



It will soon be Christmas! Just where has the time gone this year?

Everyone and everything has been so busy for what seems like a long time in the Oil and Gas sector. At times like these it is easy to forget that we live in a world of work and a business sector that is notoriously cyclical and equally difficult to predict.

One thing is for certain.....there will come a day when the Oil and Gas business once again returns to a holding pattern with reduced PPB and Rig Count. As a result of these market factors caution is always advisable no matter whether considering permanent staffing levels at the client perspective or from a contractor's point of view, whether or not to turn down an extra trip offer.

Sometimes when activity has been high for an extended period the more youthful contingent of the Oil and Gas workforce can be duped into thinking that "this is going to last forever". Those of us with a few more grey hairs know that it is important to make hay when the sun shines and to make provision for the future when storm clouds may gather .

For the short term though the market keeps developing and opportunity

abounds for clients and contractors alike. All of us in the oil business are really fortunate that at a time when most other sectors are on their knees we have been blowing and going.

The balance between burgeoning industrial activity and oil industry activity is historically linked and if the world industrial output remains low long term, then the lag in the system will eventually run out to see the return of increased pressure on the price of oil. Consider this along with political influences, threat of war, technology improvements , stockpiling to name a few and you are getting close to understanding that the crystal ball may be just as reliable when it comes to predicting what happens next.

On other issues, quality matters at WWG and we continue with our never ending efforts to push forward with these goals. Sometimes when the business is this busy quality objectives go out of the window, sacrificed at the hands of increased revenue only to return with a vengeance when the tide turns. It is important for everyone to maintain quality standards even when the pressure of work wants to pull in another direction. Short term gain can lead to long term pain on so many levels.

On a final note we encourage you to contribute to the WWG community, whether it is a client quality questionnaire, competency submission or a photograph for our 2013 calendar. The new competition looks interesting, please do your best to get the kids involved in this and send in their drawings.

Contractor Newsletter Interview

A Day in the life of.....Melissa Phillip-Sealy (Mellie Bellie)

How long have you been contracting with the Wellwise Group?

I initially started with Wellwise Group in 2007 where I did a hitch for Expro Australia, after which I took some years off from the Offshore Oil and Gas industry only to return in 2012.

What brought you to us?

I have always known about varying consultants "day raters" and varying consultancy agencies having worked for one of the Agency's client company but Wellwise always stood out. As most of the industrious and fully competent contracted hires came from Wellwise. I was further intrigued with Wellwise after having intricate discussions about the policies and processes of Wellwise, as well as the benefits of being a consultant with a colleague and long time contracted worker of Wellwise – Mr. John Brissenden. It was there and then that I decided that a formal liaison be made with respective members of the Wellwise Group to further obtain guidance and information on becoming a consultant.

What is your background?

My present job capacity is a Senior Data Acquisition Specialist. I started in the offshore oil and gas industry in 2003 where I was hired by Expro Trinidad Limited as a Cased Hole Services Field Engineer. Back then the Cased Hole Electrical department of the Expro Group offered services such as Data Acquisition, Bottom Hole and Surface sampling including single phase (SPS) and positive displacement (PDS) sampling, Downhole gauges and Downhole running tools, Production Logging Tools (PLTs) and as such I was trained in and excelled in all areas.

In 2005, I had progressed from being a junior CHS-E Field Engineer to a Senior CHS-E Field Engineer.

My schedule would usually entail abundant amounts of travel to different regions of the globe in which Expro operated. This was vastly cumulated by the fact of limited CHS-E Engineers within the department, as such my operational experience and exposure to varying cultures grew immensely and also at a very fast rate.

In 2006, I gave birth to my daughter and started feeling the need to 'slow down' for her sake and for family commitment. Finally the decision was made in 2008 to leave the offshore industry and I opted for a role in the local Petrochemical industry. The development and commissioning of the Ammonia Urea Melamine (AUM) complex in Point Lisas Trinidad was on stream and it offered me great experience in the process operations and commissioning, but I couldn't help feeling as though a part of me was missing, something was missing; I couldn't stop reminiscing about my years in the offshore oil and gas industry.

As my daughter grew older and the yearning to return to the field grew stronger, I made the decision to resign from the petrochemical industry, even though it was a permanent and well compensated position and return to what I loved doing, what called to me – the offshore oil and gas industry. I have since returned and could not feel any more complete as I am presently.

What aspects of your job do you find challenging?

I believe on a whole that all aspects of my job are challenging – from the travels, being away from family and loved ones to the actual job on the installation because even the simplest of jobs require that you be alert at all times to ensure the safety of yourself and others who may be affected by your operations.

