

# Pelican



## Tethering fish farms

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Meet Krystyna Tsochlas who is spearheading change in the JF tankship fleet: **Page 6**



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## Protecting an engineering design icon

JFTS has installed strain monitors inside the towers of the Bristol Suspension Bridge to gauge movement and provide early warning of any damage. **Full story on page 3**

## STOP PRESS

### Nanobubbles breathe life into aquaculture

Scan Tech Norway has begun live testing of its Nanobubble Aquaculture Oxygenation system in the fjords of south west Norway.

It is hoped that this unique technology, which uses extremely small air bubbles to aerate the water in offshore fish farms, will significantly improve fish welfare, reduce fish stress and boost seawater oxygenation efficacy, while also reducing aquaculture costs.

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# Keeping the noise down at sea

**Although** ScanTech Offshore has a long history of working with the oil and gas industry, it is fast expanding into the renewables market winning a series of major contracts to support wind farm construction through use of its specialised fleet of air compressors which create 'bubble curtains'.

Having successfully worked through the summer on two major offshore wind farm installations in Taiwan, the team has been awarded a further significant contract to support the installation of Taiwan's largest offshore wind farm. This project will take the team through 2021 and into 2022 and sets ScanTech Offshore up as a trusted 'one stop shop' for noise mitigation during wind farm installations.

## Stackable air compressors create a one-stop bubble curtain solution for offshore wind farm construction

Bubble curtains are used underwater to protect marine life from loud noises during subsea operations. Ordinary construction noises travel much more easily underwater, and sound levels can be five times higher than in open air. This can be enough to harm and even kill sea life. However, air bubbles resonate in response to sound, absorbing sound energy and when formed into a curtain they reflect the sound, effectively keeping it within the curtained area.

For the last two years ScanTech Offshore has partnered with HydroTechnik Lübeck

(a leading German company which has been pioneering specialised bubble curtain technology for offshore farm construction) to support wind farm construction projects. Together, its stackable air compressors and SeaSentry filtration system supply the huge volumes of clean ('class zero') compressed air required.

'The fact that our air compressors are stackable gives us a significant advantage, because we can fit the number of compressors required on to a relatively small vessel without risk of heat build-up.'

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## Keeping the noise down at sea

says project manager Barry Craig. 'Rates go up as vessels get bigger, so stackability can offer a significant saving on the overall project costs,' he adds.

A typical bubble curtain project might require 20-26 compressors, grouped so that five compressors feed air through one SeaSentry filtration system which cleans and conditions the compressed air to ensure only oil-free air of medical cleanliness (class zero) goes into the sea.

'We have had over 300 air compressors dedicated to support the oil and gas industry, but now, during peak offshore wind farm construction times, around 100 have been redirected to the renewables industry,' Barry says, 'SeaSentry was designed specially to accommodate that switch so the compressed air could be guaranteed pure for underwater use.'

In early 2021 the team will start work on another key project in Taiwan supporting the installation of jackets which form the foundations for the wind turbines. This contract comes on the back of work supporting the noise mitigation solutions provided for the installation of more than 80 monopiles in Taiwan and builds on the success and track record that ScanTech has earned since 2018 in Europe and Taiwan.

'We are delighted to have secured this new contract,' says Barry, 'it shows a vote of confidence in the work we have been doing in the region - work which we have successfully completed despite the difficulties and limitations of a global pandemic.'

The team will provide a double layer of sound protection to marine life in the area, equipping a large 'noise mitigation vessel' with sufficient air compressors to create an extra large bubble curtain around the monopile. In addition, electric air compressors will be located onboard a pile driving installation vessel to provide air for a smaller bubble curtain closer to the monopile to give additional noise attenuation during the installation of the monopile foundations.



(top) A noise mitigating bubble curtain created around a wind farm monopile and (below) ScanTech Offshore air compressors lined up and ready for action

# Load monitoring for aquaculture

Subsea shackles offer reliability assurance and safety for offshore fish farms

**Strainstall** is enjoying a surge in popularity in the international aquaculture industry.

The team, which specialises in load-monitoring solutions for the oil and gas industry, and more recently the renewables sector, is now designing and manufacturing bespoke asset-monitoring shackles for offshore fish farms.



