

KITS CONNECTIONS

February - April 2011

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performers!

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.

KITS LATEST



**John Tuite
Managing Director**

2010 has been a very good year of consolidation for our company. Our long term strategy is beginning to gain traction; the staff recruitments we made in 2010 are fully bedded into our team and they are proving very productive. In terms of financial performance, we have had a very solid year also. Sales for the year totalled £19.3M. 2011 looks like it will be a lot busier than 2010 with quite a few exciting opportunities for the company on the horizon. In the current economic climate this is a very good indication that we are delivering an excellent service, we must keep this focus. Our anticipated growth is largely due to the excellent work and consistently high levels of service that we are delivering at site level. As a service provider, our people are the ones who have made this happen, so thank you once again and keep up the excellent work.

Significantly for the company and our collective futures, I am very happy to announce we are now Principal Contractors for both Network Rail and London Underground. Following on from these achievements, we have been awarded a Telecoms framework contract with Network Rail and a Legacy Signalling Pro-

ject with LUL. This is fantastic news for our long term plans and aspirations and thank you all for the part you have played in achieving the Tier 1 status and also on securing the work for the company.

Welcome to Richard Bevins, our new Highways Operations Director. Richard joins us from Telent and is vastly experienced Director. I am sure we will benefit from this experience to develop our highways offering further. Good luck in your new role.

Well done and congratulations to Jim Smith, this quarter's top performer. Jim has progressed through the ranks within the company and was recently promoted to Site Manager. He has worked very well with Robert Burnside to deliver the DOO project for Babcock Rail.

As I mentioned earlier, there are a host of exciting opportunities that we are currently aiming to secure. In order to remain attractive to existing and new clients, we must at all times remain customer focused, always place an emphasis on working safely, delivering a quality service and continually provide value for money. We have achieved over 70% of our overall goal of 1,000,000 hours without a RIDDOR reportable accident. Once again, well done to you all and I hope with a concerted effort we can achieve this together in 2011. I look forward to working with you all in 2011.

KITS RAIL DIVISION UPDATE



**Phil Holliday
Operations Manager—Rail**

As we begin 2011, KITS Rail Division is looking forward to new and exciting times following the granting of our Network Rail Principal Contractor Licence, and our success in securing a significant framework for fibre and copper tails.

During the second half of 2010, KITS Rail Division grew its turnover significantly; monthly turnover increased in excess of 60% from the first half of the year allowing for margins to be increased as overheads were set-off. We have completed contracts for Thales and Babcocks, and continued ongoing FTN works for Murphys. Robert Burnside and his implementation teams have been working extremely hard to deliver this increased workload, ably supported by Liz Macleod in our Glasgow depot and the staff in Edmonton.

In September 2010 we applied to Network Rail for a Principal Contractor License. This would allow us to tender for, and carry out works, directly for Network Rail on their infrastructure. Over a two month period of updating existing and writing new procedures, culminating in a three day audit by Network Rail. Kezia Reid and her Assurance Team put in a lot of hard work and we were granted the Licence. This is a major step forward for our business and will allow us to continue our growth and development.

In November we tendered to Network Rail to secure a framework contract for Fibre and Copper Tails works on the Network Rail FTN/GSMR Project. We were advised just before Christmas that we have been successful in securing one of the two framework contracts awarded by

the Client (from a tender list of seven), and the contract has now been signed by Kelly ITS and Network Rail. This framework is for an initial period of two years, anticipated to be increased to three, and will involve the fibre and copper tails connection works to around 900 individual sites nationwide. The works have the potential to deliver turnover of around £2.5 million per year with the opportunity for additional power works to be negotiated at a number of the sites.

Our subcontract with Murphys for JTT works on the FTN project will continue, and we have just commenced works on the Paisley Corridor Project, for Thales. We continue to seek new clients and opportunities; we have contacts within organisations such as Telent, Siemens, Ansaldo, Serco, SCS Electrical, Peek and NG Bailey and are in regular dialogue with them regarding future works. We also anticipate that our Principal Contractor status with Network Rail will generate a number of significant signalling, telecoms and power opportunities.

Our strategy for growing the Rail business within KITS is based on (i) maintaining and developing our existing clients, (ii) working as a Principal Contractor as a Tier One supplier to Network Rail and (iii) identifying and securing opportunities with new Tier One clients. Our work over the past few months has put us in good shape to pursue this strategy and we are on target to deliver twice our 2010 turnover in 2011. My aspiration is that the KITS Rail Division will be delivering sales in excess of £10 million by the end of 2014, and I am confident that the building blocks are now in place for this.

Many thanks to everybody who has contributed to the successes within the Rail Division; your efforts and support are very much appreciated and you can all be proud of what we have achieved. I am looking forward to continuing this success with you all during 2011 and beyond.

