



TEXO TALK

SEPTEMBER 2022





A day with... Debra Bruce, TEXO Recruitment Managing Director

TEXO Recruitment has grown considerably in the past year, and has ambitions to double in size during 2023. So we joined Debra for a day in the office to see what day-to-day life is like for the recruitment team.

Getting set for an early start

“Our day starts around 7am – we work internationally, so we need to get an early start to make sure we are answering enquiries as efficiently as possible. Starting out in this way helps us to keep on top of demand and make sure we are giving the best possible customer service.”

“By 8.30am, we’re holding the first of the two team meetings we have each day. They are each just a quick 15-minute meeting, but they give us the time to get together and plan for the rest of the day. We currently operate in two locations – Aberdeen and Blyth – so this is a great opportunity for the team to connect at the start of the day.”

Meeting current challenges

At the moment, unemployment is at its lowest level in decades, and people in secure roles are staying put. This creates a significant challenge for those of us working in the international onshore and offshore energy sector and across our other industries.



We fill roles across finance, procurement, engineering and construction and our job is to build a network of experienced, skilled and motivated candidates that are ready for a new challenge.

Learning to work differently

Like all businesses, we have to flex our ways of working to meet these challenges. We have recently hired someone to focus on data management – making sure that each open vacancy is advertised in the most relevant places and that we have a clear record of the candidates we speak to. This is also to create a better candidate experience.

We use a robust process to support our clients to find the best people, using this clear strategy to make sure we are reaching the right candidates and helping people to actively progress their careers.

Debra says that a typical day in the business involves talking to both clients and candidates, making sure that the team is supporting the recruitment process from end to end, and reviewing progress.



With ambitious growth plans, there's also a focus on business development, talking to potential clients and showing them how TEXO Recruitment can support their requirements.

"We are a fast-paced, hard-working team, and we thrive in a challenging and changing market," she says. "We know that, when a candidate can take their pick from three or four companies, it really matters what that company is offering. It's not just about salary. Today, it's about other benefits and working environments. So we are always working hard with clients to make sure their offer is as good as it can be."

Catching up on new enquiries

At 2.30, Debra's team has another meeting, to update on progress and to look at any new enquiries that have come in since the morning. *"We are seeing a lot of clients move away from recruiting inhouse – because it is proving so challenging. So they are now looking for a professional relationship with an agency that's experienced in their sector and can help them to find the candidates they need."*

That means that new enquiries are always coming into the business. *"At any one time, we can have at least 60 open vacancies on our books. We thrive in a busy environment so it has been great to see client levels rise since the business started,"* says Debra. *"It's the catalyst for our plans to increase the headcount in the business over the coming months. Ideally, I'd like to double the staff numbers and there's certainly the business scope to do that."*

Supporting recruitment consultants

The team has almost 40 years' experience in the recruitment business, but she knows that part of her hiring plans will mean bringing in people who haven't worked in recruitment before. *"I am looking for motivated staff with great people skills who really want to help our clients and candidates get a successful result,"* she says. *"That doesn't necessarily require recruitment experience – we make sure we train all our team members so they have professional qualifications that set them up for a career with TEXO Recruitment."*

Training is important, so Debra encourages staff to go through the Recruitment and Employment Confederation (REC) qualifications. These are acknowledged professional qualifications that take 12-24 months to complete and gives a recruiter a great start in the business. From an initial certification through to a diploma qualification, this investment in the team ensures that the approach is always as professional as possible. It also helps to attract new talent to the business.

"We've built TEXO Recruitment to provide a dynamic, reliable and professional approach to recruitment," says Debra. *"Clients know that they will get personal attention, a robust approach and a relationship they can trust. That's why the business has grown so quickly and why we are all ambitious about the future."*



Case study: **Matlock MBS**

Survey & Inspection

Overview:

In Matlock, Derbyshire buildings along the river Derwent had collapsed into the river due to the banks collapsing. TEXO had been commissioned by the Environment agency to produce cross sections along the river where the bank had collapsed and floor plans of the surrounding buildings effected. Along this area these buildings had basements which the environment agency believed to be part of the problem as they had previously flooded. TEXO were commissioned to conduct an internal measured building survey and condition capture (to produce a 3D interactive walk through).