The subsea shackles are used to safely secure the underwater pens (some of which measure 160m or more in diameter) and relay information about movement or load on the mooring arrangement back to a central point. This sends information via hard wiring, wireless connections or a combination of the two so that operators can monitor performance and assess load information which can be used to mitigate the risk of failure during adverse weather conditions.

'Demand for farmed salmon is on the rise, and the aquaculture industry is investigating ever larger sites further out to sea where there is a greater risk of damage from high winds and strong waves,' says Michael Hook, business development manager at Strainstall. 'The companies which make the pens for offshore fish farms now recognise the growing value of the data that can be provided using load monitoring equipment.'

Strainstall supplies shackles and load monitoring expertise to AKVA, based in Norway, which is one of the biggest equipment suppliers in the industry and is involved with aquaculture as far afield as Chile.

The problem facing fish farms was starkly highlighted in August 2020 when Storm Ellen struck the West Coast of Scotland and damaged pens at the Mowi salmon farm allowing nearly 50,000 salmon to escape. Subsequent inspection revealed mooring lines which had frayed and pulled away from sea anchors in the storm. This accident has further renewed the imperative to reinforce sub-surface mooring.

Strainstall delivers hardware, software, and instrumentation solutions to measure load in real time. The equipment is custom-made to enable the early identification of possible mooring line failures, protecting the aquaculture industry from the risk of costly incidents.



# Checking movement on Bristol's iconic bridge

Sensors and strain gauges give early warning of wear to protect this popular national landmark

**JFTS** has developed and installed a state-of-the-art monitoring system on the iconic Clifton Suspension Bridge in Bristol.

The bridge, designed by acclaimed Victorian engineer, Isambard Kingdom Brunel, has been standing for 156 years – its design a much-admired feat of engineering.

For the past seven years, JFTS has been closely monitoring the structure and checking for excessive movement and potential damage, but last year the team was asked to design an upgrade to the existing system which would also monitor the roller-mounted 'saddles' which sit at the top of each of the bridge's twin stone towers.

These saddles are designed to securely clamp the wrought iron chains which maintain the structural integrity of the bridge. They are designed to allow movement of the chains, allowing 'give', both as loads pass over the bridge and as the chains expand and contract with temperature change. Though their total travel is minuscule (depending on the weather and traffic flow), these saddles absorb forces created by chain movement and so prevent damage to both tower and chain.

The consultant agency responsible for the bridge, COWI was concerned that the towers could be exposed to excessive shear forces if the saddle bearing rollers seized.

The bridge is used as a testbed for asset management and monitoring technology research by the University of Bristol. However, in order to manage the structural risk, a robust, reliable, industrial-standard monitoring system was needed and this was sourced commercially.

The new system consists of strain gauges, linear displacement sensors and temperature sensors which measure structural and ambient temperature on the saddles, providing early warnings of seizure or developing flat spots, and sending this information to a secure, web-based platform.

Nick Townsend JFTS project manager



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'Brunel's famous bridge is recognised among the engineering community worldwide, and we are proud to be able to support this important structure.'

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**Nick Townsend**  
JFTS project manager

says: 'Brunel's Clifton Suspension Bridge is an icon of the city, recognised across the world, especially amongst the engineering community, and this was a great opportunity to continue our relationship with the team which manages the bridge and provides an up to date upgrade to the existing monitoring system. We are very proud to be able to support the ongoing operation of this important structure.'



## China's 500m diving system ready for trials

JFD has commenced the final phase of the rigorous testing of the 24-man, 500m modular saturation diving system it is supplying to Chinese company, Shanghai Salvage.

The system has been shipped from the assembly site in China to the testing site for trials which mark the culmination of a multi-million pound contract secured in November 2016 with one of the largest professional salvage companies in China.

JFD designed and manufactured the system and all its components at its facilities in Singapore, South Africa and the UK. Weighing in at 1100 tonnes, this system is the largest modular diving complex ever designed and built. It incorporates advanced, state-of-the-art technology which will allow the safe conduct of 500msw diving, which is a depth significantly beyond the capability of the majority of standard diving systems (350msw). All product equipment within the system has to undergo stringent operational testing to verify performance at this extreme operational depth.

'Shanghai Salvage has recognised the key benefits associated with JFD systems and we are delighted to support this customer once again, having previously supplied them with a 300msw modular dive system, as their diving operations advance into deeper waters,' says Danny Gray, JFD managing director.