Behind the Scenes

KITS Metro Division Update



Peter White
Operations Director - Metro

In 2010 Metro Division sales was circa £7.5m, this was an excellent financial performance particularly as the first quarter of 2010 was below forecast.

Underpinned by continued works on Jubilee and Northern Line Signal Upgrade (JNUP) works and LUL Connect works, we successfully built new work streams primarily directly into LU Tube Lines and LU Metronet.

In the second half of 2010 we became very busy and were successful in securing and delivering signal works at Neasden Depot, and increasing resources on signal support for track replacement both for LU Tube Lines and LU Metronet. Just prior to Christmas we were successful in a contract award for cable termination for Thales Rail Signalling Solutions in relation to the Neasden Depot Upgrade Project.

Early in January 2011 we were awarded a contract by LU Metronet for the Design, Installation, Testing & Commissioning in relation to Signal Movements for the introduction of the new S7 rolling stock on LU.

Finally, we have also been secured an electrical contract from Mouchel Rail for the installation of Tunnel lighting in the Baker Street Area; this expands on the excellent performance of our electrical works on the JNUP.

Kelly's Give a Helping Hand



The Niall Mellon Township Trust (NMTT) was started by Niall Mellon in 2002. His aim is to build quality social housing for impoverished families living in shacks in the townships of South Africa.

John Tuite was 1 of 750 volunteers that worked for a week in November in a township. In that week they built 140 houses for 800 people. John operated a cement mixer for most of the week.

By 2011, NMTT will have housed 100,000 from townships that were living in shacks.

People in townships lived in shacks which were made out of timber / corrugated iron with no bathrooms. It was very hot in the shacks during the summer and they were very overcrowded. The shacks were also prone to flooding, fires and strong winds would often knock them down.

John the Managing Director of KITS who raised £10,000 for this charity was very well supported by Kelly Group, suppliers and friends in fundraising.



Phil Holliday
Operations Manager—Rail

Between 30th September and 10th October 2011, I will be undertaking a trek from Cusco to Machu Picchu in Peru. This will involve seven days of mountainous trekking at altitudes between 3000m and 4500m.

The primary objective of this is to raise money for a charity close to my heart, Anthony Nolan Trust. Anthony Nolan Trust currently runs the UK's largest and most successful stem cell register. They use it to save lives by matching donors to patients who desperately need a stem cell transplant. Often, a transplant is the last hope for a person suffering from leukaemia or other blood related disorders.

I joined 20 years ago as part of an Anthony Nolan campaign to try and find a donor to save the life of a young boy at my local rugby club. In December 2005, I was matched with a patient who was severely ill with leukaemia and underwent an operation in order that my bone marrow could be transplanted. Donations like these do save lives, and I am very proud to have been able to do this.

Anthony Nolan Trust is able give two people a day the chance of a lifesaving stem cell transplant. But there are a further two people everyday who they can't help because they simply don't have the funds. With more funds they could recruit more people to the register, match more donors to people in need and save more lives.

Please support me and help this very worthwhile and important cause.

I will be sending regular emails out updating my progress and asking for sponsorship; any support is welcomed so please do not be shy.

I have a Justgiving website for online sponsorship, <http://original.justgiving.com/philipholliday>. Donating through Justgiving is quick, easy and totally secure. It's also the most efficient way to sponsor me: Anthony Nolan Trust gets your money faster and, if you're a UK taxpayer, Justgiving makes sure 25% in Gift Aid, plus a 3% supplement, are added to your donation.



KITS Newsletter Competition



KITS newsletter ran a competition for a new name and we had lots of great suggestions. As you may have noticed the winning newsletter name is KITS Connections and the lucky winner is **Kezia Reid**. KITS Connections is all about bringing KITS together and we thought that it was a brilliant name for our newsletter.

Behind the Scenes

Counting Down 1 Million Hours RIDDOR Accident Free



Nigel Bird
Health & Safety Manager

Kelly ITS are working towards achieving 1 million Hours Riddor Accident Free.

Reporting accidents and ill health at work is a legal requirement. The information enables the Health and Safety Executive (HSE) and local authorities, to identify where and how risk arise, and to investigate serious accidents. We are required by law to report any of the following:

- Deaths
- Major injury
- Over 3 day injuries, where an employee or self employed person is away from work or unable to perform their normal duties for more than 3 consecutive days
- The 3 consecutive days includes weekends

We are currently up to approximately 745, 600 hours and hope to achieve our 1 Million Hours RIDDOR Accident Free by July this year.

This will be a major achievement and will be a successful indicator of our safety at work.

The achievement will also promote us as a company with an excellent safety record which will be beneficial when we tender for future works.

