

## LATEST NEWS FROM PBS

Issue 2  
4th March 2020



### LOOKING FORWARD TO WELCOMING YOU TO PBS

It's been a busy few weeks for the PBS team, as we work hard to prepare employees and ourselves for a smooth transition for the commencement of the TEPUK GMOC.

Consultation is underway with all the incumbent contractors, positive discussions and relationship building has commenced with Trade Unions, and we look forward to meeting you all in due course. Our key ambition is a successful TUPE process, where you have all the information you need about PBS, the transfer and what day to day working life looks like with PBS. We understand that there may be many questions and are working hard with your current employers to ensure that these are all addressed. However, to provide some reassurance, the majority will remain largely unchanged and for anything that does change you will be given plenty of notice and be well informed.

Alongside working with current employers for the transfer we are also in the process of preparing for GMOC activities. This includes:

- Implementation of the Onboard Tracker People platform - this will be our people management tool and provide real time access to training, competence and rotation information.
- PPE purchasing - we will be providing you with a complete set of PBS branded PPE to include coveralls, hardhat, eye wear, foot wear, foul weather wear, base layer, gloves and kit bag.
- Induction training - all transferring employees will be asked to attend our inductions during which we will provide you complete information on PBS procedures and processes, and payroll.
- Final preparations to open our new PBS Westhill office.

We are also in the process of organising some pop-up offices, where you can drop in and speak directly to the PBS team for further information (find out more in this newsletter) and we will be visiting some of the offshore assets over the next few weeks.

On behalf of PBS and myself, we're excited about our next steps and are looking forward to getting to know our new colleagues. We can't do this without you and your experience, skills and investment is crucial to us delivering this contract.

Olivier Renaud  
GMOC Director



# TUPE CONSULTATION UNDERWAY

Incumbent contractors have started to commence their internal consultation with employees. This process is to provide information and answer questions on what the transfer means for you and to ensure a smooth transition to the relevant PBS consortium member. This allows us to take over employee contracts meaning that your existing terms and conditions of employment including continuity of employment service will be protected.

Currently, existing employers are in the process of organising internal group meetings with employee representatives and, where there is a requirement, one-to-ones with employees, to work through this process. We are starting to receive anonymised Employee Liability Information - dependent on the stage of consultation your employer is at. We also hope to meet with you directly throughout the consultation phase.

## Key Questions

A lot of questions are being asked about the transition to PBS so we've highlighted some of the key questions and our answers here.

### When will PBS HR be available for consultation?

The HR team at PBS are available for consultation directly with your current employers now and throughout the TUPE process.

### When will I know which PBS consortium member I am transferring to?

PBS have provided transfer information to existing employers with this information which they are in the process of sharing with you.

### Will employees be issued new terms and conditions via PBS Consortium members?

All employees will transfer over on their current terms and conditions. Under TUPE, the new employer takes over employees' employment contracts, including:

- All the previous terms and conditions of employment
- Holiday entitlement, including any booked holidays
- Period of continuous employment - an employee's start date is the same as before the transfer, so continuous employment isn't broken
- Any collective agreements previously made

### What happens to employees who are offshore on the day of the transition?

Employees should continue to perform usual duties, the focus on day one is to undertake a safe transition and continuity of operations. New PBS PPE and any other information or equipment needed will be provided.

### What if I decide I do not want to TUPE transfer to PBS?

We hope that everyone will welcome this change, however, should you not wish to be considered for TUPE transfer to PBS, this should be made known to your HR representative as soon as possible.

### When do we have to decide on whether to transfer or not?

A decision can be made up until the day before the date of transfer – to be fixed when the consultation process is completed (anticipated in early Q2 2020).



## IT'S GOOD TO BE BACK

30 years ago, Ponticelli was awarded a major construction contract by TEPUK and Foster Wheeler to build Alwyn's compression and drilling modules at its Bordeaux yard in France.

Back then we shipped over 5,000 tonnes of modules to the North Sea!



## COME AND MEET US

Over the course of two weeks we'll be running some pop-up offices, where you can drop in and speak directly to the PBS team to find out more about the GMOC, the current transition process and ask any questions that you have. We'll be running sessions Monday to Friday throughout the weeks commencing 9th and 16th March at two locations. See our schedule of pop-ups below.