'JFD prides itself on its exemplary safety record and innovative engineering expertise which has been developed over the past 35 years and allows us to deliver highly specialised and technologically advanced systems of exceptional quality.'

This system pushes the boundaries of capabilities for manned undersea operations and the technical challenges of providing a safe life support system at these depths is unsurpassed. It will offer cutting-edge advantages to the team involved in the execution of a complete range of offshore and subsea projects in some of the most challenging subsea environments worldwide.



# A new nucleus for equipment testing

Functional trials and testing for decommissioning of Winfrith's reactor core begin at the massive new Bower facility in Scotland



In early 2019, JFN acquired a large-scale industrial facility at Bower in Caithness (Scotland), to be used to develop a dedicated testing and trials unit, which will enable the testing, development and integration of equipment for large scale projects in a safe (inactive) environment, before being deployed into the active on-site environment.

This facility is now being put to work in support of the trials and testing of equipment which will be used for the decommissioning of the Magnox SGHWR reactor core at Winfrith in Dorset. This is the first of the Magnox commercial reactors to be decommissioned.

The Bower test facility increases JFN's capacity to carry out large scale trials and testing operations. It is situated conveniently close to Dounreay, the former UK fast reactor nuclear research site in Caithness. This means it will also be used to provide local accommodation for the NDL (Nuclear Decommissioning Ltd) joint venture company which currently holds one of the five decommissioning framework contracts for the Dounreay site. JFN is one of the four parent bodies of NDL, alongside Shelpey Engineering, WYG and React Engineering.

The Bower team is currently assembling a large-scale test rig in the 60m by 34m rig hall in support of the SGHWR project. Over the next 12 months, extensive remote handling and size reduction trials and testing will be conducted on a mock-up of key components of the Magnox reactor, to ensure all the decommissioning equipment is fully tested and proven before it is deployed south to the SGHWR site in 2022.

JFN's, project director Stef Lucas says: 'Bower is ideally suited for a project of this size. It means JFN can comprehensively test the equipment and operations in a safe environment prior to deployment to the nuclear licensed site at Winfrith. We recognise that safety is more than just security these days and this also applies to health. To make sure we are COVID-secure in our operations at Bower we are installing accommodation and taking extra steps to make the facility a fully self-contained work bubble.'

A bespoke load testing frame, designed to support Mast Mounted Manipulators (MMMs), has already been installed and has been used to carry out a series of load tests on two of the three MMM units, prior to completion of the assembly

operations. Functional testing of these machines will be completed on an integrated test rig. It is expected that everything will be in place by early in the New Year, ahead of a rigorous 12-month trials and testing programme.

To maintain the integrity of a COVID-safe work bubble, JFN has installed a set of COVID-secure self-contained accommodation modules on site (see above) to house the teams working at Bower. These units provide safe accommodation for project team members working on the test rig and in Bower's offices.

Gareth Purdy, head of projects for JFN says: 'Bower is well placed to become a significant asset for a number of nuclear decommissioning projects and it will be supporting the wider group in other industries operating in this area. Increasing decommissioning activity at Dounreay, coupled with a resurgence in renewables, means the team at Bower will be working closely with the local supply chain to support a significant number of projects.'

'We at JFN are keen to forge test and development collaborations with universities and other academic institutions to ensure that innovation is intelligently developed for practical applications,' he adds.



# Turbine testbed for offshore wind innovators

## A 'digital twin' for Vattenfall demonstrates efficiencies

**Digital** asset and data management specialist James Fisher AIS has been working closely with the teams behind Scotland's largest offshore wind farms to show how its digital system can optimise turbine operations and maintenance.

The team used digital twin technology R2S to create a detailed interactive model of both the offshore turbines and onshore substation. This model can act as the basis for gathering and integrating information from the earliest design phase right through construction, to form a comprehensive digital asset management system which will work throughout the entire lifecycle of the asset.

R2S links directly with existing systems, software and data and provides a way to access all important information about any asset and tag it to a specific point on a 360-degree photograph.

