' as his middle name and the company is now run by his son Conrad who retains the same passion and philanthropic attitude to the area as his father. Being based in the North-east of Scotland has not inhibited the growth of Score which is now based in 32 global locations and is currently expanding rapidly in Canada and

Australia. In the majority of these locations Score runs apprenticeships which, according to Conrad, have been vital to its success.

"The skill base just doesn't exist - that's the reality of the situation," he said. "We have had an apprenticeship programme running since 1988 and without it we wouldn't have been able to grow the company, it's as simple as that.

"The programme is over six years and it takes that length of time to build an individual's competency. The important thing after that is retaining them and continuing their training and giving them more experiences so our programme is right at the centre of the company and we have 300 apprentices at the moment.

"It is not bolted on to the side and it can't be dispensed with. In a downturn like the one we have just experienced the majority of employers just slash the training budget because it's the easiest thing to do. However, for us it is integral, it's in the DNA of the organisation and it wouldn't be possible to dispense with it. What really helped during the downturn was our broad footprint. We are able to move people about because although the recession was global some parts of the world were still quite buoyant."

Just as apprenticeships are part of the DNA of Score, Score is now part of the DNA of Buchan because of the contribution it makes to the community.

When the Crimond Medical Centre was under threat of closure by the NHS and patients were going to have to go to Peterhead or Fraserburgh, Charles and Conrad decided that wasn't acceptable. He explained that they had enjoyed a long relationship with the medical centre where the company doctors were based and which many of their employees attended and decided to ensure that the service provision continued.

Score bought the land on which the new Crimond Medical and Community Hub now sits, established a trust and donated the land to the trust. The company also paid for almost all of the construction of the building which was also donated to the trust on completion.

"It was really about putting something back into the community which everyone needs and we are currently sitting at two thirds occupancy. There is a pharmacy, a gym, CLAN Cancer Support, a beautician and we have just opened a mental health club and drop-in centre which is really needed. We are also hoping to have a dentist and a sports injury clinic," added Conrad.

Among the many other community initiatives in which Score is involved is a Saturday morning maths club which runs three times a year for six-weeks to help anyone, including potential apprentices, approaching exams or about to leave school to brush up on their maths. The clubs are open to anyone in the 14-16 age group.

Another organisation helping the





people of the Buchan area is the community transport charity Buchan Dial-a-Community Bus (BDACB) which also operates in Aberdeen city.

BDACB started life as a small community group in Maud working with volunteer drivers and a borrowed social work minibus. Over the years the organisation has grown to 10 buses providing thousands of passenger journeys for the most vulnerable people in Aberdeen city and Aberdeenshire. In Buchan it provides community group hire, shopping services and Transport for You (T4U) which are both door to door services along with Shopmobility in Peterhead.

“The T4U service is really important to the local community,” said Lynda McFarlane, operations manager of Buchan Dial-a-Community-Bus. Many people can’t manage those individual journeys to the doctor, the dentist or the optician and therefore often just don’t go. That can create problems long term for them and potentially more work for the services involved. If we can help with that transport we feel that this reduces long term issues and helps our clients maintain their independence.

“We also have a team of volunteer drivers who use their own vehicles in their own time to support our clients get to a variety of appointments and other services. We are now in our 19th year and have grown to become a vital community service. In an area like Buchan there are a limited number of public service vehicles so we are supporting the local community who

otherwise might struggle to make important daily journeys.”

Since Genesis Personnel was established in Peterhead in 1975 offering office recruitment, the business has grown into a leading recruitment agency for the North-east of Scotland serving the onshore, marine and offshore industries.

Wendy Marr and Paula Duthie, who lead a team of 15 employees, have both worked their way up through the company. With a background in the fishing industry, Wendy started as a trainee recruiter and is now managing director of Genesis and Paula has been with the company for over 20 years since she left school.

With offices in Aberdeen and Peterhead, the company is ideally placed to cover the Buchan area but it also has an international reach, providing personnel for businesses around the globe including Norway, the Middle East and Australia. Genesis is a specialist in providing temporary, permanent and contract personnel and works across a diverse range of sectors including marine and offshore, oil and gas and commercial and industrial – as well as fulfilling requirements for office work and executive roles.

“We are one of the very few agencies which cover both marine and onshore recruitment,” said Wendy. “There is seldom a role which we can’t work on other than very niche areas like nursing and healthcare professionals.”

In the marine sector, effective communication in the English language is mandatory for officers sailing on UK flagged vessels, as is security training, with Marlines being the go-to company for this certification. Genesis hosts two of only 11 Marlines approved test centres in the UK.

“With the recent harbour deepening and expansion drawing larger vessels into Peterhead, we are actively looking for and providing quayside personnel to our oilfield support service clients,” added Wendy. “As the largest fishing port in the UK, we also see the need for skilled labourers of all kinds to keep up with client requirements.

“Peterhead has been fortunate that it has such a heavy fishing influence and is not reliant solely on oil and gas. Many local companies have continued to profit despite difficult market conditions. There are very few companies which do not have some sort of tie into the oil and gas industry and those which have definitely felt the pinch.

“Thankfully we have seen a slow but steady increase in work requirements since the downturn and are pleased to hear workbooks are filling up with 2020 projects already.

“We are proud to be a local business with an excellent knowledge of the surrounding job market and strongly believe in building good connections with both our clients and community. Peterhead is a great area to live and do business.”

# Skills gaps in energy: tomorrow's problem or today's opportunity?

## DIGITAL DISRUPTION.

**Environmental challenges.**

**Contentious trade negotiations.**

**The landscape of the global energy industry is evolving at a rapid rate. As a result, its workforce must evolve too.**

OPITO, in its 'UKCS Workforce Dynamics: The Skills Landscape 2019–2025' report, predicts that around 80% of the current UK oil and gas workforce will still be working in the industry in 2025. It claims, however, that to adapt to changing requirements the sector needs "an increasingly flexible, multi-skilled and technology-enabled workforce".

Looking to the future, then, how can you leverage a trusted, loyal and diverse set of employees, and ensure that their skills will meet the changing needs of tomorrow's energy sector?

## Build your workforce learning.

At the University of Aberdeen, we believe that in an era of changing and challenging career opportunities, developing skills is one way to do this.

Through **On-demand Learning**, we offer a range of Masters-level short courses which will help your employees enhance their skill sets

and gain recognised qualifications tailored to the energy sector.

We engage extensively with both the local and global industry to ensure content is accessible, up-to-date and relevant. We can offer a breadth of courses in energy backed up by academic knowledge and experience, from subsea integrity and biomass energy to petroleum law and risk allocation.

“

**The energy sector needs an increasingly flexible, multi-skilled and technology-enabled workforce.**

**'UKCS Workforce Dynamics: The Skills Landscape 2019–2025'**

The fluctuating landscape of the energy industry means that in future there may be less emphasis on having a degree. Our flexible short courses can be studied standalone, allowing your employees

to gain the focused skills your business needs within your specialist field.

At the same time, most of our short courses allow your people to build credits towards recognised postgraduate qualifications or full Masters degrees. They provide an alternative path to obtaining a degree qualification, without having to pay in full upfront. This pay-as-you-go approach allows for maximum flexibility for both employees and employers.

On-demand Learning is convenient and accessible, and will equip your employees with the skills and knowledge needed to succeed in tomorrow's energy industry.

## Energise your workforce skill set

with online short courses and degrees from the Scottish University of the Year (*The Times and The Sunday Times Good University Guide 2019*).

In-demand skills, on-demand learning:  
[on.abdn.ac.uk](http://on.abdn.ac.uk)

## We're exhibiting at Offshore Europe.



Scan with your camera app to book an appointment to speak with us at stand 2F21, or visit us for a chat.

## Most young Scots work as well as study

YOUNG people in Scotland are among the most likely in the UK to have a part-time job with 54% earning money alongside school or college compared to a national average of 50%, according to research from LifeSkills created with Barclays.

Nationally, the number of young people with a traditional Saturday job appears to be falling compared to previous generations as tech savvy teenagers turn to online ventures to boost their income.

Paper rounds, babysitting and doing odd jobs are falling out of favour with younger people as they increasingly focus on their studies and look for highly flexible forms of work that fit around their education.

An estimated 670,000 of UK students (aged 14-21) now regularly make money through online avenues, with buying and selling products online (such as clothes) becoming more popular than babysitting or dog walking as a way of making extra cash. These online ventures are collectively worth £11m a year to the UK economy.

## Serco updates crew management platform

SERCO NorthLink Ferries has become the first European ferry operator to introduce a pioneering digital platform that helps maritime operators to manage their crews.

Ankaa Marine is a unique cloud-based portal and app for collecting, storing and processing seafarer information. It replaces outdated software applications or even paper-based systems and is the only product of its type available on the market.

The easy to use interface connects directly with employees in real time and offers the company a simple overview and analytics of the crew pool.

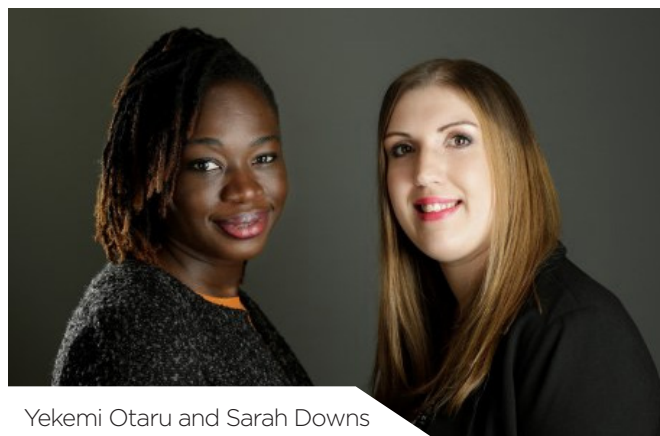
NorthLink, which runs ferry services to the Northern Isles of Orkney and Shetland, has around 370 marine staff who, alongside the crewing department, will benefit directly from the innovation.

Ankaa Ltd is a new company set up by marine specialist employment firm Clyde Marine Recruitment, which has been managing seafarers for almost four decades. NorthLink Ferries' two freight vessels, Helliar and Hildasay, were instrumental in the product development and field testing.

## AGS contract for SFF Services

SFF Services Limited has been awarded a contract from AGS for the provision of guard, support and other vessel services during seismic survey operations.

SFFSL will also provide fisheries liaison personnel aboard a client survey vessel for the duration of the project.



Yekemi Otaru and Sarah Downs

## Four Aberdeen finalists in entrepreneur awards

FOUR Aberdeen-based entrepreneurs have been shortlisted over three categories in the regional finals of the 2019 NatWest Great British Entrepreneur Awards.

Sarah Downs and Yekemi Otaru, co-founders of Doqaru Ltd, are shortlisted for the 'Start-up Entrepreneur of The Year' award. Michael Ballantyne, creator of Storywood Tequila is shortlisted for 'Food & Drink Entrepreneur of the Year' and Kate Stott, founder of BeautyBooker Ltd is shortlisted for 'Health & Beauty Entrepreneur of the Year'.

The prestigious awards, which were founded in 2013, acknowledge the hard work and inspiring stories of entrepreneurs and businesses in the UK. The finalists are chosen by a high-profile judging panel, including names such as BBC Dragons Den investors, James Caan CBE and Jenny Campbell, as well as the 'The Queen of Print' Cath Kidston MBE.

The awards have also celebrated some outstanding entrepreneurs who have gone on to become household names with previous winners including James Watt, co-founder of BrewDog.

The overall winner will be announced in London on November 21.

## Hospital admissions for older people's services increase

ADMISSIONS to geriatric medical wards in the 19 largest hospitals with major emergency departments in Scotland have risen by 10% for three consecutive years, reaching 43,311 by 2017/18, according to a new report.

The Acute Hospital Outcomes Report 2017/18 - an overview of outcomes of acute geriatric medicine services in Scotland published by Scottish Care of Older People National Audit Project - found that length of stay, however, has decreased across all sites by an average of one day over the same time period.

Researchers have cited a range of potential factors which may account for the variation observed, including resources and staffing.

Professor Phyo Myint, clinical chair in medicine of old age at the University of Aberdeen and SCoOP steering group co-chair, said: "The report highlights significant variation in outcomes across the country and provides potential benchmarks for future quality improvement and greater consistency in outcomes."



## Aberdeen office market sees improvement

RESEARCH by global real estate consultancy CBRE shows that office take-up in Aberdeen showed significant improvement in the second quarter, with a rise to 106,579sq ft from 36,898sq ft in Q1 2019.

There was a total of 19 transactions, bringing the total take-up for H1 2019 to 143,477sq ft – 20% short of the 179,421sq ft transacted for the same period in 2018. The average letting size was 5,609sq ft, the largest letting being Citibase taking 17,159sq ft at H1, Hill of Rubislaw, showing further growth in the serviced office sector.

Commenting on the figures surveyor Amy Tyler said: “The Q2 figures are encouraging and a clear sign of stronger market sentiment which we expect to continue improving. Despite a slow start in Q1, there are several deals in the pipeline and we anticipate a strong H2 performance. Some of these deals that we expect to complete are larger lettings and we anticipate the annual take-up for 2019 will reach, if not surpass, the level achieved over the past couple of years.

“There is also a lot of activity in the oil and gas sector at the moment, with a number of mergers and acquisitions taking place. We expect this will create a number of new property requirements going forward which will lead to further activity in the Aberdeen office market.”

## Business Fives returns to Aberdeen

BUSINESS Fives kicked off in the Granite City in the middle of August with the 5-aside tournament returning off the back of last years’ success with the summer event supported by Aberdeen & Grampian Chamber of Commerce.

To date over £82,500 has been raised for charities across Scotland as a result of the corporate football events and this summer the aim is to surpass the £100k milestone. Tournament founder and Business Fives managing director John McClarey, said: “We’ve been really impressed at the charitable efforts from the area of Aberdeen that has lived up to its reputation of having communities at the heart of their work. Given the mix of companies we’ve had involved it promises to be another good networking opportunity.”

## Green & Black’s co-founder to share career insights

THE co-founder of chocolatier Green & Black’s will address a packed oil and gas industry audience as part of a sell-out event being hosted by OGUK, OGTC and AXIS to spotlight diversity and inclusion across the sector.

The event to be held at Offshore Europe on Thursday, September 5, will see the successful entrepreneur behind Green & Black’s, Jo Fairley, present a thought-provoking narrative that acknowledges the challenges and opportunities of thriving as a female leader while sharing the lessons she has learnt throughout her career.

A high-profile line-up of speakers will discuss some of the key issues during a panel session which will be moderated by Colette Cohen, chief executive of OGTC, and includes Gretchen Haskins of HeliOffshore, John Pearson, chief operating officer at Petrofac, Ariel Flores, vice president at BP; as well as Jo Coleman, of Shell and David Isaac, chair of the Equality and Human Rights Commission and partner at Pinsent Masons LLP.



## Guide Dog boost from READ Cased Hole

FOLLOWING 18 months of fundraising for Guide Dogs, READ Cased Hole was delighted to welcome volunteers from the charity to its Aberdeen offices recently to present a cheque for a grand total of £3,327.75.

Since January 2018 READ has been busy organising and taking part in a host of fun activities to raise money for Guide Dogs. As well as bake sales, car washes and sports sweepstakes within the office, members of the team have taken on some incredible physical challenges, including running the Edinburgh Marathon, collectively cycling 600km in a static cycle challenge and walking over 5,000 miles during two step count challenges.

Pauline Morrice, READ marketing executive said: “We have all thoroughly enjoyed supporting Guide Dogs and couldn’t be more pleased with the amount we have managed to raise for this amazing cause. We also get the exciting honour of naming a puppy since our fundraising totalled more than £2,500. We’re currently nominating names internally and later this year we’ll know which of our names has been selected by Guide Dogs and receive a puppy pack with a photo of the puppy we have named once it’s around six weeks old.”

# Embracing the energy transition

By Dave Stewart,  
chief executive officer, Asset Solutions  
Europe, Africa, Asia and Australia, Wood



**THIS year's Offshore Europe will mark the official opening of P&J Live, a new, state-of-the-art events venue that everyone across the wider Grampian region can take great pride in. In many respects, the new home also reflects the sense of renewal within the oil and gas industry as it embraces the changes that are coming as part of the energy transition and the growing focus on tackling climate change.**

For the first time since the industrial revolution, Britain is obtaining more power from zero-carbon sources than fossil fuels. However with demand predicted to increase at a faster rate than the supply of clean energy will come online, as well as on-going challenges around the storage of renewable sources, research confirms that oil and gas will continue to remain a key part of the UK's energy supply mix for the foreseeable future.

This is welcome news for a sector that has contributed so much to the UK economy over the last 40 years but it's also clear that the parameters in which the sector operates have changed.

The theme of this year's conference, 'Our licence to operate: Breaking through to excellence', points towards the potential threat the sector could face unless it takes concerted steps to reduce the carbon impact of upstream and downstream activities.

As both a board member of Oil & Gas UK and a chief executive officer of Wood's Asset Solutions business, I'm proud to see the industry is picking up this very challenge. It is certainly a focus for us at Wood. On a regular basis, I speak with customers who are asking for advice on how to reduce emissions from their offshore operations, how to power their assets using renewable sources, and how to leverage the latest technology to address the issues of fugitive gases and flaring.

Put simply, these are conversations that only two years ago were just not happening but are now increasingly frequent. At Wood, we've already taken major steps to build a broader range of capability across the energy and industrial sectors, as well as the built environment, and we continue to invest in technology-led solutions to help operators reduce the carbon intensity of their activities on both upstream and downstream assets.

Setting an ambitious target to try and deliver a 'net zero basin' is not just the right thing to do, but it will also enable the industry to showcase its commitment to building a lower-carbon future and highlight why it should be viewed as part of the solution to climate change.

There's no doubt that achieving a 'net zero basin' will require a huge step change. However, the sector can and should take confidence from the past - this industry has a distinguished track record of developing technically challenging solutions in areas that many would not have dared thought possible. This pioneering spirit and doggedness will continue to serve the industry well in the future and ensure it remains a rewarding place to build a career, with a workforce that's known for its entrepreneurial approach and vision.



# PROUD PARTNERS

## BUILDING SUSTAINABLE COMMUNITIES TOGETHER

Giving back to communities is deeply rooted in CNOOC International's values. We take pride in creating strong community partnerships where we live, work, and operate.



**ReachOut**  
GIVING MATCHING HELPING



CNOOC International is a proud supporter of the local community.

To learn more, go to [www.intl.cnoccltd.com](http://www.intl.cnoccltd.com)

# Social responsibility is in our DNA

**By Ray Riddoch,**  
*managing director UK and SVP Europe and  
Africa, CNOOC International*



**CORPORATE social responsibility (CSR), corporate conscience, corporate citizenship, responsible business – whatever the moniker, a company’s economic, social and environmental contribution is increasingly important in a modern marketplace.**

If executed well, CSR can help build a reputation as a responsible business and effect real and lasting social change. At its best, CSR creates partnerships between business and charities that can deliver opportunity, inclusive economic growth, a better civic environment and societal benefits.

Social responsibility isn’t a ‘nice to have’ at CNOOC International, it’s part of who we are. We believe that social needs and business objectives aren’t mutually exclusive. A corporate approach to social responsibility must work for the charity and the community, not just for CNOOC.

We build relationships with charities and partners that share our vision for a society based on fairness, equality of opportunity and sustainability.

We want to actively effect change in

areas of deprivation and to inspire and benefit the next generation, knowing we can have a long-lasting impact, not just an immediate one.

Our partnership with the Outward Bound Trust is a great example of this. We work with the Trust to help young people from all walks of life to defy limitations through learning and adventures in the wild. The aim is to inspire them with ambition, self-belief and a determination to never give up; and build a society of resilient, confident and capable people able to meet the personal and societal challenges they will all face in their lifetime.

For many years we have also been building partnerships based around STEM education. By creating meaningful relationships with educators and engaging with pupils, we can contribute to the development of a workforce that is able to adapt to the jobs and businesses of the future.

Our commitment to social responsibility doesn’t stop at our business, we want to encourage a joined-up approach. One of the ways we are doing this is through a series of business breakfasts, hosted by

Aberdeen & Grampian Chamber of Commerce. These breakfasts allow experiences and learnings to be shared amongst sectors and show how a well-constructed approach to CSR can effect real social change.

