



# KITS CONNECTIONS

Dec—Feb 2012

**Welcome to our Quarterly Newsletter. Our aim is to keep you updated on the latest within Kelly I.T.S. and an opportunity to get to know the team.**

## Kelly Group



### Metro Update



**Steve Parry - CEO**

In the lead-up to Christmas, it gives me great pleasure to provide you with a brief update on the Group performance together with some encouraging news for 2012 and beyond.

In addition to the exciting growth plan which KITS have put in place for 2012 and beyond, I am pleased to report that the Kelly Group has successfully laid out its foundations for the stability and future growth of the Company.

We have recently secured a new 2 year

(renewable) framework contract with BT Openreach and in addition to this, I am about to sign an extension agreement with Virgin Media, which I am hoping will lead to a longer term relationship. Other exciting opportunities are coming to fruition including a potential 'fibre to the home' build within Westminster; an expansion of our service offering with Hughes / Camelot and potentially, an exciting opportunity with Avanti, which involves the installation of broadband via satellite connections across remote locations of the UK.

This, together with the planned expansion of the KITS Division, provides a fantastic platform for the future.

## Kelly ITS Update



### Charity Support



**John Tuite - MD**

What a year 2011 has been! This year, we have become established as a Principal Contractor for Network Rail and London Underground. We have launched two national programmes for Network Rail and commenced our first signalling project for London Underground as a Principal Contractor. This is exceptional when you consider, all other operations were running as usual during this time. Kelly ITS has an exceptional workforce, you have made this happen for the business. Thank you all for your hard work, dedication and commitment.

Our 2012 projections indicate that the company

will experience significant growth with a number of new and exciting opportunities with both existing and new clients. Accordingly, we are strengthening our team in preparation for this growth in 2012. Welcome to Chris Darlow, our new Rail Operations Director. Chris joins us from VGC and previously worked for Servi Rail and Norwest Holst. Chris has a wealth of Rail / Underground experience and has already made an impact in his short time with the company. Good luck in your new role.

In 2011, we achieved 1,000,000 hours without a RIDDOR, fantastic effort from you all. As a company, we are committed to the safety of our people and with your help we will be launching a behavioural safety campaign in 2012 for all staff.



### Kelly's Latest Sports Involvements

#### ALSO:

A look at New & Familiar Faces

Find out if you're a winner with our Quarterly Quizzes and Top performers!

## KITS Recognised for London Cycle Hire



**Rory Cowan—Project Manager**

KITS was recognised by our client Serco recently when they received an award for excellence and innovation on the London Cycle Hire scheme, from the National Outsourcing Association.

At the award ceremony our Managing Director John Tuite was invited to accept the award alongside Serco's Managing Director, as recognition for the part we played in the success of this high profile project.

Serco are the main contractor with overall responsibility for implementing and running the scheme. KITS has played a major role in constructing the docking station sites, often in demanding situations and to very short timescales. It is a credit to our team that the project opened on time, and the docks and cycles are now a familiar part of the London landscape.

While the award was for successful implementation of phase 1 KITS is still heavily involved with a further 180 sites scheduled to be completed by the early part of next year.

#### Project Update

Kelly ITS has recently commenced work on Phase 2 of the award winning London Cycle Hire Scheme. Phase 2 will see an increase of 4,500 new docking stations at approximately 200 sites.

Following the success of Phase 1 of the scheme, initially completed in July 2010, a small expansion of the scheme was completed in mid 2011. The scheme is used by 25,000 customers per day, with 140,000 registered customers already signed up to the scheme.

The success of Kelly ITS in meeting Serco's timelines, and the quality of our workmanship, has resulted in Kelly ITS being awarded a significant increase in the percentage of Phase 2 sites to be installed in the East of London towards the Olympic venues. Additional sites are also being installed at Westfields Shopping Centre and Canary Wharf under phase 2 works.

Richard Bevins

# Behind the Scenes

## Metro Update



**Peter White—Operations Director, Metro**

This year has been the most successful year in terms of tendering activity, contract awards, and company growth for works in the UK Metro sector since the establishment of the Kelly Group in 1985. In particular since achieving London Underground Principal Contractor status in the middle of 2010 we have significantly expanded our bidding for works on signalling, electrical, telecoms and civil enabling works. Tenders have included providing proposals to our primary clients such as LUL Tube Lines, LUL Metronet, LUL and Docklands Light Railway as well as some significant second tier clients.

