



Welcome to UK News 14 September 2016
your weekly update from around CEMEX UK

View UK News on: www.cemexuknews.co.uk

Follow us on twitter too: @CEMEX_UK

BEING THE BEST FOR FAMILIES

Stop And Think, And Step In...



Whilst some areas of the business are doing impressively on their LTI/TRI records, last week we had a bad week with three incidents of note. It is very concerning that our poor run of incidents is carrying on and we must re-double our efforts to reach ZERO EVERY DAY. We know that zero is possible as we have done it before.

Please continue to ensure that safety is top of mind every single minute of every single day.

Look after yourselves and each other - no injury is an acceptable one....

Last week's incidents were:

- The injury to the employee in Marine last month, who fell 40cm from a raised area of the deck of a ship, has been confirmed as being more severe than first thought. As a result, the incident has been reclassified as a Lost Time Injury.
- It has been confirmed that the employee who went over on his ankle after climbing down from a loading shovel resulted in the employee suffering severe bruising to the cuboid bone in his left foot. This incident has, therefore, been added retrospectively to the report as a Lost Time Injury.
- An employee at a Mortar Plant required stitches to his hand after striking it on a scraper whilst cleaning out a pan mixer. This incident has been added to the report as a Medical Treatment Case which is a recordable injury.

Team Tilbury Celebrate 8 Years LTI Free!



The Team at Tilbury recently celebrated an amazing 8 years LTI free. It just goes to show what a great group of people they have there - congratulations to them all.

Well done.



Carla Steps In



Well done to Carla Betts from the Concrete Customer Service Team who stepped in on two contractors working unsafely last week. Matt Baines overheard some power tools and spotted the unsafe acts, and Carla spoke up.

The Contractors were balancing wood over a skip and using it as a cutting bench whilst using an electric cutting tool to cut the wood. The Contractors were also not wearing protective gloves or safety glasses. Carla approached the Contractors and explained to them how, why and what they were doing was unsafe. Carla also advised that they need to wear appropriate PPE at all times.

Another brilliant example of the Concrete Customer Service Team stepping in and Being the BEST for Families.

How Healthy Are You?



Over the last few weeks Julie Welch has been visiting many of our sites with the mobile SELF HEALTH-CHECK equipment which quickly informs you of key health information including weight, body mass, body water content and metabolic age. So far **more than 680 people** have been able to check their own health indicators - thanks Julie!!

These are the locations for the rest of the week:

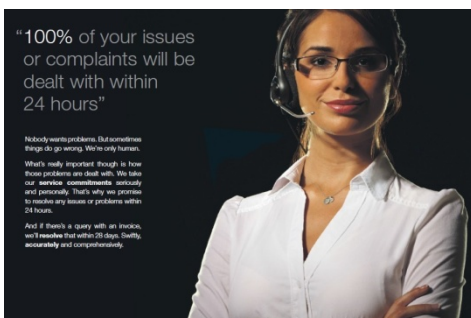
Thursday 15th
Friday 16th

PRESTON BROOK
STOURTON

Please do come along to any of these sessions and spread the word with your colleagues - it is quick, easy and informative, and there is a helpful fact sheet to take away with suggestions on how to keep healthy.

BEING THE BEST FOR CUSTOMERS

Near Miss Service Alerts...



Just as we have Near Miss Hazard Alerts in health & safety to avoid a hazard becoming an incident, Nicola Bellas and the Concrete Products and Bulk Cement Teams have introduced Near Miss Service Alerts (NMSA) to tell them when a customer issue occurs which may become a complaint.

They currently have 3 categories of customer complaints:
Cat A = Lost customer; Cat B = Lost site; Cat C = Any others

If they are trending high on Cat C complaints this means they are at higher risk of getting a Cat A or Cat B which is bad!!



The new Near Miss Service Alerts are designed to catch customer service problems before they become a Cat C complaint or worse - a lost customer or site.

Nicola explains: "The more Near Miss Service Alerts we raise and action the more we will reduce the number of Category C and above complaints. We have instances when we let a customer down and have to move their order. The customer can agree to the change but this goes unregistered with no action taken until this new category was introduced.