We are also holding an inaugural CSR conference in November with the theme ‘The Power of the Collective’. We’ll share success stories and hear from the individuals and charities that have been transformed through partnerships between business and the community. Through this conference we aim to highlight the power of collaboration between sectors and what can be achieved when we work together towards common goals.

At CNOOC International, social responsibility is in our DNA. We hope that others will join us in contributing to a sustainable and prosperous future for all.

[www.intl.cnooc ltd.com](http://www.intl.cnooc ltd.com)

## Aberdeen indoor pitch up to SPL level

ABERDEEN Sports Village (ASV) has made a £250,000 investment to install a premium 3G surface to the facility's full size indoor pitch.

The new pitch, which was recently completed following a five-week installation, is the same surface used by Scottish Premier League teams and Glasgow Warriors Rugby Union team. The Greenfields MX Elite 60 is also in place at the National Performance Centre at Oriam, Edinburgh. It is the first upgrade of the indoor pitch since the sports village opened ten years ago and is set to bring huge benefits to the 50 plus local clubs which currently use the facility, as well as attracting elite teams to the city for indoor training.

The Glasgow Warriors were the first major team to utilise the new pitch at ASV, using it for a full training session on August 7.

ASV head of operations, Ludwik Metelski, said: "The indoor pitch has been well used over the past 10 years and with advances in turf technology it was the right time to enhance the facility. Working with two key Scottish suppliers, we now have a world class surface which ensures that ASV is ahead of the game in providing the most state-of-the-art indoor pitch for our members.

"We are delighted that the Glasgow Warriors are the first elite team to train on the new pitch and this investment will likely attract many more top teams to the region to train and compete in the city, as well as support ASV's long term ambition to nurture young talent."



Prof Ian Murray, Dr Lynda Lynch and Prof John Harper

## Visiting professor appointment strengthens successful collaboration

THE chair of NHS Grampian Board has taken up the position of visiting professor at Robert Gordon University (RGU) to further strengthen collaboration between the two organisations.

Dr Lynda Lynch's appointment will build on RGU's relationship with NHS Grampian which ensures its nursing, midwifery and allied health professional education and training is aligned with the workforce needs of the sector.

In her role as visiting professor at RGU's School of Nursing and Midwifery, Dr Lynch will act in an advisory capacity and will contribute to the delivery of the university's work-based postgraduate curriculum in the health professions, supporting the training and development of the sector's workforce.

Lynda's new position will also offer opportunities for collaboration on the research between NHS Grampian and RGU.



**EVERYONE NEEDS TO BE PAID.  
WE MAKE IT HAPPEN, WHEREVER YOU ARE.**



Global Payroll



Global Mobility



Audit & Compliance



International Payroll Payments Solution



System Integrations



Workday Global Payroll Cloud Partner

### activTechnology



ePay



eFile



myAccount



ePeople



eHelp



eExpense



eLeave



eTime



eReport

For more information visit

[www.activpayroll.com](http://www.activpayroll.com)







## High rates of attainment at all levels

STRONG examination results continue throughout S4, S5 and S6 at Robert Gordon's College with S5 seeing one of their top years for Higher results.

Pupils, parents and staff were once again delighted to see the tradition of academic success continue, year on year. In the National 5 examinations taken by S4 pupils, 71% were awarded A grades, with 88% gaining either an A or a B grade. This success was from over 1400 examination entries with an open presentation policy. Sixty-one S4 pupils gained A grades in all eight of their National 5 subjects preparing them well for their Higher studies.

In the S5 Higher examinations 85% of the grades awarded were at A or B. Within this year group, 56 pupils gained A grades in each of their five Highers in their first sitting. Six out of every 10 passes achieved at Higher were A grade.

At Advanced Higher in S6, 67% of grades were awarded at A or B. Seven S6 candidates achieved all four of their Advanced Higher examinations at A grade, with a further 16 S6 pupils gaining all three of their Advanced Highers at A grade.

Simon Mills, head of Robert Gordon's College, said: "The 2019 SQA examination results underline another successful year at Robert Gordon's College. I congratulate our S4, S5 and S6 pupils who continue to balance challenging and broad learning experiences with extracurricular activities which are important in setting the foundations for life beyond school.

"We wish those who leave for university, employment and further courses of study every success in the next stage of their educational journey, in their working lives and beyond. We are proud to see how our pupils progress over the years with the support of their teachers enabling them to be the best they can be."

## P&J Live world class entertainment venue officially open

THE official opening of The Event Complex Aberdeen - which is the largest new entertainment complex in Europe - was last month marked at a ceremony to celebrate the completion of the landmark development.

With the P&J Live venue at its heart and two on-site hotels, the world-class complex is an integral part of Aberdeen City Council's transformational programme of investment.

The opening was carried out by council co-Leaders councillor Jenny Laing and councillor Douglas Lumsden.

The 15,000-capacity main arena will host conferences, exhibitions and music concerts and has been designed to attract major artists and events to the city. P&J Live also boasts three further conference and exhibition halls, four multi-purpose conference rooms, and nine meeting rooms.

A 200-room Hilton hotel with restaurant, bar, and spa and 150-room Aloft with bar, bistro, lounge and gym provide on-site accommodation and leisure facilities. It is the first property to open under the Aloft boutique brand in Scotland.

International acts already confirmed to appear at P&J Live include Michael Buble, Alice Cooper, Lewis Capaldi and Rod Stewart as well as comedians Jack Whitehall and Russell Howard. Elton John will bring his worldwide farewell tour to the venue in November 2020.

The £333m facility, benefiting from excellent transport links through the neighbouring Aberdeen International Airport and city bypass, is expected to contribute an additional 4.5m visitors, £113m of visitor spend and £63m net Gross Value Added to the Scottish economy over 10 years. It will also result in the creation of 352 full-time-equivalent permanent positions by year 10 of operations.

## First look around the new community campus

THE first visitors have been through the doors at the new community facility for Tillydrone.

Tillydrone Community Campus brings together a range of services to help deliver the locality plans including existing community organisations such as The Lighthouse, M26, and a range of council services.

In addition to providing vital services to those most in need, the centre also includes a library, crèche, cafe, and rooms for classes and activities. The regeneration work in the heart of the community will also include the demolition of the housing office to improve parking and loading arrangements in the area.

A raft of family-friendly events have been staged to showcase the new £6m multi-service facility. Aberdeen City Council co-leader councillor Jenny Laing said: "The Tillydrone Community Campus will perform an important role in the area by providing support and improve the quality of life for many residents, and it will also be a centre for fun and learning."

The council has committed £4.1m towards the complex, while a further £1.9m grant has been received from the Scottish Government's Regeneration Capital Grant Fund.

## Negative impact of Government's immigration proposals

OVER half of UK businesses with staff from outside the UK would be negatively impacted by government proposals for the UK's future immigration system, according to new research by the British Chambers of Commerce (BCC) and global job site Indeed.

According to a survey of 380 businesses which currently employ non-UK nationals, 53% report they would be negatively impacted by proposals requiring all skilled migrant workers to earn a minimum annual salary of £30k once the UK leaves the EU.

57% of employers say they would be adversely affected by plans to impose a 12-month work and residency limit on lower skilled migrants, requiring workers to leave the UK for at least a year once their visa had expired.

Jane Gratton, head of people policy at BCC, said: "When businesses are unable to recruit skills and labour at a local or national level, the UK's new immigration system must allow them to access non-UK workers quickly and cost effectively. The survey results reflect the extent of business concerns about future restrictions, charges and thresholds, as these will exacerbate recruitment costs and barriers.

"While companies are investing more in homegrown skills, they will continue to need access to migrant skills, at all levels, for the foreseeable future in order to thrive. Salary thresholds and visa restrictions must reflect economic realities. It's vital that the Migration Advisory Committee's review into the salary threshold takes into account the needs of different sectors and regions.

"Business communities will be calling on the Prime Minister to ensure the UK's future immigration policy has the right balance of flexibility and controls to alleviate their concerns."

---

## Barclays supports MHA Henderson Loggie growth

PROFESSIONAL services firm MHA Henderson Loggie is eyeing further growth after securing funding support and facilities of over £2m from Barclays.

The established firm recently underwent a rebrand to better reflect its membership of the invitation only national accountancy association for independent firms, MHA, which they co-founded in 2011.

With offices in Aberdeen, Dundee, Edinburgh and Glasgow, MHA Henderson Loggie is growing its team and client offering across its business.

By moving to Barclays, the new funding will support the growth and strategic direction of MHA Henderson Loggie, with a particular focus on recruitment and retention of existing talent.

It will also be used to help grow the firm's audit services, for both commercial and not for profit organisations, across the central belt, and increase its accounting and tax advisory services in Aberdeen and Glasgow.



Neil Maclean

## Shepherd and Wedderburn appointed to all six lots

SHEPHERD and Wedderburn has been appointed to all six lots of the new Scottish Government legal services framework following a competitive tender process. The four-year framework opened to Scottish Central Government public sector organisations with effect from August 1.

The company joins 10 other suppliers on the framework and is appointed to all six lots, ranging from contract commercial and corporate to debt recovery, major infrastructure and commercial project; and litigation, reparation, employment and inquiries.

Neil Maclean, head of Shepherd and Wedderburn's government and public sector group, and client partner to the Scottish Government framework, said: "Our appointment to all six lots underscores the depth of our technical expertise and our position as a market-leading Scottish headquartered UK law firm.

"We look forward to working with Scottish Ministers, their agencies and other public sector bodies over the four-year term."

---

## Churchill darts save major operator a wellhead jetting trip

CHURCHILL Drilling Tools, a leading oilfield service company specialising in drilling innovation, has revealed that an operator significantly improved its wellhead base jetting operations by deploying the DAV MX™ CircSub.

Churchill's flagship tool has now been deployed on more than 2,000 occasions by 115 operators. Since its launch it has withstood temperatures of 197°C, been activated at depths of more than 31,000ft, managed fluid in excess of 19.5 pounds per gallon and LCM of 224 pounds per barrel.

Sales director Stewart Macindoe said: "We're pleased our partnership approach and our award-winning DAV MX CircSub continues to help operators improve their campaigns."

---

# eBlast celebrates landmark 20th anniversary



**By Neil McDonald,**  
*chief executive officer and chairman, eGroup*

**AS WE PREPARE to welcome thousands of visitors to the North-east for Offshore Europe, it is a time for celebration for the team at eBlast as we gear up to mark our milestone 20th year in business.**

Since first opening our doors at the old Inverurie loco works in September 1999 with just myself and three other employees, we have evolved to become one of the largest specialist coatings and surface preparation businesses in the UK and experts in specialist coatings for extreme environments.

Over the past 20 years, eBlast has been focused on meeting the needs of customers in the oil and gas market. Our clients range from local fabricators to major suppliers to the oil and gas, renewables and construction industries; based from Rothienorman to Baku.

Today, eBlast employs more than 70 people and our highly-skilled team provides thermal spray aluminium, passive fire protection and top sides epoxy coating that are designed to withstand extreme environments and

have serviced and protected many of the large-scale offshore and subsea structures found in the North Sea. We have been fortunate throughout the recent downturn to see the relationships we have built and developed with other companies continuing to prove fruitful.

We have worked with customers to solve complex problems and help them achieve their delivery dates for large, manufactured structures to the highest standards.

In 2018, eBlast and its sister companies amalgamated to form the eGroup and provide an integrated service that combines commercial and industrial coating, painting and surface preparation with structural steel fabrication, cladding installation and non-destructive testing services, among other specialisms.

Operating across a purpose-built, 18-acre site, this new identity has brought the four divisions closer together and allowed them to collaborate more effectively, whilst benefiting clients through greater cost savings and project efficiencies.

In 2019, we added a new, 1,000 sq metre specialist coatings and powder coating area. Another focus has been on expanding our suite of equipment and investing in new machinery across all parts of the business.

Not only will this increase capacity for large volume orders but leaves us well-placed to capitalise on opportunities presented by the upturn.

Having successfully navigated the past 20 years, we see a lot to be positive about for eBlast and the wider industry for the remainder of this year and beyond.

One of the reasons we have remained successful is that we've always taken great pride in the history and traditions of each individual business unit. More importantly, our fantastic team's level of service, reliability and commitment to our clients is second-to-none and their passion for quality has undoubtedly driven the business forward to this landmark 20th anniversary.



Tumulus Way  
Midmill Industrial Estate  
Kintore Aberdeenshire  
AB51 0TG

T: +44 (0)1467 634807

E: eblastenquiries@thegroup.co.uk



## New resource brings the past to life

A NEW educational resource telling the story of a major archaeological project offering a unique insight into the indigenous people of Alaska has been launched.

For more than 10 years archaeologists from the University of Aberdeen have worked alongside the local community in Quinhagak to painstakingly recover and preserve everyday objects that indigenous Yup'ik people used to survive and to celebrate life.

Their work has been a race against the clock to recover artefacts before melting ice and raging winter storms reclaim the Nunalleq (Yup'ik for 'The Old Village') archaeological site. Now the story of the project – and the 100,000 items they have recovered – has been turned into a downloadable educational resource which will help school pupils in Alaska and around the world learn about the Yup'ik way of life.

'Nunalleq: Stories from the Village of our Ancestors' will be distributed to schools in the Lower Kuskokwim School District region of southwestern Alaska on USB drives in time for the new term in Autumn 2019.

## Extra show announced for The Psychology of Serial Killers

ABERDEEN audiences will have a new opportunity to explore the minds of the world's most infamous serial killers this November, as a second show has been announced for 'The Psychology of Serial Killers' with Jennifer Rees at the Lemon Tree.

The talk, which examines the psychology behind some of the most heinous criminals in history, sold out within two days of going on sale and an extra show has now been added on the same day, November 17, at an earlier time of 4.30pm due to exceptional demand.

Aberdeen Performing Arts cultural programme manager, Steven Milne, said: "As a forensics lecturer, Jennifer is well placed to lead what is sure to be a fascinating insight into the psychology behind those who committed some of the most despicable crimes in living memory."



Martin Booth and Paddy O'Donnell

## Well engineering firm bolsters team as business grows globally

AN ABERDEEN headquartered well engineering and project management firm has started to build its team as work continues to grow in global markets.

Zenith Energy, based in the city's Bon Accord Square with a second office in Australia, has made five key appointments to support contract delivery in Australia, Morocco and the UK. The company provides specialist expertise for the complete well life cycle from the conceptual design phases through to field development planning, well operations, well intervention and well abandonments.

Paddy O'Donnell, a former Sunderland United footballer, has joined the Zenith team as business development manager and brings 28 years of oil and gas industry expertise to his new role. He spent a large part of his career working onshore and offshore for a range of oilfield service companies in the UK and internationally before moving into sales.

In recent years, Zenith has focussed on growth in other markets but the company is seeing some signs of recovery in the UKCS. As part of the recent recruitment drive, Zenith has also welcomed senior drilling engineer, Warwick Sanderson, drilling engineer, Tom McIntyre; and QHSE advisor, Mel Harvey.

Managing director Martin Booth said: "With an increase in growth and increase in level of projects the current management team has been focussed on looking after the business and overseeing project delivery. We have experience in West Africa, Morocco and Egypt, and a presence in the Middle East, so we are looking at global business development but with a focus on targeted areas. Paddy has a strong network which will support our growth strategy and potentially introduce us into new markets."

# Contract conditions and insurance implications in oil and gas

By Paul Robertson,  
*account executive and broker, Gallagher*



**ANYONE operating a business will be aware of the importance and complexities involved in arranging a robust insurance programme in order to help protect the business against the risks to which it is exposed.**

For businesses operating within the oil and gas industry there are additional risks to address. These arise from contract conditions which are in common use throughout the industry. These conditions apply to the principal employers, down to the main contractor and thereafter to any sub-contractors in the chain, which can range from a national or multi-national company to a self-employed contractor.

The contract conditions used in the oil and gas industry primarily affect liability insurance but they often extend beyond this to include:

- Property and equipment
- Marine risks (vessels, water craft, topside/subsea equipment)
- Motor
- Contract works

Various initiatives have been introduced to reduce costs and simplify procedures and standard

contracts for use in the industry:

- CRINE (Cost Reduction In New Era)
- LOGIC (Leading Oil & Gas Industry Competitiveness)
- IMHH (Industry Mutual Hold Harmless) deed.

IMHH operates on the basis that a business is better prepared to protect its own people and property than any other party. As a result businesses have more certainty around the risks which they need to insure, with the ultimate aim of reducing the number of insurance policies covering the same risk.

Under contract conditions based on the above initiatives, each party agrees to indemnify and hold harmless the other party against claims in respect of i) damage to property owned, hired or leased and ii) injury to personnel. This removes any recovery actions by the party suffering the loss, including their insurer(s), from the party responsible.

This can be of great advantage to contractors down the supply chain as they will not be pursued for recovery by the principal employer, or their insurer(s), even if the contractor was at fault. Whilst in insurance terms, this removes the risk of claims for third party injury or damage by the

contractor/employer, it does increase the risk of claims on the contractor's insurance policies where the insurer cannot exercise rights of recovery from the party(ies) at fault.

When operating under oil and gas industry contract conditions it is important to work with professional advisers who have expertise in this area. Specialist insurance brokers can assist in identifying risks to your business and build an insurance programme providing adequate protection. We would also strongly recommend that a business takes advice from legal advisors and accountants.

At Gallagher, the energy sector is one of our global areas of specialism, with offices in the world's key oil and gas regions. Our teams act for clients ranging from self-employed contractors, local businesses, national and international companies to global operators within the energy sector.



## (Office) space, the final frontier

How one Aberdeen property company is helping foster industry collaboration

**WITH Offshore Europe 2019 just around the corner, Aberdeen and the North-east of Scotland is set to play host once again to the oil and gas industry's best and brightest in the biennial exhibition that has brought people to the area from around the world since the first show was hosted here in 1973.**

Once again it looks set to be an event of epic proportions with over 900 exhibitors representing 130 countries poised to showcase themselves at Aberdeen's brand-new exhibition centre. Not only that but over the three-day event, an estimated 36,000 people are expected to walk through the doors to visit, network and strike new business deals.

Among the numerous themes of this year's show one of the key issues that is expected to take centre stage is that of collaboration and how businesses across the supply chain work with each other to improve production and operating standards.

One area of opportunity that can often be overlooked when it comes to improving industry collaboration however is that of property and the role office accommodation can play, with one North-east property company business looking to change that.

Waterloo Quay Properties managing director Anna-Marie Eardley elaborates: "The oil and gas industry is the heart of the North-east economy and from the beginning we knew that our harbour front location would make us an attractive proposition, particularly to businesses working in the marine, shipping and offshore services supply chain.

"Our ethos is very much built around creating a community rather than just providing office space and so we do everything we can do encourage collaboration between people on site, whether it's through our shared meeting and break out areas, the 210 Caboose coffee shop and eatery or within the Quay Fitness sports facility where our tenants' employees can work out in the gym, attend fitness classes and play squash or table tennis together. We also encourage lunch and learn sessions that allow our tenants and their clients to showcase their services and frequently promote on site social gatherings such as displays by local artists and cheese and wine evenings."

It is an approach that appears to be striking a chord with many leading industry companies now based out of the complex, from energy logistics specialists Peterson UK, through to the likes of KD Marine, Global E&C / Apollo

Offshore Engineering, DataCo, GNS, WESCO, Atlantic Offshore Rescue and, most recently, shipping classification service provider American Bureau of Shipping, along with a raft of industry start-ups.

Other key industry players on site include leading safety and security solutions provider Restrata which chose Waterloo Quay Properties as the location for its European emergency response centre which opened following a six-figure investment and refurbishment in 2018.

Waterloo Quay director Shaun Eardley added: "We've got a diverse range of businesses on site that operate across the oil and gas supply chain and we work hard with them to ensure that Waterloo Quay Properties remains one of the best places to operate from in the North-east of Scotland.

"Since the turn of the century this has seen Waterloo Quay Properties and our stakeholders, invest well over £25m buying, refurbishing and developing the land and buildings along the Waterloo Quay frontage of the Victoria Dock. The area has been transformed and in so doing we have ensured that the establishment needs of organisations and individuals working in and supporting the oil, gas and wider energy industries have been met and surpassed."



Another area where Waterloo Quay Properties is seeing a significant uptick in activity is in its virtual office business which provides companies with a prestigious address, mail and parcel handling and telephone answering and call forwarding services in the city.