Works this year have included:

- VCC2-VCC8 Northern Line Cable Installation
- Mouchel Rail – Installation of tunnel lighting at Baker Street
- Signalling movements at Neasden Dip for LUL Metronet
- Legacy signalling works on LUL Metronet
- Track Replacement Signal Support for LUL Tube Lines
- Track Replacement Signal Support for LUL Metronet
- Conductor rail Replacement Signal Support for LUL Metronet
- ATC Correlation works for LUL Metronet for the SSR signal upgrade project, this is a 5 year contract of which we have delivered the first package successfully this month
- ATC CRMS Installation works for LUL Metronet for the SSR signal upgrade project, this is a 5 year contract, works are due to start in February 2012
- Provision of Signalling Install / Testing, Mechanical, Electrical resources for the Jubilee and Northern Line Upgrade Project
- Neasden Depot Upgrade Project Phase 1, supply of signal resources

We will continue to provide continued growth and long term job security on many of these jobs as they continue through 2012 and we are currently awaiting the decision on a number of bids that are in progress.

To support this growth we have embarked on a structured training and development programme identifying people who show interest in progressing their skills. We have key people in our site delivery teams and we will continue to invest in mentoring and sponsoring individuals through the IRSE licensing scheme and uplifting the skills of our electrical and telecom people. Where possible we will be encouraging training across the electrical, signalling and telecom skills base. I want to build on this development programme next year and we will hold another selection programme for our site delivery teams early next year.

Finally I am sure that many of you will be considering the impact of the London Olympics on the work we are engaged on with London Underground. We are still awaiting a clear mandate from London Underground however intrusive works will be restricted during the Olympic work embargo. Early next year I will be able to tell you better what the impact will be. However in anticipation of a restriction of activity on LUL, Kelly's have established its own Labour Agency (see item on page across). Kelly Labour Services will establish continuity of works for our staff through the Olympic Games event. Details of the agency will be sent to all of you in January.

### **B**ulletin issued by the LU SSR Upgrade Programme Director, Iain Smith, regarding the successful commissioning of A122 Signal at Westbourne Park (Oct 2011):

"Last night the Legacy Signalling Project (Team 1), led by Jeremy Raphael, successfully completed the first S7 Legacy Signalling commissioning at Westbourne Park.

A122 Signal was tested and commissioned over night and brought into service this morning. This represents the culmination of 8 months of design and build work, which included an accelerated installation programme aided by efficient use of the Bayswater Blockade.

Well done to the Project team and their supplier KITS on what is an important step forward for the team and the SUP.

The remaining Legacy Signalling works within OS9 will be commissioned during engineering hours over the next 4 months completing in January 2012.



## 1 Million RIDDOR Hours Accident Free

In October 2008 a safety objective was set within the company. This objective was to achieve 1,000,000 hours of working on a RIDDOR accident free basis. In August of this year, we are delighted to inform you that our team achieved this. In helping us to develop best practice with your respective HSQE and Operational staff, we would like to thank you for your contribution to this significant achievement for our company.

In safety terms, the ethos Kelly ITS is endeavouring to establish within the business is that we want every staff member to go home safely, every day to their families, friends and loved ones in exactly the same condition they came to work. To build on this Kelly ITS is launching a behavioural safety initiative to all staff called "Home Safe". This, we hope, will support the company and our staff in our next steps in working towards a safer working environment for our workforce.

On certain sites Kelly ITS is currently trialling an innovation to ease the burden on staff and ensure that compliance information is readily available for reference on site. On a London Underground project, we have introduced the use of iPads in place of Site Person in Charge packs. This device has replaced two lever arch files of paperwork that our Site Persons in Charge previously had to lug around. Kelly ITS sees opportunities elsewhere in our business for this type of application and hopes to roll out this type of innovation to the other sites and industry sectors.

## Rail Project Praise

### **A**ngel Lane Works

"This is a note to say our thank you for a successful weekend at Angel Lane/Stratford. Your team executed all the planned and significant additional works professionally within a short planning timescale.

I was very impressed with the entire team including Gary and team leaders who solved all the site issues and implemented them.

In 2012 programme - four projects I have been involved with, I have to say your team is the best for doing cable route works. Safety arrangements, site/COSS briefings/Rimini Packs were also of high standard.

I look forward to working with your team again.

My senior management on 2012 and ECML were also pleased with the outcome."

**Jeet Dhalaria** - Project Manager Angel Lane Project

## Kelly - LUL Affiliates



The green mats are wrapped up and it is that time of year when the cricket season is long over and gossip of football abounds.