Matterport:

The matterport is used to capture 3D visual walkthroughs of sites. It was used in this job to capture walkthroughs of the basements. This allowed for the client to see the condition of these areas without the need for visiting site. It also allowed them to show other interested parties such as the shop owners. The matterport allows us to capture these walkthroughs relatively quickly and can be done in conjunction with other works such as the laser scanning here. This is a lot better alternative than just traditionally taking photos as it offers an immersive environment so the client gets a sense what its actually like on site.

Laser Scanning:

Using the Leica RTC360 full colour, high detail scans can be collected quickly and efficiently on site. The RTC360 has accuracies of 1.9mm at 10 meters and 2.9mm at 20 meters. Using the RTC360 we can collect data quickly minimising time on site and keeping the cost down for the client. This meant for this job we could scan all the basements, floors and outside in a day. From the data collected we can put together a highly detailed point cloud that can be used to draw accurate floor plans to the client's specification.

CAD floorplans:

The floorplans produced for this job allowed the client to see the positions of the basements relative to one another and the river. The levels of the floors were given relative to OSGB which allowed their height to be seen relative to the river to understand why they are flooding. They are produced with a standard error of +/- 10mm for levels and +/- 5mm for location of detail features.



TEXO TALK

CASE STUDY

CAD cross sections:

While the point cloud provided a full view of the area its not as simple to view and interpret. Producing cross sections from the point cloud allows an easy to view drawing showing the levels of the river, its banks and surrounding buildings. These levels are given to +/- 10 mm and help to understand where and why the river is flooding.

Control:

By establishing control using GNSS all work past, present and future can all be tied together by basing it on OSGB36 (National Grid coordinate system). This means we can tie together the point clouds produced from the RTC, photogrammetry and Lidar. As we'd previously flown our UAV Lidar here to survey the river banks this data could be added what we collected this time around.

UAV Photogrammetry:

Due to the damaged buildings being along the river it made it difficult to survey them traditionally. Using a drone to capture the building using photogrammetry allowed the entire area to be covered comprehensively and minimise the risk to both personal and equipment in the water. Once process this offers a variety of outputs such as a point cloud, orthomosaic and 3D mesh.





The secret to working safely in confined spaces

Across all industries, there are confined spaces that require inspection, maintenance and repair. Traditionally, this work is carried out by manned teams, but according to the Institute of Occupational Safety and Health (IOSH), around 15 of these people are killed in confined space incidents every year. Many more are seriously injured, and so organisations need to look for alternative ways to investigate these spaces – ways that reduce the risk to health and life.

How do we define a confined space?

Confined spaces come in all shapes, sizes and materials. From holding tanks on offshore oil and gas rigs to Victorian underground utility tunnels, a confined space is any place that is enclosed and carries a risk that comes from what the IOSH call 'a hazardous atmosphere or a dangerous condition'.

These spaces – because of their context and use – are often home to significant dangers. These can include:

- Extreme temperatures
- Low or difficult access – in and out
- Failing construction
- Incoming water
- Restricted movement
- Hazardous atmospheric gasses
- Poor visibility
- Working at height
- Poor ventilation

Any one of these dangers presents a risk to people working in these spaces.

For example, we undertook a series of investigations of three kilometres of an underground Victorian brick arch tunnel network linking two reservoirs on behalf of Northumbrian Water. The investigation was prompted by local farmers who had noticed evidence of subsidence.

Manned entry was not possible as there was only a single isolation point for the tunnel with no redundancy – increasing the risk of sudden and catastrophic flooding. So the safest option was to use unmanned vehicles to conduct a thorough visual inspection inside the tunnels.