Shaun added: "Virtual office services are something we are seeing grow at a significant rate particularly amongst businesses looking to establish a professional front in the city but without necessarily placing employees or operations here full-time. Virtual officing provides all the components of an office but with added flexibility and a cost-effective way to network, foster collaboration and sell services to the local market. The oil and gas industry is one of the most exciting and innovative anywhere in the world and if we can play our role in assisting that then we're doing our jobs well and providing a service which is highly valued by our customers."


For more information on Waterloo Quay Properties and its current availability please visit [www.waterlooquey.com](http://www.waterlooquey.com)



**151**  
**courses**  
run by the Chamber



Covering

**55**   
**different**  
**subjects**

Attended by

**951**  
people in North-east  
businesses



- 1 Tue**  
1 day  
**Performance Management**  
Establish processes to improve employee performance in line with organisation objectives
- 2 Wed**  
1 day  
**Emotional Intelligence for Business**  
Develop situational awareness and influence outcomes
- 2 Wed**  
1 day  
**HR for Non-HR Managers**  
Understand responsibilities and techniques in relation to HR requirements
- 3 Thu**  
1 day  
**GDPR Essentials**  
Demystify the new regulation and principles in a digital landscape
- 3 Thu**  
1 day  
**Personal Effectiveness**  
Improve your self-management by changing the way you work
- 8 Tue**  
1 day  
**Making Meetings Work**  
Establish how to plan and deliver effective meetings
- 8 Tue**  
1 day  
**Winning More Bids**  
Produce professional proposals/tenders that stand out from your competition
- 9 Wed**  
1/2 day  
**Understanding the Oil and Gas Industry**  
Gain an understanding of the basics of oil and gas production and processing
- 9 Wed**  
1 day  
**Essential Supervisory Skills**  
Bridge the gap between doing and supervising and become confident in delegating tasks
- 10 Thu**  
1 day  
**Reviews and Appraisals**  
Assess performance constructively and increase reviewee's motivation
- 11 Fri**  
1/2 day  
**INCO Terms 2020**  
Understand the benefits of International Commercial Terms for buyers and sellers
- 24 Thu**  
1 day  
**Change Management**  
Learn the tools to drive change
- 25 Fri**  
1/2 day  
**Cash Flow Management**  
Maximise cash flow with effective cash collection techniques
- 30 Wed**  
1 day  
**HR Business Partner - Masterclass**  
Explore key HR topics and feel confident in taking HR to the next level
- 30 - 31**  
**Wed - Thu**  
2 day  
**Essential Management Skills**  
Become equipped with the knowledge and skills required of a manager

**For more information**

Susan Staniforth, training team leader

T 01224 343917 E [training@agcc.co.uk](mailto:training@agcc.co.uk)



# November

<b>4 Mon</b> 1 day	<b>Letters of Credit – Methods of Payment</b> Ensure your Letter of Credit is not rejected and compare payment methods
<b>5 Tue</b> 1 day	<b>Business Development Accelerator</b> Develop a powerful strategy to drive sales
<b>6 Wed</b> 1 day	<b>Assertiveness at Work</b> Learn to communicate your point of view without causing conflict
<b>6 Wed</b> 1 day	<b>Presentation Skills</b> Deliver a dynamic and motivational presentation confidently
<b>7 Thu</b> 1 day	<b>Supervisors Next Steps</b> Improve techniques and add new areas of awareness and understanding
<b>7 Thu</b> 1 day	<b>Motivation and Delegation</b> Create a motivational environment and use effective delegation
<b>8 Fri</b> 1/2 day	<b>Social Media for the Uninitiated</b> Gain a practical understanding of Facebook, Twitter and LinkedIn for business
<b>8 Fri</b> 1/2 day	<b>Social Media Advanced</b> Achieve maximum impact from your digital communications plan
<b>8 Fri</b> 1 day	<b>Customs Procedures and Documentation</b> Explore the various customs systems, procedures and documentation
<b>11 Mon</b> 1/2 day	<b>IR35 – How to navigate the changes</b> Learn how to navigate the changes and assess potential risks
<b>12 Tue</b> 1 day	<b>Communication and Interpersonal Skills</b> Develop effective communication techniques
<b>12 Tue</b> 1/2 day	<b>Negotiating and Influencing Skills</b> Learn tactics and skills of persuasion that leads to success
<b>13 Wed</b> 1 day	<b>Dealing with Difficult Situations</b> Understand the variety of personalities and determine how to alter your approach for each
<b>13 Wed</b> 1 day	<b>Building Effective Teams</b> Understand what makes a great team and learn how to build one
<b>13 Wed</b> 1/2 day	<b>Commodity Coding System for International Trade</b> Guidance through the international coding process and the paperwork involved
<b>13 Wed</b> 1/2 day	<b>Preference Rules of Origin</b> Understand the importance and rules of Preference Rules of Origin
<b>14 Thu</b> 1 day	<b>Export Documentation Explained</b> Understand what is involved in documentation to save time and money



Learn how to land your project with top notch presentation skills



Discover how to maximise returns for your business through team building

# Do offshore operations have to be a dirty business?

**By Jim Shiach,**  
*managing director, Centrifuges Un-Limited*

**WE ARE all morally obliged and legally compelled to reduce our impact on the environment – and, as individuals, each and every one of us has a duty to do all we can to look after the planet our children and grandchildren will inherit.**

For us, the challenge lies in how we can change current methods of fluid waste treatment to minimise the impact on our environment and how we can make the economics work so there is no impact on the bottom-line.

On offshore installations there are many facets and complexities to the fluid waste streams which are generated under normal operating conditions – produced water is just one such fluid.

According to the Oil & Gas UK 2018 Environment Report, the amount of produced water discharged into the sea on the UKCS in 2017 was 143 million tonnes of which 2,000 tonnes was oil, so it's not a small issue if you factor in the possibility of other nations discharging similar volumes. There is government legislation for the discharge of produced water to sea, and these levels are set at 30ppm but we can and must do better.

Other fluid waste streams from tank cleaning, pipeline cleaning, deck drains and utility fluids are handled differently and current practices involve collecting and shipping fluids ashore then transporting them by road to be separated into solids and liquids (oils and water) for disposal.

This, however, really just moves the problem from an offshore setting and brings it onshore, increasing the volume of waste to be treated and turning one problem into three. Solids end up in landfill where they emit gasses for countless years to come, whilst oil is incinerated or blended into other oils and water is treated and discharged to the drains and into our sewage systems.

Herein lies yet another challenge and one which is less obvious to our industry, namely the effect of all this on our sewage treatment plants. Generally operating close to capacity, these plants sometimes need very little to tip their fragile balance – sometimes a thunderstorm is all it takes for the fine line to be crossed – so the volume of contaminated water sent to sewage treatment works can cause major headaches.

So, why not reduce that process and treat the fluids safely and effectively without taking them onshore? The technology is available, and its implementation would require a leap of faith and a step-change in current practices as well as a willingness to move away from 'how things have always been done' – but it is possible and the argument is compelling.

For example, treating waste generated during specialist tank cleaning operations at source, as opposed to using current 'ship to shore' methods, would make planning easier with fewer operational activities to evaluate and carry out. Logistical activities would see a reduction in transport and vessel

time, and there would be a positive HSE impact due to reduced lifting and handling operations, planning and risk to personnel.

Key here is the lower environmental impact and there would be reductions in fuel usage, emissions and the risk of spills. Overall, the adoption of such methods could reduce the volume of liquid shipped to shore by 98%, reduce the total lifts by up to 95% and reduce carbon footprint by 82%.

It was trying to achieve these goals that led to the 10-year development of our Elvos® system which operates under a simple philosophy – to environmentally lower volumes on or offshore at source. Adoption of this integrated mechanical separation solution offers a flexible system to clean waste at source in various environments, thus reducing your carbon footprint and environmental impact.

In brief, the ethos behind Elvos® can be succinctly summarised in the words of Irish playwright George Bernard Shaw who said 'progress is impossible without change, and those who cannot change their minds cannot change anything'.

If this is one step-change that could help safeguard our planet for future generations, isn't it the least we can do?

To find out more visit  
[www.centrifuges-unlimited.co.uk](http://www.centrifuges-unlimited.co.uk)  
email  
[info@centrifuges-unlimited.co.uk](mailto:info@centrifuges-unlimited.co.uk)  
or call **+44 (0) 1224 772918**.

**Global Separation &  
Heat Transfer Solutions**  
RENTAL SERVICE, DESIGN & SALES

W: [www.centrifuges-unlimited.co.uk](http://www.centrifuges-unlimited.co.uk)

T: +44 (0) 1224 772918

E: [sales@centrifuges-unlimited.co.uk](mailto:sales@centrifuges-unlimited.co.uk)





## Contracts worth over £1m secured

**LEADING Aberdeen-based oil and gas service company Centrifuges Un-Limited has announced that it has secured new business worth in excess of £1m since the beginning of the year.**

The news represents 33% growth on the previous year, with around three quarters of the work coming from overseas markets including West Africa, Latin America, the Middle East and Norway.

The surge in demand for the company's portfolio of products and services has prompted an ongoing recruitment drive to employ new members of staff to augment the team, primarily in sales and operational roles.

Key to recent growth has been the company's focus on the mechanical separation division which specialises in fluid cleaning solutions for diesel fuel management, oily water separation for platform decommissioning, rig drains treatment, pipeline cleaning, well testing activities and well completions.

Additional strength has come from a collaborative agreement with Kelvion Limited (formally GEA Ecoflex) in the delivery of innovative technologies from Centrifuges Un-Limited's heat transfer division such as SuperCul® and AutoCul®. Recently, this part of the business has seen real advancement in mud cooling technologies with new, generation four designs fully tested and operational.

Commenting on the company's recent success, Centrifuges Un-Limited managing director Jim Shiach said: "We have positioned ourselves as the partner of choice when it comes to mechanical separation and mud cooling.

"This has been through offering innovative solutions to industry problems and a continued focus on development will stand us and, consequently, our clients in good stead as we look to the future with confidence and optimism."



Visit our stand 2K20 at  
Offshore Europe 2019

**Centrifuges**  
un-limited

Aberdeen - Norway - Dubai

## Unlikely group becomes Aberdeen's digital crusaders

AS THE digital revolution gathers pace in Aberdeen thanks to CityFibre's investment in city-wide full fibre broadband infrastructure an unlikely group has found itself leading the charge.

Phone addicted teens and millennials are usually thought of as having the best grasp of the latest digital innovations, smart home technology and modern workplace IT tools. However, those aged over 55 are becoming the city's digital crusaders as a result of a unique partnership between CityFibre and local charity, Silver City Surfers, which works to ensure everyone can thrive in an increasingly digital world.

Silver City Surfers supports over 55s to navigate their way around technology. They work with people of all abilities, from those who can't switch on a computer to tech savvy grannies and granddads. With more and more businesses and agencies switching to digital only, the local Aberdeen charity is there to support people to make sure nobody is left disconnected.

The support from CityFibre comes as it celebrates its one-year anniversary of announcing the city-wide expansion of its full fibre broadband network in Aberdeen, and at a critical time for the local charity as it faced a looming funding shortfall to provide its invaluable service.



Laurie Mackay and Rebecca Allison

## New chair appointed by Energy Institute

A NEW chairperson is to take over at the helm of the Aberdeen, Highlands and Islands branch of the Energy Institute.

Rebecca Allison succeeds Laurie Mackay following the branch's annual general meeting on July 23. She is part of the leadership team at the Oil and Gas Technology Centre and will be the first woman to hold the EI position.

Aberdeen, Highlands and Islands is one of the two biggest EI branches. It has an active membership of around 2,000 industry representatives from across the region.

Commenting on her appointment, Ms Allison said: "I look forward to playing a part in progressing the excellent work the EI has been doing locally for many years. The branch has built up an excellent representation of local industry and academia who are brought together by the work of the EI.

"I am very grateful to Laurie and the rest of the team for their efforts in getting the branch to where it is today, and I look forward to building on their hard work."

## Munro's win Archer travel contract

MUNRO'S Travel has secured a business travel contract with global oil service firm Archer (UK) Ltd.

The two-year contract will involve Munro's Travel providing a full travel management service, including its in-house passport and visa service.

## Businesses invited to promote vacancies at city jobs fair

EMPLOYERS are being invited to play their part in a popular recruitment event being hosted in Aberdeen later this month.

Aberdeen City Council is again joining forces with the Department for Work and Pensions to deliver the annual Progress Through Positive Partnerships jobs fair. Exhibition space at the September 11 event is free and will be allocated on a first-come-first-served basis to employers with vacancies to fill. It is anticipated that the event will offer a range of job opportunities including seasonal, part-time, full-time, temporary and permanent posts across a variety of sectors.

Last year's event attracted almost 1,200 job hunters, alongside 33 employers from a broad range of sectors. Businesses already signed up for this year's event include: Fugro, Securitas, TK Maxx, First, Home Bargains, Aberdeen City Council, Paramount Care, Dyce Farm, Driver Hire and Pinpoint Care.

## Stewart Milne recognised for health and safety

STEWART Milne Group has been recognised for a decade of excellence in health and safety with a President's Award from the Royal Society of Prevention of Accidents (RoSPA).

The independent housebuilder and timber systems manufacturer has been rewarded for its consistent, high-quality processes and policies which have led to a year on year improvement in health and safety among its workforce and its sub-contractors.

This achievement, along with a host of other HSE awards, cements Stewart Milne Group's position as an industry leader in health and safety performance.

Committed to improving not only the standard of health and safety in its own organisation but also across the construction industry, Stewart Milne Group has invested heavily in award-winning internal safety behaviour programmes. This has included 'Choose Safe', which promotes positive health and safety attitudes applied by those at work to drive a positive safety culture within the business.

The RoSPA Awards scheme, which receives entries from organisations around the world, recognises achievement in health and safety management systems, including practices such as leadership and workforce involvement.

# Throw your fabrication challenges our way...



**FOR some companies it might be enough to specialise in steel and cladding installations but KR Group based in Aberdeenshire is always looking for a new opportunity to sink its teeth into.**

And with possible R&D projects in the pipeline this is one company that doesn't do complacent. We caught up with contracts manager Robert Smart to find out more.

**Q: What's going on at KR Group just now?**

Aside from the recent Group rebrand, the expansion of our fabrication workshop and team has given us the capacity to support the oil and gas industry with their fabrication and welding needs. This means we can provide support from the start of a project, through to completion, all under one roof.

We are also in the planning stage of building our new office complex, so exciting times ahead.

**Q: You're better known for your steel/cladding works in the**

**construction industries, what exposure have you had to the oil and gas industry?**

Although we were predominately a construction-based company, we've been working with oil and gas customers for some time now. Recent projects include a large-scale roofing refurbishment project for GE and working with facility management teams to carry out repairs and upgrades to buildings.

We have also worked with BHGE in the redevelopment of multiple sites which has given us the opportunity to work on a range of scopes including steel buildings, cladding, installation of cranes, dismantling and moving test cells, fabrication of new test cells and construction of a bespoke metrology lab.

**Q: The oil and gas industry is known for requiring a high level of expertise, what do you think KR Group can offer?**

Feedback from our energy contacts has emphasised a lack of personal involvement in their projects. We

believe in a hands-on, honest service, working in partnership to maximise results. We bring fresh thinking and can tailor our systems to suit so we find that once oil and gas customers use us, they often come back for the quality and expertise.

**Q: For companies who have never used your services, what do you want them to know?**

KR Group encompasses KR Steel, KR Cladding and KR Solutions offering a competitive, turnkey solution for any size or complexity of project.

If you are not familiar with our services, get in touch and find out more by visiting [www.krgroup.co.uk](http://www.krgroup.co.uk) or giving us a call on **01358 788907**.



01358 788907



Loanhead Industrial Estate, Aberdeenshire, AB41 6AN



# Do you have five minutes?

The 31st Oil & Gas Survey is now live, providing an independent, authoritative view of activity and trends in the UK Continental Shelf and internationally.

Industry input is critical to accurately capturing how the energy sector is performing.



Visit [agcc.co.uk](http://agcc.co.uk) and share your views



# Local lifting company provides complex solutions for any industry

**ABERDEENSHIRE based company Red Rooster Lifting prides itself on providing bespoke lifting solutions - across industries. For over 30 years it has specialised in the supply, rental and servicing of the best powered lifting and load measuring solutions in the world.**

Its adaptable product range covers Red Rooster air hoists and load measuring equipment, EMCE winches, KITO electric hoists, KITO manual hoists, GEBUWIN hand winches and TEO Crane weighers.

Red Rooster Lifting continually invest in new technologies. This ensures it is at the forefront of delivering the highest quality and safest equipment, as well as maintaining its ability to respond to demand reactively which is crucial in the fast-paced environment. This reliability has seen the company involved in projects as diverse as St Paul's Cathedral in London and the new Queensferry Crossing across the Forth.

The firm's versatility was put to the test when it was contracted to design and build six, ten-tonne and a one-tonne low headroom air hoist and trolley units. The equipment was sent to

Dubai where the turret mooring system is under construction and then on to Singapore where it will be built into the hull of the FPSO. The final destination being the Johan Castberg field in the Norwegian section of the Barents Sea. The project required Red Rooster to build in nearly every mechanism they provide into extremely complex hoists.

The bespoke units were designed and manufactured in-house at its Aberdeen workshop to meet the stringent requirements of the project. The specification required the units to operate on curved beams and to work on an angle of up to  $+ / - 5^\circ$  using a rack and pinion drive system. Along with these challenging requirements, the equipment also required a load monitoring system, emergency brake release and a special paint system requiring level 3 paint inspection.

Red Rooster also had to meet the standard requirements for equipment working in the Norwegian sector of the Barents Sea. Before the equipment was dispatched it was put through a stringent Factory Acceptance Test with all hoists being tested and the certification package checked by DNV to confirm it met all integrity and safety

standards before being accepted by the client.

Bill Aitken, managing director of Red Rooster Lifting, said: "This project was an intricate undertaking for the Red Rooster team but with our vast experience from 30 years + in the industry and our ability to act fast we fulfilled the contract requirements with ease and on time. A real benefit for our clients is that we can also offer technical backup, advice on installation and assistance with any breakdowns.

"This comes from experience but also the continual training and product knowledge we provide the team with as a priority. We can also provide a range of spare parts from stock and a full repair and testing service, providing our clients with the utmost assurance in any scenario or environment."

## Aberdeen Harbour: A port for the future of energy

By Michelle Handforth,  
Chief Executive, Aberdeen Harbour Board



**The concept of sourcing our energy needs from the sea is certainly nothing new to those living in the North East of Scotland. For 50 years, the North Sea has offered up a previously unimaginable bounty in the form of millions of tonnes of crude oil, and cubic metres of natural gas. Now, it is on the world stage once again, as the demand for clean, sustainable energy becomes more vital.**

The Scottish Government aims that, by 2030, half of Scotland's heat, transport and electrical energy needs will be met by renewable energy sources. Offshore wind energy will be a vital component of this mix, and with Crown Estate Scotland announcing the country's new leasing round for offshore wind projects next month, ports are set to represent the crucial link between onshore fabrication and offshore installation and production in this sector.

As the world's first floating offshore windfarm, Equinor's Hywind project has been joined this summer by the Beatrice Offshore Windfarm – the largest of its kind in Scotland and set to generate enough energy to power 450,000 homes.

Closer to home, Vattenfall's 11 wind turbines off the coast of Aberdeen have attracted much attention since generating first power in the summer

of 2018. The £300 million European Offshore Wind Deployment Centre is Scotland's largest offshore wind test and demonstration facility and is supported through a 24-year lease with Aberdeen Harbour, becoming the first offshore wind operator to invest long-term in the port's facilities. The specially-built jetty at Commercial Quay East accommodates vessels which support the ongoing maintenance of the site.

As the world's energy production methods evolve, however, so must the ports that serve the industry. Aberdeen Harbour is undergoing its biggest transition in centuries. Our £350 million South Harbour expansion will continue to support the oil and gas industry as a core sector, whilst it adapts to new energy. For example, the new harbour will have capacity to marshal components for the pre-installation phase for Scottish territorial and round-three projects.

South Harbour has 1,400 meters of quay available, with space for vessels of up to 300 metres in length able to berth alongside – thereby allowing the larger vessels associated with the offshore renewables industry to be accommodated. Our engineers predict a quay-transfer capability of more than 6,000 tonnes within the new facility, and instead of having heavy-lift pads, South

Harbour will provide sizeable heavy-lift zones. Five-tonnes per square meter will represent the minimum load capacity within the port; the majority of quay will accommodate 10-tonnes per square meter, and an incredible 36,000-square meters of quayside will accommodate 15-tonnes per square meter.