This demonstration was made possible by a £1.5 million collaboration between the Offshore Renewable Energy (ORE) Catapult and Vattenfall which is helping to accelerate technology commercialisation by directing high-potential UK developers to trials at the European Offshore Wind Deployment Centre. This Vattenfall-owned site in Aberdeen Bay is home to some of the world's most powerful wind turbines and provides a testbed for offshore wind innovators to demonstrate cutting-edge technology in real-world

operating conditions.

'The work we have done over the past two years with ORE Catapult on its Levenmouth demonstrator turbine has allowed us to transfer the R2S technology into the renewables sector,' explains James Fisher AIS market development manager Laura Fairley.

'This, combined with design thinking workshops with industry experts, has allowed us to focus on alleviating industry pain points through the use of digital technology. R2S has proven its value and it is exciting to see the product take its next steps into this world.'

ORE Catapult gave the JF AIS team access to a 7mw demonstration turbine for the creation of the R2S model. This enabled the team to align the model with Vattenfall's ongoing digitalisation strategy to help the major offshore wind developer understand how digitalisation can optimise asset management, increase efficiencies and enhance productivity.

Michael Herdman, Vattenfall's project manager says: 'We see huge value in the R2S software. Its digital twin technology allows us to remotely manage our assets using a like-for-like digital copy. Digitalisation is one of our main focuses, and we are keen to adopt technology which can optimise our operations and maintenance both onshore and offshore.



## Current form

**High voltage specialist**, EDS HV has secured work on three Danish offshore wind farm sites run by Vattenfall, on the back of successful work at other Vattenfall sites.

The EDS team will manage the whole process end-to-end across the high voltage grid from the first energisation of turbines to offshore substations, getting the wind farm operational quickly and safely. As part of the contract, EDS is offering full management of all senior authorised persons (SAP) on site at all three wind farms. 'Having an extensive pool of experienced SAPs means we can get people on site quickly,' explains Ryan Calvert, interim managing director at EDS. 'Slick project management allows us to be agile and adapt to the project schedule, helping the commissioning managers avoid delays and penalties, and ultimately bring an asset online and get it generating energy and income.'

Morten Jochimsen, commissioning manager at Vattenfall says: 'The support and guidance from EDS has been really valuable. The service we receive from EDS is hard to find anywhere else in the industry – and the fact that the team can supply the whole electrical safety and commissioning package was a key factor in choosing EDS.'

## Managing offshore assets with new a digital partnership

James Fisher AIS has formed a new digital partnership with Manchester-based tech company, SRO Solutions to create an innovative asset management system for the maritime and offshore sectors.

The partnership will bring four proven technologies together in one package to drive digital innovation in the efficient management of thousands of pieces of equipment on offshore oil and gas assets and shipping fleets.

'This partnership allows for a significant number of synergies across a common customer pool and this sharing of resources widens our collective footprint in the maritime sector,' says Sean Huff, managing director of James Fisher AIS. 'It will help our customers operate their assets more efficiently and improve their bottom line.'

'Bringing the four pieces of software together will drive cost and time savings

and make maintenance work safer,' adds SRO Solutions managing director, Tony Lackey.

### The four technologies are:

- IBM's Maximo enterprise asset management software which streamlines equipment maintenance
- SRO's Data Replication Solution which syncs Maximo data when systems are offline (such as when assets are at sea)
- JF AIS's digital twin platform, R2S which provides a virtual walk-through image of any asset
- JF AIS's Mimic Condition Monitoring software (Mimic)

'An increasing number of marine and oil and gas companies were investing in Maximo, R2S and Mimic but the technologies were being used in isolation,' explains Tony. 'However, by working together, we can help customers synchronise the kit to maximise potential.'

For example, Maximo is designed to help manage machinery maintenance, and therefore prevent breakdown. But engineering staff onshore cannot see the equipment or where it might be sitting on the rig or ship. However, through R2S, engineers can navigate through an immersive real-world replica of the ship or rig and explore a specific piece of kit in situ. This enables teams to plan their work in advance rather than wasting time with repeated visits.

The partnership means asset operators in the marine and oil and gas sectors can view machinery performance and condition data overlaid on 3D imagery of the actual equipment in situ, to provide a complete maintenance overview. 'We are effectively giving Maximo a pair of eyes through R2S. This is a real digital innovation which will change the industry for the better,' Tony adds.

We meet Krystyna Tsochlas, managing director at the James Fisher Tankships division, who is masterminding environmental changes for her team.