But the red carpet will be rolled out by LUL for Kelly ITS early next year, since we have the opportunity to play cricket as a team within the LUL Cricket League for the coming 2012 season.

This will be an excellent opportunity for us to show our competitive spirit and enthusiasm. We should all have fun, and some memorable moments to cherish, while basking in the English summer sun.

The league matches will start around the end of April 2012 and finish in September 2012.

Each match in the league shall be 30 overs, except for the cup games. All matches will occur over the weekend. The venue for these matches will be in East London (Seven Kings / Dagenham area).

Anyone working on or associated with 'Rail' is welcome to join the league.

Should you need any further details, please do not hesitate to contact Mukhtar on 07940 7640 15 or [mukhtar.mohsin@kelly.co.uk](mailto:mukhtar.mohsin@kelly.co.uk)

### We're Recruiting and you could earn £250

Did you know you could earn £250 by recommending a friend to Kelly I.T.S. Ltd.? If we recruit an employee based on your recommendation and the employee remains employed for a minimum of 3 months, Kelly I.T.S. Ltd. will pay you £250! Please send all employment enquires to Sophie Smith.

# Behind the Scenes

## Andes Trek and Machu Picchu



**Phil Holliday**  
Technical Services Director

**A**fter a year of waiting and ten months of training, my Charity Trek across the Peruvian Andes and on to Machu Picchu is now behind me. Seven intense days exceeded my expectations beyond my imagination; the country is stunning, the people humble and generous and the itinerary exhausting!

- Day 1 – We arrived at Cuzco Airport after 22 hours of travelling, settled into our hotel before an altitude acclimatisation tour of the city. Cuzco, the ancient Inca capital, is a city steeped in Inca and Spanish history, and surrounded by mountains. At 3400m above sea level, the thinner air was immediately noticeable, especially when walking up hills and stairways!
- Day 2 – Our first day of trekking was a short acclimatisation trek taking in some pre-Inca ruins at Pikillaqta and finishing at a very impressive Inca Gateway to the city of Cuzco.
- Day 3 – A 4am start as we drove for five hours to Lares, the starting point for our Andes trek. The drive over high mountain passes was stunning, with views of snow-capped mountains and some very scary hairpin climbs on single track mud tracks (don't look down!!). After an early lunch we trekked for around 5 hours, gradually climbing to an altitude of 3800m. We camped overnight close to a small village, Cuncani, experiencing the dramatic overnight drop in temperature.

- Day 4 – Breakfast at 6am was followed by a 7 hour trek over a mountain pass, reaching an altitude of 4200m. After lunch we trekked down a valley to our overnight stop at Huacahashi, a pretty village by a river. We were able to meet some of the locals as our chief cook lived in this village with his wife and five children!
- Day 5 – Another early start, we woke to a beautiful clear night sky (-5°C). The day's trek was stunning; 5 hours trekking in the morning through the Ranrayoc valley with views of snow peaks as we gained altitude to a pass at the highest point on the trek (4500m). We continued for a further 3 hours to reach our campsite at Challwacocha (altitude 4250m).
- Day 6 – After breakfast we said thank you and goodbye to the eighteen strong support crew and set off on the last day of our trek, a five hour descent through the Patacancha Valley.
- Day 7 – We reached the entrance to Machu Picchu for 7am and spent several hours exploring these amazing and extraordinary Inca remains. The site is surrounded by green mountains rising from the Amazonian rain forest and was given an eerie atmosphere by swirling cloud and mist. An evening train took us back to Cuzco, where we had a celebration dinner before preparing for the long journey home the following day

The main reason for me undertaking this trek was to raise money for Anthony Nolan (<http://www.anthonynolan.org/>), a charity dedicated to saving lives from Leukaemia. Thanks to the incredible generosity of many friends, family and colleagues, I have managed to raise almost £5000 to date.

## Kelly Labour Services

Kelly ITS will be starting its own Labour Agency in the new year called Kelly Labour Services (KLS). The Agency will operate from its own office at Kelly House, and the "go live" date is January 2<sup>nd</sup> 2012. Personnel to be provided will cover signalling, telecoms, electrical, civils and protection.

The objective of setting up the Labour Agency is twofold:

1. To provide Kelly ITS projects / Project Manager's with Labour to deliver project works, saving cost on using current Labour Agency staff.
2. To sell contingent labour resource direct to Rail and Metro Clients

We have recruited 2 permanent employees to run the agency. Darren Underwood is the General Manager for KLS, his main responsibility will be to develop a network of Contingent Labour Clients and build the Business over the next 2 years to be a significant contributor to the KITS turnover.