It is not just the attributes of the newly combined Aberdeen Harbour that will be primed to support energy transition activities. The expertise built up in the oil and gas industry – not just at the port, but across the sector – gives the region huge advantages in developing offshore wind projects for harsh environments. Ultimately, this will not only help the region develop into a hub of excellence and innovation, but will also transform Aberdeen Harbour into an international energy port of significance, operating in multiple energy sectors on a global scale.

The offshore renewables industry will continue to evolve in the coming years and significantly change the way in which we source our energy needs. With Aberdeen Harbour's sheer scale and unique location, we are ideally positioned to play a significant part in all aspects of the diverse and exciting energy industry.



# A green harbour, fit for the future

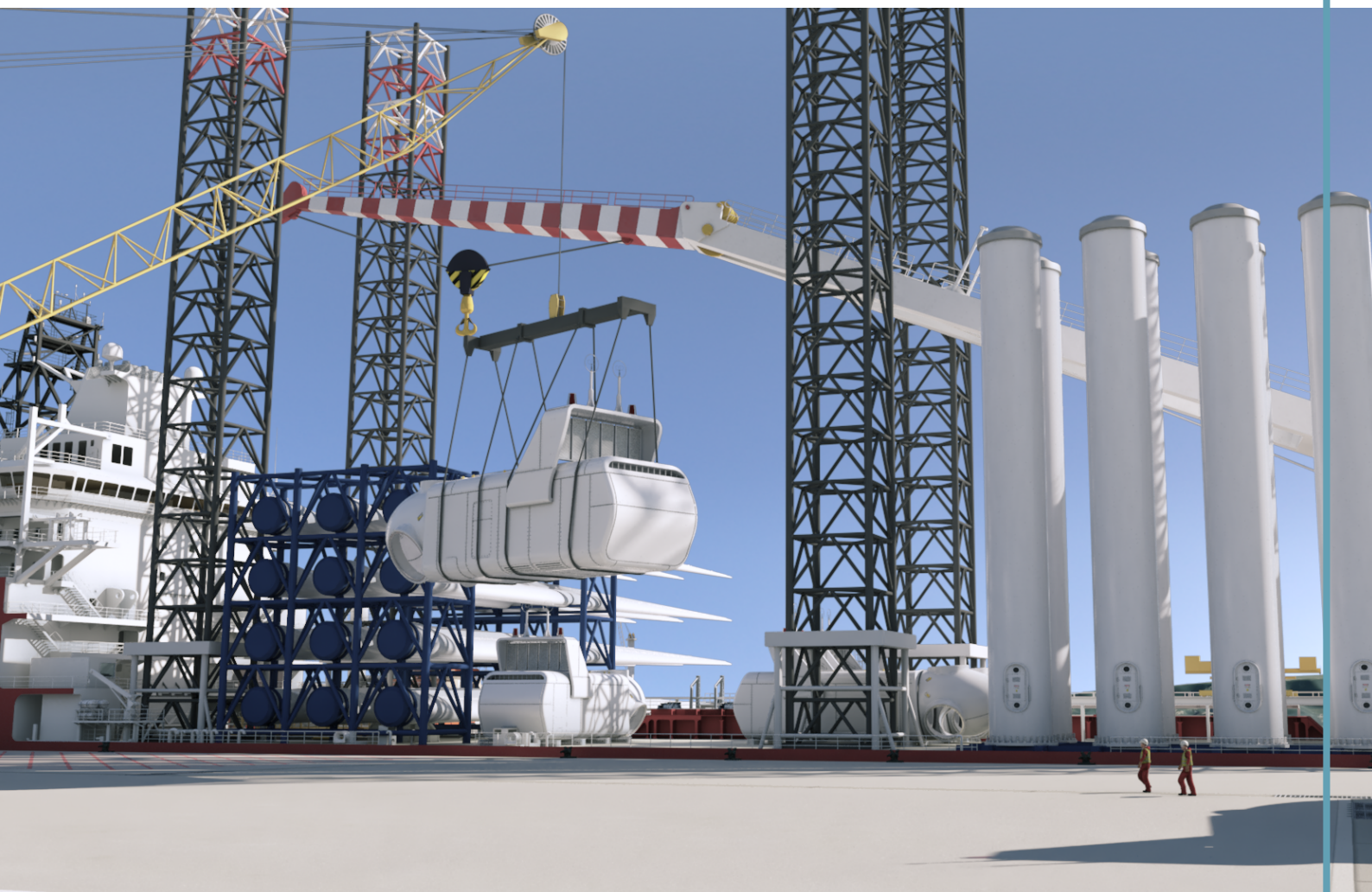
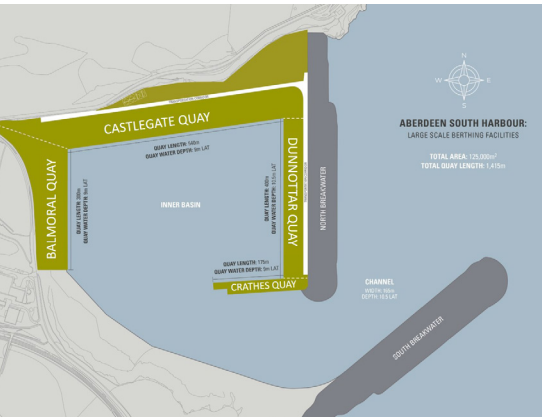
By Keith Young,

Engineering Director, Aberdeen Harbour Board

**Aberdeen Harbour is in a unique position to support macro energy transition aspirations and climate change objectives, but the organisation is also committed to transformational change at a micro level, within the port itself.**

As a European EcoPort, and with ISO 14001 accreditation, we have been developing a programme of environmental priorities and initiatives for the port, which will enable our combined port to be more energy efficient and, ultimately, a leading example in the UK ports sector.

Some of these initiatives are already taking shape. The South Harbour design incorporates an adaptable ducting system, which can support a range of connections, whether this be the infrastructure for electric shore-supplied power, or the ability to host power cables from offshore. The need for shoreside power is steadily gaining momentum around the world, as it allows vessels to turn their engines off while in port, thus significantly improving the air quality in port areas. With these ducting systems already built into the new Harbour, we will be ready to adopt this form of power as the transfer technology continues to evolve.



## TechnipFMC wins Seagull contract

NEPTUNE Energy and its joint venture partners BP and JAPEX have awarded TechnipFMC an engineering, procurement, construction and installation (EPCI) target cost contract for the Seagull development in the UK North Sea.

The target cost contract was awarded under a global alliance agreement between TechnipFMC and Neptune Energy which was signed for an initial five-year term with options for further extensions.

Under the scope of the contract, TechnipFMC will construct and install the wellheads, Xmas trees, an umbilical, flowlines, a four-slot manifold, a subsea wye structure and a subsea control system.



## Inoapps moves to new Oracle campus premises

TECHNOLOGY business Inoapps, an award-winning managed service provider and Oracle Platinum Partner, has announced a £700K investment into its global products division.

The company has agreed a five-year lease on a 7,500sq ft office within Oracle's main Linlithgow campus building, moving from its original premises having boosted its numbers from 12 to more than 55 people across the central belt of Scotland over the past three years.

The new office will provide the Aberdeen-headquartered company with an enlarged space with state-of-the-art video conferencing, AV facilities and meeting spaces. It will give a flexible, future-proofed base for the ongoing delivery of Inoapps' global product development strategy. The additional space means Inoapps can also expand its Digital Skills Academy which provides internal training and development for its own people as well as outreach work with Scottish schools.

Phil Burgess, managing director of Inoapps UK, said: "The move into the Oracle campus is part of a significant investment into our UK and international business and the wider community. We are constantly evaluating new industry sectors internationally and developing products with industry-specific functionality to complement Oracle's core solutions."



## First Aberdeen set to launch Tap & Cap

FIRST Aberdeen is set to make it even easier to use the bus as it rolls out the next phase of contactless payments with Tap & Cap.

Tap & Cap uses contactless payments to cap travel charges, so customers will never pay more than £4.40 a day or £18 per week, no matter how many journeys they make. For anyone currently paying by cash or with contactless, First say moving to Tap & Cap could save them money.

Customers will be able to use Tap & Cap on any service across the city network using their contactless payment card and the system will automatically select the cheapest on-bus fare available based on the number of journeys they make.

Graeme Macfarlan, commercial director at First Aberdeen, said: "We wanted to continue with improvements across our contactless offering as Aberdeen was the quickest to adopt this popular payment method on our buses across our entire UK bus operations and so it was the obvious first choice to be upgraded to the new Tap and Cap contactless payment system, similar to the London Oyster Card offering.

"The new system guarantees that customers will always get the best value fare to suit their own travel needs based on their individual travel pattern and will make life easier for our customers by making the bus more accessible than ever."

## HGF's gold and silver rankings

HGF has been ranked in the gold and silver bands in The Financial Times special report on Europe's Leading Patent Law Firms.

The company has been ranked in gold for chemistry and pharmacy; electrical engineering and physics; mechanical engineering; biotechnology, food and healthcare. It has been ranked silver for materials and nanotechnology and IT and software.

The firm is one of the largest firms of IP specialists in Europe, with 21 offices across the UK, Ireland, Germany, the Netherlands, Austria and Switzerland and is internationally recognised by its peers across these six core areas of technology.

# How much is inefficient crew travel costing your organisation?

By Helen Gordon,  
*general manager, ATPi Scotland*

**TRAVEL is the second biggest expense for most offshore organisations. This isn't simply due to the cost of airfares and accommodation but also the inefficiency of arranging and re-arranging travel, as well as the knock-on effect of delayed crew members.**

Inefficient crew change processes have a significant impact on how well offshore organisations can report on travel in order to analyse spend or identify trends. Although post-travel analysis might not seem critical, being able to report on how crew are travelling and then provide an accurate figure for total cost of an operation is key to making long term, sustainable cost savings.

Analysing travel in more detail is essential if organisations are to identify where efficiencies and savings can be made. This could include reviewing the type of air fares that are booked, highlighting how many

stops or changes are required for an average crew rotation or tracking hotel and sundry expenses. A travel management company (TMC) can strategically support organisations and help them analyse their data by delivering it in a format that's easy to understand, enabling them to draw conclusions and make necessary changes to drive further efficiencies and cost savings. This will ultimately provide them with the best value, while keeping a firm control of their travel spend.

It's impossible to eradicate the delays that impact crew changes, however, it's not the delays that compromise an organisation's efficiency – it's the response. Having 24/7, global support alleviates the pressure of needing to unexpectedly amend crew rotation itineraries in the event of a delay. This kind of service also fulfils duty of care obligations, as it provides crew and travellers with a central point of contact if they experience difficulties when travelling.

Complex travel booking processes that ping-pong between the agent, airline or hotel and travel booker can take up a lot of valuable time. The unpredictable nature of crew rotations rarely allows for the use of traditional 'corporate' online booking tools, therefore it is important to search for workflow management systems that have been specifically designed with marine and energy companies in mind. Such tools should have the ability to integrate with payroll, HR and finance, allowing organisations to efficiently manage the entire crew rotation in one place.

Coordinating crew rotations can be a drain on time and resource, particularly when unpredictable weather, travel delays and supply chain errors throw travel plans off course. Having an expert TMC can help save time and cost, allowing offshore organisations to focus on what really matters to them – getting the job done in the most cost-effective, time-efficient way possible.



# The benefits of digitalisation

By Keith Bell,  
*chairman of the board,*  
MODS Management



**TODAY the brownfield oil and gas industry is heavily burdened with administering its outdated processes, used to control work programmes such as plant modifications, turn arounds and systems integrity. The result is vast amounts of information, unstructured and duplicated data that not only cost untold millions to obtain but also remains largely inaccessible to all but the very few within an organisation.**

Add to this the loss of expertise through an ageing and retiring workforce; digital technology is not just a 'nice to have', but essential for a safe and efficiently run operation.

Our company is made up of a directorial team that have over 150 years combined experience and, from the outset of the company's inception in 2002, we made it our objective to develop digital systems that embraced integrated processes that interact with the visualisation of the plant, in a bid to improve efficiency and fully utilise the technological era that was unfolding.

Huge advancements in computer application skills and software, coupled with increased data storage capacities and systems such as the cloud, have enabled us to develop and customise our products and company offerings to a level that we couldn't even have

envisage 10 years ago. An example of how we as a company are using technology to reduce cost in the offshore oil and gas sector:

The manhour cost offshore is between three and five times that of an onshore manhour. Digital technology can help by significantly reducing the administrative burden and increasing productivity by up to 35%, a considerable saving in this high-cost environment.

This can be achieved by utilising integrated work processes that interact directly with the 3D design model and digital scanning solutions that deliver panoramic visualisation.

Further areas where we are seeing huge gains in efficiency is with the use of handheld devices to track progress and record data in real-time. Computer technology power and primitive AI type solutions are used to automate and predict repetitive data inputs for pre-population and create 'smart' databases for single-source areas of data storage and access across a whole project workforce. This can vastly improve compilation and handover times of completion documents when bringing the plant back on-line, post TAR for example.

Our overall strategy for the future is to expand and deliver even more

efficiency and accountability to our clients. A cost module is now in development which will record manhours and other expenditure directly from the handheld devices which can then track cost and progress from the same data source. Also, a scheduling module is planned for 2020 which will have the ability to react to change more efficiently to augment current planning systems and report progress in real-time, again by using handheld devices.

For us as a company, digitalisation is key to achieving the commitments we make every day to our clients. We can only see further advancements and progress being made in all areas of the industry. This is especially true in today's world; all the major organisations within the oil and gas industry are becoming more inclined to embrace digitalisation and fully realising its true potential and the benefits it creates for the present and the future.



## Aberdeen International Airport

# Welcome to Aberdeen. Connecting the Oil Capital of Europe with the world.

- £20 million terminal transformation creating more space and better facilities
- Served over 3 million passengers in 2018
- Newly designed security area and quicker service
- Enjoy bigger and better retail and catering experience
- Experience our award-winning Northern Lights Lounge
- Aberdeen's hub to reach over 40 destinations worldwide
- Over 250 whiskies available in our World of Whiskies department at World Duty Free

Discover more at [aberdeenairport.com](http://aberdeenairport.com)

 Download our new App for live updates and offers at [aberdeenairport.com/app](http://aberdeenairport.com/app)



**Limited Edition**  
Exclusive to buy at  
Aberdeen Airport  
Glen Garioch 1997  
Single Cask.  
Only 188 bottles.  
**£285**




# Rising to meet the energy transition

by **Shane Taylor**,  
*research and policy manager,*  
Aberdeen & Grampian Chamber  
of Commerce



**WHEN it was released in May 2019, the Net Zero report from the Committee on Climate Change (CCC) created an immediate impact. Within months both the Scottish and UK Governments had committed to set ambitious net zero targets. At a Scotland level, the CCC recommended that a net zero target of 2045 is adopted, five years ahead of the 2050 target suggested for the UK as a whole.**

One of the principal reasons for Scotland's earlier target is carbon capture potential. The report specifically marks out CCUS as 'crucial' to the delivery of a net zero economy. In particular, the CCC report marks out the North Sea and disused oil and gas fields as a major advantage when it comes to deploying the carbon capture solutions which will be essential to minimise our contribution to global emissions.

The report also marks out a key role for hydrogen, an area where the North-east has already sought to position itself as a leader; while in terms of energy security, it illustrates that consumption of both oil and natural gas by the UK will continue to outpace our domestic production, even by 2050. Continued domestic production is going to be essential to ensure our energy security, even as

our total consumption of oil and gas declines as new energy sources come onstream.

Why mention this? Over the course of this year, the Chamber has held a number of roundtable sessions with Ministers from across the UK. With the former Home Secretary, Sajid Javid MP, and most recently, with the Scottish Government's Minister for Business, Fair Work and Skills, Jamie Hepburn MSP, much of our discussions focused on the challenges of recruiting for key roles at a time of record high employment. When it comes to oil and gas specifically, we know that challenges are beginning to emerge around the perception of the industry as a future career choice.

This is one area where perception simply doesn't match with reality. Looking at OPITO and RGU's excellent Workforce Dynamics report, they estimate that over 25,000 new people will be needed to keep the UKCS workforce at full strength by 2025, with almost 20% of those individuals taking up new types of roles which don't exist today. The same report highlights that 80% of the basin's 2025 workforce is already within the industry, emphasising the need to continually invest in training to upskill existing employees. Both statistics are reinforced by positive findings in our

latest Oil and Gas survey, particularly when it comes to investment in staff training, with a substantial rise forecast over the 2019/2020 period.

Many sectors come to a point where they must consider whether they make a compelling case to attract future talent. With the Vision 2035 initiative spearheaded by Oil and Gas UK, the sector has a credible plan for the future, which focuses on energy security, supply chain opportunities and delivering the energy transition.

As is clear from the CCC Report, even in 2050, following a substantial transformation of our economy and energy systems, oil and gas, and the skillsets linked to it, will continue to play an absolutely vital role in realising a low carbon economy.

We have an industry with a crystal clear purpose. Delivering the energy needs of today while rising to meet the energy transition. There's never been a more exciting, inspiring time to work in the sector and firms are primed to invest in the talent that can solve the defining challenges of our time. That's the reality. It's on all of us to make it the perception as we look to attract the next generation of talent to the North-east in the years ahead.



# Let's work together

Do you travel often to Norway on business?

Then you may already know us. We have been a logistic partner for all industries in Aberdeen for over 17 years.

Widerøe is a Norwegian regional airline that understands the needs of businesses. Our timetable is set-up to offer smooth and efficient travel.

We fly to 41 destinations in Norway and know the long Norwegian coastline like no one else.

We have increased our schedule from Aberdeen to Norway and are operating three daily flights between Aberdeen and Stavanger, and two daily flights between Aberdeen and Bergen.

All passengers flying between Aberdeen and Stavanger or Bergen enjoy a free in-flight meal, no cramped middle seats and a high level of service onboard. We also offer fast track and lounge.

Welcome on board!

**Widerøe – the gateway to Norway**

**Our name may be hard to pronounce, but flying with us is easy.**

[wideroe.co.uk](http://wideroe.co.uk)

**Meet us at  
Offshore Europe**

**September 2019  
at the Commercial  
Norwegian Pavilion, hall 2.**

[offshore-europe.co.uk](http://offshore-europe.co.uk)



**Aberdeen &  
Grampian  
Chamber of  
Commerce**

In partnership with



# Northern Star 2019 Business Awards

## Be at the biggest celebration of the year

September 26 | P&J Live | [agcc.co.uk](http://agcc.co.uk)





## Mortgage switch savings boost says research

FOUR in 10 Scottish homeowners could be £2,300-a-year better off by switching their mortgage, according to new research.

With fixed rate mortgage offers remaining below 2%, the number of Scots remortgaging to a better deal has reached a 10-year-high. However, a poll carried out on behalf of independent mortgage broker Aberdeen Considine has revealed that 43% of households are parked on rates of 4% and above.

Based on the average Scottish mortgage of £162,613, those who are paying a rate of 4% or higher are losing out on at least £191.71 every month. Over a whole year, they could be £2,300.51 better off by switching to the current average fixed rate, which sits at 1.62%.

Kevin Gardiner, mortgage director at Aberdeen Considine, which has a network of independent advisers throughout Scotland, urged people to apply a 'compare the market mindset' to their home loan: "Most people will shop around online to save £100 here or there on things like car insurance or energy suppliers," he said.

"Yet when it comes to mortgages – for many the most expensive monthly outgoing – people seem less likely to shop around. The reality is that most people can save money – and in many cases, the annual saving would be substantial because the mortgage market is awash with brilliant fixed-rate deals at the moment.

"With a no deal Brexit on the horizon, nobody knows how much longer these deals will be around for, so now is a good time to think about locking in to a new, lower fixed rate to give you both a saving and some peace of mind."

## Club scores with Churchill sponsorship

CHURCHILL Drilling Tools, an oilfield services company specialising in drilling innovation, has announced its sponsorship of Peterhead Ladies Rugby Club.

Established in 2017, Peterhead Ladies compete in the Tennent's Women's North League. With 20 players signed for the new campaign, and new sponsors on board, the team are aiming for their first league win.