By July 2016 in Concrete Products we had received 43 complaints that related to dropped loads and we had a further 57 instances of dropped loads which didn't result in a Category C complaint as the customer agreed to the changes we made. This system is about preventing customers becoming unhappy enough to make a Cat C complaint and for us to monitor our customer service."

Olympian Tankers...



It's not just the athletes who are competing hard in this year's Paralympics; our tankers are also competing hard on the road to deliver to our customers. Some of them have had a facelift to support Team GB and grab us some more attention!!

Thanks to James Fairclough for coming up with the eye-catching ideas and Alan Downes for being our publicity stunt driver!!

BEING THE BEST FOR SHAREHOLDERS

Sand Heron Pass The Baton



The crew of the Sand Heron were passed the CVA+ baton back after the vessel's successful refit was completed last week.

Master Georgina Carlo-Paat led the Team back on board ready for their first voyage out.



Willington Quarry Extension Gets The Go Ahead!



Congratulations to the National Reserves Team and Aggs operations as Willington Quarry sand and gravel extension of 2.07million tonnes was granted planning approval at Derbyshire County Council on Monday 5th September with a unanimous vote by members.

BEING THE BEST FOR COMMUNITIES

An Impressive View For Rugby Heritage Day Visitors



Last week saw the Rugby Cement Plant take part in the annual Heritage Open Days. The days are part of a national event to open various sites of historic interest across the country for members of the public to visit.

We opened the Plant to visitors for two days last week with five, two hour tours taking place. Ian Southcott and Jamie Jordan hosted the visitors with a talk and DVD on the history of Rugby Cement and a tour of the Plant.

The high point (literally) of the day for the visitors was the trip up the tower!

Thank you to Ian and Jamie who showed almost 100 people around, and had some very positive feedback. One member of the public, who was scared of heights, was persuaded to go up the tower and sent a lovely email thanking Ian and Jamie for helping her overcome her anxiety to make it an unforgettable day! One of the visitors was a local reporter from BBC radio who covered the day.

Lend-A-Hand Days - Remember Safety Still Comes First!



It is fantastic to see so many UK employees taking part in Lend-A-Hand days which are having a really positive benefit for our local communities and organisations. If you are taking part in a day please remember that Health & Safety still comes first. We have had one injury during an event and this is one too many.

Before any Lend-A-Hand day the most senior member of staff involved should take responsibility and think about any risks involved and ensure that all staff come prepared with the right PPE and equipment. On the day, before work starts, please risk assess the tasks and ensure everyone is suitably briefed, and monitor activity during the event - it is easy to let enthusiasm take over. A simple but effective risk assessment sheet is available on the Lend-A-Hand Shift page and also from Ellen Boylin.



Lend-A-Hand days are great fun and good for team building but as they often involve unfamiliar tasks and physical activities please do take the time to stop and think before starting so everyone enjoys the day and goes home safely.

Daisy Chain Lend-A-Hand



The Aggs and Asphalt Logistics Operations Management Team and the Contract Haulage Team took part in a Lend-A-Hand day at the Daisy Chain Project. The project is based near Stockton and provides support for children and their families affected by autism.

The 13 willing volunteers spent the day uprooting and replanting bushes to prepare the site for some landscaping work. They also cleared several areas of waste materials so that the land could be put to good use.

Les Grabarz and Ian Phoenix did a great job brick laying and creating a solid base for a greenhouse. It was a day of hard manual labour but for a great cause, and the Team thoroughly enjoyed it.

BEING THE BEST FOR EMPLOYEES

Thanks For Your Effort Hero For August...



Congratulations to another fantastic colleague this month, Mark Noel, AQM Loanleven Quarry in Scotland. Mark has stepped in to work on several sites in August when the region were short staffed. Mark has quickly learned order fulfilment and covered at least four roles whilst still doing his own AQM role. He completed them all without a word of complaint!

Thank you Mark for helping, you are our TFYE Hero and win the £100 vouchers.

More Heroes...