Liam Perry is the Lead Resourcer for KLS, his main responsibility is to meet the Contingent Labour demand generated from Client Orders. He will identify suitable resource, engage them into KITS and deploy them to the Client or to the KITS Project Manager if the Labour is for project support.

In addition to Darren and Liam, we have asked Brian Thomas to temporarily step out of his HSQE role and assist us in mobilising KLS, facilitate integrating Liam and Darren into the KITS business and to ensure we maintain continuity with current Labour supply contracts such as Thales JNUP, NDUP and Connect.

Although our "go live" date is 2<sup>nd</sup> January next year Liam is currently able to assist with supplying certain grades of staff so please utilise him as this will also enable us to fine tune our processes and documentation. If you have a Project Resource requirement contact Liam or Darren in the first instance.

## Cancer Research



Kelly's made a generous sponsorship to Serco Transport Senior Management Team's expedition to tackle the summit of Mont Blanc.

The challenge involved a number of Serco's management team aim to climb to the top of Mont Blanc, where three team members were successful.

**"your sponsorship means we can make a real contribution to improve other people's lives. Cancer Research UK are very grateful to all our sponsors"**  
Jeroen Weimer - Serco MD transport

## Flamsted YFC



**F**lamsted YFC Under 9s are honoured and proud to be sponsored by Kelly Integrated Transport Services. The team is made up with children all from Redbourn. We play in the Bedfordshire Mini-Soccer League which play north of Redbourn: Markyate, Luton and

Dunstable and further north up to Sandy. This is seven aside football on a mini-soccer pitch with each half lasting 25 minutes. The boys are loving it looking like Man United and playing like them too, as they are currently second in the league with three wins and one loss.

All the children would like to say a big thank you to KITS for their greatly appreciated sponsor.

Team Managers/Coaches (left to right):  
Mario Dufourg, Andy Rigden, Chris Renwick

Standing (left to right):  
Alex Eckley, Ben Renwick, Max Marchment, Harry Rigden, Patrick Atkinson

Kneeling (left to right):  
Mason Pilkington, Ben Lowen, Joseph Hamilton, Brandon Dufourg, Josh Walton, Eli La Frenais

## We're Recruiting and you could earn £250

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# Achievements

JNUP Installer License	Pat McDonagh
Team Leader License	Phil Ugo & Dave Ethell
Team Leader to Supervisor	Richard Lester, Jason Whitehead, & James Pounds
Installer to Team Leader	Mark Wylie, Phil Ugo, Dave Ethell, Neil Williams & Brett Atherton
Awaiting Competence Assessments for new licenses	Mark Wylie JNUP Team Leader & Mark Crapper JNUP Installer

## Recognition

**Congratulations - Nico Van Den Bergh For This Quarter's Top Performer!**



Once again we have had some excellent feedback for the Quarters Top Performers and would like to thank you all for your submissions.

Nico Van Den Bergh is our Top Performer of this Quarter, Nico's supervisory skills on the TJN project have improved safety which recently resulted in an excellent safety audit from both Thales and Tubelines. Nico has been directly involved with overseeing and improving cable installations and quality, which is now currently delivering excellent quality installations for our clients.

If you feel your colleague, supervisor etc. continuously exceeds expectations, then give them the recognition they deserve and nominate them to be Employee of the Quarter. **The winner will win £250.**

## New & Familiar Faces



**Baby Charlie Eduardo Macion Brady**  
 Shane Brady is KITS Commercial Manager, his son Charlie was born on 23rd October 2011 at 14:16. We would like to take this opportunity to congratulate Shane and hope both mother and baby boy are doing well.



**Baby Zenikah Vivier**  
 Juan Vivier works as a project supervisor and his daughter, Zenikah was born on 3rd August 2011. We would like to congratulate the family.

**Contact Us**  
 Sick Days - In the event you are not able to work due to illness, all staff are required to contact 0208 884 6628 and leave a message.



### KITS WORD SEARCH

**Congratulations to Last Quarters Winner - Siani Wallace**

Complete the Crossword and send in your results along with your contact details by 29th Feb 2012 to Sophie Smith and be entered to win!

Find the word DOG in the word search!

Name: \_\_\_\_\_  
 Tel: \_\_\_\_\_  
 Email: \_\_\_\_\_