One main department that a Data Acquisition Specialist would work in cohesion with is Well Testing, which is a very critical and high risk job. As such you need to be very meticulous and cautious in all that you do with a high level of safety awareness. Being a female in the oilfield, there would be times where it would be hard to get your 'voice'/ your viewpoint and opinion heard, considered and taken into account. But I have noted that this has changed within the progression of time and with experience and understanding of how to deal with people and situations. I personally, have never run from a challenge or troubling situation as overcoming and resolving these issues bring me an overwhelming feeling of accomplishment and also increases a person's level of experience and both analytical and practical competence. As far as I could remember, I have always been one to 'hold fast my fort', including physically as I do use tools and equipment that would require me to get oily and grimy. All in all, being fully knowledgeable and competent, building camaraderie but maintaining professionalism increases the respect and trust from other members in the field.

What locations have you visited recently?

For this year I have been mostly based in Aberdeen, Scotland working in the North Sea.

Was there a highlight or lowlight?

There hasn't been any 'out of the ordinary' activities in my recent jobs, but I have had my fair share of 'heart racing' incidents in the past, one of which involved being 'lost at sea' off Luanda, Angola.

What location would you like to travel/work in?

Apart from the personal interest I have in these countries, I would love to experience working out of Morocco, Egypt and China as I have heard of intriguing stories from co-workers who have travelled to and worked in these regions.

Do you get any social time in a country – before or after a job?

Depending on the urgency of your presence offshore and the progression of the job (whether you are immediately sent offshore on arrival to country or site and immediately sent home after the job) there would be times when you get 'free' periods due to job delays etc. where you are able to explore and enjoy the country/city. I always make use of available 'free' time.



How does your family life cope with you being away?

I believe my family has adapted to my line of work, travels and demands my career entails. I am privileged though to have the full support of very pertinent members of family who all step up in my absence – especially in the guardianship of my daughter.

What are your likes?

I am a very adventurous individual, so anything that poses itself as a challenge I would be there to tackle and overcome it. I enjoy many sporting activities including motorsports, hiking, parasailing, swimming (I love the beach).

What are your dislikes?

Negative people and disappointments.

Any other comments?

I would encourage anyone to pursue with their all, that which they love and enjoy doing.



Wellwise Group Competency Scheme

Jamie Spurling, Colin North and Mircea Balaban have all now completed their Competency portfolio with a few more candidates extremely close to completion.

You have probably noticed even more telephone and email activity from our Competency team trying to encourage you all to 'keep at it' unfortunately we understand this hasn't necessarily been taken in the way it is being offered.

Our competency team are trying to encourage you and help you to complete the scheme to enable you to receive your award from the SQA.

Despite the odd moan and groan most of you now realise that as competency is required it is worth undertaking a scheme with full accreditation rather than a

scheme that whilst getting round red tape at the time offers no transferable benefits to the candidate only the provider!

An area of our office has now been set aside for local candidates to come in and progress with their competency "in house". Enhanced web and phone support is also available for remote candidates.

There is no problem we can't help with! If you need help, advice or assistance with anything please ask.

Witness Testimonies seem to remain an area of confusion with inaccurate dates recorded for the observation (top right) and job start and finish (bottom) for some reason a minority have decided these details along with the credentials of the witness are not checked. This is quite wrong it is about credibility and anything that is of worth.

Recently we received from one candidate a large number of testimonies all with the same date of observation and job duration all completed by the same witness. It was quickly established that the witness was not on the job at the time of many of them and a time line check disproved the validity of most. In other words the testimonies must have been given to the witness for signature prior to completion and submission by the candidate whom he falsely claimed as being a true reflection of events. The sad thing is it takes no longer to do it right than it does to do it wrong and then there is the added reputation damage element when it comes to light. If anyone is prepared to falsify a submission what is that saying about other aspects of his integrity?

Your Competency Team!

Your Competency Team! David Mason, Wayne Palmby, Dan Pavitt, Levi Fisher and Jo Abrey, not pictured Glenn Durrant, Clive Curtis and Bill Heslop.



Remember we are here to help. WWG are investing in you and helping you to invest in yourself



Offshore safety changes may be ropey



Proposals to move Health and Safety and Environmental Regulation and enforcement to the EU have been met with fierce criticism.

There have been proposals from the EU that offshore health and safety legislation should be consolidated to all of the EU countries. Meaning that legislation would be created to govern ALL of the countries in the EU. In essence this is a good idea as it would unify safety standards across the continent. However this proposal is being met with fierce criticism – and for good reasons...

Feelings in the offshore industry in particular are that if accepted these proposals “will set offshore safety back years”, as they are of a lower standard than already exists in some countries (namely the UK, Norway & Denmark)

The UK government (with Norway and Denmark) feel that they have “one of the best control regimes in the world and are concerned about retaining that control”.