It's not just Mark who has stood out from the crowd in August. Other colleagues who have gone above and beyond are:

Alan O'Connor, Melanie Couldwell and Danielle Allen from local Asphalt in Huyten - on 17th August 2016 local Asphalt did not have one query on the system. This shows the Team have worked really hard to not only reduce query levels but to identify why the query was raised in the first place. Les Luxon cannot recall any other time when the local Asphalt business has not had a single query

against the Plants – the Team are very busy with the full commercial tasks for the business so these actions are even more impressive.



Dave Sands, Plant Manager Ellesmere Port, who demonstrated great Customer Service for the Asphalt business by reacting quickly to a break down at Halkyn and servicing the customer over two days with excellent communication between Plants and the customer.

Your Voices Into Actions – Communications Forum



Last week we held the UK Communications Forums. The 14 employee representatives from around the country spent two days listening to presentations from Jesus Gonzalez, the Operational VPs and various other speakers, covering topics such as Health and Safety, Customer Centricity, Sustainability and Employee Engagement.



They also had the opportunity to ask questions that arose from the presentations as well as during the open forum. They were able to pose the questions that their constituents had asked them to raise.

Copies of the presentations and the Questions and Answers will be given to the employee representatives to cascade through their local forums and the majority will also be uploaded to Shift in due course.

As part of the Communications Forum we also conducted a ballot to elect one more representative to go to the European Consultative Committee that is held each year. This year it is in Madrid on 27 – 28 September. Our new representative was Paul Whyte, Fitter from Doveholes Quarry. He is joining our three existing representatives - Ian Horstwood from Cement Operations in South Ferriby, Sonny Netto from Rail Solutions, and Tom Hunter from Readymix Scotland. We would like to thank Mark Renshaw from Readymix Northern for his commitment and support for the ECC over his four year tenure.

The UK Communications Forum enables the employee representatives and the Management Team to discuss issues that are concerning your constituents and it allows us to share important information and messages through to the local forums.

Name	Area	Position
Darrell Collins	Cement Logistics	Class 1 Driver
Ian Horstwood	Cement, South Ferriby	Process Team Operator
Dave Godfrey-Eaton	Cement, Rugby	Maintenance Team Leader
Mark Renshaw	Readymix & Mortars Northern	Batcher
Tom Hunter	Readymix & Mortars Scotland	Sales Representative
Kevin Fooks	Readymix & Mortars Southern	Plant and Field Technician



Rob Conroy	Readymix & Mortars Central	Operations Team Leader
David James	Aggregates, Asphalt and Logistics	Sales Representative
Paul Whyte	Aggregates, Asphalt and Logistics	Fitter
Jeffrey Sewell	Aggregates, Asphalt and Logistics	Aggregates Sales Representative
Graham Osman	Marine	Senior Negotiator
Emma Barlow	Building Products	Production Administrator
Sonny Netto	Rail Solutions	Assistant Foreman
Lezlie Cavazos	UK Services	Senior Negotiator

Impressive ICT Exam Results



The annual ICT Concrete & Aggregate Technology examinations took place recently at CEMEX House, Rugby office, with candidates from across the UK business taking part.

To complete the programme candidates have to undergo fortnightly assignments and an end of programme examination whilst keeping on top of their day jobs. This is a great achievement for each of the successful candidates gaining an internationally recognised qualification.

The Learning & Development Team are extremely pleased to announce the latest set of results from CEMEX candidates. Successful candidates were:

Candidate	Business	Course	Grade
Christopher Brown	Readymix	General Principles	Credit
Garion Trowell	Building Products	General Principles	Pass
Lee Haskins	Building Products	General Principles	Pass
Samuel Wildgoose	Building Products	General Principles	Pass
Sean O'Donnell	Readymix	General Principles	Distinction
Liam Hare	Readymix	General Principles	Distinction
Kieron Richards	Building Products	Practical Applications	Distinction
Mark Pywell	Building Products	Practical Applications	Credit
Andrew Dutton	Readymix	Aggregates in Construction	Pass
Ceira Maclachlan	Aggregates	Aggregates in Construction	Pass
Steven Benson	Building Products	Aggregates in Construction	Credit



Rob Greenfield commented: "These results are impressive and this latest cohort of ICT candidates have continued to maintain the high level of performance experienced in previous years by CEMEX employees, they should all be congratulated on their success."