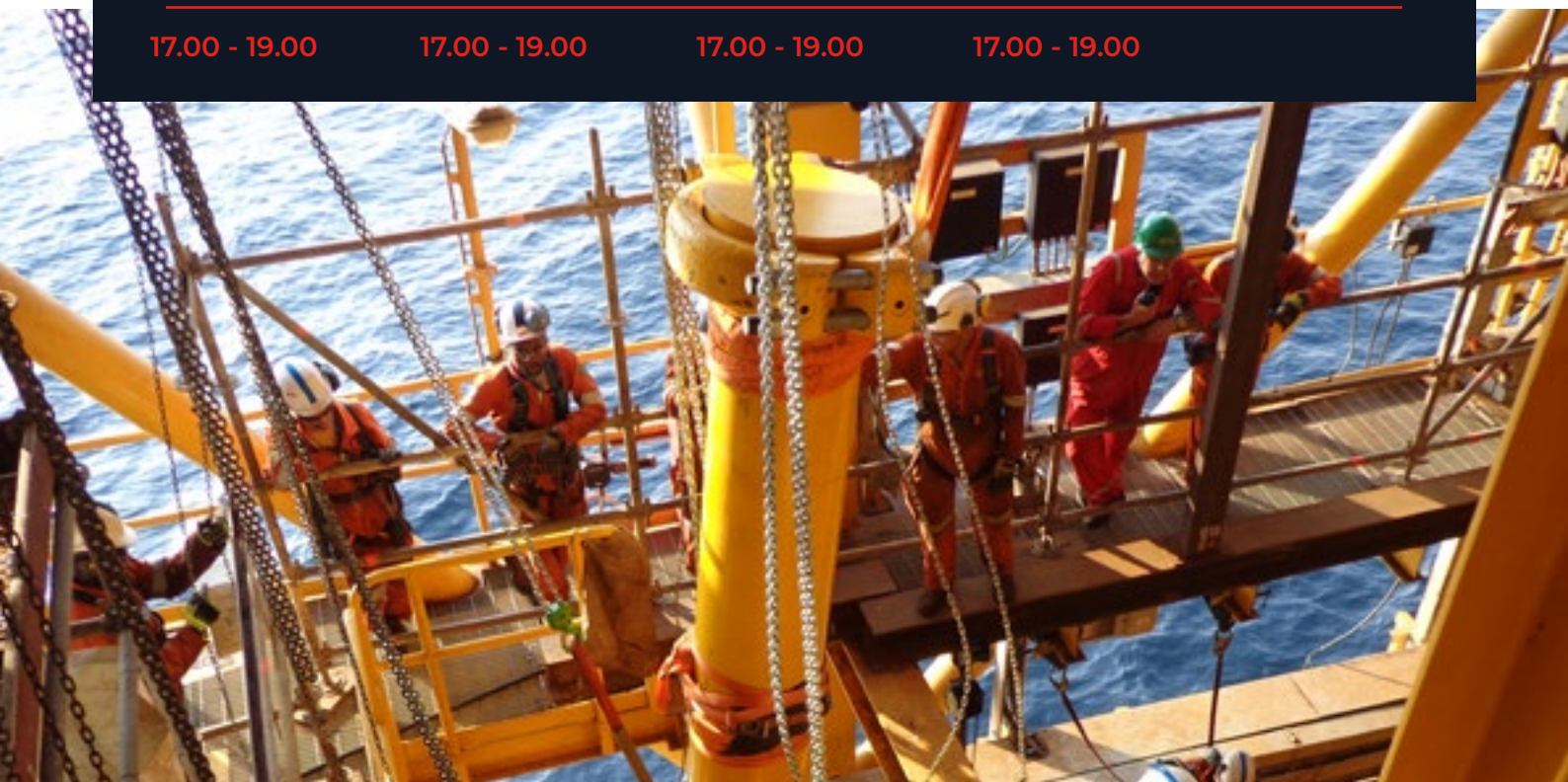
### LOCATIONS

CHC Scotia, Buchan Road, Dyce. AB21 0PD

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
05:30 - 07:00 11:45 - 12:45 15:30 - 16:30	05:30 - 07:00 11:45 - 12:45 15:30 - 16:30	05:30 - 07:00 11:45 - 12:45 15:30 - 16:30	05:30 - 07:00 11:45 - 12:45 15:30 - 16:30	05:30 - 07:00 11:45 - 12:45 15:30 - 16:30

Aberdeen Marriott Hotel, Stonehaven room, Overton Circle, Dyce AB21 7AZ

17.00 - 19.00	17.00 - 19.00	17.00 - 19.00	17.00 - 19.00
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## EFFICIENT KNOWLEDGE TRANSFER

Early on we identified the need to transfer knowledge of the current working practices and responsibilities. PBS and TEPUK are holding a series of workshops for the identified core processes.

To date, five workshops have been held, facilitated by the Renoir Consultants team, these sessions have included; Maintenance Management (UNISOL), Scheduling and IOP, Procurement and Shipping Logistics, and Projects and RFM process. (The last session was held on Friday 28th February.)

Several representatives from both TEPUK and PBS ensure the best value and outputs of these sessions. So far, the sessions have been very positive and have generated significant understanding not only the PBS team but also the TEPUK team. Identifying several opportunities for improvement within the implementation phase, along with providing key information for a successful transition.

The common - and not unexpected - take away from all sessions is the importance of the people in this process and how everyone will have an influence in making this transition a success for all parties.

## NEXT STEPS

While there is still work to be done, we are pleased with the process to date. We will continue to meet with employers, arrange opportunities to meet and engage with you directly and keep moving forward with plans to implement efficient, safe and productive GMOC activities.

### Our next steps and key milestones are as follows:

- **w/c 2nd March** – PBS visits to Culzean and Elgin
- **w/c 10th March** – PBS visit to Shetland Gas Plant
- **w/c 16th March** – PBS visits to Alwyn, Gryphon and Dunbar
- **16th March** – Target transfer from Bridge of Don office to new Westhill PBS office
- **28th March** - Target date for all rental tools, PPE and consumables to be sent offshore
- **April** – Target GMOC commencement date (to be confirmed after TUPE consultation)

**We thank you all for your support and investment so far and look forward to a long working relationship.**

The PBS Team

**Safety** is part of our DNA

