



First anniversary of PayZone!

PayZone the Wellwise Group's loyalty bonus scheme reached its first Anniversary on the 1st January, 2007. All Contractors who were entered on this date are now eligible to redeem their accrued points.

We currently have over three hundred active Contractors enrolled in the scheme, many of which are now entitled to claim over £1,000 each for their loyalty as they have worked over 201 days for the Wellwise Group over the last year.



The PayZone scheme awards points for each and every chargeable day on any given job. All Contractors are automatically entered into the scheme, and the points accrue automatically in a Contractor database. The more you work the more you earn for each point, for example, once you have worked over 201 days in any one scheme year you will earn £5 for each point accrued.

Continued on page 2...

Photo winner

The winner of this quarter's photo competition, 'Location, Location, Location,' is Scott Lamb with Working in Georgia. Scott will receive a prize of a Wellwise Jacket. The runner up photo is Mountains in Georgia by Scott Lamb (below).

We have decided to give the photo competition a rest for a while, but please do not hesitate to keep sending in your photos.

We hope you enjoyed the Wellwise Group calendar which made good use of all your photo entries.

To view all pictures submitted log on to the Wellwise Group website www.wellwisegroup.com



PayZone points awarded can be monitored at any time by Contractors logging into the Wellwise Group Website www.wellwisegroup.com with their unique username and password. See the table which is headed "Redeemable Points Balance." Please view PayZone's Terms and Conditions via the website for full details. After logging in select "PayZone", and click on the link in the first paragraph, or after the reward points table.

In addition to Loyalty Bonus Points, Reward points will be given for introducing new Contractors to work for Wellwise Group. Introductions will attract 50 Reward Points, awarded when the new Contractor has completed their first day's work. One Reward Point will be worth £1 and will be held separately from PayZone points. Reward points are also awarded on a discretionary basis for exceptional participation in the Wellwise Group Quality Health and Safety schemes, such as regular submission of Risk Identification Reports and/or Stop Cards. You have to be in it to win it..... Get involved!

REVIEW YOUR REDEEMABLE POINTS AND CLAIM YOUR CASH NOW!!



To claim your points, simply email theclub@wellwisegroup.com and we will pay you with your next invoice payment. To be reminded of your website username and password, click on the "forgotten password" button by the log in screen, or email theclub@wellwisegroup.com.

Air Ambulance donation



Wellwise Group have made a £500 donation to the East Anglian Air Ambulance, by sponsoring Chris Place who took part in a motorbike race on Weston Super Mare beach.

The East Anglian Air Ambulance service is a very worthy cause, and has saved many people in the region, assisting in major road accidents and other life threatening incidents. It is as a result of the generosity of the public that the East Anglian Air Ambulance is able to fly seven days a week, responding to an average of 100 call-outs each month. Ongoing public support is essential to enable them to continue offering this vital service. They operate two helicopters, one of which is a state of the art helicopter with running costs of

£110,000 per month. The large interior provides essential head to toe access for the stretcher patient, along with the pilot and two clinicians, and the ability to transport up to three more people (walking wounded or relatives). Equipped for night flying it is capable of taking off and landing at approved airports and helipads, giving the added advantage to transfer critically injured patients. During the busy summer months when the population of East Anglia more than doubles, both aircraft are in operation with running costs of approximately £150,000 per month.

If you know anybody who would like to support the East Anglian Air Ambulance in any way please contact www.eastanglianairambulance.org.uk Hangar D, Gambling Close, Norwich Airport, Norwich, NR6 6EG.



Drug screening process. What you need to know

As you are all aware Wellwise Group and Client Substance Abuse policies, together with HSE directives clearly state that being at work under the influence of alcohol, controlled substances or drugs will not be tolerated, and random drug screens are definitely on the increase.

Wellwise Group are currently promoting having drug screening completed at the same time as medical updates as this demonstrates to our Clients that we are aware of the problem and wish to take every step to avoid drug abuse amongst our Contractors.

The North Sea Medical Centre in Gorleston, the local centre for UKOOA medicals, work to UK Laboratory Guidelines for Legally Defensible Workplace Drug Testing. These guidelines are designed to ensure that the entire drug testing process is conducted to give accurate and reliable information about a donor's drug use.

When a negative result is obtained, it can be reported to the customer. Positive results may require interpretation. For example a laboratory positive result may be due to medication (prescribed or over-the-counter) or to dietary causes. These results require interpretation which is carried out by a laboratory toxicologist in conjunction with a qualified medical practitioner, who thereafter consults with the donor and the donor's GP.