A safer approach

As part of a standard risk assessment, those managing the working, inspection, maintenance and repair of confined areas need to evaluate the safest way to access these spaces without putting people at risk. There are four key elements to this:

- 1. Can you eliminate the risk?** If you can inspect or manage the confined space without sending any one inside, this is the preferred option. Always look for ways to remove the need before you do any further planning.
- 2. If entry is essential, how can you best manage it safely?** Considering safer ways to proceed will help you to significantly reduce the risk for your workforce or contractors.
- 3. What control measures do you need to put in place?** You can work this out based on the methods you're going to use to access the space. Make a plan that considers how you would manage a range of related events.

Continued >>>

4. Review your processes. After every project that involves a confined space, review your planning and actions. Talk to your team and see if there are ways you can mitigate future risks.

One of the safest ways to protect your workforce is to replace manned inspections with professional unmanned inspections. With the right equipment, unmanned survey teams can access any sort of confined space. Drones or crawlers are used to collect accurate images and data to help teams see exactly what condition the space is in – This enables teams to identify and monitor problems with minimal impacts to safety of personnel and downtime of their assets, as well as making informed decisions on manned entry should it be required.

In Birmingham, for example, the City Council chose to use drone inspections for underground water tanks beneath sites that would be used for the 2022 Commonwealth Games. The unknown condition of the tanks made manned inspections too dangerous. We performed drone surveys, utilised inverted laser scanning and drone-based photogrammetry inside the storm tank. All surveys were completed within a single day and required no human access to the tanks.

This time saving is important. Depending on circumstances, a manned inspection of a confined space – or a connected set of confined spaces – can take up to 14 days. It can mean shutting down some areas of operation, or disrupting public access.

Justifying workforce entry

Of course, not everything can be done by drone or crawlers. This equipment is usually deployed to assess the current situation and identify the areas where repair or new installation is needed. And

that will require a workforce. The benefit of surveying this way, however, is that you can show exactly where the damage or areas of concern are. This allows supervisors to plan workforce entry exactly, reducing the time spent in the confined space and minimising the risk to teams.

In addition, with inspection images, 3D models and data all available to teams via secure storage, there's the opportunity to collaborate with everyone who needs to be involved, to make sure that any manned work is carried out as safely as possible.

Confined space inspection for EDF Energy

EDF Energy and its internal innovation team contracted us to develop a method of unmanned and confined space inspection of the Tyne offshore turbine installation.

A definitive method of investigation delivering a step-change in safety and efficiency was key to success. Internal inspections considered moon pool, O-ring and ladder stage areas. As part of the scope of work, we were charged with developing a methodology to reduce risk to personnel within confined turbine installations. This included working at height tasks such as ladder stage inspections and various other areas. EDF required a mechanism to deliver additional safety coupled with an increase in human resource efficiency, both per site and per asset.

Confined spaces exist in every industry – from energy to food production, utilities to heritage sites. It's vital that those in charge of inspection and maintenance look for ways to minimise the risks to work teams – eliminating the need to go inside the space where possible, and looking for safer, faster and more cost-effective solutions where access is essential.

TEXO shortlisted for the 2022 Building Innovation Awards!

We're really proud to have been selected for the Best Use of Drones in a Construction Project category at this year's Building Innovation Awards.

Organised by UK Business Events, the Building Innovation Awards are an occasion to recognise and celebrate the individuals, organisations and partnerships that are taking UK construction to the next level. This year's finalists are top innovators from across the sector, who are pioneering technologies, approaches and projects that

deliver a greener, smarter and safer built environment for all.

The awards will be presented at a gala dinner and ceremony on 27th October 2022 at The Point, Emirates Old Trafford in Manchester.