Jodie Dalgarno plays as a winger for Peterhead Rugby Club and is also operations support specialist at Churchill's global headquarters in Aberdeen. She said: "Having a major sponsor such as Churchill Drilling Tools is a real boost for the club and our players as we embark on a new season. The funding allows us to invest in the equipment and help raises the professionalism around the team. We're very grateful to everyone at Churchill for their support."

Churchill Drilling Tools has a track record of providing support to local sports initiatives including Cults Tennis Club, Kippie Lodge Golf Club and Transition Extreme. The company and its employees also raise funds for its charity partners, Big Noise Torry.



Cllrs Douglas Lumsden, Jenny Laing and Marie Boulton

## Turf cutting ceremony marks launch of Union Terrace Gardens transformation

COUNCIL leaders have hailed the transformation of Union Terrace Gardens (UTG) as 'history in the making' as the works programme was announced.

A ceremonial turf-cutting was held ahead of construction getting under way on the £25.7m Aberdeen City Council project on September 9.

First steps will involve closing off a slip road that will become the site of one of three new pavilions and improving drainage in the Victorian park, which opened in 1879.

Council co-leader councillor Douglas Lumsden said: "In transforming Union Terrace Gardens, we are making history in the heart of Aberdeen. This is an enormously exciting time for the city as we increase our cultural, heritage and tourism offer and enjoy all the economic benefits that brings.

"P&J Live has just opened, the redeveloped Aberdeen Art Gallery will follow in November, and with UTG we are about to embark a project that will further electrify the city centre."

Award-winning consultancy LDA Design engaged with the public and stakeholders in developing the UTG plan, which won strong support before being approved by Aberdeen City Council last year.

Balfour Beatty will take possession of the site on September 9 and anticipate a six-week period of site set-up and additional survey work. Hoardings will be erected around the perimeter of the site. The works, some of which are weather dependent, are expected to be completed by summer 2021.



## Second hand is first class for Peterhead

A SECOND-HAND store in Peterhead has received the stamp of approval from Revolve, Scotland's re-use quality standard scheme.

Stella's Voice sells everything from pre-loved clothing, bric-brac and furniture to electrical items including white goods, household goods and much more. The store has been awarded the kitemark by Zero Waste Scotland, the organisation behind Revolve, the re-use quality standard scheme for shops who sell second-hand goods.

Located at Faith Acres in Inverurie, Peterhead, the store's team is celebrating after passing the Revolve scheme's rigorous quality assurance process, which guarantees customers high quality products, which conform to safety standards, as well as offering good value for money, fantastic store layout and great customer service.

The store is the largest outlet in Aberdeenshire, at over 15,000sq ft, and has been selling high quality and reasonably priced secondhand goods from its Peterhead headquarters for nearly 30 years.

Mark Morgan, director at Stella's Voice, said: "Second hand doesn't have to mean second best. Revolve certified stores, including Stella's Voice, offer quality and pre-loved pieces where customers can be confident that they are buying quality goods from a trusted source.

"We stock a large variety of products, all of which are quality checked, so you really are getting great value and more for your money."

---

## All eyes on Alegrant

ALEGRANT, the platform for global trade compliance, has been named as 'one to watch' in Europe in a list of business excellence published by the European Business Awards, one of world's largest and longest running business competitions.

Alegrant was chosen as it demonstrates exceptional achievement in one of the 18 European Business Awards' categories and reflects the programme's core values of innovation, success and ethics.

Catherine Truel, chief executive officer of Alegrant said: "It becomes more and more difficult and risky to trade across international borders, any means to lower costs and shorten transaction times is invaluable so we are delighted that our work is receiving recognition worldwide."

---



Adrian Watson and Astrid Whyte

## Comedy Festival teams up with MHA

THEY say laughter is the best medicine and audiences at the upcoming Aberdeen International Festival can have a good laugh and support a local charity at the same time.

This year the festival has partnered with local charity Mental Health Aberdeen (MHA) and organisers Aberdeen Inspired will be encouraging audiences to dig deep throughout the 11 day event.

Adrian Watson, chief executive of Aberdeen Inspired, said: "We are delighted to have Mental Health Aberdeen as the official charity of the Aberdeen International Comedy Festival.

"MHA carries out incredible work across Aberdeen and the wider North-east and we know it will be a cause close to many people's hearts. The charity will have a presence across all of the shows during the festival and we're sure we can count on the generosity of the public to help make a difference to such a worthy cause."

Astrid Whyte, chief executive officer of Mental Health Aberdeen said: "We are absolutely delighted and incredibly grateful to have been chosen as the first official charity partner of the Aberdeen International Comedy Festival. We have watched this wonderful event grow across the past few years, and now cannot believe that we have been given this incredible platform to share our message, and potentially help more people across the North-east as a result."

## Scotland's first Aloft opens its doors

THE highly-anticipated Aloft Aberdeen TECA officially marked its opening this week.

Situated right next door to the multi-million pound P&J Live on The Event Complex Aberdeen the hotel, which is part of the Marriott brand family, is only the third Aloft in the UK – and the very first in Scotland. It is operated by RBH, the UK's leading independent hotel management company.

To mark the opening, Aberdeen City Council co-leaders, councillors Jenny Laing and Douglas Lumsden, joined the hotel team to officially cut the ribbon on the landmark new venue. The ceremony took place on the same day as The Event Complex Aberdeen opening, which also saw the ribbon cut on the 15,000 capacity P&J Live venue.

Hotel manager Jane Bourque said: "We're delighted to be opening the doors to Scotland's very first Aloft hotel. The brand is well-known for its contemporary, quirky and boutique style which fits perfectly with our location – just a stone's throw from P&J Live, which will see some of the world's biggest acts perform live. Gig-goers will love the relaxed vibe, urban interiors and, of course, our selection of perfect pre-concert cocktails."

Aberdeen City Council co-leader Councillor, Jenny Laing, said: "The site is designed to attract major artists, conferences and events to the region. It will serve the residents of the city as well as attracting delegates and tourists from home and abroad as a central strand of our regional economic strategy and its key aims of increasing diversification, internationalisation and inclusive economic growth.

"We look forward to welcoming Aloft's visitors to the new venue and the area."

## Energy Transition Hub among new features

A NEW Energy Transition Hub will feature at SPE Offshore Europe 2019 from September 3-6, with exhibition and conference space dedicated to the evolution of the oil and gas industry to a low carbon future.

Jonathan Heastie, portfolio director - energy, marine and rotorcraft at Reed Exhibitions said: "The challenges and opportunities faced by the industry as it moves towards a low carbon future has been a foundation of this year's theme 'Breakthrough to excellence – our license to operate' from the outset.

"The topic is comprehensively integrated into all aspects of the event from the opening plenary through multiple strands of the conference programme and exhibitor content. Support from the industry is such that we have now created a dedicated area with exhibition and theatre space where companies can showcase and discuss their activities in this area critical to a sustainable future."

## £168m contracts for KCA Deutag

GLOBAL drilling and engineering contractor KCA Deutag's land drilling operation has won three new contracts in Russia worth approximately \$168m.

The contracts are for eight high performance land rigs, seven of which were previously built by Bentec, KCAD's rig and oilfield equipment manufacturer.



Mike Wilson

## Ecosse IP celebrates its first anniversary

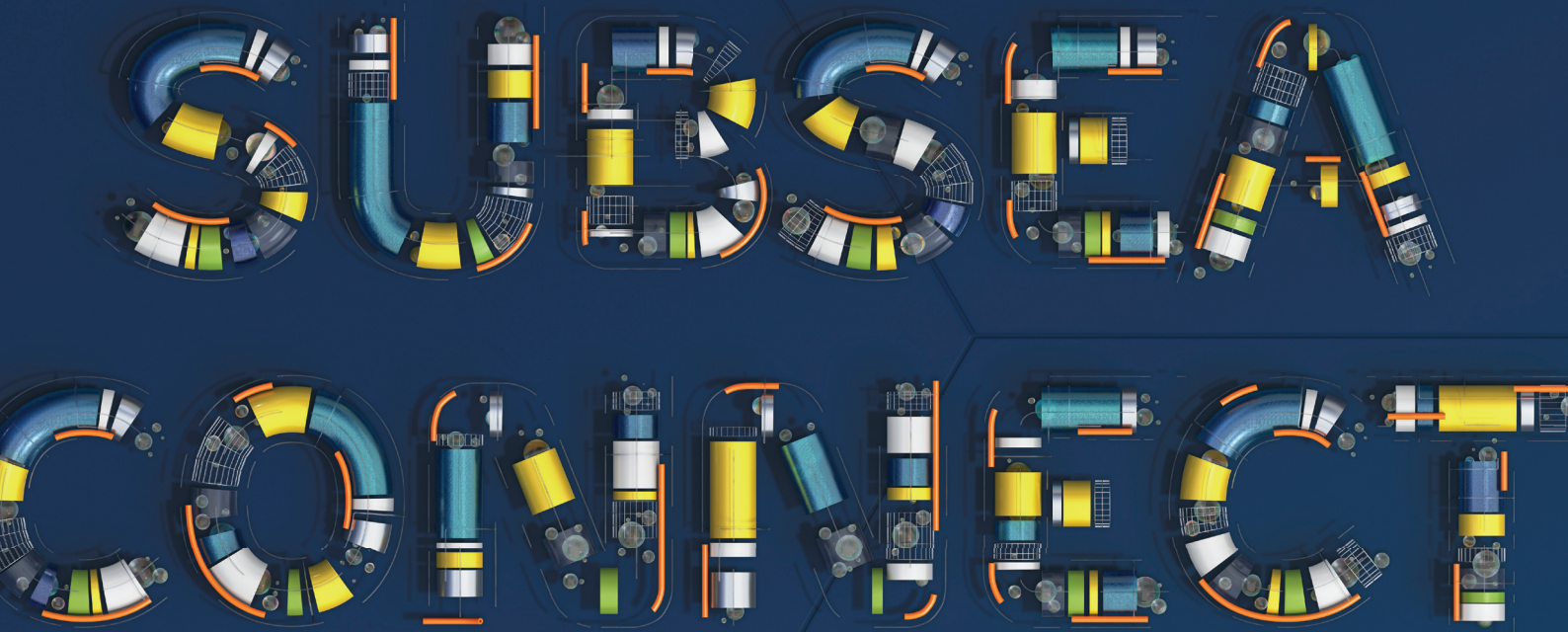
ECOSSE IP Ltd (EIP) is celebrating its first 12 months in operation and is on track to hit the goals set by Mike Wilson, EIP chairman when he established the company.

Following on from the successful sale of Ecosse Subsea in July 2018, Mike wanted to focus on developing products and services that would fundamentally change subsea lifting, making it far more cost-effective.

Within its first three months, EIP built its Ambient Lifter prototype and completed its first harbour trial, which was followed by the development of an ROV enabled, modular Ambient Lifter and a second harbour trial in January 2019. The trials aimed to single test the modular and ROV versions of Ambient Lifter in harbour conditions to lift initially 2.5Te and then 10Te from the seabed controlled solely by an ROV.

In March 2019, nine months from launch, EIP hosted product demonstrations to oil and gas majors and supply service companies at Fraserburgh Harbour dry dock. Consequently, EIP has been invited to bid for work with oil and gas majors and is in commercial discussions for decommissioning, subsea construction and offshore wind projects.

Dorothy Burke managing director at EIP said: "I cannot think of a time in my 20 years plus career where I have had so much fun as I've had at EIP. In our first 12 months, I am thrilled by what the team has achieved, and we have so much more to offer."



# THE FUTURE OF SUBSEA IS HERE

**RADICALLY OPTIMIZED, OUTCOME ENGINEERED, LIFE-OF-FIELD SOLUTIONS**

**Subsea Connect** is focused on fundamentally improving the economics of subsea fields. We have aligned our interests with yours, driving early engagement to connect all the dots from Day 1—from reservoir to topsides, and through the life of the field.

The key enabling technology behind Subsea Connect is our Aptara™ TOTEX-lite subsea system, designed to radically lower total cost of ownership.



**BAKER  
HUGHES**  
a GE company





**Dave Acton,**  
*managing director, Motive Offshore Group Ltd*

**What does your company do that others don't?**

We offer solutions to our clients not just products or services. We pride ourselves in working with our clients from their tendering process right through to project execution. We support both drilling and subsea contractors. Our areas of support cover manufacturing and rental of marine equipment, supply of personnel, fabrication, inspection, wire rope management and product supply, all of which are offered via our global network with bases in the USA, UK, Norway, Europe, UAE and Saudi Arabia.

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

There are a few at the moment, political unrest, Brexit, reduction in the use of fossil fuel - but I would say the most pressing is to maximise an industry that is coming out of a decline. We need to make the most of this while it is upon us as the historic trend tells us that another decline is inevitable.

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

Keep a handle on your overheads. When things are going well it can be easy to let things get out of control and when your work declines it gets difficult very fast.

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

'Don't fix the present. Create the future.' It is very easy to get tied up in day to day and not take the time to look beyond this.

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

At the worst point of the downturn we were advised that we would not be able to turn the business around and we should give up. Myself and my business partner refused to accept this and still being here today bigger and stronger than ever proved them wrong.

**If you could make one thing happen tomorrow that would benefit North-east Scotland, what would it be?**

Ensure we are educating in line with the times. The world is getting more and more digital and this only going to increase. There is a big push to digitalise industry and it is important that the youths of today are leaving education with the skills to be able to adapt to this.



# Quick fire round

**What was your first job?**

I was a fisherman before getting an apprenticeship servicing and building equipment for fishing vessels.

**When would you like to retire?**

I will probably never retire as long as I am fit to do something. In later life I would like to be in a position to help my children in their chosen careers.

**What did you have for breakfast?**

Black coffee, which I know isn't the best.

**Who, or what, inspires you?**

I am inspired by things that I feel deserve recognition.

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

Last book 'The Oz Principal'; last film 'Toy Story 4'.



# Connectivity vital in a changing energy landscape

By Gavin Henry,  
*managing director, SureVoIP*

**THE oil and gas industry remains at the forefront of technological change and innovation around the world, despite sometimes coming under fire for being too slow to adapt or embrace new ways of working.**

Like any other global industry, connectivity and the ability to communicate at all times with colleagues, suppliers and clients is paramount.

Several of our large oil and gas customers operate across multiple locations, geographies and time zones which can present its own challenges when it comes to running a seamless business operation.

Robust systems that enable communication between disparate, remote or international offices and allow them to operate together under one overarching telecoms solution are more important to driving business success than ever before.

While our client base ranges from travel and tourism to care homes and conference centres, a sizable portion of our business comes directly from the energy industry. We have been fortunate that our oil and gas

customers have remained with us throughout the downturn; we know the need to talk to colleagues and customers is still crucial.

Changing behaviours have created some tensions over the past decade however. For instance there is greater pressure on senior managers and decision-makers to be available all the time, while demand for flexible working has also resulted in more people working from home.

There has also been a shift in user preference towards soft phone apps rather than physical desktop equipment, which also means personnel can use their own devices – without the need to give out their private number.

Hosted VoIP telephony, where users make calls over the internet, has grown in popularity in terms of meeting these challenges head-on. It allows large-scale deployments to be easily managed from a central point of contact; freeing up staff time. Benefits of using business-grade hosted VoIP:

- Completely scalable to allow for projects coming on and offline

- Allows remote workers to access their company telecoms set-up as if they were in the office
- Ensures consistency of company communication and presentation across all systems
- Simplifies the supply chain for account management and invoicing
- Centralised control of call routing, recorded messages and UK/international phone numbers

Furthermore, we recently developed a mobile SIM solution that is suitable for field-based workers and those who are in remote locations or areas with poor signal strength, both in the UK and internationally.

SureVoIP Mobile is the first solution of its kind that gives users access to every major network, wherever they are, without tying them to any single operator globally.

In our experience, communication drives a large proportion of business success and being able to talk to people across the globe – no matter the barriers – is a fundamental offering in today's fast-changing market.

**SUREVoIP**   
*Open Telecoms for Business*

**Your Turnkey Telecoms Solution For The Global Energy Industry**

Hosted VoIP • Internet Connectivity • International Numbers • Mobile SIM packages

[sales@surevoip.co.uk](mailto:sales@surevoip.co.uk)

+44 (0) 330 445 0000

[www.surevoip.co.uk](http://www.surevoip.co.uk)



## University team races to success in international motorsport event

TEAM Aberdeen University Racing (TAU Racing) enjoyed its quickest ever performance at the Formula Student competition at Silverstone, where it finished first in Scotland and third in the UK in the annual student motorsport event.

The team of motorsport enthusiasts, who designed and manufactured their own car, came 6th overall out of 81 teams from around 20 countries. Around 3,000 students from as far afield as Jordan, India, and Hong Kong participated in the competition, which took place from July 17-21.

This year's TAU Racing Car has been the quickest the team has ever entered into the competition, where they were the fastest UK team in the acceleration and sprint events, where they placed third overall.

The four-day event, which is organised by the Institute of Mechanical Engineers (IMechE) challenges teams to design, manufacture and race a single seat race car, while testing their business, cost and design skills in a number of other related events.

Arran Strutt, TAU Racing's project manager, said: "I am delighted to have achieved such a fantastic result and want to credit our brilliant team members who have all shown incredible commitment to the project. I have thoroughly enjoyed working with the team this season and it has been great to show to our competitors that the University of Aberdeen are here to bring results home."

## Clark IT leads cybercrime safety call

ABERDEENSHIRE-BASED IT specialists Clark IT has committed to the new Scottish Business Resilience Centre (SBRC) drive to keep Scottish firms safe from cybercrime.

The #PadlockPledge campaign, which is supported by Police Scotland and Scottish Fire and Rescue and is backed by the Scottish Government, seeks to create a strong economic base for Scotland and help businesses be safe from fire and crime, including cybercrime.

Digital connectivity is essential to most businesses, yet in Scotland, research has shown that six in 10 small to medium sized-businesses (SMEs) which are victims of cyber-attacks do not recover, and close within six months.

Alarmingly, the same research shows three quarters of SMEs in Scotland spent nothing on cyber fraud prevention.

Austen Clark, managing director of Clark IT, said: "Most cyberattacks aren't sophisticated – they're opportunistic, with hackers looking for exploitable gaps and vulnerabilities. They are steadily on the rise as hackers are getting smarter, more sophisticated and more successful. What's concerning is that too many businesses believe that they are not at risk and that's simply not the case. Whether you're a sole trader or a multinational corporation, cybersecurity has to be viewed as an essential part of modern business life."



Margo Milne and Sarah Chew

## New faces join the DYW North East board

DEVELOPING the Young Workforce North East has announced a further two appointments to its board, increasing the organisation's reach across the digital and STEM sectors.

Margo Milne, commercial director at Clark IT; and Sarah Chew, managing director of TechFest, bring increased knowledge and experience to the board in two significant sectors for the North-east.

The duo are the latest industry representatives to join the board, following the appointment of Eleanor Sheppard, chief education officer at Aberdeen City Council; Gerry Lawrie, head of workforce and development at NHS Grampian; and Morag Stark, general manager at Malmaison, in March.

DYW North East bridges the gap between education and employers to help all young people find fulfilling careers. Chair Steve Petrie said: "DYW North East is entering an interesting phase of work as we deepen the links between education and employers across the Aberdeen city region. The broad range of sectors and skills around the table is vital in allowing us to enable businesses to further enhance their relationships with our schools, colleges and universities and other partners to build a shared focus, enthusiasm and determination to work with our young people."

# A leading role for technology?

by Malcolm Donald,  
partner, Stronachs LLP



**WITH over 36,000 attendees expected to attend this year's Offshore Europe at the newly opened P&J Live exhibition centre, what will be the main topics of discussion? Three key themes stand out; technology (particularly digital technology), late life operations/decommissioning and the energy transition - I'd like to focus on digital technology.**

With maximising economic recovery and extending the life of mature oil and gas fields as important as ever, new technologies continue to be critical in delivering these goals. Digital technology is one area that is receiving much attention and, in recognition of this, the new ENGenious zone will be making its first appearance at OE, offering digital companies a forum to demonstrate their technology.