We are all involved with the Countdown to 1 Million Hours accident free and to help us all achieve this we need to continue the excellent safety awareness that has been achieved to date. To maintain our excellent safety record and reach our 1 million hour target we all need to continue to excel in the areas shown below:

- Continue to read your Method Statement / Work Package Plans, Task Briefings and Risk Assessments
- Wear and maintain your PPE and any other items that may be required
- Continue to comply with the Safe System of Work
- Ensure your first aid kit & eye wash is fully stocked and maintained
- Continue to report any Near Misses

With your continued commitment and assistance we can and will achieve our target and excel with continued safety excellence. Thank you for your efforts, we all want you to return home to your families safely and injury free every day that you come to work.

Count Down to 1 Million Hours RIDDOR Accident Free



■ No. of Hours Accident Free ■ Countdown

LVAC Beacon Award



Brendan Lavin
NICEIC Electrical Supervisor

Congratulations to the LVAC Team on the JNUP Project for achieving Beacon Status from Tube Lines on the 21/10/2010.

The Beacon scheme at Tube Lines is based on the Considerate Constructors Scheme but demands even higher standards and has additional requirements because of the potentially hazardous rail environment. The scheme was introduced in 2006 by Tube Lines.

The Beacon scheme assessment is carried out over a period of time and random checks are carried out without warning. This assessment monitors and verifies the operatives on site adhere to the high standards and procedures demanded by Tube Lines on health and safety.

The points monitored include:

- SPC (Site Person in Charge) ability to give briefing and control site safely at all times
- Correct paper work in place for all aspects of works to be carried out.
- Ensuring correct PPE is worn and available for all works to be carried out safely
- Good Housekeeping
- First Aid

The points above are some of the vast list of requirements to obtain Beacon Status. Very well done to Terry Forbes and Ray McGivern who were the SPC's assessed and to all the LVAC Team for the high standards they produce on site in all aspects of their duties.



“ A big well done in reaching Beacon Status, thanks for all the effort you have put into reach this target it is not an easy feat, this is another big winner for Health and Safety on the JNUP project and we have made a lot of people smile. WELL DONE keep up the good work. ”

LVAC team - Kevan Coombes

Achievements

Daniel Gallagher	Workplace and Competence Assessments in the category of IRSE Telecom Installer
Liam Hookings	Workplace and Competence Assessments in the category of IRSE Telecom Installer
Daniel Selfe	Workplace and Competence Assessment in the category of IRSE Signalling Team Leader
Neil Hardwick	Workplace and Competence Assessment in the category of IRSE Signalling Team Leader
Adrian Gray	Project Management in Primeva P6

Recognition

Congratulations - Jim Smith 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.

Jim Smith is our Top Performer of this Quarter, Jim joined the company as a controller of site safety around three years ago. He was responsible for setting up and managing safe systems of work on several rail civil projects throughout Scotland.

He then attended and successfully passed a RIMINI planning course which qualified him to survey work sites and produce safe system of work packs for all operatives within the field. Jim was promoted on October 2010 to Civils Site Manager.

His first project as Site Manager was the Babcock DOO project, which is currently situated in and around the London area. This was, and still is a very important project for the company, as it was one of the first projects awarded to KITS by Babcock Rail.

To date, we are currently on course to deliver this very demanding project on time and to budget, this would not have been possible without the hard work and commitment Jim Smith and his Civils teams have shown throughout this project.

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



Razia Ali and Farhan Ali

Razia has been working at Kelly's since 2008 as a Project Co-ordinator.

We would like to take this opportunity to congratulate Mother and baby boy, who are both doing well.



Laurie Wallace and Jasmine Ruth Wallace

Laurie has been working at KITS's since 03/12/2008 as a Senior Administrator.

We would like to take this opportunity to congratulate Mother and baby girl, who are both doing well.

We would like to congratulate both Finbarr O'Regan and his partner on the birth of their baby girl Caitlin, Nico Van den Bergh and his wife Ronel, on the birth of their second son on 27th December 2010, and also to Ricky Gruzinskas and his wife on the birth of their second son on the 3rd January 2011.

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 CROSSWORD

Congratulations to Last Quarters Winner - Dawn Jackson

Complete the Crossword and send in your results along with your contact details by 30th April 2011 to Sophie Smith and be entered to win!

Name: _____

Tel: _____

Email: _____

Across

- 3. KITS Sector
- 5. Type of order to buy
- 7. Required to work in KITS
- 10. Project manger needs help from this person

Down

- 1. Department of Kelly Group
- 2. Item of PPE
- 4. Another word for KITS road sector
- 6. Kelly _____ Transport Services Ltd
- 8. Type of work submitted
- 9. Type of vehicle used by KITS