Commenting on the awards, editor at Build in Digital, Siôn Geschwindt, said: "It's impressive to see the calibre of this year's finalists. These projects, people and technologies represent the future of construction in the UK. We look forward to presenting the winners on the night and welcoming you all to an event that promises to be a night to remember!"

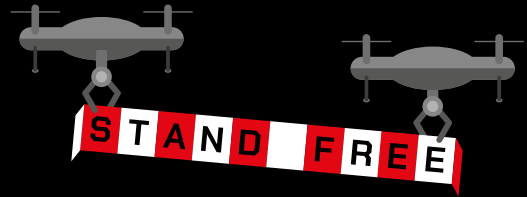
View the full shortlist here:
<https://buildinginnovationawards.co.uk/2022-shortlist/>

BUILDING INNOVATION AWARDS

2022 FINALIST

27th October
The Point,
Emirates Old Trafford,
Manchester

www.buildinginnovationawards.co.uk



September Results

Ross County **1 - 1** Aberdeen
Saturday 3 September, Global Energy Stadium

Aberdeen **1 - 3** Hibernian
Saturday 17 August, Easter Road Stadium



Fixtures in October

Sat 01	Home	v	Kilmarnock	15.00
Sat 08	Away	v	Dundee United	18.00
Sun 16	Home	v	Heart of Midlothian	15.00
Wed 19	Home	v	Partick Thistle	19.45
Sat 22	Away	v	Motherwell	15.00
Sat 29	Away	v	Rangers	15.00



Blyth Spartans

Blyth Spartans have been drawn away to Liversedge or Chorley in the Third Round Qualifying of the Emirates FA Cup.

Northern Premier League side Liversedge earned a replay on Saturday against Spartans' National League North rivals Chorley on Saturday after a 1-1 draw at Clayborn.

Blyth will find out their opponents on Tuesday evening as the two sides face off in their Second Round Qualifying Replay.



Blyth Spartans October fixtures

Sat 08	Home	v	Banbury United	15.00
Sat 15	Away	v	Curzon Ashton	15.00
Tue 22	Home	v	Alfreton Town	19:45
Tue 25	Home	v	Bradford (Park Avenue)	15.00
Sat 29	Away	v	Kettering Town	19:45

SPARTANS
AFC

TEXO TEAM PLAYER OF THE MONTH



OFFICE BASED

Anouska Horne

TEXO Engineering & Fabrication
Projector Planner-Coordinator

From the earliest days of TEXO, Anouska has been an integral part of the team. Initially working as a project cost controller within the finance team, then following her maternity leave she returned to the role of projector planner and co-ordinator for TEXO Engineering & Fabrication. A considerable task for some, however Anouska takes it all in her stride and provides a level of support and reporting which only comes with years of experience and commitment. This is also shared across all the divisions at TEXO, enhancing our one team approach.

As a company develops, so do the people – and this is what is most important to us at TEXO. It is down to people like Anouska who have been with us from the start of this journey, that show what can be achieved as an individual and more importantly what that can do for a team.



IN THE FIELD

Lewis Elrick

TEXO Workspace Solutions
Workshop Support

Opening a new facility is always a daunting task especially when you have to hit the ground running, however this was all made easier with the help from Lewis. Lewis joined us at the start of the summer, during a break from university where he is studying for a degree in physics.

Lewis quickly became involved with the team at TEXO Workspace Solutions and with some good common sense and a healthy appetite for hard work, gained some early respect from the staff and workforce alike.

"He's an asset to the team," said Project Manager Kenny Greig, "from the minute he arrived we saw something in Lewis which made it a pleasure to teach and get him in to our own particular way of working."

Lewis is a true asset to any operation and great to see such a willingness to work from a young lad.

Nice one Lewis!



ENGINEERING
& FABRICATION



WORKSPACE
SOLUTIONS



LIVESTREAM



RECRUITMENT



ASSET
INTEGRITY



PORT
SERVICES



SURVEY &
INSPECTION
(DSI)

TEXO

TOGETHER WE ARE ONE