The offshore industry must keep pace with the digital age and AI is a critical part of this, through machine learning (whereby computer systems will monitor complicated offshore operations, analysing and interpreting data, learning and ultimately responding quickly to issues that may not have otherwise been picked up manually) and data science (where raw data relating to E&P is merged to produce more comprehensive and accessible data, hopefully leading to

more opportunities offshore). Digital technology companies are becoming increasingly prevalent in the offshore arena, as illustrated by OE's implementation of a Start-Up Village and bolstered by the recent announcement that founders and chief executives from five local companies have agreed to become part of the OGTC's TechX programme (providing 'expertise and support both as a technology accelerator and incubator for start-ups and SMEs looking to enter the oil and gas industry'). The Start-Up Village should offer those numerous start-up companies not just the chance to showcase their technologies but also provide an opportunity to attract attention from potential investors/funders. However, what this does highlight is the need for new-start technology companies that are seeking finance to have themselves as 'investment-ready' as possible. There are a number of issues to consider, including:

- What type of investment is being sought? Equity or debt financing? Are you willing to give away part ownership and with it, a degree of control?
- Is your company structure appropriate? Do you need a group structure which will 'ring-fence' or protect your technology?

- Having a business plan and financial projections in place
- Is your company's technology properly owned and protected
- Potentially carrying out pre-due diligence in respect of your business and technology in order to identify any potential issues and address them in advance
- Engaging with your lawyers, accountants and patent attorneys at an early stage to assist with the above and other pre-investment steps

Considering and acting upon such issues in advance of detailed investment discussions should ease those discussions and hopefully allow for a streamlined and efficient investment process.

Finally, whilst the offshore industry faces a number of challenges over the coming months and years, OE will again provide an excellent forum and opportunity for its people and companies (at all levels) to collaborate and explore ways in which the offshore industry can continue to prosper while addressing the issues ahead.

# Stronachs





## Bridge of Don community welcomes second phase of homes

CALA Homes has welcomed a second phase of homes to the prestigious Grandhome development in Bridge of Don, with the highly anticipated Mains of Grandhome now ready and waiting to be discovered.

A welcome addition to the already thriving new community, Mains of Grandhome has been launched earlier than anticipated due to the success of CALA's initial release at the landmark development.

Fraser Carr, sales and marketing director for CALA Homes (North), said: "As we continue to grow and invest in the Bridge of Don area, the sales success of our first phase is testament to CALA Homes' quality in design and dedication to creating real neighbourhood atmospheres in which a wide range of buyers – from families to first time buyers to downsizers – can live and grow.

"With two homes already sold at Mains of Grandhome since its launch this month, we would urge those interested to act quickly to avoid missing out on this thriving new community."

## Neptune Energy acquires German field interests

NEPTUNE Energy has agreed to acquire interests in certain oil and gas fields in Emsland and the Grafschaft Bentheim region in Germany from Wintershall Dea.

The agreement will increase Neptune's existing interest in the Bramberge, Meppen and Annaveen oilfields, located in the Emsland region and in various gas fields in the Grafschaft Bentheim region, adding approximately 6,001 barrels of oil equivalent of daily net production to Neptune's production in Germany – an increase of around 5%.

Neptune is already a joint venture partner in the assets and operates the Bramberge oil field and the Grafschaft Bentheim gas fields.

## ECITB launches training programme for oil and gas project managers

A PROGRAMME aimed at supporting the competence development of project management professionals in the oil and gas sector has been launched in Aberdeen, with its highest number of participants to date.

Fifteen individuals from Bilfinger Salamis UK, CNOOC, Enpro Subsea, Muehlhan Group, Oceaneering, the Oil and Gas Authority (OGA), Repsol Sinopec Resources UK, Subsea 7, TechnipFMC, Total E&P UK and Wood will take part in the annual Association for Project Management's Registered Project Professional (RPP) course.

Supported by the Engineering Construction Industry Training Board (ECITB), the RPP is a pan-sector standard for those who can demonstrate the capabilities of a responsible leader and who have the ability to manage a complex project using appropriate tools, processes and techniques.

This year's cohort includes participants from a wide range of positions within the oil and gas industry, from project advisors and project managers to senior project engineers and engineering services managers.

Chris Claydon, chief executive of ECITB, said: "The programme has been running successfully for four years. It is an excellent programme available to anyone, from any professional background or industry sector, with experience of managing others in a project environment.

"Those that successfully complete the programme will be able to demonstrate a depth of knowledge and understanding of project management which will further improve their project performance, as well as gain professional recognition.

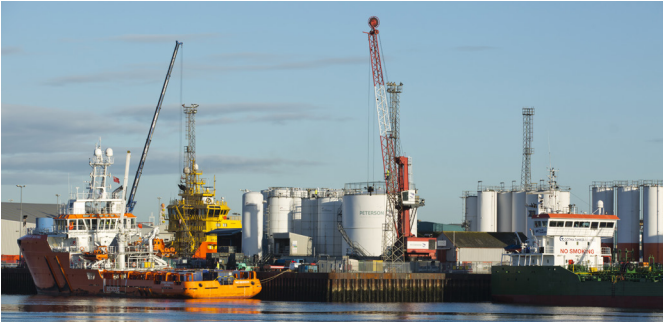
"For employers, the RPP programme offers a tangible investment in their staff and ultimately will help them gain competitive advantage through better project delivery."

## You shall go to the ball

TWO Doors Down's Joy McAvoy and River City star Sally Howitt have joined the cast of this year's HMT pantomime, Cinderella, joining the previously announced line up which includes Louie Spence, Alan McHugh, Laura Main and Paul-James Corrigan.

Glasgow born Joy McAvoy is best known for her extensive roles in both film and television including this year's hit adventure movie Avengers: Endgame alongside Robert Downey Jr and Chris Hemsworth, Victor Frankenstein opposite her brother James McAvoy and the hit BBC Scotland sitcom Two Doors Down, in which she co-starred alongside HMT panto alumnus, Elaine C Smith.

River City regular Sally Howitt has also been a mainstay on television for a number of years, best-known for her role as streetwise survivor Scarlett O'Hara for over fifteen years. In addition to life in Shieldinch, Sally has appeared in Outlander, Taggart, Trial & Retribution, Bad Boys, Rab C Nesbitt and The High Life. In 2015 she starred in the television movie West End Girls, which she also co-wrote. A regular in pantomime, Sally has appeared in numerous festive productions including Beauty and the Beast and Dick Whittington.



## Greg lands top apprentice accolade

A WELDING and fabrication apprentice at Dales Marine Services has ended the first-year of his training on a high by landing a top award.

In parallel with his on-site training, Dales Marine sponsor Greg Brimner through a four-year welding and fabrication training programme at Tullos Training where he is learning skills such as how to bend, form and join thick plate sheet metal and pipework, and the use of electrical and oxy fuel welding techniques.

He has completed his work so well that Greg has been named Tullos Training's 'Best Fabrication and Welding Apprentice 2019'.

Mark Massie, HR/QHSE manager, who has been managing the company's 2019 apprentice recruitment programme, said: "Greg's success has set the standard for the company's newly appointed first year apprentices."

## Peterson expands partnership with Chrysaor

INTERNATIONAL energy logistics provider Peterson has been awarded a new contract with Chrysaor to grow its current integrated logistics services agreement.

The 18-month contract extension, with options for three further one-year extensions, will see Peterson support Chrysaor across all its North Sea assets and includes warehousing, transport and marine services, as well as the recently added provision of eight offshore materials controllers for the production platforms Armada, North Everest and Lomond.

This extension builds on a successful partnership developed over the past 18 months when Peterson started supporting Chrysaor's logistics requirements. The work will be serviced from Peterson's bases in Altens and Edzell and is expected to see around 50,000 tonnes of cargo moving through Torry Marine Base.

To support this contract, Peterson has welcomed nine additional employees, in both onshore and offshore roles, reflecting the company's ongoing commitment to investing in its people, ensure it continues to exceed client expectations and drive innovative solutions throughout the energy supply chain.

Chris Coull, regional director at Peterson, said: "This contract extension demonstrates the strong relationship and trust we have built with Chrysaor over the past 18 months and we are very excited to be able to continue to support this forward-thinking business."

# Wargaming Business Breakfast

Ready to pressure test your strategic plan?

Join us on **October 3** to discover the benefits of wargaming for your business

Visit [agcc.co.uk](http://agcc.co.uk) to book

 Aberdeen & Grampian Chamber of Commerce

 EY  
Building a better working world

## Getting the best out of your employees

The world of business is competitive. And that means it can be hard to attract and retain the best staff, but it's increasingly important that businesses find a way of doing just that.

When it comes down to it — a happy workforce will be more engaged, productive and, frankly, profitable. Conversely, an unhappy one will have a negative impact on your organisation.

There's no doubt providing a good package of benefits is a great start, do your employees know and understand what they've got? Does the package cover what's important to them, and do they know how to access these benefits?

Anyone with the responsibility for recruiting and looking after a team will be aware of the research and positive changing trends in offering an attractive employee benefits package. In competitive sectors such as Oil and Gas or Financial Services, the benefits package can often be a deciding factor for a prospective employee with the salary package a close second.

To address these questions, businesses need to take a four-step process: question, model, implement and educate.

As a start, do you know what motivates your employees? Staff surveys provide a great insight and allow you to model an effective reward solution that gives your employees access to a range of benefits and discounts that support their physical, emotional and financial wellbeing.

These can include pension schemes, payroll deducted workplace savings (ISAs and general investment accounts), life assurance, income protection, healthcare and wellness plans.

Creating the culture; looking to the future.

Then of course, it's all very well having things in place, but how do you make sure everyone knows what the full package is, and why it's of benefit to them? It's important to effectively communicate these benefits and foster a culture of transparency, where the

whole team works together towards common goals.

An important part of that is providing your employees access to financial education support allowing them to plan and prepare as their life develops through the good times and the more challenging, using their employee benefits package. Ultimately this'll give them confidence in their future.

And that's where we come in.

Our employee benefits team works with you to develop and deploy an employee benefits and wellness strategy that works for your business and maximises the physical, emotional and financial health of your employees.

After all, by investing in your people, you can mitigate risks, reduce costs and help to ensure a healthier, happier and more productive workforce.



**Acumen**  
Financial Planning

### READY FOR LIFE AFTER WORK?

- Workplace Savings
- Health and Wellbeing
- Financial Education
- Group Risk



ACUMENFP.COM



## Beautiful Scotland judges in Aberdeen

TWO judges from the prestigious Beautiful Scotland competition have visited Aberdeen to decide if it wins in the city category.

Liz Stewart and Lorraine Turnbull were visiting all around the city including parks, schools and community areas after starting at the David Welsh Winter Gardens in Duthie Park.

The Beautiful Scotland competition theme for this year was 'Intergenerational working – all ages working together'.

Lord Provost of Aberdeen Barney Crockett said: "I hope the judges have enjoyed meeting some of the people who are involved in making our city look green and beautiful.

"The community groups and City Council staff have done a wonderful job of ensuring our parks and green spaces are at their best and contributing towards our beautiful city."

Aberdeen is competing against Dundee in the category. The results of this year's competition categories will be announced at the Beautiful Scotland awards ceremony in Dumfries on September 12.

---

## New vice president of operations for Europe

CRANE Worldwide Logistics, a leading supply chain solutions company, has appointed Stefan Boehler to serve as vice president of operations for the Europe, Middle East and Africa (EMEIA) region.

Responsible for managing the extensive operations of Crane Worldwide Logistics in the region, his role includes ensuring that service levels are provided at the highest standard in addition to identifying continuous operational improvements for Crane Worldwide's growing client base.

"Bringing Stefan into the EMEIA team will enable us to focus on continuing to serve our clients with operations excellence," said Marco Nazzari, regional vice president EMEIA. "Stefan brings with him a wealth of experience in the industry and will make an impact on improving our operations throughout the region, in growing our product portfolio and developing future leaders", he adds.

## University of Aberdeen moves up the rankings

THE University of Aberdeen has been ranked joint 15th in the UK for overall student satisfaction in this year's National Student Survey (NSS), a rise of 10 places on last year. The survey measures student satisfaction at all UK universities using a broad range of themes.

This year, the university has seen significant improvement in a number of areas, most notably in teaching (ranked 20th in the UK, a rise of 21 places), learning community (20th, up 15), learning resources (6th, up 36), and organisation and management (9th, up 5).

Senior vice-principal Karl Leydecker said: "The National Student Survey results represent more good news for the university, following our success in being named as The Times and Sunday Times Scottish University of the Year and our excellent performance in this year's Guardian University Guide.

"Achieving these results has been a huge collective effort by staff right across the university in schools, directorates and in the NHS and other partner organisations, in partnership with our students.

"To score so highly across such a broad range of criteria is testament to the quality of our staff who work so hard to provide every student with a transformational learning experience and I would like to thank them for their hard work and dedication over the past year."

---

## Strongest start since 2016 for warehouses

DEMAND for warehouses in Scotland remained strong in H1 2019 as take-up hits 360,966sq ft (33,535sq m), the strongest start since 2016 and representing a 180% increase on the full year figure for 2018, according to data from Savills.

While take-up has been strong, it has predominantly consisted of second-hand units which accounted for 67% of all space transacted. 90% of the available units on the market in Scotland is within the 100,000-200,000sq ft size category, just 11% of the total available space is of grade A quality. The supply of larger units of more than 100,000sq ft has fallen by 14% since 2018 year end and now stands at 1.48msq ft across 10 separate units.

The supply shortage in size and quality of available units in the region has led to vacancy rates hitting the lowest level ever recorded at 5.55%. There are still no units being speculatively developed over 100,000sq ft in Scotland meaning vacancy rates are not expected to fluctuate in the medium term.

There has been a recent influx in the proportion of build-to-suit space totalling 33% of all space transacted in the first half of 2019.

Ross Sinclair, director in the business space team at Savills in Glasgow, said: "While demand continues to remain firm occupiers seeking specific required features may find that the existing lower quality buildings might not be able to fulfil their needs. Unless speculative development comes forward we expect to see more occupiers opting for the build to suit route."

# Protecting your business in the cyber security era

By Jai Aenugu,  
managing director, The TechForce



**ALMOST every day we hear reports of businesses being impacted by a lack of effective cyber security practices, often causing significant financial losses, reputational damage and productivity issues.**

The recent Capital One data breach saw 106 million customers' details stolen because of a misconfiguration in its firewall settings. Similarly, the 2017 Maersk ransomware attack was traced back to an accounting package combined with an admin login on its server.

For many SMEs, these stories are something that only happens to large, corporate businesses. In our experience however there are numerous instances where local businesses have fallen victim to these malicious attacks but have remained quiet.

Despite constant media attention, is the North-east business community learning lessons from these experiences? I remain unconvinced that we're taking the threat seriously enough, while user education remains by far the most cost-effective way to safeguard your business.

Our aim at The TechForce is to

minimise risks to clients' businesses and critical information. Here are five steps to help achieve that goal:

## 1. Find your assets and define the risk

To protect your business, you need to know what assets you have, where they are, who has access to them and what danger they pose. Our aim isn't to achieve a zero level of risk but to get you to a level of risk that is acceptable.

## 2. Update and patch your systems

If you do nothing else, patch your systems. There are no silver bullets in cyber security but patching is the next best thing. Both the Marriott data breach and the NHS ransomware attack are testament to the dangers of not properly updating your systems and software.

## 3. Network security

Stop the external attacks at your firewall and filter out unauthorised traffic by changing your default passwords, checking open ports, updating network devices and using robust anti-virus software.

## 4. User education and awareness

Whatever technical controls you have in place, your users are the weakest link in your security. Phishing attacks are the biggest threat to businesses and the best way to mitigate this risk is by educating your users and changing their behaviour through security awareness training.

## 5. Secure your supply chain

You can do everything right and secure your systems yet still be stung by your supply chain. There have been several high-profile cases where third-party software has been the cause of a hack. Ask your suppliers and vendors to demonstrate their cyber security credentials as part of a risk assessment.

Security is a culture and it takes time to build. As well as following the above steps to help improve security, businesses and organisations should aim to achieve an industry-supported certification, like Cyber Essentials or Cyber Essentials Plus, to increase confidence among clients and suppliers.



**PROTECT YOUR BUSINESS  
FROM CYBER ATTACKS**

Security Awareness  
Training

Next-Gen  
Anti Virus Software

Cyber Essentials  
Certified Practitioners



01224 516181

[www.thetechforce.co.uk](http://www.thetechforce.co.uk)  
[hello@thetechforce.co.uk](mailto:hello@thetechforce.co.uk)



# In it for the long haul

**Colin Lawson Transport started in business growing up with the oil and gas industry, and now we run alongside it.**

Over 22 years after buying our first truck, Colin Lawson Transport is proud to be one of the most trusted transport companies for the energy sector in the north-east.

Our fleet of 70 vehicles and 110 trailers has led to Colin Lawson Transport being recognised as one of Scotland's most prominent transport companies, moving goods throughout the UK and Europe.

Based within close proximity of Aberdeen Harbour, we are experts in oil and gas

transportation. Our fleet of vehicles and trailers can undertake specialist projects and we are at the forefront of all future decommissioning work.

Amongst our transport fleet we operate a substantial heavy haulage division with a carrying capacity of up to 250 tons, which has led to Colin Lawson Transport becoming one of the largest heavy haulage fleets in Scotland.

Furthermore, extensive warehousing facilities and yard space provide safe storage for all types of oil and gas equipment from containers and pipes to frames and reels.

Thanks to a commitment to first class service and strong customer relationships, Colin Lawson Transport has become the preferred supplier for large and small energy companies.

With 5-10 new vehicles purchased every year, state of the art vehicle tracking, experienced and highly trained drivers, and longstanding relationships with customers, Colin Lawson Transport strives to provide outstanding transportation services to the oil and gas sector.

**We are in it for the long haul.**



# COLIN LAWSON

## *Transport*

We specialise in the transportation of goods for the oil and gas sector in and around the UK.

- » Leading the way in oil and gas haulage
- » 70-strong haulage fleet
- » Customer-focused superior service
- » Hazardous goods experts
- » Crane hire
- » Open storage



Call us today on  
**01224 216360**  
for all your haulage requirements

Crawpeel Road, Altens, Aberdeen AB12 3LG | [www.colinlawsontransport.co.uk](http://www.colinlawsontransport.co.uk) |   



Sharing the region's story and discovering outstanding opportunities it offers was the focus of the last Shire Connections event at Brewdog on July 25. Speakers included James Welsh of Invest Aberdeen and the Chamber's Russell Borthwick.

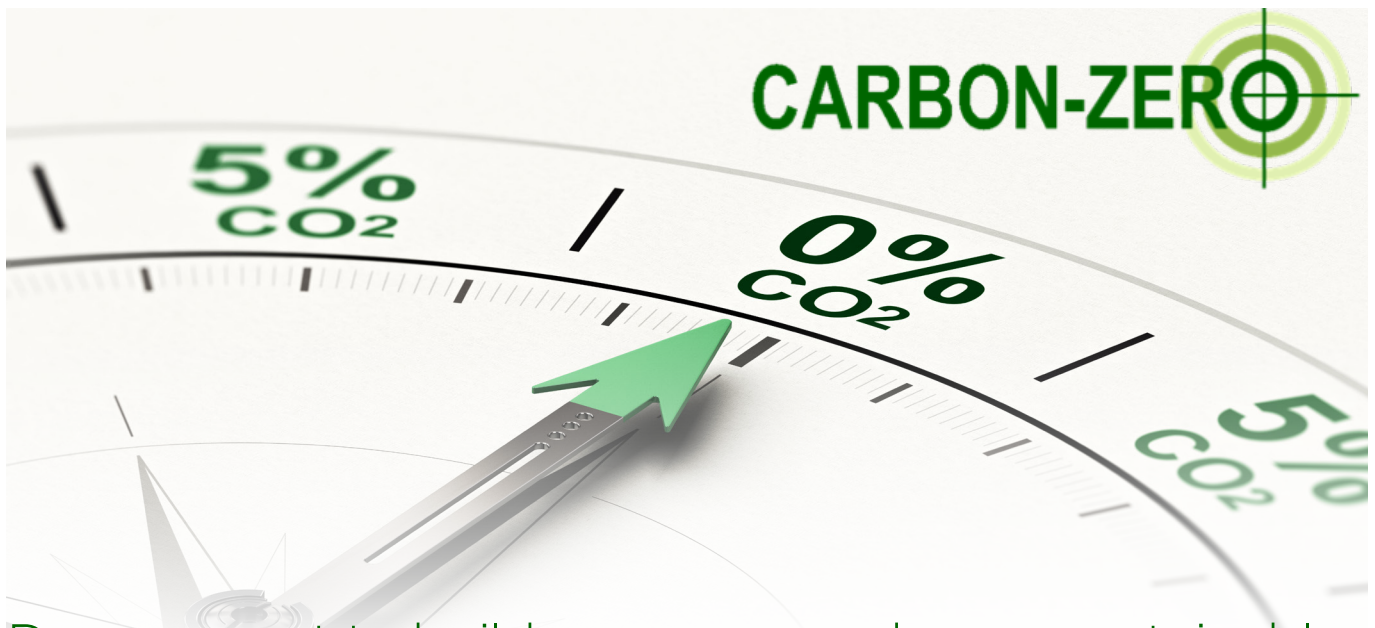
Skills, the importance of partnership and the role of DYW formed part of discussions with Jamie Hepburn MSP, Minister for Business, Fair Work and Skills, during a visit to the Chamber on July 23.