The following are tested: amphetamine group, benzodiazepines group, cannabis metabolites, cocaine metabolites, opiates, methadone or metabolites, barbiturates, phencyclidine, buprenorphine or metabolites, LSD or metabolites, propoxyphene or metabolites and methaqualone.

Everyone needs to be aware that opiates can be detected in a lot of over-the-counter medications which contain codeine, so it is important that all prescribed drugs be notified to the Wellsite/Installation medic on arrival and prior to any random drug screening test.

The Wellwise Group Substance Abuse Policy is posted on the Wellwise Group Website behind the Contract log in, under the heading QHSE. This policy has recently been updated so please review the changes next time you are visiting our website.

New RIR wizard

Recently, Wellwise Group have carried out many enhancements to the website, including a new front page and log in screen. This, amongst many improvements, has been done to make our website more user friendly.

One of the enhancements we are most proud of is the addition of a Quality Health and Safety Section (QHSE). From here you will be able to view our full Health and Safety Policy, submit Risk Identification Reports via a wizard tool and view other RIR's submitted, also view Industry Safety Alerts to widen your awareness of safety offshore.

The new RIR wizard tool is aimed at making it easier for you to submit reports via our website. Simply log in and select QHSE/Risk Identification Reports and complete the wizard format. This sends your report to us via email, where it is reviewed before it is posted anonymously on the web.

Your participation in reporting hazardous incidents offshore is extremely important. It allows us to communicate dangerous occurrences or near misses to other Contractors, and hopefully prevent them happening again. If you submit a STOP card to the Client/End User, please take a few minutes to report it to us. All too often we hear of incidents long after the job has finished, and then it is often too late to bring the matter up with the Client. Having said that..... it is always better late than never.



Any other website ideas?

In the near future Wellwise Group are looking to add a Chat Forum page to the Wellwise Group website. Here you will be able to pose questions under various moderator set topics to fellow Contractors and await their discussion and reply.



At this time visitors to our website are able to download blank forms, ie expense reports, Timesheets, Appraisals, view the WWG Health & Safety Policy, and Substance Abuse Policy, You can also view the photo competition entries, and view your PayZone Points. The Wellwise Group Interactive World Map is now loaded and

active, so please browse to get information for all major oilfield destinations around the world. Frequently asked Questions (FAQs) are available for new Contractors.

If you have any other suggestions of what might interest you to log in we would like to hear about it. Please email theclub@wellwisegroup.com.

Please browse our website regularly – we are continually making updates to assist both clients and contractors.

Club communiqué

- Congratulations to Alec and Claire Jennings (Wellwise Group Contractor) on the birth of a baby boy Brandon Lewis on the 15th September, 2006. He weighed in at 9 lbs 4 oz and he wasn't the largest of their children at birth!!
- David Mason (WWG Managing Director) reached the grand old age of 50 earlier this month!! Many Happy Returns and Best Wishes to him. His present from his colleagues was a couple of flying lessons – perhaps a company jet will be in the offing in a few years!!
- David Mason's other claim to fame is his appearance in the Middle Eastern edition of the OK magazine after attending the Dubai Oil Baron's Ball during a recent sales visit. He appeared on the "Who's Who" page with the likes of Westlife, Kylie Minogue and Angelina Jolie.

PSL outstanding contribution award



Fluid Pumping Equipment Operator Earl Bailey has been recognised for his outstanding contribution towards safety. Earl has been a regular team member on the Miller Platform contracting for PSL Energy Services Aberdeen.

PSL Energy Services have a policy of rewarding team members from both staff and contractors alike. On behalf of PSL, Great Yarmouth Base Manager Nick Birch commented " It is vitally important that everyone buys into the safety culture. When Earl steps onto the platform he not only represents PSL but the Wellwise Group. Earl has been recognised for his contribution in upholding the very highest standards of worksite safety and we are pleased to be able to reward his efforts".

Earl (left) receives his cheque for £250 from PSL Energy Services QHSE Co-ordinator Frank Mortimer (right), with Dan Pavitt WWG Business Development Manager.



Special feature: **Are You Competent?**



Three years ago Wellwise Group invested time and money to develop SNVQ accredited competency programmes for all of the service line disciplines that we provide to our clients. Since that time we have enrolled several individuals into the scheme, provided them with competency portfolios and set up support (support@wellwisegroup.com) to assist in the completion of the required competency records. It has to be said that we have had a very mixed response to both new scheme members and completion of the portfolio's for those already enrolled.