#### Tell us a bit about yourself

Although my family is Greek, I was born and brought up in Swaziland (now called Eswatini) in South Africa. Shipping is very much in my blood because my father was a seafarer, and my grandfather on my mother's side was a captain and even as a child I always wanted to become an engineer. When I was 18, I moved to Greece where I studied for a degree in naval architecture and marine engineering. Now I live in the UK with my partner and my two lovely children (aged four and nine). I enjoy horse riding and cake baking in my spare time, but more than anything I love to be close to the water, and I try to get out every day for a run along the towpath beside the River Thames.

#### How did you come to join the James Fisher group?

After university I worked for various Greek tanker management companies starting as a junior technical superintendent and moving up to senior management roles, before moving to London in 2012 to join US energy firm, Phillips 66 to work in marine, commercial and then marketing roles. James Fisher Tankships was one of our largest customers so I knew the team well, and I was impressed by their professionalism, the diversity of the group's portfolio, and the group's impressive growth. Earlier this year I was invited to discuss the possibility of coming on board, and I started in my new role in April – right in the middle of the UK's first lockdown. It was quite a challenge, initially, to manage my work schedule while home schooling my son at the same time as well as getting to know my team virtually with little opportunity for face to face time. Thankfully, things are a lot easier now the kids are back at school and I have a great and supportive team!

#### Tell us about your job?

As managing director of the JF Tankships division I am also managing director for James Fisher Everard which owns and operates 16 vessels distributing fuel and chemicals predominantly in north west Europe. JFSS, the ship management side of the business and Cattedown Wharves,

# Under the surface with: Krystyna Tsochlas

managing director, James Fisher Tankship division



an oil and dry cargo terminal in Plymouth also form part of the Tankships division. Because of the restrictions imposed by the COVID pandemic, we have all been mostly working from home, and it wasn't until July that I got to meet part of my team face-to-face for the first time. But we have all learnt to communicate effectively while working remotely. The pandemic has certainly brought challenges – notably a marked drop in demand from our oil-producing customers. But my team is working hard to keep our vessels busy by providing a top class and competitive service to our Charterers. For the long term, we are working to diversify our offering by adapting our vessels so they can carry chemicals (by-products from the oil industry used to make plastics) as well as clean petroleum products. We are also working to form strong relationships with partners whose long term strategy supports our business.

#### What do you enjoy most about your job?

One positive to come out of this pandemic is the way it has brought the issue of climate change to the fore. I'm really enjoying the

process of building a new strategy and structure for the Tankships division to fit the group's new mission to be more 'purpose-led'. As part of this we have been working on environmentally-friendly initiatives in a bid to reduce our carbon footprint to meet 'clean maritime plan' objectives set for the industry, and to help the companies which charter our vessels to reduce carbon emissions across their supply chains. To that end we have initiated a study to look at different ways to reduce energy consumption and specifically the burning of fossil fuels across our existing fleet. Ultimately, we aim to phase out the older vessels which run on marine gas oil and replace them with vessels which run on LNG (liquid natural gas) which has 25 percent lower carbon emissions.

#### What does the future hold?

It is really exciting to have the chance to investigate green new shipping technologies and we have been progressing our new building programme and renewing our fleet with green, sustainable vessels, tailored to our key customers' needs.

Purchasing new vessels which run on LNG is a positive environmental stepping stone but we are leaving no stone unturned. For instance, we are investigating whether we can adapt our vessels to run on 'bio LNG' which is produced from rotting vegetables, and which has a much lower carbon footprint. Right now, however, that isn't produced in sufficient volume to supply the shipping industry. Hydrogenated vegetable oil is another consideration (that would reduce emissions by 80 percent). Although electricity powered vessels are not an option, there are a growing number of ports in the USA (particularly in California) which offer vessels the chance to 'plug in' on arrival, so loading and unloading can be powered by cleaner fuel. It might seem extremely futuristic, but also on the table are initiatives such as 'kites' which harness wind power to help propel a ship, or 'Flettner rotors' which improve the airflow over a vessel, thereby reducing the amount of fuel used. Ultimately, our aim is to build a fleet of energy-efficient vessels propelled by alternative fuels with the flexibility to transport emerging cargoes as the market for green fuels develops.