Thousands of visitors flocked to the new exhibition and conference venue, P&J Live, on August 10 where, among the attractions, they were able to meet the Vanguard team and find out about the projects being delivered across the region.

New recruits to the Chamber's policy council met for the first time in July. Made up of representatives from the North-east's industry sectors, the council helps the Chamber in forming its policy agenda by collating, representing and promoting business interests, views and opinions on key issues.







Do you want to build a greener and more sustainable business, while saving on your energy costs and reducing your carbon emissions?

**LAST year, the Intergovernmental Panel on Climate Change (IPCC) reported that to keep the rise in global temperatures below 1.5C this century, emissions of carbon dioxide would have to be cut by 45% by 2030. In light of this study, the Scottish Government is legislating that we shall be a carbon net zero nation by 2045. This has implications for all Scottish businesses and their owners.**

### Challenge

The government's SME Guide to Energy Efficiency, states:

'By installing energy efficiency measures, businesses can take control of their energy use, reduce avoidable loss and cut their energy bills.

Based on experience, the average SME could reduce its energy bill by 18-25% by installing energy efficiency measures with an average payback of less than 1.5 years.'

The majority of these savings could be at no cost and any investment could be recovered with the savings in energy expenditure.

### Solution

Our team at Carbon-Zero can help your business to accelerate that move and become part of a financially sustainable, low carbon Scottish economy.

We will work alongside your business to maximise commercial opportunity, both by improved tender scoring and reduced operational costs, while also developing sustainability credentials that will enhance your brand, engage your stakeholders and make your business a better place to work.

We have a team of qualified project managers and energy experts on hand to advise and accelerate the necessary step changes towards sustainability within your organisation.

We deal with local suppliers to provide your business with the best available technology, tools and processes to bring down your carbon footprint and improve on your bottom line

### How Carbon-Zero can assist you

We would first measure your carbon footprint and assess highest CO<sub>2</sub>e emissions then work with you to take appropriate steps to reduce your energy expenditure and replace inefficient technologies.

You can offset what you cannot further reduce by aiding global sustainability projects to help you become a **carbon neutral company**, which will improve your corporate and social responsibility profile, improve your scoring in tender submissions and hopefully help you win more contracts

### Our simple five step process

1. Measure your carbon footprint with our Carbon-Zero Calculator.
2. Analyse the calculated carbon emissions results and look at ways to reduce your energy consumption with assistance from our team as required.
3. Consider replacing inefficient technologies with more energy efficient solutions consulting with Carbon-Zero on the latest technologies and processes.
4. Once you have reduced your carbon emission to their lowest practical / economic levels, invest in carbon offsetting projects, both on your doorstep or around the world.
5. Have our Carbon-Zero team carry out verification and confirm based on your reductions / offsetting, you can be declared a **carbon neutral company**.

For more info contact us at:

**enquiries@carbon-zero.uk**

Telephone: **+44 (0)1224 049169**

Carbon-Zero is an initiative of Data Engineering Projects Ltd, providers of Structured Contract and Project delivery.  
[www.carbon-zero.uk](http://www.carbon-zero.uk)  
[enquiries@carbon-zero.uk](mailto:enquiries@carbon-zero.uk)

# The world on our doorstep

by **Seona Shand**,  
*membership and events director,*  
Aberdeen & Grampian Chamber of  
Commerce



**I SPEND a considerable amount of time with the SME oil and gas supply chain and time and time again the conversation inevitably ends up around diversification – either sectoral or geographical. Indeed, we know that six out of 10 businesses in North-east Scotland are aiming to grow their sales internationally. However, one the difficulties for our members in this field is knowing where to start when it comes to entering new international markets.**

Market research is imperative. The Chamber has worked closely with Scottish Development International and has developed a series of oil and gas opportunity country guides for the largest oil and gas markets, together with a summary of trends on a regional and global basis.

Each guide provides a snapshot of current opportunities in key markets and highlights particular opportunities for the supply chain in Scotland. A great starting point and these can be found at on the Chamber website. Once our members have an idea of which countries or areas they would like to develop internationally, there's no better way to understand than for us to connect them with local businesses directly.

In 2016, the then President of Ghana, John Dramani Mahana, presented to nearly 200 delegates about the

opportunities in the oil and gas sector in country and since then we have welcomed an additional four delegations from Ghana.

We have also received overseas visitors from Mexico, Abu Dhabi, Colombia, Iran, Japan, Uganda, Russia, Kenya and Cote d'Ivoire, dealing with thousands of enquiries on doing business around the world.

This year, the world comes to Aberdeen with the return of Offshore Europe taking place at newly opened event complex P&J Live.

Tens of thousands of UK and international visitors will come together to talk about all things oil and gas related. The World Energy Cities Partnership (WECP) AGM is being held in Aberdeen, coinciding with Offshore Europe, and bringing together its member cities, globally recognised as international energy capitals, adding to the gravitas of the event.

At this year's Offshore Europe, we plan to work with delegations from Egypt, South America, West Africa, the Middle East and further afield, bringing business together to understand the pitfalls associated with entering a new export market.

We can introduce our members to potential clients, agents and

distributors via our international network as well as assisting businesses with export documentation and processing services. We know that more than half (56%) of our members based in North-east Scotland currently export, significantly higher than the UK average of a third (32%), punching well above our weight.

To help our members continue to achieve and grow their ambitions, we provide a range of opportunities on our website, including access to funding, outward delegations, trade shows and market access updates. If you have a question about internationalisation and don't know where to start, pick up the phone and speak to your Chamber team. We're a friendly bunch.



## Essence of Harris lands in Aberdeen

LUXURY candle maker Essence of Harris has brought the scents of the island to Aberdeen as it opens a new shop in the airport's departure lounge.

The independent family business, based in Tarbert on Harris, will stock its award-winning range of candles, reed diffusers and soaps at the airport. Hoping to bring the islands to the mainland for travellers, Essence of Harris's shop will employ four members of staff ready to help passengers with their perfumed purchases.

The opening is the latest development in Aberdeen International Airport's £20m terminal transformation project which reconfigured the terminal layout and created new opportunities for both independent and group retailers. Emma Small, retail coordinator at Aberdeen International Airport, said: "It's wonderful to have Essence of Harris on board here. It's the first time we've worked with a Scottish independent company like this and really adds to the mix of what's on offer to passengers at the airport."

"The terminal transformation project is almost complete, and the opening of Essence of Harris is a fantastic milestone on that journey."



## COOEC Offshore and EXPRO from international Riserless well

CHINA-BASED offshore and subsea solutions company, COOEC Offshore, has formed an alliance with international oilfield services company, Expro.

The formal exclusive agreement allows both companies, which are already globally recognised as safe providers of high-quality subsea and well intervention solutions, to expand its capabilities and resources.

Expro Light Well Intervention Services global sales manager, Kevin Illingworth, said the strategic alliance would benefit customers around the world: "The agreement is an opportunity for both companies to combine our efforts and provide a very attractive commercial alternative to rig-based intervention."

"It complements our range of services and ultimately the quality of well access and well intervention services available to our clients. Both parent groups have a long standing and close working relationship that ensures deep collaboration."

## PowerBuoy poised to transform ocean operations

THE Oil & Gas Technology Centre (OGTC) is celebrating a major milestone in an integrated energy project which moves the dial on North Sea challenges.

The project, supported by the OGTC and Premier Oil (Premier), saw wave energy technology developer Ocean Power Technologies Inc. (OPT), in partnership with the Acteon Group, unveil the PB3 PowerBuoy® in Montrose last month - prior to its demonstration in the North Sea on Premier's Huntington field.

The PB3 PowerBuoy is a first-of-its-kind deployment in the North Sea, whereby a moored buoy captures power from the motion of ocean waves to allow it to provide monitoring capabilities and protect subsea architecture. The buoy acts as an uninterrupted power supply which constantly recharges itself by harvesting energy from waves, operating in ocean depths from 20 metres. Powering on-board sensors (or even those on the seabed), it enables real-time data transfer and communication with remote facilities. The ability to store energy also allows the PB3 to operate during periods of calm seas.

During its flagship field trial, the PB3 will be deployed on Premier's Huntington field to support their journey to decommissioning. However, this technology also represents a move towards decarbonisation and can deliver other value-adding opportunities when paired up with different payload configurations, such as to support small field developments or as a charging/communications hub for Autonomous Underwater Vehicle (AUV) applications.

Graeme Rogerson, project manager at the OGTC said: "This transformational approach to offshore power generation has huge potential in, decarbonising our industry and supporting the transition to a low carbon economy. We look forward to working together with project partners to support the field trial and subsequent results."



# Visit us at Offshore Europe on the Scottish Pavilion

In a rapidly changing world, where knowledge is king and time is of the essence, how do you visualise and plan for your future?

Choose the right partner. Trust RGU.

[www.rgu.ac.uk/OE19](http://www.rgu.ac.uk/OE19)

**CHANGING  
OUR  
TOMORROW**

# Give UK businesses the confidence they need to trade internationally

**MANY UK exporters are treading water at a time of deep uncertainty, according to the latest Quarterly International Trade Outlook from the British Chambers of Commerce, in partnership with DHL.**

The survey of 3,400 exporters found nearly two-thirds (63%) of manufacturers report exchange rates as a concern to their business, indicating the pressure from sterling volatility.

The results reflect the negative impact that slowing global trade, currency fluctuation and Brexit uncertainty is having, with export sales and orders weakening. In Q2 2019, the balance of manufacturers reporting export sales increased stood at +14, down from +24 in the same quarter last year. In the services sector, the corresponding balance fell to +8, from +17.

The balance of exporting manufacturers that have increased orders also fell to +9, down from +21 in the same quarter last year. In services it fell to +5 from +14, indicating that the ongoing uncertainty is hitting orders books and creating difficult trading conditions for many UK exporters.

At the same time, the volume of trade documents issued by accredited Chambers of Commerce for goods shipments outside the EU fell 2.1% in the second quarter of the year and stands 3.0% lower than the same quarter in 2018.

In the event of no deal, businesses will face an immediate and abrupt change in trading conditions, for which many remain unprepared. Business has been clear about wanting to avoid a messy and disorderly Brexit but given that no-deal remains the default position on October 31, the new government must urgently ramp up its preparation.

Business is calling on the new

government to ensure the conditions and logistical preparations are in place to protect continuity of trade after the UK's departure from the EU. Firms that currently trade with the EU will need an EORI number to continue in the event of no deal, yet the number of firms that have registered remains worryingly low. The British Chambers of Commerce is urging the government to automatically register all VAT-registered firms to minimise the disruption and administrative burdens facing traders.

The Department for International Trade must also make every effort, working with governments in third countries and the EU-27 to grandfather existing EU Free Trade Agreements, which so many firms rely on to be competitive in key markets around the world. Many businesses report the lack of clarity around future terms of trade, including tariffs and customs procedures, is adding to the feeling of uncertainty and lack of confidence.

Hannah Essex, co-executive director of policy and campaigns at the British Chambers of Commerce, said: "There is real frustration among business communities across the UK at the lack of clarity about trading conditions after the UK leaves the EU, and we're already seeing the impact of that uncertainty.

"While the majority of firms want the government to avoid a messy and disorderly Brexit, we're calling on the government to put practicalities first and implement measures to ensure firms are as prepared as possible for whatever scenario they face. A crucial first step would be to automatically issue all necessary companies with an EORI number to minimise the hoops that firms need to jump through to be ready for day one.

"There are many fundamental outstanding questions relating to the rules and processes of trade in the event of no deal. While the Department

for International Trade has been working with third countries to ensure the rollover of existing FTAs, many of these critical arrangements have not yet been formally agreed, and firms can't plan for the future based on warm words. Maintaining preferential access to countries where the EU has trade agreements is critical to maintaining competitiveness in key markets."

Shannon Diett, VP of marketing at DHL Express, said: "The 2.1% fall in the Trade Confidence Index compared to Q1 2019 is a strong indication that UK firms, despite a solid export performance, are feeling the impact of the uncertain and challenging market conditions prevailing at this time. Manufacturing and services firms are still reporting an increase in export orders, however, this is at a reduced level in comparison to this time last year.

"For businesses trading internationally in particular, preparing for a potential Brexit, including a no-deal scenario in March, then April and now October has absorbed considerable business resource. This diversion of focus and delay of investment represents a substantial opportunity cost for British business trading internationally. It is however essential that a renewed focus is placed on preparing for Brexit again in advance of the 31 October deadline. There are a number of practical steps that can be taken, despite the lack of clarity on future trading relations with Europe.

"Actions such as implementing digital customs paperwork solutions with your logistics provider, or obtaining an EORI number will help make the transition to new trade arrangements, regardless of the ultimate Brexit scenario, as seamless as possible for exporting businesses. Additionally, increasing the number of markets a business trades with reduces risk and increases growth possibilities in the long term."

# September

## Offshore Europe Business Breakfast

Under the spotlight: energy transition



Get ready to connect with a global network of industry professionals

### 3 Tue Business Breakfast - Offshore Europe

7:30am-9:30am  
P&J Live

The current energy environment faces a dichotomy, some projections forecast that energy demand will double by 2050 while the urgency to tackle climate change continues to gather momentum as one of the biggest global challenges we face.

Join us and our panel from EY, BHGE and DNV GL as we discuss this forecast, and debate how the oil and gas industry can play a leading role in the transition to a low carbon energy system.

### 10 Tue Accelerating Human Performance in Manufacturing

8:00am-11:00am  
Hilton Aberdeen  
TECA

The manufacturing sector continues to evolve and ensuring your workforce performs at its optimal level is vital for business success. This breakfast briefing will centre around a series of table discussions looking at how to accelerate your staff's performance.

### 11 Wed AGCC Property Network

11:45am-2pm  
Brodiess LLP

The property sector network is a quarterly event series open to Chamber member organisations active in the North-east property sector. This month's network meeting will include influential speakers from Savills, Aberdeen City Council and the Chamber.

### 11 Wed We Mean Business: Cultural competency

11:45am-2pm  
The Aberdeen  
Altens Hotel

Our We Mean Business series returns with a focus on cultural competency. Hear Kate Dodd, diversity and inclusion consultant at Brook Graham discuss potential challenges and biases around human behaviour, languages, communications, actions, values, religious beliefs, social groups and ethnic perceptions.

### 20 Fri Futureproofing public transport in Aberdeen

8.30am-10:30am  
AGCC

Andrew Jarvis, managing director at First Bus Scotland will outline what the future of public transport holds for the North-east.

### 26 Thu Northern Star Business Awards

6:30pm-12:30am  
P&J Live

With an audience of over 600 guests, the Northern Star Business Awards recognise the exceptional accomplishments of organisations across the North-east. The 2019 winners will be unveiled at the glittering black-tie ceremony at P&J Live.

## Northern Star 2019 Business Awards



Don't miss out on the celebration

Thanks to our sponsors



# October

**2 Wed**

9:30am-11:30am

Meldrum House

**Shire Connections: Customer Relationships as an Asset**

Businesses today need to look to data driven influencing to identify growth markets while determining the value of customer retention against customer acquisition.

Chris Greenwood and Jacqui Souter, VisitScotland's senior insight managers will guide you through valuable insights into the tourism customer journey, based on fascinating behavioural research undertaken by the tourist board.

**3 Thu**

7:00am-9:00am

The Chester Hotel

**Business Breakfast - Wargames Strategy**

Have you ever wanted to simulate what might happen if your business made a strategic move such as introducing a new product, entering a new market or acquiring a competitor? Business wargaming is a no-risk, insightful way to test what might happen if you did.

**4 Fri**

11:45am-2pm

AGCC

**Maximise Your Membership**

Think you know the Chamber? Think again. This event is ideal if you're thinking of joining the Chamber, have just joined or are new to a member organisation and want to find out more.

**10 Thu**

11:45am-2pm

The Aberdeen Altens Hotel

**We Mean Business: Wellbeing at Work**

Get ready to challenge your thinking and your company's wellbeing agenda. Receive practical tips that can be implemented through an inclusive leadership approach to take back into the workplace.

**29 Tue**

5:30pm-8pm

The Mart, Thainstone Centre

**Tasty careers in food, drink and agriculture**

Hear directly from industry professionals and pupils who work within the food, drink and agricultural sectors. If you are curious about the career opportunities available to young people in the sector, book your free place and discover the wealth of potential career routes.

**30 Wed**

11:45am-2pm

AGCC

**Doing Business in the UAE**

Are you ready to trade overseas but looking for direction on which jurisdiction is suitable to conduct business in the UAE? The event will highlight the competing jurisdictions to consider when doing business in the UAE and analyse the market entry approach, providing detail on the licensing procedure, business regulation bodies and business opportunities in the region, such as EXPO 2020 Dubai.



**Ready to pressure test your strategic plan?**

Do you want to receive details of our upcoming events direct to your inbox?

Let us know at [events@agcc.co.uk](mailto:events@agcc.co.uk)



**OFFSHORE EUROPE 2019.. ARE YOU READY?**

we can help....

**Exhibition Stand/Graphics • Brochures, Leaflets, Folders  
Branded Corporate Gifts • Branded Workwear**

[www.compassprint.co.uk](http://www.compassprint.co.uk) | 01224 875987 | e: [info@compassprint.co.uk](mailto:info@compassprint.co.uk)



Gavin Currie

## Bancon Construction expands into Inverness

BANCON Construction has secured a raft of new contracts worth more than £20m, including significant wins in Inverness.

The company has been awarded affordable housing contracts in Inverness with Albyn Housing for 46 units at Torbreck and 36 units at Kinmylies for Highland Council, as well as 12 units for Angus Council in the village of Newtyle.

Managing director Gavin Currie said: "These are significant new business wins and we are delighted to be working with both new clients and valued repeat customers.

"Having a strong and open relationship with our clients is essential and we very much look forward to delivering these projects for them as we expand our geographic area of operation."

## BGF investment hits £2bn

BGF, the UK and Ireland's most active investor in growing businesses, has now committed £2bn into UK and Irish SMEs. This includes almost £250m deployed across 30 Scottish businesses, including follow-on funding to support further growth.

The landmark capital investment was reached following £7.5m of growth funding for Merseyside-based manufacturer Joloda International, as well as BGF's most active day ever for capital deployment in mid-June, with a total of £48m committed.

BGF has backed 30 businesses in Scotland since 2011, with a combined investment of over £250m. Recent investments include independent care home provider Parklands and catering and facilities management firm Entier, as well as follow-on investments for long term investee companies SPEX Services and Stats Group.

From scratch, BGF has now backed 285 companies across the UK and Ireland since it was set up in 2011, providing growth funding in every region and almost every sector of the economy. More than 70% of the £2bn has been committed to businesses based outside of London and the South-east.

## Franchise expert urges Scotland to step up

THE UK franchise sector is booming with the latest figures showing it is now worth an estimated £17bn to the economy and employs over 700,000 people. However, franchising in Scotland is not growing at the same rate.

Although franchising still contributes £0.8bn to the Scottish economy, Scotland was the only area in the UK not to post any positive growth between 2015 and 2018, meaning it is now lagging well behind the rest of the UK.

Scotland's premier franchise expert, Suzie McCafferty, who is chief executive officer of Platinum Wave and chairperson of the Scottish Franchise Forum, said Scotland needs to wake up to the huge opportunities that are available after the disappointing figures highlighted in the recent British Franchise Association/NatWest survey.

"Scotland's franchise sector has not grown as much as it should have in the last few years, but this means there are huge opportunities out there," she said. "Although franchising contributes a healthy £0.8bn to the Scottish economy, the country is yet to take advantage of the myriad opportunities on the same scale as the rest of the UK.

I believe this is down to a general lack of knowledge of the power of the franchising industry, so more needs to be done to raise public awareness especially with business consultants and advisors. Scotland really needs to step up as it is missing out on a huge amount of potential revenue.