Robert Paterson, Health Safety and Employment Director of Oil and Gas UK says that – “Over 90% of oil and gas produced in the EU comes from the UK Continental Shelf and 90% of that is from the UK, Norway and Denmark. The legal regimes in these countries are acknowledged by the European Commission as the best in the world so it is difficult to see where they are going to get this 50% improvement that is being mentioned from”.

In October 2011 the European Commission announced its intention to introduce blanket regulations to bring all EU member states up to the same safety standards because “the likelihood of a major offshore incident in European Waters remains unacceptably high as risks are managed to varying degrees across the continent”.

However the new draft regulation is poorly drafted and ambiguous, which risks creating widespread confusion over how it should be complied with.

The DNV (who are our external auditors) have reviewed the proposals on behalf of the Norwegians and came to similar conclusions as other safety bodies that the proposals are fundamentally flawed.

Any further developments will be reported immediately as proposals such as these would be a major game changer for our industries health and safety standards.

New Substance Abuse Policy and Random Drug Screening

You have received a copy of our new Substance Abuse Policy, if you have not already done so, could you please sign and return to us at your earliest convenience to confirm you have read and understood this Policy. A copy of this policy is also displayed on our website.

The reason for the change is to add that the Wellwise Group additionally reserves the right to initiate random tests at any time for the purpose of determining the presence of drugs, narcotics, alcohol or other illegal substances. Please see Paragraph 6 of the New Substance Abuse Policy.

This change is to bring us in line with our Client's policies.

On a regular basis you may be called upon to attend a random drug screen at short notice – we will make the appointment at an approved medical centre and pay for this additional test along with any expenses. The selection will be totally random and will be based on a preset date and job order. If you are called upon to undertake a random drug or alcohol screen you will need to attend the allocated medical centre for the appointment which will be within 48 hours of our call.

2013 Wellwise Group Calendar

We will start working on the 2013 Wellwise Group Calendar now soon – please, remember to send in any photographs that you may have taken whilst you have been away for us this year which we can use in the calendar, remember we also like to see photographs of yourself and your colleagues at work locations.



Key Performance Indicators

In a move to monitor service quality and excellence and to continually improve our quality standards and delivery wellwise group produce quarterly **KEY PERFORMANCE INDICATORS (KPI's)**. These KPI's report how our quality standards are progressing – which we have in turn made available to our clients. Hopefully it will become a valuable resource to your organisation when demonstrating third party quality standards.

By monitoring our performance we can identify trends and statistics which will enable us to continually improve. We are happy to share this data with you and welcome your feedback.



Competency

'Wellwise group policy is to ensure all of our mobilised contractors have competency'

Having contractors with recognised competency is important to us – and we want it to be important to you too. We encourage every one of our contractors to join the **WELLWISE GROUP COMPETENCY SCHEME** which is accredited by the sqa. Our aim is to have all of our contractors working towards completing this scheme – your help and support would be greatly appreciated.

In an instance where you have requested a contractor who does not have competency assurances we will endeavour to find an alternative contractor from our databases. As a last resort you are always notified prior to mobilisation of a contractor's competency levels if they are below our standard.

If you want us to do more – let us know. At wellwise we aim to achieve the highest levels of quality, every step of the way.

Wellwise group recognise competency as a contractor having an accredited **COMPETENCY CERTIFICATE** or be **WORKING TOWARDS CERTIFICATION**. We also count **INDUSTRY RECOGNISED QUALIFICATIONS** which are relevant to the required job skill as proving competency.

Job briefs

'We aim to ensure that for every job we send you a job brief'

With wellwise group's new job brief procedure we are sending you a job brief for each and every mobilisation. By completing and returning these briefs, it will ensure that the contractor(s) we send to you will be fully prepared for the scope of work you propose, it will also act as a reassurance that you are getting the right man for the job. The more information you can give us at the time of mobilisation

the more benefits will be gained by this procedure. It is in your best interest to promote the return of these briefs within your organisation and emphasise the quality issues that may arise without them.

Drug screens

It is the wellwise group policy to ensure that all contractors have a valid drug screen.

As well as a valid drug screen we have now introduced random drug testing for all our contracting community. Our commitment to continually improve the way we operate has seen us move toward this initiative.

Accident analysis

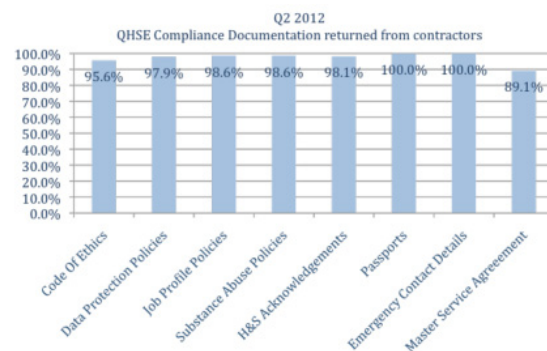
"We believe a healthy reporting culture within an organisation supports preventative actions over cure"

With this in mind we actively encourage our contracting community to report any health and safety, quality & environmental risks they encounter whilst working for our clients. We in turn communicate these to you in a move to prevent further incident. Risk identification reports are also viewable on our website.