## Experts step in for Bigfoot installation

**When** a RMSpumptools bypass system and wellhead penetrators were installed as part of Chevron's 'Big Foot' project in the Gulf of Mexico in 2020, the customer was keen for trained members of the RMSpumptools team to be present on the platform during rig operations.

So senior engineers, Jonny Murty and Kenny Hall were separately sent out to the USA this summer to oversee all aspects of the installation in tricky conditions.

Kenny says: 'Hurricanes played havoc with the schedules and caused some delays but we worked closely with the Baker and Chevron crews to overcome these obstacles and ensure our products performed safely and efficiently.'

'COVID shaped our time on the project,' Jonny adds. 'Isolation was an overriding theme, and we had so many COVID tests that I got to know the medical staff by name. Every time I travelled offshore, I had to take a COVID test and then isolate in a hotel for a night before taking a two-hour helicopter ride to the platform. But the installation went smoothly and it's great to have been involved in a project of this scale.'

## Ground source heat pump for the Reichstag

**Closer** to home, the RMSpumptools wellhead penetrator has been installed in the grounds of the world renowned Reichstag parliament building in Berlin. This comes as part of a rejuvenation project for the Reichstag to implement a renewable source of energy to heat the building.

The RMSpumptools penetrator is the only one of its kind to have the quality and performance to allow the safe production of the geothermal pocket identified beneath the listed building.

'The geothermal market is now seen as a key element in the energy mix,' says marketing manager, Neil Thompson, 'Our range of electrical penetrators is ideally suited to the temperatures experienced in geothermal applications.'



# A new sense of purpose for the James Fisher group

**Throughout** 2020, executives and division heads within the James Fisher group have been involved in a group-wide exercise to identify a 'purpose statement' to bring the operating companies together within one framework, and to provide a renewed, shared sense of direction going forward.

This initiative set out to find a way the group could identify a common 'purpose' to act as a 'North Star', which would define the core guiding behaviours to support the successful growth and impact of the group, and create a happy, positive, high-performing culture now and into the future.

CEO Eoghan O'Lionaird explains: 'Many of the operating companies within the James Fisher group have their own sets of values. This individuality certainly contributes to our strength as a group, so rather than aiming to replace or supersede any already established values, the intention is to use this quest to define a common purpose to act as a glue to bind us.'

'Ultimately, the ambition is to build belief and alignment behind a shared purpose and set of core behaviours, and have engaged, action-focussed debate and discussion around what it means to be purpose led within each operating company,' he adds.

To this end, executives and division heads got together for workshops throughout the year, working to refine the purpose-led process. This culminated in a senior leadership conference in October and the creation of the James Fisher purpose statement:

***'Pioneering safe and trusted solutions to complex problems in harsh environments to create a sustainable future.'***

**The statement encapsulates four key areas:**

- **Pioneering** – James Fisher is a group of niche businesses working at the leading edge, and being entrepreneurial is in the group's DNA and an important part of its heritage
- **Safe and trusted solutions** – Safety is at the forefront of everything the group companies do, and it underpins the group's reputation for quality, plus the

stake holders trust and rely on the group companies to deliver consistent results

- **Complex problems in harsh environments** – James Fisher companies specialise in solving complex challenges, taking on projects that others are not willing or able to do (usually in difficult environments which require expertise and resilience)
- **To create a sustainable future** – working towards improving the status quo, and supporting the transition to a cleaner, safer, more sustainable world in which all stakeholders succeed

With this purpose statement, the hope is that the James Fisher group can start to think of itself as a 'purpose led' company. The idea is that the defined values will drive action - guiding and growing behaviours, mindsets and ideas that propel the business forwards, faster and more effectively in the pursuit of a common purpose. This will inspire longer term actions, investment and innovation to create new opportunities and open up new markets in the future.

The purpose statement will also act as the basis for the building metrics and performance objectives that drive an aligned, motivated workforce, and to put an increased emphasis on developing fair and trusted relationships.

The process is designed to help the group grow a stronger sense of identity, to reinforce positive dynamics both at the individual and team level, and enhance the ability to attract, retain the best people, and offer high quality careers and leadership progression.

Right now, the management teams are reviewing the collective feedback and building this into the planning for the next phase, which will focus on building understanding, alignment and action behind the stated purpose and the group's new strategy.