Let us go back to why competency is important.....Many people take the attitude that they have been in the industry for thirty years and there is surely no necessity for them to prove to anyone that they are competent in the delivery of their skill(s). That's fine while you are working within circles of people who are familiar with you and your capabilities. What happens when we are talking to a new client that doesn't know who you are and they are concerned about proven competency ??? A Curriculum Vitae just doesn't cut it in this scenario anymore and clients are then sometimes forced to take people on without any formal proof that the technicians that are provided to the end user operating companies are indeed properly capable of doing the job for which they are engaged.

Of course the industry is going through one of the most active periods of sustained activity in most peoples living memory if not forever. As a consequence, people and equipment have become much sought after commodities and very often people are in short supply. Under this regime, clients all the way through the supply chain, are under pressure to get manpower organised and out onto jobs and with the fewest obstacles and red tape in the way of this process. In other words the activity levels are such that most of the time clients are forced to accept people on the basis of a CV and a recommendation .

Just because you can continue to work, right now, at your required days per year without proven competency doesn't mean that this situation will continue forever. As always happens at some point in

this crazy business , there will inevitably, be a turn down in activity levels at some point in the future. When this happens clients will then once again become more selective about who they will accept and who they will not based on a whole raft of considerations one of which will, no doubt, be proven competency. Remember, at one time it was possible to work offshore in many areas outside of Europe without a survival and medical. This situation has now all but disappeared with such basic certification being a requirement in 95% of the 75 counties to which we supply personnel. It is by no means certain, but it is perhaps likely, that the industry will at some point turn in same direction on proven competency as it has in the past on survivals and medicals and make it mandatory.

We have been trying to understand the reluctance and reticence of contractors with regard to getting on board or completing their competency portfolio's. It is difficult to see why anyone would not want improve their long term marketability with addition of a fully completed , audited and verified competency portfolio. Wellwise Group share on an equal basis with the contractor the cost of setting up a scheme and the final completion since we recognise the importance of competency for the future of our business. Yes , there is some extra work to be done while compiling evidence in your portfolio, yes , it does mean that you have to ask someone to act as a third party witness offshore to sign off on each of the required submissions. None of these things would seem to be overly onerous or a huge burden and much of what is required by way of evidence for your portfolio will be your day in day out work offshore anyway !!!

At the start of a new year 2007, perhaps this would be a good time for you to renew and redouble your efforts to get involved and continue until completion with your competency portfolio. If your need any help, advice or mentoring with regard to our competency schemes, please contact support@wellwisegroup.com. We will be doing all that we can this year to promote active participation in competency schemes.

Please help us, to help you, to help yourselves.



Job appraisals and timesheets

In the constant push to prove competency to our Customers it is very important that each and everyone of you returns a job appraisal after EVERY job.

These appraisals are scanned and posted on to our website for Clients to view and see how you have been performing over a series of jobs. Going forward we aim to log these results directly into our database which will automatically calculate an average competency rating for each Contractor. Obviously the Contractor's with the best ratings will be the people who the Client's want to use first, especially in quieter times. So please get onboard with this one, and we look forward to seeing an increase in job appraisal returns. Most Service Company reps have to sign off a Service Ticket after each job so it should not be an issue to get a job appraisal signed.

Appraisal forms are available for download on our website from the "Download Standard Forms" section. We are planning to develop an online website version of the appraisal form in the forthcoming months, again, in an effort to make things a little easier and user friendly.

Please also find timesheets in the download section on the website. These should also be completed for every job and submitted with your invoice. The majority of our clients now are insisting on timesheets to approve our invoices – they want to see travel days, and work days itemised (also shore days and offshore days as applicable). If you can get your timesheet signed by the Client Representative so much the better. If we have problems getting paid because of incomplete paperwork, this could impact on the date we will be able to pay you! Your assistance will be much appreciated.



Geoff Lamb, last quarter's photo winner, pictured with his new Wellwise Group jacket. (It's good to see our contractors can afford BMWs!)

The quarterly news feed from the Wellwise Group



Wellwise Group minimum training standards

In addition to the completion of competency portfolio's Wellwise Group are also trying to have a common standard of training for all contractors working for us.

As well as the survival/fire fighting and medical examinations we are attempting to get everybody to also have training in the following areas:

- Risk Assessment
- Manual Handling
- Safety Observation (STOP)
- COSSH
- Wet Rebreather
- WWG Company induction
- Vantage card registration

Many people already have these qualifications and more. However, we want to get everybody up to the same standard so that our clients know what training levels to expect from WWG contract personnel each and every time. It is invaluable to have this knowledge to improve **your** safety and **your** competence. Please call our office if you need help booking the courses.



The best people offshore