Other stats

We ask that all of our contractors provide vital documentation as part of their commitment to the wellwise group. This graph relates to all of our contractors in our database.

"The wellwise group aim to maintain a level of quality that meets and exceeds expectations. We strive for an unrivalled excellence which delivers vital quality assurances to your organisation"



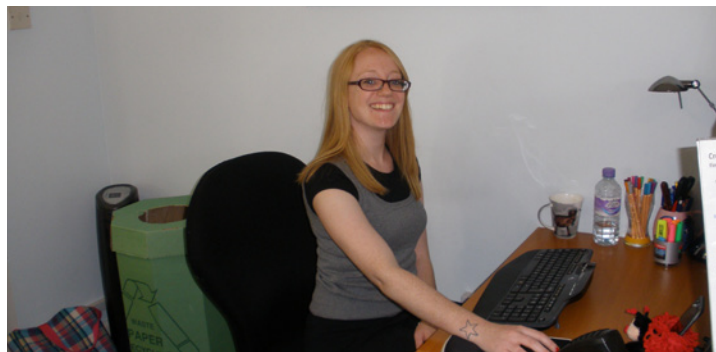
"Our transparency is your assurance"



Club Communiqué

Ashley Fryer (pictured) joined us in January as Administration Assistant.

Ashley is responsible for answering the telephone, and looking after and maintaining the Contractor Database as well as other front office duties. Ashley has taken over from Levi who is now responsible for the WWG Competency Scheme administration.



Arrivals

Phrancesca Harrison (Frankie) our QHSE Advisor gave birth to a baby boy - Orson David born on 18th March weighing 10lb 4oz. Congratulations to you all.

The Big 50!

Dan Pavitt has reached the big 50! We know he doesn't look it. To celebrate David, Dan, Glenn, Wayne & Clive headed to Ireland.

Ireland is famous for its music, dancing, Gallic football, hurling and the River Liffy water is said to contain magical properties. It was for these reasons the guys said they wanted to visit Ireland to help Dan celebrate his 50th Birthday. However, us girls in the office think it was something to do with Ireland's famous Black & White Liquid!



Marry Me!

Get your dresses and hats ready girls! Old romantic, Aaron Childerhouse proposed to his girlfriend Rachael Matthews, when they were on holiday in Mexico earlier this year. Aaron planned his proposal down to the last detail. He had packed the ring placed it in the hotel safe, where he knew Rachael wouldn't look. A few days into their holiday Aaron booked a romantic meal on the beach after the meal Aaron went down on one knee and asked Rachael to marry him - of course she said yes!

Do you have any news you would like to share with us?

Email: theclub@wellwisegroup.com

Caithness Petroleum Award for WWG Contractor

Christian Jacobs received an award for best Hazard Observation (HAZOB) card of month from Wellsite Operations Manager Brian Ramsey of Caithness Petroleum. The Caithness Petroleum HAZOB Card was for:- A newly Installed 2.5 mtr section of Process Pipework was vibrating when flowing through the line causing potential stress fracture at weld or flange connection failure. Christian suggested having pipework brackets and stand manufactured and installed.

Well done Christian!



British Legion

Wellwise Group have always been a supporter of the British Legion – please see below Certificate of Appreciation we received earlier in the year.



Wellwise Group Competition

Wellwise have decided to have a competition, to see if your children, grandchildren, nieces or nephews are budding young writers and artists.

Do you have trouble, even explaining to your wife, partner or family, what you do in the Oil and Gas Industry?

We would like some replies with drawings from your children on what they think you do when you go away to work.

There will be an Amazon voucher for the winner of each category. The winning article and drawing of each category will also be included in our 2013 calendar.

We look forward to the replies.

Competition rules

1. This contest is open to all Wellwise Contractors' and Clients' children, grandchildren, nieces or nephews.
2. You may send in as many articles from your children as you like.
3. All articles must be submitted to us by email to **jo.abrey@wellwisegroup.com** either in the body of the email or as an attachment

4. Wellwise reserves the right to remove any article that violates the competition rules.

Judging and Prizes

1. Three Wellwise staff members will judge the competition and decide on the winners.
2. Articles will be judged on the creativity and how it is related to you.
3. There will be one overall winner for each category.

Each winner will be awarded with a £50 Amazon voucher
The categories are:- 3yrs- 6yrs, 6yrs – 10yrs, 10yrs-14yrs and 14yrs – 16yrs
4. Winners will be notified by email.