## Pinsent Masons sets down marker for growth

THE unaudited financial results for international law firm Pinsent Masons for 2018-19 show global turnover increased by 7% to £482m.

The law firm employs 60 partners, lawyers and support staff at its Queen's Road office in Aberdeen where corporate, oil and gas and employment specialists are involved in some of the largest mergers and acquisitions taking place in the North Sea.

In the last 12 months key mandates completed included the £50m sale of a portfolio of offshore wind farms by Scottish Equity Partners and in Ithaca Energy's £2bn acquisition of Chevron's North Sea oil and gas assets, while the firm also advised on the £1bn development of 3,000 new homes in Winchburgh in a joint venture by Winchburgh Developments Ltd, West Coast Capital and CALA Homes.

Pinsent Masons chair of Scotland and Northern Ireland, Richard Masters, said: "It has been a successful year for our Scottish offices as we continue to secure mandates from global clients to advise on some of the most complex and valuable corporate deals which take place in Scotland, in addition to advising Scottish-based businesses with international operations.

"In the next 12 months we will seek to consolidate our position as the leading international legal firm and have set down a marker for growth in 2020 and beyond with our commitment to taking up significant office space in Edinburgh's Exchange District."



SAVE THE DATE

## Aberdeen Hydrogen Festival

Join us in Aberdeen for a week of events covering the hydrogen supply chain in the North Sea Region: How to get involved; Practical examples from the HyTrEc2 partnership; transitioning to low carbon energy systems for storage, transport, and heat; Shell Eco-marathon prototype car with Aberdeen University; Energy Observer solar/hydrogen boat; as well as hydrogen tours and vehicle displays.

The events will take place at the Aberdeen Treetops hotel:

- 1st October** Hydrogen: A business opportunity for the North Sea Region <https://www.erm.com/hydrogen2019>  
Evening pre-SHFCA drinks reception and meal
- 2nd October** Scottish Hydrogen Fuel Cell Association Conference <http://www.shfca.org.uk/shfca-2019-annual-conference>
- 3 - 4th October** Power to Gas Workshops
- 4th October** Arcola Schools Challenge Event

Any queries contact: Wendy Dornell [wdornell@aberdeencity.gov.uk](mailto:wdornell@aberdeencity.gov.uk) or 01224 523811



## An opportunity for the North Sea region

HYDROGEN presents an exciting opportunity to achieve the global energy transition to a low carbon economy. With its history of innovation and technology development for the oil and gas industry, the North Sea region could be at the forefront of this transition creating new opportunities and generating employment.

Aberdeen City Council, ERM and Pale Blue Dot Energy are to co-host a one-day conference with support from, Opportunity North East, Scottish Enterprise, Invest Aberdeen and the Oil and Gas Technology Centre. The event will take place on October 1, 2019, at the Hilton Treetops Hotel, Aberdeen.

Aberdeen City Council will also be hosting a Hydrogen Festival throughout this week September 30 - October 4, 2019. It will include a plethora of events including practical examples from the HyTrEc2 partnership on hydrogen deployment, the European picture for transport, heat and power and find out about hydrogen racing cars from the Shell marathon and Arcola Aberdeen schools challenge.

Councillor Philip Bell, Aberdeen City Council's environmental spokesperson, said: "Hydrogen presents an exciting opportunity to achieve the global energy transition to a low carbon economy.

"With its history of innovation and technology development for the oil and gas industry, the North Sea Region aims to be at the forefront of this transition creating new opportunities and generating employment. We look forward to welcoming delegates to the conference and to the festival, underlining our vision to be a key player in the roll-out of hydrogen technology."

## Expansion move for Servelec

SERVELEC Controls is expanding and relocating its Aberdeen operations to a purpose-designed facility at Moorfield Group's Innovation Park in Bridge of Don.

The systems integration specialist, a long-term occupier at the Energy and Innovation Parks, has agreed a 10-year lease on 6,000sq ft at Crombie Lodge. This move increases Servelec Controls' floorspace by around 30%.

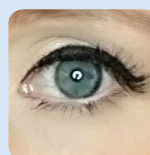
# Top Tweets

A month in social media



**Margaret-Jane Cardno**  
@mjcardno

Great start to the day @chambertalk hosted at @BrewDog #Ellon Focus on place making & @Invest\_Aberdeen Inspiring inputs by @Miller01A James Welsh & Russell Borthwick @AGCCevents



**SJ Grieco**  
@freckle\_tastic

Not your standard Thursday morning with @LydiaJ5 having breakfast in a brewery! Great to hear about @chambertalk @Invest\_Aberdeen @AbsolutelyABZ's efforts to share our region's new story #placemaking #absolutely #investABDN #aberdeen #brewdog



**Dalriada Lodges**  
@dalriadalodges

We are so excited about the upcoming Northern Star Business Award! Dalriada is among the finalists in the family business category, sponsored by Aberdeenshire Council. @chambertalk @visitabdn

Join the conversation  
@chambertalk

BMI

Albyn Hospital



Consultants Steve Hamilton, Robert Duthie and Martin Mitchell

## Revolutionary robotics at Albyn

**PATIENTS in the North of Scotland who need a knee or hip replacement can now have their operation with the assistance of a robot, thanks to the installation of the Stryker Mako system at BMI Albyn Hospital in Aberdeen.**

There are over 700,000 people in Scotland living with some form of arthritis which results in pain, problems with reduced mobility and an impaired quality of life which can eventually lead to the requirement of a hip or knee replacement.

This robotic-arm will be used by surgeons to offer patients across Scotland an alternative which gets people back on their feet more quickly than traditional methods of joint replacement surgery. BMI Albyn's investment in this innovative practice is further cementing its reputation as a centre for orthopaedic excellence.

### What is the Mako Robotic arm?

Robotic assisted surgery, allows surgeons to perform many types of complex procedures with more precision, flexibility and control than is possible with conventional techniques.

However when you hear 'robotic-arm assisted technology' it is important to understand that the Stryker Mako robotic-arm doesn't actually perform the surgery. Surgery is performed by a consultant orthopaedic surgeon, who uses the Mako system to pre plan the surgery and by guiding the robotic arm is able to precisely remove diseased bone and cartilage and place the implant to within a millimetre.

Since 2007, more than 200,000 procedures, including total knee, partial knee and total hip replacements have been performed around the world, using the Mako technology and now people across the North of

Scotland can experience its benefits, at Aberdeen's own BMI Albyn Hospital.

### What benefits does the Mako Robotic system bring?

The Mako system offers a higher level of alignment and positioning of the hip or knee implants during surgery, compared to traditional methods. As a result, many Mako patients experience a speedier recovery and reduced post-operative pain, meaning they can make a quicker return to an active lifestyle, whether it be walking the dog, getting back on the golf course or back to work.

These benefits are achieved by utilising a pre-operative CT scan which allows the surgeon to plan each patient's exact requirements before and during surgery.



### What is the opinion of the surgeons?

Mr Robert Duthie, MBChB, FRCS (Tr & Orth), consultant orthopaedic surgeon, BMI Albyn, said: "The use of the Mako robotic assisted surgery will revolutionise how we undertake hip and knee replacements with significant improvements in patient outcomes. We currently plan conventional surgery around x-rays which can be inaccurate and often during surgery we need to change the size or position of the prosthesis that was originally anticipated."

"Robotic assisted surgery is based on a pre-operative CT scan, which accurately maps the individual patient's anatomy and therefore during surgery we know exactly where the patient's bony landmarks are and where the prosthesis should be placed within a millimetre of the desired position."

Mr Steven Hamilton, BSc Med Sci, MB ChB, MRCS, FRCS (Tr & Orth), consultant orthopaedic surgeon, BMI Albyn, said: "Robotic-assisted joint replacement surgery is an exciting development in orthopaedics. As it allows for more accurate implant placement it has the potential to improve patient outcomes in terms of quicker recovery time, less postoperative pain and improved function. The introduction of the MAKO robotic assisted system to BMI Albyn will be of great advantage to the patients of the North of Scotland."

Mr Martin Mitchell, MBChB, Dip SEM, FRCS (Tr & Orth), consultant orthopaedic surgeon, BMI Albyn Hospital, said: "As surgeons we strive to achieve the perfect joint replacement. The Mako robotic arm allows us to achieve this on a much more consistent basis. Mako undoubtedly allows us to perform joint replacements with far more accuracy

than was possible with conventional techniques. Patients undergoing Mako assisted joint replacements have been shown to have less pain and better early function post-operatively."

To find out more information about Stryker Mako hip and knee joint replacements at BMI Albyn, Aberdeen, please call: **01224 577400** or visit:

[www.bmihealthcare.co.uk/robotics/albyn-hip](http://www.bmihealthcare.co.uk/robotics/albyn-hip)

or

[www.bmihealthcare.co.uk/robotics/albyn-knee](http://www.bmihealthcare.co.uk/robotics/albyn-knee)



**Angus Robb**

The Chamber has added a new executive to its training team. Having graduated in 2016 from the University of Aberdeen with an MA in History, Angus Robb moved into a senior role in the hospitality sector. In his new position he will support the training team in booking and organising the Chambers extensive training catalogue.



**Bob Drummond and Alistair Stobie**

OGUK has appointed two new members to its board to bolster the sector's ongoing efforts to maintain the competitiveness of oil and gas production from the UKCS. With more than 40 years' industry experience, Bob Drummond has been CEO and managing director of a number of major energy services companies including Maersk UK, Salamis Group, Wood Group Engineering and Rigblast Energy Services Group, prior to joining Hydrasun Group in 2002. Meanwhile Alistair Stobie, chief financial officer at Hurricane Energy, has significant capital markets and international oil and gas industry experience. Alistair was previously director of finance at AIM-quoted Zoltav Resources and CFO at Oando Exploration & Production.



**Rebecca Duncan**

Rebecca Duncan has joined virtual marketing support consultancy Prospect 13. Rebecca joined from Aberdeenshire Council and will support the growing team with the implementation of a range of marketing and communication strategies for a diverse portfolio of marketing support clients.



**Keith Mackie**

Hiretech Limited has appointed Keith Mackie as managing director. He replaces company founder Andy Buchan who has taken on the newly created role of chief executive officer. Mr Mackie has held a number of senior roles in the engineering and energy service industries, most recently as managing director at Power Jacks Limited.



**David Lamont**

ROVOP, the subsea robotics company, has appointed David Lamont CEO with immediate effect. David, who is the chairman at ROVOP, has more than 30 years' experience in the energy services sector and was most recently CEO at Proserv. He replaces Steven Gray who has stepped down from the role after eight years leading the company.



**Robin Williamson**

Aberdeen communications group Jasmine has added a new service to its portfolio by appointing a signage expert. Robin Williamson has joined as brand implementation manager with years of wayfinding and signage expertise. In his new position Robin will deliver physical brand information for clients in the built environment alongside Jasmine's print marketing and PR team.



**Thomas Hütsch**

The NHV Group has appointed Thomas Hütsch as chief operating officer and member of the executive committee. With extensive management experience in aerospace spanning nearly three decades, Thomas brings valuable leadership to NHV as the company is poised for international expansion.



**Gillian Campbell and Kirsten McKinnon**

Shepherd and Wedderburn has expanded its private client offering in Aberdeen with the appointment of solicitor Kirsten McKinnon. Kirsten has joined from Burnett & Reid to work alongside former colleague Gillian Campbell, who joined Shepherd and Wedderburn in April as partner and head of private client in Aberdeen and the north of Scotland. Kirsten advises across all areas of private client work, including wills, powers of attorney, adults with incapacity, tax planning and trust work, and is a qualified member of the Society of Trust and Estate Practitioners, the global professional association for practitioners who specialise in family inheritance and succession planning.



**Kelly McKenzie and Rob Clunas**

After a life changing event in her personal life, Kelly McKenzie made the decision to leave the oil and gas sector and start a new journey in a role as community fundraiser with VSA. Having previously volunteered for many years, she now enjoys being in the driving seat leading groups to achieve their best. Rob Clunas has also recently joined the VSA team as the Trusts and Foundation fundraiser. Previously manager of a small rural charity, he has joined VSA at a pivotal moment as it moves forwards with key projects such as a new £3.2m mental health facility.



**Gareth Forbes and Mark Cowieson**

Nucore Group, based in Aberdeen has appointed two new directors. Gareth Forbes, who has been appointed chief financial officer, brings a proven record within the oil and gas and marine sectors boosting the company's ability to build critical relationships and collaborate with external and internal stakeholders to grow the business. Mark Cowieson meanwhile joins as services director for Oteac Ltd a new role on the board of directors. With a strong engineering background, he joins from Archer and brings with him a wealth of experience in both rig and operations management roles.



**Pamela Yeoman and Gillian Watson**

Travel management specialist Traveleads has recently appointed its first Aberdeen-based sales team and welcomed Pamela Yeoman and Gillian Watson as area sales managers for Aberdeen and the North-east. The award winning, independent firm has opened its first office in Aberdeen as part of a company-wide aggressive growth strategy. Both Pamela and Gillian have extensive business development experience in the oil and gas sector and will play a proactive role in maintaining and extending Traveleads' client base in the North-east of Scotland.

01224 327 000  
thorpemolloy.com

PSYCHOMETRIC ASSESSMENT    SALARY BENCHMARKING    MARKET MAPPING

# Welcome to the Chamber

## ABU Utilities

Domestic and commercial utility broker looking to save people money off their bills from gas, electricity, phone, broadband, mobile phone, chip and pin and water services.

**T** 07808 511952  
**E** [abuutilities@gmail.com](mailto:abuutilities@gmail.com)  
**C** Andrew Tait, utility broker

–

## Allen Plus Consulting Limited

HR consultancy, leadership development coaching.

**T** 07747 608549  
**E** [mark@allenplus.co.uk](mailto:mark@allenplus.co.uk)  
**W** [allenplus.co.uk](http://allenplus.co.uk)  
**C** Mark Allen, director

–

## Aloft Aberdeen – TECA

Newly opened boutique hotel conveniently situated at Aberdeen's new event complex P&J Live.

**T** 01224 984777  
**E** [Debbie.Mair@rbhmanagement.com](mailto:Debbie.Mair@rbhmanagement.com)  
**W** [www.marriott.co.uk/hotels/travel/abzal-aloft-aberdeen-teca](http://www.marriott.co.uk/hotels/travel/abzal-aloft-aberdeen-teca)  
**C** Debbie Mair, cluster director of sales

–

## Corporate Moves

Relocating, installing and recycling for organisations across Scotland and the UK.

**T** 01224 230790  
**E** [drew.carmichael@corporate-moves.com](mailto:drew.carmichael@corporate-moves.com)  
**W** [corporate-moves.com](http://corporate-moves.com)  
**C** Drew Carmichael, head of corporate moves

–

## Data Engineering Projects Limited

Project delivery specialists specialising in the oil and gas, pharmaceutical and carbon reduction industry sectors.

**T** 07850 862349  
**E** [mcolebroom@dataenp.co.uk](mailto:mcolebroom@dataenp.co.uk)  
**W** [data-engineering.co.uk](http://data-engineering.co.uk)  
**C** Martyn Colebrook, managing director

–

## Grampian Training Services

First aid and defibrillator training and supplies.

**T** 07917 962576  
**E** [enquiries@grampiantrainingservices.co.uk](mailto:enquiries@grampiantrainingservices.co.uk)  
**W** [grampiantrainingservices.co.uk](http://grampiantrainingservices.co.uk)  
**C** Tom Malcolm, director

–

## Hilton Aberdeen TECA

**T** 01224 984111  
**E** [Debbie.Mair@rbhmanagement.com](mailto:Debbie.Mair@rbhmanagement.com)  
**W** [aberdeenteca.hilton.com](http://aberdeenteca.hilton.com)  
**C** Debbie Mair, cluster director of sales

## i-Vigilant Technologies

Consultancy, training, software and field services for gas chromatographs.

**T** 01224 820030  
**E** [Paul.Daniel@i-Vigilant.com](mailto:Paul.Daniel@i-Vigilant.com)  
**C** Paul Daniel, director

–

## KR Services & Solutions Ltd

Plant hire, project management and groundworks company, working across all sectors and locations.

**T** 01358 788907  
**E** [info@krservicesandsolutions.co.uk](mailto:info@krservicesandsolutions.co.uk)  
**W** [krservicesandsolutions.co.uk](http://krservicesandsolutions.co.uk)  
**C** Nicola Fraser, director

–

## KR Steel Service Ltd

Steel fabrication and installation services, working across all industry sectors.

**T** 01358 788907  
**E** [info@krservicesandsolutions.co.uk](mailto:info@krservicesandsolutions.co.uk)  
**W** [krservicesandsolutions.co.uk](http://krservicesandsolutions.co.uk)  
**C** Nicola Fraser, director

–

## LAR Property Management C.I.C.

Commercial and residential property management.

**T** 01383 259041  
**E** [info@larpm.co.uk](mailto:info@larpm.co.uk)  
**C** Ann Leslie, director

–

## Muchacho

The Muchacho team is on a mission to provide authentic flavours of Mexican street food to the people of Aberdeen.

**T** 01224 639574  
**E** [jenny@muchacho.co.uk](mailto:jenny@muchacho.co.uk)  
**W** [www.muchacho.co.uk](http://www.muchacho.co.uk)  
**C** Jenny Suniaga, manager

–

## RBH Hospitality Management

Hospitality management company.

**T** 01414 194567  
**E** [Debbie.Mair@rbhmanagement.com](mailto:Debbie.Mair@rbhmanagement.com)  
**W** [www.rbhmanagement.com](http://www.rbhmanagement.com)  
**C** Debbie Mair, cluster director of sales

–

## RRS Plantshifters

National machine moving/installation, complex lifting and logistics business.

**T** 01224 715555  
**E** [alunlane@rapidrs.co.uk](mailto:alunlane@rapidrs.co.uk)  
**W** [rapidrs.co.uk](http://rapidrs.co.uk)  
**C** Alun Lane, assistant managing director

## Scottish Sea Farms

Scottish aquaculture company who farm Atlantic salmon.

**T** 01786 445521  
**E** [georgia.mitchell@scottishseafarms.com](mailto:georgia.mitchell@scottishseafarms.com)  
**W** [scottishseafarms.com](http://scottishseafarms.com)  
**C** Georgia Mitchell, supply chain coordinator

–

## Technano Ltd

Technano Ltd is a diversified international company specialising in worldwide technical inspection and consultancy services in energy, engineering and environmental sector.

**T** 01224 379968  
**E** [chijiokeoji@technanold.com](mailto:chijiokeoji@technanold.com)  
**W** [technanold.com](http://technanold.com)  
**C** Chijioke Oji, director

–

## The eGroup (eFab, eClad, eBlast, eTest)

eGroup is the largest company of its type in Scotland and provides integrated services to the construction and oil and gas industries. With four divisions sharing a new identity, it boasts an array of specialist services including surface preparation and specialist coatings, structural steel fabrication, wall/roof cladding and non-destructive testing.

**T** 01467 647092  
**E** [christopher.noble@thegroup.co.uk](mailto:christopher.noble@thegroup.co.uk)  
**W** [thegroup.co.uk](http://thegroup.co.uk)  
**C** Christopher Noble, chief operating officer

To see the full member directory visit [www.agcc.co.uk/directory](http://www.agcc.co.uk/directory)



**STORK**

A Fluor Company

# TRUSTED ASSET LIFECYCLE SOLUTIONS

**You may think you know our full capabilities, but there's more.**

Stork's proven solutions support our clients throughout their assets' entire lifecycle; from hook up and commissioning to late life management and decommissioning.

Our wide range of services can be selected as standalone worksopes or fully integrated bespoke solutions; all delivered through our network of global operational centres. We take a practical approach to delivering progressive, tailored and trusted solutions.

Visit us at **stand 2B40** during Offshore Europe and experience our digital transformation journey to witness what we can really do.

 **2019**  
3-6  
SEPT  
2019  
Offshore Europe ABERDEEN, UK



VISIT US  
**STAND  
2B40**

[WWW.STORK.COM](http://WWW.STORK.COM)



# PATEK PHILIPPE

## GENEVE

BEGIN YOUR OWN TRADITION



YOU NEVER ACTUALLY OWN A PATEK PHILIPPE.  
YOU MERELY LOOK AFTER IT FOR THE NEXT GENERATION.

WORLD TIME REF. 5230G

*Jamieson & Carry*

142 Union Street, Aberdeen  
Tel: 01224 641219