Wedding Congratulations To Mr & Mrs Roberts

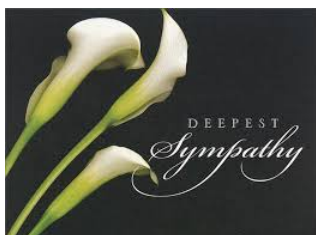


Congratulations to Daniel Roberts, Cluster 6 Sales Manager, and his new wife, Michelle, who tied the knot at the end of August.

They have just got back from a lovely honeymoon in Greece.

Here's to many happy years ahead!

Deepest Sympathy

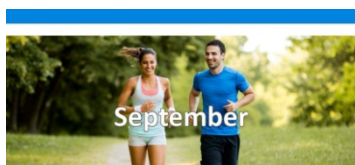


As you may be aware Graham Moran, one of our Aggregates Planners in the Supply Chain Team, passed away last week.

Graham had arrived at work but collapsed in the Car Park (Thorpe). Paramedics were called and arrived quickly and began CPR but were unable to resuscitate Graham.

Our thoughts and prayers are with his family, friends and colleagues at this sad time.

CEMEX Lifestyle Offers For September



Don't forget that all UK CEMEX employees are eligible to take advantage of CEMEX Lifestyle offers each month. This month's offers focus on health and fitness and include:



- 25% off protein
- 15% off sportswear
- 20% savings on 2 for 1 spa days
- 5kg of chicken breasts for just £18!!



Visit your benefits website at www.cemexlifestyle.co.uk today and enjoy savings from over 9,000 offers or call 01908 352 133 and speak to one of our team



Visit your benefits website: www.cemexlifestyle.co.uk or call 01908 352133 to find out more.

There is a poster at the bottom of this document to advertise on notice boards.



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
230-09-2016	Plant Manager	Asphalt	Liverpool Docklands	21/09/2016
231-09-2016	Plant Operative x 3	Building Products – Rail Solutions	Washwood Heath	22/09/2016
232-09-2016	Quarry Fitter – Maintenance Operative	Aggregates South West & Wales	Freemans Quarry	23/09/2016
233-09-2016	Technician	Building Products	Buxton Block Plant	20/09/2016
234-09-2016	Distribution Coordinator	Dry Silo Mortar	Rugby Office	26/09/2016
235-09-2016	Assistant Quarry Manager	Aggregates - Scotland	Hyndford Quarry	16/09/2016
236-09-2016	Production Supervisor – Level 1	Building Products - Floors	Rochester	23/09/2016

For further details on other roles and a full listing of other vacancies, together with information on how to apply, please log on to CEMEX Shift > My Services > Internal Vacancies>New IVCs.

We would love to hear from you for the next edition

To send us a story: either click on 'submit a story' on the UK News website or email gb-communicationsandpublicaffairs@cemex.com or call us on 01932 583 217/006

If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.






5kg chicken breasts for just £18

Stock up on chicken breasts from Muscle Food for an unbeatable price of £18 for 5kg, which is just £3.60 per kg compared with £5.79+ supermarket prices!

musclefood



25% off protein

Whether you want to increase performance, develop strength, aid recovery or control your weight you will find your ideal product when you visit Kinetica online.

KINETICA



15% off sportswear

Get kitted out in style this summer with up to 15% off the latest sportswear from Under Armour, including their innovative sports clothing, footwear and accessories.

UNDER ARMOUR



20% saving on 2 for 1 spa days

Take a breather with this indulgent spa experience at a luxurious Bannatyne Spa location - usually £291, but now **just £109 plus an extra 20% off!**

buyagift

Visit your benefits website at
www.cemexlifestyle.co.uk
 today and enjoy savings from over
 9,000 offers or call 01908 352 133 and speak
 to one of our team