'It is when we start to begin 'living' our purpose, and taking actions, both big and small, that we will begin our transition to becoming an even more successful, inspiring and excellent place to work,' says Eoghan.



## COVID care packs ease the return to office working

When the UK went into the first national lockdown in April, the James Fisher group marketing team began planning the contents of a 'care pack', which could be sent to every employee to ease their transition back to office work.

This resulted in the production of 1,800 care packs, most of which have now been distributed in the UK. International employees will be receiving their care packs in early 2021.

'We are always very keen to show employees how much they are valued, and felt it was important to do everything we could to make employees comfortable as and when they returned to their usual workplace,' says Jasper Stickney, coordinator of the project.

It was a logistical challenge to bring everything together in-house during lockdown, but the marketing team was assisted by Martek Marine, which sourced the pouches and took charge of the packing and distribution.

Each pack contains useful items to help colleagues work safely together, including a reusable PPE face mask, a bottle of hand sanitiser, disinfectant wipes, hand moisturiser and a hygienic hand keyring (for opening doors and pressing buttons)



in a robust and reusable black zip up pouch. They also contained a message from James Fisher CEO, Eoghan O'Lionaird, a flyer with information about hygiene and safety, healthy eating recipe cards, a wellbeing quiz and a fun exercise challenge.

One of the most popular elements has been the James Fisher Mariana Trench exercise challenge, which invited teams of up to 10 to record their distance covered and complete the required steps to (theoretically) cross the world's largest oceanic trench.

The Mariana trench is 69km wide, or 90,551 steps and 19 teams took part in the challenge with 117 participants from group companies including JFD, Prolec, JFMS, RMSpumptools, JFO, JFN, James Fisher AIS, JFTS, JFS IT, JFS Marketing, JFS HR, and JFS accounts.

The winners were The Proposals Pavement Pounders from JFO, which completed the required step count on the 1st October.

## Mariana Trench Challenge



**Rachel Wilson (left)**  
proposals specialist, says:

*"I enjoyed getting up that little bit earlier in the morning and going for a walk before work – I felt so much better for it and my dogs definitely enjoyed all of the extra walks too!"*

**Rhona Heasman**  
proposals lead, says:

*"A few of us walked up our local mountain, Bennachie in Aberdeenshire, Scotland for sunrise. The views alone made it well worth the early 5:30am start so this walk was a firm favourite."*

## James Fisher colleagues raise charity funds through lockdown

### Christmas hampers

The Catalyst Vineyard Church and its foodbank storehouse in Inverurie supplies almost 100 families over the festive period with Christmas hampers and movie packs, and this year, James Fisher Offshore (JFO) jumped in to help with packing and distribution to local families in need. The JFO team also collected and donated 32 new and pre-loved Christmas jumpers for the families in need at the beginning of December.

### Bake Off and quiz night

EDS HV raised £200 for Macmillan Cancer Support after holding a fun virtual quiz and made a generous donation to a charity (Daft

as a Brush) which provides hospital transport for people undergoing cancer treatment. The donation formed the top prize in a 'Bake Off' competition won by Lee Glendening. 'The interaction and friendly competitiveness has been brilliant, and has brought some much needed light relief at the same time as helping to raise vital funds for charitable causes,' says Seana Downes, head of business services at EDS.

### Food bank boost

The Martek team has been raising funds and buying food, toiletries, baby products, sanitary items, and advent calendars for the Barnsley Food Bank at Wombwell. 'We had great fun picking out toys as gifts for

the children,' says Martek sales manager Sarah Rouse. 'It was quite overwhelming to see the number of people at Martek that agreed to help and donate. It has put a smile on everyone's faces to see what we achieved for families in need, despite all the personal struggles we all faced this year.'

### Runaway success

Staff from across the James Fisher group took part in the virtual London marathon in October. Robin Stopford, head of corporate development and managing director of digital and data services, was a star runner, raising £6,250 for Great Ormond Street Hospital.

## Best wishes for the holiday season and the New Year!

As we reach the end of 2020 we would like to wish all our readers best wishes for the festive season and New Year. We would also like to thank all our James Fisher colleagues for their resilience and determination during what has been a challenging period.

Enjoy spending a safe festive break with your family and friends.

*The Pelican Team*

